SETTLEMENT AGREEMENT
between
HORIZON AIR, INC.
and the
ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFLO-CIO

Grievance No 6-99-2-7-26

MEC (Group Grievance)

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

In full and final settlement of the above-referenced grievance, the Company and the Association agree:

1. The Company has educated Employee Records ("EDM") on contractual timelines of Article 23.B.3. of the Collective Bargaining Agreement.

2. EDM agrees to provide confirmation of a Request for Records and include the estimated date the records will be delivered. The Company will communicate with the Association on a response timeline based on the estimated EDM date.

3. This Agreement fully settles and resolves the above grievance. The Association will withdraw the above grievance without prejudice or precedent.

Agreed on this _16th___ day of September

2026. AFA-CWA

By:_____
Lisa Davis Warren
Master Executive Council President

Horizon Air, Inc.

By: Susanne Foster
Susanne Foster
Director, Inflight Operations & Performance