

**Letter of Agreement
Between
21 Air, LLC
And
The Pilots in Service of 21 Air, LLC
As Represented by TAPA**

This Letter of Agreement is made and entered into in accordance with the provisions of Title II of the Railway Labor Act, as amended, by and between 21 Air LLC, (hereinafter "the Company") and the Pilots in the service of the Company, as represented by the 21 Air Pilots Association (hereinafter "TAPA").

WHEREAS, the Company wishes to provide compensation and benefit improvements to the Pilots of 21 Air, LLC, to foster a better quality of life as a bridge agreement to cover the period from the execution of this Letter of Agreement through June 1, 2030, when a new benefit agreement is anticipated to be negotiated.

NOW THEREAFTER, the Company and TAPA agree to add:
Section 5 Compensation, P. Per Diem Number 3 of the parties' CBA shall be modified in part as follows, effective September 1, 2025:

Catering for Domestic Flights:

In lieu of 21 Air purchasing catering for Domestic flights, 21 Air shall pay thirty dollars (\$30.00) per day to 21 Air Pilots. Per Diem Override shall be paid as outlined below:

- Domestic Flights including SJU.

Per Diem Override calculations shall be predicated on:

- Any day of duty as shown on Bid Award that includes an assigned 21 Air Domestic Flight.
- Any day of duty as shown on Bid Award that includes a Reserve Period outside of their declared Residence.
- Any day of Duty even if combined with commercial travel to/from Residence airport.

All International flights shall be catered by 21 Air in accordance with our CBA.

Per Diem override shall not be paid for the following:

- Regulatory required twenty-four-hour rest periods per seven days (24/7).
- Commercial travel is assigned to/from Residence Airport.

By the fifth (5th) day of each month 21 Air shall calculate the number of days eligible for Per Diem Override and submit to Payroll for payment to be processed and included on the sixteenth (16th) of the month Payroll. Each crew member will be advised of the calculation and an opportunity to dispute 21 Air's Per Diem Override calculations. Crew members shall advise Payroll of any perceived discrepancies by the fifth of the following month.

For 21 Air



Date: Aug 18, 2025

For TAPA



Date: August 18, 2025