

Reciprocal Flight Attendant Cabin Seat Travel Agreement
Domestic, Unlimited Agreement

Effective June 01, 2009 DELTA AIR LINES, INC., ("Delta") and HORIZON AIR INDUSTRIES, INC. ("Horizon") 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 Delta Air Lines and Horizon Air shall be eligible for transportation on the other's aircraft subject to all applicable governmental statutes and regulations and individual carrier procedures and other applicable regulations, including all applicable conditions of carriage of each company.
- B. Transportation is applicable on Delta and Horizon flights within the continental United States or to/from the U.S., Hawaii and Alaska, or to/from the continental United States and the United States Virgin Islands (San Juan, St. Thomas and St. Croix) 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 Delta Connection or other regional carriers or code share partners of Delta 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 Leader 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

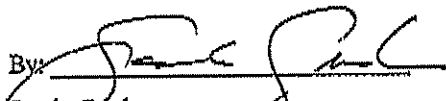
- A. The carrier receiving service under this agreement undertakes to release, indemnify, defend, and save harmless the carrier providing service, its directors, officers, employees, and agents from and against all liability, damages, claims, suits, theft, penalties or actions of every name and description, 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 and Common Law of the United States and State of Georgia as though the entire contract were performed in Georgia and without regard to conflict of laws statutes. The Parties further agree that they consent to the jurisdiction of the Courts of Georgia or the federal courts located within the State of Georgia and waive any claim of lack of jurisdiction or *forum non conveniens*.
- 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 Sandy Gordon, Vice President, In-Flight Service Operations and Safety, 1010 Delta Boulevard 5th Floor, OC-2 Building, Department 013 Atlanta, GA 30320 and Christiane Korman, Manager of Contract Affairs, 8070 NE Airtrans Way, Portland, OR 97218 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, Delta and Horizon have caused this agreement to be executed by their authorized representatives.

For: DELTA AIR LINES, INC.

For: HORIZON AIR INDUSTRIES, INC.

By: 
 Sandy Gordon
 Vice President, In-Flight Service
 Operations and Safety

By: 
 Christiane Korman
 Manager, Contract Affairs

Date: 5/26/09

Date: May 26/09

Carrier Code: DL

Carrier Code: OX

Phone: 404-714-0824

Phone: 503-384-4094



PROCEDURES FOR FLOWBACK TRAVEL ON DELTA AIR LINES

Delta is pleased to offer the privilege of "flowback" for flight attendants. The following procedures have been developed to make this process as hassle free as possible.

1. There is no pre-flight listing. All transactions take place at the airport.
2. Flowback is a "ticketless" program in domestic markets.
3. Flight attendants requesting transportation under this agreement must check in at any airport ticket office or departure gate a minimum of thirty (30) minutes before scheduled departure of a domestic flight and (75) minutes before the departure of an international flight. Flight attendants will be required to check in again at each stopover or connecting city.
4. Check-in can be at the ticket counter or gates if you have carry-on luggage only. If you have checked baggage then the ticket counter must process the transaction.
5. You must present your company issued employee ID which should have the text CREW on it and request to be added to the "**jumpseat**" list (even though you **will not** be given a cabin jumpseat). Only pre-merger Delta and pre-merger Northwest crewmembers can occupy the cabin jumpseat.
6. Delta uses the automated jumpseat program to manage the flowback process; any other type of terminology could confuse the frontline agents.
7. Once you have checked in you will be given a seat request card. Please stay in the gate area until you see your name on the cleared list on our gate information screens or your name is called.
8. Our agents cannot accommodate requests less than 15 minutes prior to departure.
9. This agreement does not permit travel with children, family members, or a carry-on pet.
10. Transportation is applicable on Delta flights within the continental United States or to/from the U.S., Hawaii and Alaska, or to/from the continental United States and the United States Virgin Islands (San Juan, St. Thomas and St. Croix) and is on a space available basis. (Any applicable taxes or fees are the responsibility of the crewmember.) Flights operated by Delta Connection or other regional carriers or code share partners are excluded from this agreement. Priority will be given to Delta employees and all NRSA passengers (retirees, buddy pass holders, ID90, etc.). Thereafter, crewmembers from other airlines that have entered into similar agreements with Delta will be accorded such transportation on a "first come, first served" basis.

11. 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.
12. Any crewmember utilizing transportation under this agreement while in uniform will be expected to conform to proper and complete uniform requirements. Crewmembers who are not in uniform must conform to normal passenger dress code.

Reciprocal Flight Attendant Cabin Seat Travel Agreement

Effective upon the dates set forth in Section V.F. below, Alaska Airlines (Alaska Airlines Inc), Horizon Air (Horizon Air Industries Inc), Endeavor Air (Endeavor Air, Inc) and Delta Connection set forth in Attachment A) agree to the mutual provision of transportation privileges for flight attendants under the following terms and conditions.

I. ELIGIBILITY & REQUIREMENTS

A. Any active duty flight attendants employed by a Party (including active flight attendants employed by either Party's regional carriers on Attachment A) shall be eligible for transportation on the other's Party's aircraft (including aircraft of such other Party's regional carriers on Attachment A) in accordance with the terms and provisions of this Agreement subject to all applicable laws and regulations and individual carrier procedures and other applicable regulations, including all applicable conditions of carriage of each carrier.

