

SETTLEMENT AGREEMENT

Between
ENVOY AIR, INC.

And the
FLIGHT ATTENDANTS

As represented by
THE ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

AFA Grievance # 22-99-02-02-26 OT for Part Time Flight Attendants

In full and final settlement of the above-referenced grievance, Envoy Air Inc. ("Company") agrees to the following change in the specific case where a Flight Attendant is on Part Time status for a month with a 37.5 hour Guarantee and when PBS has awarded such Flight Attendant with greater credit than the 37.5 hour guarantee for the same contractual month, and when such Flight Attendant picks up Open Time to the extent that their total flying credit, including such Open Time, exceeds 75 hours for the contractual month.

1. The Company will consider the total scheduled flying awarded by PBS, rather than 37.5 hours, when calculating Open Time flying for premium eligibility in accordance with the Settlement Agreement dated October 21, 2022.
2. Any flying picked up as Open Time in excess of 75 hours will be eligible for the Open Time premium outlined in the Settlement, provided all other required conditions are met.
3. The Company agrees to audit and remedy (as applicable) the affected Flight Attendants who were presented to the Company in the Parties' Grievance Resolution Meeting on April 7, 2026, and were submitted to the Company on June 4, 2026 on a spreadsheet entitled "PART TIME OT OVER 75 HOURS _ AUDIT".
4. This Agreement shall become effective for the contractual month of June 2026.

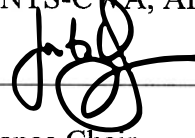
Upon condition that the foregoing settlement terms are carried out, AFA withdraws the above referenced grievance(s) without prejudice. Therefore, you may consider this matter closed.

FOR ENVOY AIR, INC.

 6/16/26

Matt Bartle Date
Director, Labor Relations – Air

FOR THE ASSOCIATION OF FLIGHT
ATTENDANTS-CWA, AFL-CIO

 6/19/26

Jon Orozco Date
MEC Grievance Chair