

LETTER OF AGREEMENT No. 18
between
ENDEAVOR AIR, INC.
and
FLIGHT ATTENDANTS
in the service of
ENDEAVOR AIR, INC.
as represented by the
ASSOCIATION OF FLIGHT ATTENDANTS AFL-CIO, INT'L

THIS LETTER OF AGREEMENT is made and entered into in accordance with the provisions of the Railway Labor Act, as amended, by and between ENDEAVOR AIR, INC. (hereinafter referred to as the "Company") and the FLIGHT ATTENDANTS in the service of ENDEAVOR AIR, INC., as represented by the ASSOCIATION OF FLIGHT ATTENDANTS AFL-CIO, (hereinafter referred to as the "Association").

WHEREAS, the Company and the Association are Parties to a collective bargaining agreement setting forth the rates of pay, rules and working conditions for the Company's Flight Attendants, effective March 31, 2020 (the "CBA"); and

WHEREAS, the parties have met to discuss options to increase success for both Flight Attendant hiring and retention in a manner that is equally beneficial to the Company, its existing Flight Attendants, and other employees; and

NOW, THEREFORE, it is mutually agreed as follows:

A. Per Diem

The parties agree that Section 18.C.1. shall be modified to read as follows:

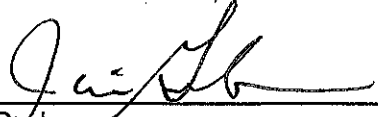
Per Diem rates for all Flight Attendants will be paid according to the following schedule:

09/01/2022: \$2.15

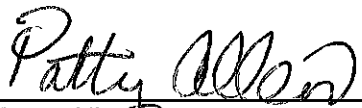
B. Duration

This Letter of Agreement will become effective on August 1, 2022, and subject to the provisions herein, shall run concurrently with the CBA effective March 31, 2020, subject to the provision pertaining to duration and amendment contained in Section 20.

For ENDEAVOR AIR, INC.

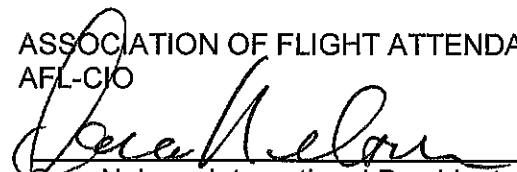


Jim Graham,
Chief Executive Officer
Endeavor Air, Inc.




Patty Allen,
Vice President, In-Flight Services
Endeavor Air, Inc.

ASSOCIATION OF FLIGHT ATTENDANTS,
AFL-CIO



Sara Nelson, International President
Association of Flight Attendants – CWA



Kerry Huebbers, MEC President – Endeavor Air
Association of Flight Attendants – CWA



Peter Swarson, Senior Staff Attorney
Association of Flight Attendants – CWA