

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 additional compensation to recruit and retain high time first officers who need additional flight time in the United States to qualify for Captain positions at the Company.

NOW THEREFORE, the Company and TAPA agree as follows:

A. 121.436 EXCEPTION

A First Officer with previous wide-body Captain experience while operating foreign registered aircraft that does not meet the requirements to "Serve as pilot in command in Part 121 operations: That do not have a minimum of 1,000 flight hours in air carrier operations as second in command in Part 121 operations, a pilot in command in operations under either § 135.243(a)(1) or § 91.1053(a)(2)(i), or any combination of these", are considered highly qualified pilots. Therefore, if such Pilot meets the "121.436 EXCEPTION" requirements, he/she shall receive First Year Captain Pay (currently \$180.50 per hour) after completing 12-months of active service as a First Officer from his/her date of hire. Such Pilot will remain at the First Year Captain Pay rate and will not advance to the Second Year step increase until the date he/she becomes fully qualified as a Captain for the Company and commencing line operations (accumulating the required hours, successfully completing all training, OE and PIC observation(s) as required by 121.436). Such Pilot will continue to receive the scheduled retention bonus as a First Officer until the date he/she becomes fully qualified as a Captain for the Company and commencing line operations.

SECTION 7 -TRAINING

E. Qualifications

ii. Captain Minimum Requirements:

- a. An Airline Transport Pilot Certificate (ATP) and Multi-Engine Land Rating, and
- b. 5,000 hours of total pilot time or twenty-four (24) months of pilot experience on Company aircraft, or 500 hours of pilot time with the Company, in Type, but not less than 2,500 hours of total pilot time. These requirements may be waived by the Company, according to the Company's needs, and
- c. An FAA First Class Medical Certificate

Date:
08/20/2024

For the Company

Michael Mendez
Digitally signed by Michael Mendez
Date: 2024.08.21 12:00:11 -0400

TAPA President

