

SETTLEMENT AGREEMENT
by and betwixt
ENVOY AIR INC.
and the
FLIGHT ATTENDANTS
in the service of
ENVOY AIR INC.
as represented by the
ASSOCIATION OF FLIGHT ATTENDANTS – CWA, AFL-CIO

Section 26.1 & 32.E.2 (CERS)
AFA Grievance # 22 99 02 28 15

The following is offered in settlement of the pending grievance regarding the CERS system. In order to continue to provide AFA with notification of events that may impact flight attendants, the Company will notify AFA either via the CERS system or a Non-CERS Email Distribution system for the following events:

- Aircraft Accident;
- Flight Security Threat – Level 2, 3 or 4;
- Crew Incapacitation;
- Medical Emergency in flight;
- Employee Accidental Death;
- Severe Turbulence;
- Fire on board;
- Physical Assault of a Flight Attendant;
- Evacuation of an Aircraft;
- Decompression during flight;
- Passenger Illness in flight requiring medical assistance;
- Flight Attendant Injury on Duty – while in flight;
- Engine shutdown in flight;
- Hard landing;
- Near Midair Collision;
- In Flight Mechanical Failure resulting in a declared emergency.

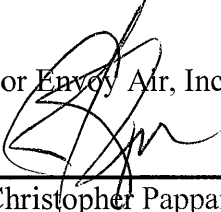
Notification of the above listed events shall be made to AFA immediately, when practical, and no later than 24 hours after the incident/event. Notifications to AFA will be made to the following representatives:

- MEC President
- MEC Vice President
- LEC Presidents
- MEC Safety, Health & Security Chair
- MEC EAP Chair

As we are setting up a new notification system we propose to meet with AFA to receive feedback 30 days from the date that the system is active. In the meantime, we propose to hold the pending arbitration in abeyance and vest continuing subject matter jurisdiction of this grievance with Arbitrator Nicolau. Finally, as additional consideration for this settlement, the Company agrees to pay any cancellation fee associated with the cancellation of the hearing scheduled to begin on March 16, 2016.

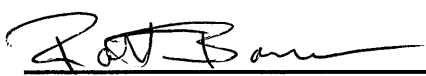
IN WITNESS WHEREOF, the parties hereto have signed this Letter of Agreement on this
15th day of March, 2016.

For Envoy Air, Inc.




Christopher Pappaiaonou
Vice President - Legal

For the Association of Flight Attendants – CWA



Robert Barrow
MEC President



John H. Morse III, Esq.
Senior Attorney