



March 23, 2016

Mr. Robert Barrow
AFA-CWA, AFL-CIO
610 S. Industrial Blvd., Suite 230
Euless TX, 76040

Re: State Tax Underpayment

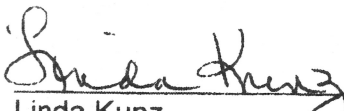
Dear Robert,

As you are aware, the Company experienced a system issue that impacted state tax withholdings for employees who work and/or live in certain states that have state and local income taxes. The system issue resulted in no state taxes being withheld for impacted employees. In order to resolve this problem, the Company agrees to the following:


- On a non-precedent and non-referral basis, the Company will pay the 2016 state income taxes that were not withheld due to the state tax system issue.
- Such payments will be done on a scheduled pay check before the end of the First Quarter 2016.
- The amount paid by the Company on behalf of the employees will be taxable income and will be included on the employee's W2 for tax year 2016.
- Attached to this Letter is a spreadsheet listing all affected employees and the amounts to be paid on their behalf.

If this remedy is acceptable to the Association and resolves all issues associated with the state tax underpayment, please indicate so by signing below.

Sincerely,

 3/23/16
Linda Kunz Date
Vice President—Inflight Services

Agreed to:

 3/23/16
Robert Barrow Date
President

List of Flight Attendants whose state taxes were not properly withheld in 1Q2016.

Name	WALLACE, KENNETH	MITCHEM, BRANDI	GROSSI, LORRAINE
KOURIS, TAMMY	HARDING, CYNTHIA	WYNNE, SHYEEDA	CARLISLE, KIARA
DEMICHELE, TAMMY	TRUSS, TERI	MASON, SALLY	TIESMAN, CHARLOTTE
MOORE, STEVEN	AGUILERA, JOHN	CHARGULAF, BRYAN	BOURGEOIS, NANCY
KERR, BEVERLY ANNE	ADAMS, ETHEL	ODEN, CHOYCE	JOSSLYN, DIANE
BEES, THERESA	LOPES, MARIA	MORRIS, ALICIA	WADMAN, SARAH
WAREHAM, ROSEMARY	PHELAN, NIYA	MCCULLEN, SUSAN	COLEMAN, DAVID
WHEELER, MAGGIE	DAUNCH, TERESA	HATTEN, JESSICA	ROBINSON, SHARON
GREEN, DANA	REHKER, LINDSAY	WHITE, KAREN	KA, ABRAHAM
BUCKLIN, KAILEY	STOWE, JAYNE	MARSHALL, THOMAS	WINTERS, MARSHALL
HEMINGER, KIM	MARIN, DELMY	TURNER, DOUGLAS	BROWNING, MICHELLE
BRUDER, STACY	MURPHY, MAGDALENA	CALMES, FRANKO	ANDERSON, DEMETRIA
WOLOVNIK, CAROL	BARIZO, JERRY	HARDESTY, SHERRY	STEWART, IMANI
LEMBKE-GARRETT, CYNTHIA	ELLIS, KIMBERLY	CARPENTER, LINDA	HORN, SHARON
BENNETT, SANDRA	BETKA, THOMAS	MOORE, LINDA	CHAVIERA, ROWENA
BURRUSS-BROWN, CLORA	HADDIX, KELSEY	DAVIS, ANTWAIN	LICHY, LAUREN
ROBERTS, JULIA	PINEAULT, MELISSA	LOMELI, VALERIE	COLE, DEVIN
PEMBERTON, KIMMIE	MACGILLIVRAY, VIRGINIA	BLEAJA, ISABELA	PICKETT, TAMARA
DEGALLERIE, HELEN	LOPES, FRANCISCO	LEE, SIERRA	INGERSOLL, NICOLE
GONZALEZ, GLORIA	ROBICHAUD, KAZIA	DAVIS, LEIGH	LONGHOFFER, JENNIFER
DESENFANTS, ROSE	BROWN-ATKINS, JESSE	MENZIES, CASEY	
ITO, MARIA	MCDougald, DEBRA	ESPINDOLA, RUBENS	
VAN, TERESA	OLIVER, ANGELA	CZEREW, GARY	
COLON, CHRISTIAN	WOLFRAM, MARY	COLBURN, KAREN	
CHENG, TONY	ELZEER, ERNEST	RYAN, DANIEL	
BAKER-OLNEY, JODI	HARLEY, FAITH	SHIPLEY, TANYA	
WARREN, JOYCE	MARSHALL, LADIONA	DYCMAN, DANIELLE	
CARSON, CYNTHIA	PENNINGS, BRITNEY	HERRITT, MELANIE	
BARNWELL, TERESA	HAFSTROM, LINDA	MORRIS, MARILYN	
RODRIGUES, JULIETTA	AYALA, SEBASTIAN	BENOIT, GORDON	
ROBBEN, JEFFREY	BROOKS, JILL	HARTZELL, AUTUMN	
ROBINSON, MAXIMILLIAN	FALLEN, TERRY	BILLMAN, RONALD	
CAMPBELL, CHARLENE	ARZUAGA, HERIBERTO	GUZMAN, DESIREE	
HOLT, KAREN	BERRY, JAMES	JACKSON, LISA	
HUSBANDS, MICHAEL	DI, LAURA	DAILEY, YUMIKO	
JOBITY, NICOLE	BRYANT, SUSAN	DAMSTRA, MARILYN	
LOEBER, MARIE	AROUNNOTHAY, TOUN	WOYNER, CHARLES	
MURPHY, FRANCIS	STAUBLE, ANDREA	WALLACE, LISA	
REYES, YAJAIRA	SZOMOR, KRISZTINA	CHAUNG, TONY	
TROVATO, CARL	TURNER, JANET	GRIDER, ASHLEY	
RICHTER, HEATHER	KROSTUE, JENNIFER	PRADO, GABRIEL	
MENSALE, KRISTEN	HATZUNG, STACI	BAKER, DEBRA	