B. Transportation is applicable on all Endeavor Air flights and Delta Connection operated flights and all Alaska Airlines and Horizon Air flights on a space available basis. Any applicable taxes or fees are the responsibility of the traveling flight attendant.

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 of Endeavor Air or the Delta Connection carriers identified on Attachment A (collectively referred to as "Participating Delta Connection Carriers"), or crewmembers of Alaska Airlines and Horizon Air, along with crewmembers from other airlines that have entered into similar agreements with Endeavor Air, Alaska Airlines and Horizon Air will be afforded such transportation on a "first come, first served" basis.

C. Boarding is limited to any open cabin seats on Alaska Airlines, Horizon Air and Participating Delta Connection Carriers. Cabin jumpseats are excluded from this agreement. The boarded crewmember must comply with all directions of the captain and Flight Attendant #1.

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. For purposes of this Agreement, the terms "business" and "personal" have the meanings attached to them as defined in the pass travel policy of the flight attendant's individual employer.

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", and may be also required to provide an additional, government-issued photo I D.

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 who are not in uniform must conform to the transporting carrier's dress code standards.

IV. EMBARGOES

Each carrier may impose its own embargoes on periods of travel and routings, at 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. 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.
- B. No party here to may assign its rights or the privileges of its crewmembers under this Agreement without the prior written consent of the other.
- C. Each party herein 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.
- D. It is agreed that either party here to will be relieved of its obligations to provide transportation here under in the event and to the extent that its performance here of 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, including, but not limited to, those relating to flight departure schedules or times and insufficient time to process a particular employee's request under this Agreement.
- E. 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.
- F. This Agreement is effective as of December 1, 2015. This Agreement shall continue in force until terminated by either party upon 30 days written notice to the other.
- G. 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 the parties relating to that subject matter. Any amendment to this Agreement must be in writing and signed by an authorized representative of each party.
- H. 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.
- I. 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.

For Endeavor Air, Inc.

By: Gail Huey
Gail Huey
Director of Inflight

Date: 10-23-15
Carrier Code: 9E
Phone: 612-266-1417

Address of Notices
Endeavor Air, Inc.
Mailstop 08P
7500 Airline Drive
Minneapolis, MN 55450-1101

For Delta Connection

By: Gretchen Dietz
Gretchen Dietz
Manager Delta Connection

Date: 10/23/15
Carrier Code: N/A
Phone: 404-677-1806

Address of Notices
Delta Air Lines
1060 Delta Boulevard
Dept 009
Atlanta, GA 30354-1989

For Alaska Airlines

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

Date: 10-23-15
Carrier Code: AS
Phone: 206-392-6092

Address of Notices
Alaska Airlines
P.O. Box 88900
Seattle, WA 98168
206-392-6092

For Horizon Air

By: _____
DeeDee Caldwell
Director, Inflight Operations and Labor Relations

Date: _____
Carrier Code: AS
Phone: _____

Address of Notices
Horizon Air
8070 NE Airtrans Way
Portland, OR 97218
503-384-3061

ATTACHMENT A

"Participating Delta Connection Carriers"

Chautauque
Compass
Endeavor Air
Express Jet
GoJet
Shuttle America
SkyWest

"Participating Alaska Airlines Carriers"

Alaska Airlines
Horizon Air

Reciprocal Flight Attendant Cabin Seat Travel Agreement
Domestic & International Agreement

Effective December 1st, 2015 ALASKA AIRLINES, INC. ("Alaska") along with HORIZON AIR INDUSTRIES ("Horizon"), ENDEAVOR AIR ("Endeavor Air, Inc ") and other DELTA CONNECTION carriers listed in Attachment A, 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, Endeavor Air, and other Delta Connection carriers, 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 Endeavor Air and other Delta Connection carriers, 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.)
- 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 Endeavor Air 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, Endeavor Air, Delta Connection, Alaska and Horizon have caused this agreement to be executed by their authorized representatives.

For: ALASKA AIRLINES, INC.

By: *Kristian D. Fleming*
Kristian D. Fleming

Director, Inflight Safety and Compliance

Date: 10/23/15

Carrier Code: AS

Phone: 206-392-6092

For: ENDEAVOR AIR, INC.

By: *Gail Huey*
Gail Huey

Director, Inflight Services

Date: 10-23-15

Carrier Code: 9E

Phone: 612-266-1417

For: HORIZON AIR INDUSTRIES, INC

By: *DeeDee Caldwell*
DeeDee Caldwell
Director, Inflight Operations & Labor Relations

Date: 10/23/15

Carrier Code: OX

Phone: 503-384-3061

For: DELTA CONNECTION

By: *Gretchen Dietz*
Gretchen Dietz
Manager, Delta Connection

Date: 10/23/15

Carrier Codes: N/A

Phone: 404-677-1806

ATTACHMENT A

Participating Delta Connection Carriers

Chautauqua
Compass
Endeavor Air
Express Jet
GoJet
Shuttle America
SkyWest

Participating Alaska Airlines Carriers

Alaska Airlines
Horizon Air