



**LETTER OF AGREEMENT
between
HORIZON AIR, INC.
and the
ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO**

DISTRIBUTION OF INFLIGHT MOBILE DEVICES

This LETTER OF AGREEMENT is made between HORIZON AIR, INC. ("Company") and the ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO ("Association").

WHEREAS, the Company is replacing the current iPhone 13 with the iPhone 16 as the Inflight Mobile Device ("IMD") for HORIZON AIR (QX) Flight Attendants; and

WHEREAS, the Company and the Association ("the parties") recognize that each Flight Attendant must receive her/his iPhone 16 in a reasonably timely manner;

NOW THEREFORE, the parties agree as follows:


1. A Flight Attendant who has scheduled flying or airport standby during their respective scheduled domicile distribution period for the iPhone 16 must pick up their devices during those dates. The distribution period will be communicated to Flight Attendants in a required bulletin and is outlined in Addendum A. Flight Attendants may pick up the iPhone 16 either on or off duty.
2. A Flight Attendant who does not have scheduled flying or airport standby during the period described in paragraph 1, above, must make arrangements with a member of the Inflight department to receive their iPhone 16 at a mutually agreed upon time and place and in a mutually agreed manner. Examples of mutually agreed arrangements may include, but are not limited to, pick up at a "Spot On" location in a reasonable timeframe, picking up before, during or after Recurrent Ground, and direct shipping to the Flight Attendant at an address of their choosing. A Flight Attendant will not be required to refresh their IMD during recurrent.
3. The Company will provide staff in SEA, PDX, and ANC to distribute the iPhone 16. Flight Attendants who commute from or have a trip that passes through SAN, SFO or LAX may schedule in those locations.
4. A Flight Attendant who is not reasonably able while on duty to pick up their iPhone 16 device during the scheduled distribution period, may coordinate with an Inflight Supervisor to have the Company ship their iPhone 16 to an address of the Flight Attendant's choosing at no cost to the Flight Attendant.



5. All Flight Attendants who are replacing their iPhone 13 with an iPhone 16 will be paid and credited one credit (1.0 hour) total for the changeover. The pay will be reflected in the Flight Attendant's December 20th, 2025, paycheck unless the Flight Attendant is on a leave of absence.
6. Flight Attendants on a leave of absence will be required to pick up their iPhone 16 when they return to active duty. Such Flight Attendants must submit a request via email to inflight supervisors@horizonair.com in order to be paid one credits (1.0) when they pick up their new iPhone 16, or they may contact their crew pay analyst directly to receive their one credit (1.0).
7. Flight attendants must return their iPhone 13 when they pick up their iPhone 16. If the device is shipped to the Flight Attendant, a pre-paid return label will be included, and the iPhone 13 must be returned via the pre-paid return label in a reasonable timeframe after receipt.
8. The parties agree that simply picking up or otherwise receiving the iPhone 16 does not constitute training on the device.
9. This agreement is without prejudice or precedent to either party. It is expressly intended to apply only to the replacement of the iPhone 13 with the iPhone 16.

IN WITNESS WHEREOF, the parties hereto have signed this LETTER OF AGREEMENT this 29 day of AUGUST, 2025.

FOR:
ASSOCIATION OF FLIGHT
ATTENDANTS-CWA, AFL-CIO



Lisa Davis-Warren
Master Executive Council President

FOR:
HORIZON AIR, INC.



Cheri Ruger
Managing Director, People and Labor
Relations

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ADDENDUM A

	2025								
Month	S	M	T	W	R	F	S	Wk	Notes
Aug	31	1	2	3	4	5	6	36	9/1 - Labor Day
Sep	7	8	9	10	11	12	13	37	
Sep	14	15	16	17	18	19	20	38	ANC (26 QX, 305 AS) - Combined distro
Sep	21	22	23	24	25	26	27	39	SFO (426 AS)
Sep	28	29	30	1	2	3	4	40	SAN (351 AS)
Oct	5	6	7	8	9	10	11	41	PDX (159 QX, 218 AS) - AS & QX diff days
Oct	12	13	14	15	16	17	18	42	LAX (214 AS)
Oct	19	20	21	22	23	24	25	43	SEA (88 QX, 810 AS) - AS & QX diff days
Oct	26	27	28	29	30	31	1	44	HA FAMD Deployment
Nov	2	3	4	5	6	7	8	45	
Nov	9	10	11	12	13	14	15	46	
Nov	16	17	18	19	20	21	22	47	
Nov	23	24	25	26	27	28	29	48	Thanksgiving
Nov	30	1	2	3	4	5	6	49	