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

Grievance No. 6-99-2-13-26
MEC – Due Process in Investigatory Meetings

In full and final settlement of Grievance No. 6-99-2-13-26, Horizon Air Industries, Inc. ("the Company") and the Association of Flight Attendants-CWA ("the Association") agree as follows:

1. The Company has reviewed the concerns raised by the Association regarding investigatory meetings involving represented Flight Attendants. The Company will educate and inform its Inflight Leadership team regarding the way in which it conducts investigatory meetings, including allowing represented Flight Attendants and Association representatives to confer privately during investigatory meetings.
2. Nothing in this Agreement shall be construed as a waiver, modification, limitation, or relinquishment of any contractual, statutory, operational, investigatory, or management rights of the Company and/or the Association and/or the Collective Bargaining Agreement.
3. This Agreement fully settles and resolves the above grievance.
4. The Association will withdraw the above grievance without prejudice.

Association of Flight Attendants-CWA

Lisa Davis-Warren
MEC President

Date: November 3, 2026

Horizon Air Industries, Inc.

Frans T. Miller Jr.
Director, Labor Relations

Date: November 3, 2026