

**Letter of Agreement
Between
21 Air, LLC
And
The Pilots
In the service of
21 Air, LLC
As represented by the
21 Air Pilots Association**

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 21 Air Pilots, LLC, as represented by the 21 Air Pilots Association (hereinafter "TAPA").

WHEREAS, the Company wishes to provide compensation, benefit and potential bonus improvements to the Pilots of 21 Air, LLC to foster Pilot hiring and retention.

NOW THEREFORE, the Company and TAPA agree as follows:

- Section 5.F of the parties' CBA shall be modified as follows effective May 1, 2022:

Captain

YOS*	Aug-21	Aug-22	Aug-23	Aug-24	Aug-25	Aug-26	Aug-27
1	\$ 175.50	\$ 175.50	\$ 175.50	\$ 175.50	\$ 175.50	\$ 175.50	\$ 175.50
2	\$ 184.88	\$ 188.95	\$ 193.10	\$ 197.35	\$ 201.69	\$ 206.13	\$ 210.67
3	\$ 190.40	\$ 194.59	\$ 198.87	\$ 203.24	\$ 207.72	\$ 212.29	\$ 216.96
4	\$ 195.91	\$ 200.22	\$ 204.62	\$ 209.13	\$ 213.73	\$ 218.43	\$ 223.23
5	\$ 201.42	\$ 205.85	\$ 210.38	\$ 215.01	\$ 219.74	\$ 224.57	\$ 229.51
6	\$ 206.96	\$ 211.51	\$ 216.17	\$ 220.92	\$ 225.78	\$ 230.75	\$ 235.83
7	\$ 212.48	\$ 217.15	\$ 221.93	\$ 226.81	\$ 231.80	\$ 236.90	\$ 242.12
8	\$ 218.00	\$ 222.80	\$ 227.70	\$ 232.71	\$ 237.83	\$ 243.06	\$ 248.41
9	\$ 223.51	\$ 228.43	\$ 233.45	\$ 238.59	\$ 243.84	\$ 249.20	\$ 254.68
10	\$ 229.03	\$ 234.07	\$ 239.22	\$ 244.48	\$ 249.86	\$ 255.36	\$ 260.97
11	\$ 234.35	\$ 239.51	\$ 244.77	\$ 250.16	\$ 255.66	\$ 261.29	\$ 267.04
12	\$ 240.07	\$ 245.35	\$ 250.75	\$ 256.27	\$ 261.90	\$ 267.67	\$ 273.55

First Officer

YOS*	Aug-21	Aug-22	Aug-23	Aug-24	Aug-25	Aug-26	Aug-27
1	\$102.00	\$ 102.00	\$ 102.00	\$ 102.00	\$ 102.00	\$ 102.00	\$ 102.00
2	\$109.15	\$ 111.55	\$ 114.01	\$ 116.51	\$ 119.08	\$ 121.70	\$ 124.37
3	\$114.06	\$ 116.57	\$ 119.13	\$ 121.75	\$ 124.43	\$ 127.17	\$ 129.97
4	\$116.40	\$ 118.96	\$ 121.58	\$ 124.25	\$ 126.99	\$ 129.78	\$ 132.64
5	\$123.86	\$ 126.58	\$ 129.37	\$ 132.22	\$ 135.12	\$ 138.10	\$ 141.14
6	\$128.77	\$ 131.60	\$ 134.50	\$ 137.46	\$ 140.48	\$ 143.57	\$ 146.73
7	\$133.68	\$ 136.62	\$ 139.63	\$ 142.70	\$ 145.84	\$ 149.05	\$ 152.33
8	\$138.69	\$ 141.74	\$ 144.86	\$ 148.05	\$ 151.30	\$ 154.63	\$ 158.03
9	\$143.48	\$ 146.64	\$ 149.86	\$ 153.16	\$ 156.53	\$ 159.97	\$ 163.49
10	\$148.39	\$ 151.65	\$ 154.99	\$ 158.40	\$ 161.89	\$ 165.45	\$ 169.09
11	\$152.72	\$ 156.08	\$ 159.51	\$ 163.02	\$ 166.61	\$ 170.27	\$ 174.02
12	\$158.21	\$ 161.69	\$ 165.25	\$ 168.88	\$ 172.60	\$ 176.40	\$ 180.28

