

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

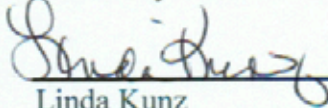
Distance Learning/Computer Based Training (CBT) Pay
AFA Grievance # 22 99 03 32 15

Envoy Air Inc (the Company) and the Association of Flight Attendants-CWA, AFL-CIO (the Union) have met and agreed to resolve the above referenced grievance as follows:

1. The parties agree that, from this date forward, any and all CBT pay (Section 19.N.2) will be paid above minimum guarantee (Section 4. B).

IN WITNESS WHEREOF, the parties hereto have signed this Letter of Agreement on this 31st day of July, 2015.

For Envoy Air Inc.



Linda Kunz
Vice President - Flight Service

For the Association of Flight Attendants - CWA

Sara Nelson
International President



Robert Barrow
MEC President

Richard P. Wrede
Senior Attorney