

Reciprocal Flight Attendant Cabin Seat Travel Agreement Domestic, Unlimited Agreement

Effective April 6, 2010 United Airlines Air Lines ("United") and Horizon Air ("Horizon") have agreed to the mutual provision of transportation privileges for flight attendants under the following terms and conditions (the "Agreement").

I. ELIGIBILITY & REQUIREMENTS

- A. Any active, current flight attendant of Horizon and United 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 United within the 50 continental United States 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 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 any of United's regional carriers or code share partners of United are excluded from this Agreement.
- C. Boarding is limited to economy 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 economy 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. Transportation is not intended for children or pets.

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 also be required to provide an additional, government-issued photo ID.

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 not in uniform must conform to the transporting carrier's non-revenue first class travel dress code standards of conservative casual business dress and grooming.

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 liability, damages, claims, suits, 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 brought by any party, including but not limited to employees of the carrier receiving services, arising out of or resulting from the act or omission of that carrier providing services in connection with a failure to board or otherwise accommodate non revenue travel in accordance with this Agreement, except to the extent caused by the gross negligence or willful misconduct of the carrier providing service.
- B. Neither party will issue a press release, advertisement or public statement concerning the existence of this Agreement, its contents, or the transactions contemplated by it without the express written consent 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 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.
- 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. This Agreement will continue until terminated by either party upon written notice to the other. 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 Illinois as though the entire contract were performed in Illinois and without regard to Illinois conflict of laws statutes. The parties further agree that they consent to the jurisdiction of the Courts of Illinois or the federal courts located within the State Illinois 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 Ms. Alexandria P. Marren, Senior Vice President, Onboard Services, 1200 E. Algonquin Road, Elk Grove Village, IL 60007 and Horizon Air, Kristian D. Fleming, Supervisor, Inflight Service, 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.

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IN WITNESS WHEREOF, United Air Lines and HORIZON AIR have caused this Agreement to be executed by their authorized representatives.

For: UNITED AIR LINES, INC.

By: Alex P

Alexandria P. Marren
Senior Vice President, Onboard Services

Date: 3/26/10

Carrier Code: UA

Phone: 847-700-7102

For: HORIZON AIR, INC.

By: KD Fleming

Kristian D. Fleming,
Supervisor, Inflight Training

Date: 3/23/2010

Carrier Code: QX

Phone: 503-384-4283



United Airlines Cabin Seat Agreement General Guidelines

We are pleased to offer a reciprocal cabin seat agreement for flight attendants. For your convenience, listed below are the guidelines to follow for travel on United under the agreement.

Eligibility:

- Active, current flight attendants may travel on United mainline flights in economy within the 50 United States on a space available basis. Agreement does not permit travel with children, family members or pets.
- Regional carriers are not included in this travel agreement.
- Flight attendants may use travel for personal reasons only – travel is **not** to be used for business reasons.
- Flight attendants requesting transportation under this agreement must check in at any airport ticket office or departure gate a minimum of forty-five (45) minutes before scheduled departure.
- Flight attendants will be required to check in again at each stopover or connecting city.
- Please be prepared to produce proper Company ID displaying the word “CREW” along with government-issued photo ID.
- Boarded flight attendants must comply with all directions of the captain, lead flight attendant and/or purser. Additionally, conduct onboard must reflect a professional, businesslike attitude in accordance with all standard passenger regulations (seat belts, carry-on bags, safety information signs, etc.).
- Flight Attendants may refer the CS Agent to the APOLLO profile ([S*UAL/CFA](#)) for specific information on Reciprocal Cabin Seat Agreement procedures.

Dress Code:

- If traveling in uniform, flight attendants must conform to proper and complete uniform requirements.
- Those not in uniform must be in appropriate business attire. Examples of clothing that will not be acceptable for travel include: jeans, beach sandals (including flip-flops or thongs), tennis shoes, sweat pants or clothing, leotards, bare midriffs, baseball caps, shorts.

Baggage:

- Under the terms of this agreement, flight attendants must comply with established baggage requirements.