

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

**No Passport (NP) – International Flying
Grievance No. 6-17-2-10-24 (Peoples)**

In full and final settlement of Grievance No. 6-17-2-10-24, Horizon Air Industries, Inc. ("the Company") and the Association of Flight Attendants-CWA ("the Association") agree as follows:

1. The Company has worked with the AIMS team, by and through the AIMS Working Group, to move forward with programming intended to allow a Flight Attendant with the "No Passport" ("NP") designation to pick up or trade into a Trip, or portion thereof, that includes international flying up to two (2) days prior to the start of the Trip that is being picked up or traded into containing the international flying.
2. Nothing in this Settlement Agreement is intended to change, alter, or otherwise modify the Collective Bargaining Agreement (CBA). Rather, Flight Attendants with a "NP" designation will be allowed to trade or pick up international Trip/s up to two (2) days prior to the start of the Trip that is being picked up or traded into containing the international flying.
3. The Parties have tested the programming changes. The Parties will agree on a go-live date no later than July 15th, 2026 as well as communications to Flight Attendants in advance of implementation.
4. Once implemented, the Parties agree that if there are programming issues, the Company will resolve them as soon as is practicable. AFA agrees that no grievances will be filed related to picking up Trips and/or trading into Trips with the NP designation within the first ninety (90) days after the effective go-live date. The Parties must mutually agree to extend this timeframe if needed. Notice must be given ten (10) days prior if the Company or the Association wish to extend.
5. AFA will withdraw the above-referenced grievance, with prejudice and precedent.

IN WITNESS WHEREOF, the parties hereto have signed this Settlement Agreement this 31st day of August, 2026.

Association of Flight Attendants-CWA

Horizon Air Industries, Inc.



Lisa Davis-Warren
MEC President, Horizon Air



Robin DeMan
Managing Director, Inflight