

SETTLEMENT AGREEMENT
by and betwixt
ENVOY AIR, INC.
and the Flight Attendants in the service of
ENVOY AIR
as represented by the
ASSOCIATION OF FIGHT ATTENDANTS-CWA, AFL-CIO

Benefits Look Back Period
AFA Grievance # 22-99-2-44-14

The parties have met and agree to resolve the above-referenced grievance on a one-time non-precedent basis due to the changes in the Affordable Care Act.

To determine eligibility for Health & Welfare Benefit participation commencing January 1, 2015, for the plan year 2015 only, the Company will determine the total number of paid credited hours a Flight Attendant earned in the following periods:

- (A) July 1, 2013 through June 30, 2014
- (B) October 3, 2013 to October 2, 2014

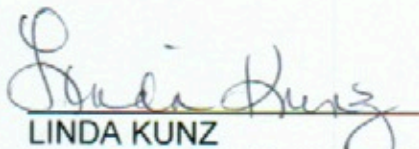
If, during either period, an Envoy Flight Attendant has 540 Pay credit hours, she/he will receive Health & Welfare Benefits at the full rate.

If in either period has 350 but no more than 539 Pay Credit Hours, the Flight Attendant will receive Health & Welfare Benefits at the Part-Time rate.

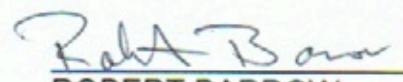
For subsequent years, the parties agree to amend Section 20.C.1.c for the purposes of Health and Welfare benefits only, to be the period of October 3rd – October 2nd, in compliance with the Affordable Care Act. For all other benefits, they will remain based upon the negotiated look back window (July 1st – June 30th).

ENVOY AIR, INC.

ASSOCIATION OF FLIGHT
ATTENDANTS-CWA, AFL-CIO


LINDA KUNZ
Vice President-Flight Service

9/17/14
Date


ROBERT BARROW
MEC President

9-17-14
Date


RICHARD P. WREDE
Senior Attorney

17 Sept. 2014
Date