

LETTER OF AGREEMENT
between
HORIZON AIR INDUSTRIES, INC.
and
ASSOCIATION OF FLIGHT ATTENDANTS-CWA

Duty Table Waiver

This Agreement is made and entered into in accordance with the provisions of Title II of the Railway Labor Act, as amended, by and between Horizon Air Industries, Inc. (the "Company") and the Association of Flight Attendants-CWA (the "Association").

WHEREAS: The Company and the Association negotiated a tentative agreement that was ratified on January 26, 2016; and

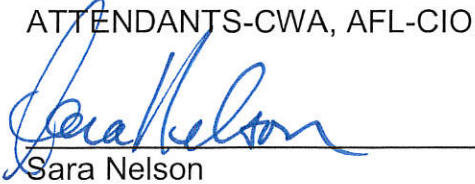
WHEREAS: The Company and the Association wish to allow a one-time waiver of the Maximum Scheduled Duty Period for those Medford based Flight Attendants who are being scheduled for Operating Experience on the E175 aircraft;

NOW, THEREFORE: the Company and the Association agree as follows:

1. With the expressed consent of each Flight Attendant their E175 Operating Experience pairing(s) may be scheduled up to 1:30 hrs over the maximum allowable scheduled duty period as codified in Article 5.A.2.a., but in no case, shall duty time exceed 14 hours.
2. This agreement will expire after all Medford based Flight Attendants have obtained their Jet certification through Operating Experience or on October 31, 2017, whichever comes first. This agreement does not apply to new hire Flight Attendants based in Medford who are obtaining their Initial Operating Experience on the E 175.
3. This agreement provides relief pursuant to Article 5.A.2.a. exclusively, all other Articles of the parties CBA remain in full force and effect. Pay and credit shall not be affected by this agreement; affected Flight Attendant's pay and credit shall be provided consistent with the terms of all Articles in the 2016 CBA.
4. The parties' intent pursuant to this letter of agreement is to provide contractual relief for training purposes at the Medford, OR domicile only and strictly pursuant to the limitations contained herein.
5. Flight Attendants who elect not to consent pursuant to paragraph one above shall be scheduled for E175 Operating Experience pairings consistent with Article 8 of the parties' CBA and Sideletter "Ground School Training & OE/IOE for the Embraer 175 Jet" as it relates to OE and is attached as Exhibit 1.

The parties hereto have signed this Letter of Agreement this ____ day of ____ 2017.

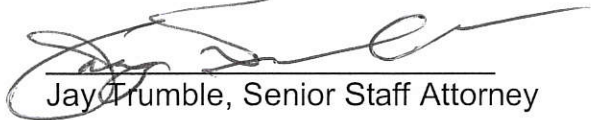
FOR ASSOCIATION OF FLIGHT
ATTENDANTS-CWA, AFL-CIO



Sara Nelson
International President

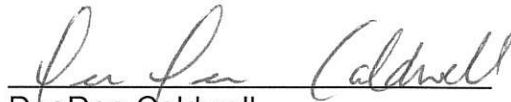


Ed Hawes MEC President



Jay Trumble, Senior Staff Attorney

FOR HORIZON AIR
INDUSTRIES, INC.



DeeDee Caldwell
Director, Inflight Operations and Labor
Relations