

Reciprocal Flight Attendant Cabin Seat Travel Agreement

Domestic & International Agreement

Effective January 15th, 2016 ALASKA AIRLINES, INC. ("Alaska") along with HORIZON AIR INDUSTRIES ("Horizon"), and RAVN Alaska agree to the mutual provision of transportation privileges for flight attendants under the following terms and conditions.

I. ELIGIBILITY & REQUIREMENTS

- A. Any active, current flight attendant of Alaska, Horizon and Ravn Alaska shall be eligible for transportation on the other's aircraft subject to all applicable governmental statutes and regulations and individual carrier policies and procedures and other applicable regulations, including all applicable conditions of carriage of each company.
- B. Transportation is applicable on domestic and international Ravn Alaska, Alaska and Horizon flights and is on a space available basis. Priority will be given by each Carrier on its own flights to its own employees and all NRSA passengers (retirees, buddy pass holders, ID90, etc.). Thereafter, Crewmembers from the other Carriers and Crewmembers from other airlines which have entered into similar agreements with a Carrier will be accorded such transportation on a "first come, first served" basis. (Any applicable taxes or fees are the responsibility of the crewmember.) Flights operated by SkyWest Airlines or other regional carriers or code share partners of Ravn Alaska, Horizon or Alaska are excluded from this agreement.
- C. Boarding is limited to cabin seats only. The number of seats assigned to other carrier's flight attendants is limited only by the number of open seats in the cabin. The boarded crewmember must comply with all directions of the Captain and the Flight Attendants in the cabin.
- D. Transportation provided under this agreement is solely for travel that is strictly personal in nature. Transportation under this agreement is not to be used for business related travel of a personal nature, and is not to be used in any way to facilitate a carrier's staffing or crew requirements or any employee's crew related duties, responsibilities, plans, prospects or objectives.

II. IDENTIFICATION

Each flight attendant must produce proper identification upon check-in for his/her flight. All crewmembers must present a valid company ID displaying the word "Crew".

III. DRESS CODE

Any crewmember utilizing transportation under this agreement while in uniform will be expected to conform to proper and complete uniform requirements. Crewmembers that are not in uniform must conform to the normal passenger dress code standards.

IV. EMBARGOES

Each carrier may impose its own embargoes on periods of travel and routings, as it, in its sole discretion, deems necessary. Notice of such embargoes will be sent to the other carrier(s) to distribute the information to its offices.

V. MISCELLANEOUS

- A. The carrier receiving service under this agreement undertakes to release, indemnify, defend, and save harmless the carrier providing service, its directors, officers, employees, and agents from and against all liability, damages, claims, suits, theft, penalties or actions of every name and description, including any and all costs and expenses related thereto, including the defense thereof, reasonable attorneys fees and court costs arising out of or resulting from the act or omission of that carrier receiving services or its employee in connection with the services, except to the extent caused by the gross negligence or willful misconduct of the carrier providing service. The parties acknowledge and agree that to the extent that liabilities arise in connection with the services described in this Agreement, each will hold the other harmless only to the extent of its own negligence.
- B. Except as otherwise required or permitted under this agreement, or by function of law, no party to this agreement will disclose this agreement or any details concerning this agreement to any third party, without first obtaining the written permission of the other.
- C. No party hereto may assign its rights or the privileges of its crewmembers under this agreement without the prior written consent of the other.
- D. Each party hereto understands and agrees that the privileges granted under this agreement are granted from one company to another and confer no personal right or entitlement to any employees of the parties hereto. Each party further agrees to communicate the conditions of this privilege to its crewmembers.
- E. It is agreed that either party hereto will be relieved of its obligations to provide transportation hereunder in the event and to the extent that its performance hereof is delayed or prevented by any cause beyond its control and not caused by the party claiming relief hereunder ("*force majeure*"). It is understood that a carrier may deny transportation based on good faith concerns relating to flight departure schedules or times and insufficient time to process a particular employee's request under this agreement.
- F. Except as otherwise specifically provided in this agreement, the parties understand and agree that neither any failure or delay by a party in requiring strict performance or in enforcing any provision of this agreement, nor any prior waiver or forbearance by a party, shall in any way constitute a precedent or a continuing waiver of any provision of this agreement.
- G. Any party hereto may terminate this Agreement on thirty (30) days prior written notice to the other.
- H. This agreement is the entire agreement between the parties hereto concerning its subject matter and shall supersede any previous agreements, written or oral made between all three parties relating to that subject matter. Any amendment to this agreement must be in writing and signed by an authorized representative of each party.
- I. The Parties agree that this Agreement will be governed by the laws of the State of Washington without regard to conflict of law statutes.
- J. Except where specified elsewhere in this Agreement, any and all notices, approvals or demands required or permitted to be given by the Parties hereto will be sufficient if made in writing and sent by certified mail, postage prepaid, overnight courier, or delivered by hand. Where sent by mail, such notices will also be sent by facsimile. Notices will be

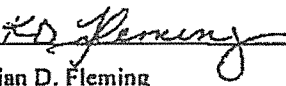
addressed to Alaska Airlines, Director Inflight Safety & Compliance, 2651 South 192nd Street, Seattle, WA 98188, Horizon Air, Director Inflight Operations & Labor Relations, 8070 NE Airtrans Way, Portland, OR 97218 and Ravn Alaska, 4700 Old International Airport Road, Anchorage, AK 99502 or to such other addresses in the United States as either Party may specify by notice to the other as provided herein. Notices will be deemed served as of actual receipt.


- K. The parties acknowledge and agree that the mutual provision of the privilege described herein is the consideration under this agreement, and no additional or other payment will be due under this agreement.
- L. To the extent that taxes may apply to any service received under this agreement, each party will be responsible for the payment of taxes applicable to it.

IN WITNESS WHEREOF, Ravn Alaska, Horizon Air and Alaska have caused this agreement to be executed by their authorized representatives.

For: ALASKA AIRLINES, INC.

For: Ravn Alaska, INC.

By: 
Kristian D. Fleming
Director, Inflight Safety and Compliance

By: 
Jennie Lou Bender
Director of Inflight Services

Date: 12/23/15

Date: 1-11-2016


Carrier Code: AS

Carrier Code: 7H

Phone: 206-392-6092

Phone: (907) 266-8349

For: HORIZON AIR INDUSTRIES, INC.

By: 
DeeDee Caldwell
Director, Inflight Operations & Labor Relations

Date: 1/8/16

Carrier Code: OX

Phone: 503-384-3061

