

**Settlement Agreement  
between  
Horizon Air Industries, Inc.  
and  
Association of Flight Attendants-CWA**

**Waiver of FARs in SAP  
Grievance No 6-99-2-16-21**

In full and final settlement of Grievance No 6-99-2-16-21, Horizon Air Industries, Inc. ("the Company") and the Association of Flight Attendants-CWA ("the Association") agree as follows:

1. The Company will cease and desist from denying Flight Attendants the ability to waive down to FAR minimums during SAP.
2. On a non-precedential basis, the following Flight Attendants will each be paid and credited five (5) credit hours on their October 20, 2021, paycheck:
  - a. Sarah Fernandez
  - b. Adam Knight
  - c. Lindsey Larson
  - d. Amanda McGough
  - e. Courtney Mowlds
  - f. Brooke Aimes
  - g. Joelle Jaeger
3. AFA will withdraw the grievance with prejudice, but without precedent as to the remedy.

Association of Flight Attendants-CWA

Horizon Air Industries, Inc.



Lisa Davis-Warren  
MEC President, Horizon

Rachael Mattioli  
Managing Director, Inflight

Date: October 22, 2021