

MEMORANDUM OF UNDERSTANDING

Between

ENDEAVOR AIR, INC.

AND

THE FLIGHT ATTENDANTS

In the service of

Endeavor Air, Inc.

As represented by

ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

This Memorandum of Understanding is made and entered into between Endeavor Air, Inc. ("Endeavor" or "the Company"), and the Association of Flight Attendants - CWA ("the Association"), as the representative of Flight Attendants in the service of Endeavor.

**WHEREAS**, the Company and Association recently negotiated certain contractual modifications through Letter of Agreement 20; and

**WHEREAS**, said negotiations included, in part, discussion between the Company and Association specific to issues raised by the Association on behalf of Flight Attendants who are commuters; and

**WHEREAS**, the Company and Association agree that there may be mutual benefit to addressing these issues through additional discussion and negotiation.

***NOW THEREFORE***, the Parties **HEREBY AGREE**, as follows:

**COMMITMENT TO FUTURE DISCUSSION ON COMMUTER ISSUES**

The Company and Association agree that they will meet within a reasonable, and mutually agreed-to, time for the purposes of identifying and discussing issues pertaining to commuter Flight Attendants.

**EFFECTIVE DATE AND DURATION**

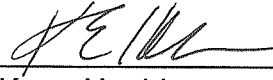
This MOU will become effective on the date of signing and in accordance with its terms and shall run concurrently with the collective bargaining agreement effective March 31, 2020, and shall be concurrently subject to the provisions pertaining to duration and amendment contained in Section 20 thereof.

Memorandum of Understanding  
Commitment to Future Discussion of Commuter Issues

**ACCEPTED AND AGREED TO THIS 31st day of October 2022.**



Jim Graham  
Chief Executive Officer  
Endeavor Air, Inc.



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



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



Peter C. Swanson  
Senior Staff Attorney  
Association of Flight Attendants – CWA



Sara Nelson  
International President  
Association of Flight Attendants – CWA