

**LETTER OF AGREEMENT**

**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 Letter of Agreement 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 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 Company will update its uniform guidelines to unify the placement of Flight Attendants' wings, name bar and pins; and

NOW, THEREFORE, it is hereby agreed as follows:

Section 15.F.1 (Uniform Insignia) of the CBA shall be deleted and replaced with the following language:


*The only item a Flight Attendant may wear on his/her uniform, other than Company required accessories, is an official Union pin. A Flight Attendant may wear Company approved pins on his/her uniforms.*

**Effective Date and Duration**

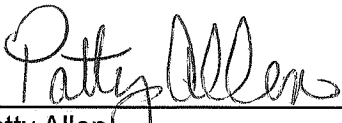
This Letter of Agreement will become effective on the ACCEPTED AND AGREED TO date, and shall run concurrently with the CBA.


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ACCEPTED AND AGREED TO THIS 15th day of September 2022.

  
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Jim Graham  
Chief Executive Officer  
Endeavor Air, Inc.

  
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Sara Nelson, International President  
Association of Flight Attendants – CWA

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

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

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