

SETTLEMENT AGREEMENT
by and betwixt
ENVOY AIR INC.
and the
ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

AFA Grievance Number: 22-58-2-17-13

In full and final settlement of the above-referenced grievance, the parties agree to the following:

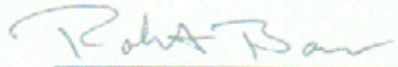
In conformity with Section 19.H.1. of the Collective Bargaining Agreement, if a commuting Flight Attendant misses her/his last flight from training to the airport of residence on a calendar day due to an activity or action inspired or caused by the Company, the Flight Attendant will be provided hotel accommodation for that night.

AGREED:

ENVOY AIR INC.

ASSOCIATION OF FLIGHT
ATTENDANTS-CWA, AFL-CIO


LINDA KUNZ Date 1/21/15
Vice President-Flight Service


ROBERT BARROW Date 1-21-15
MEC President