*YOS - Years of Service

2. Section 8.A (Insurance) of the parties' CBA is hereby modified to read:

A. Insurance.

The Company will provide medical, dental and vision insurance options to all Pilots. The Company's contribution for Medical Plan A will be at least 76% of the cost of the insurance, with the Pilots required to pay no more than 24% of the cost of this insurance plan. Company and Pilot contributions for additional medical plans, as well as dental and vision insurance will be set by the Company prior to each plan year and communicated to the Pilots. Pilots will be provided the option to add their spouse, domestic partner, and eligible dependents to their medical, dental and vision coverage. The rates and respective contributions from the Company and Pilot for such spouse, domestic partner and eligible dependent coverage will be set by the Company prior to each plan year and communicated to the Pilots.

3. A summary of the current insurance benefits options, costs and contributions for the 2022-2023 plan years are attached as Exhibit A to this LOA and include Medical Plan options A, B, and C, a GAP Plan, Dental, Vision, Basic Life (paid for by the company), Short Term Disability, Long Term Disability, and other current voluntary options such as a Health Savings Account, Critical Illness, Accident, Pet, Legal, and Identity Theft insurance. The Company will continue to offer at least two medical plan options, as well as at least one dental and vision plan option, for Pilots, with the option for Pilots to add their spouse, domestic partner and eligible dependents to these plans. The Company will continue to offer STD and LTD plans, which may be employer-paid or voluntary. The Company may choose to offer the remaining options on Exhibit A for each plan year with the rates and respective contributions from the Company and Pilot to be set by the Company prior to each plan year and communicated to the Pilots.

4. Section 8.B of the parties CBA is hereby modified to delete the current 8.B. and replace it with the following:

B. 401k Plan.

1. Pilots may make salary deferral contributions of up to one hundred percent (100%) of their compensation (subject to balancing applicable deductions) or the maximum amount allowable by law, whichever is less.
2. Pilots will be immediately eligible after commencing employment to receive Company matching contributions as outlined below in relation to their employee contribution:

100% Company match of Pilot's 401k contribution up to 3%

50% Company match of Pilot's 401k contribution over 3% up to 5%



Example: A Pilot who earns \$10,000 in one month and whose 401k contribution is 5% of their compensation, would receive a Company matching 401k contribution of 100% of the first 3% (\$300), and 50% of the next 2% (\$100).

3. All employee and Company matching contributions shall be one hundred percent (100%) vested immediately.
4. The 401(k) Plan shall be amended to provide for automatic enrollment for pilots in the 401(k) Plan immediately. Such pilots will be assigned a contribution rate of three percent (3%) of compensation. All pilots will be given the opportunity to opt out of the automatic enrollment or to change their contribution rate.
5. The Company as Plan Administrator may change the Plan when required to comply with applicable laws and regulations.
5. The Company shall be allowed to pay to Pilots a Retention Bonus, when and in such amounts at the Company's discretion, based on the needs of the operation. The Company will meet and confer to discuss these payments with TAPA and give it at least 30 day's advance written notice of the amount these bonus payments. The terms of the Retention Bonus shall be reduced to writing and provided to TAPA and the Pilots eligible for any such Retention Bonus.
6. The Company currently intends to pay Captains a \$75,000 Retention Bonus, and First Officers a \$50,000 Retention Bonus, paid to Pilots in 3 equal annual payments. For each Pilot currently on the seniority list as of the date of this Letter of Agreement, one third (1/3) of the respective amounts above will be paid to each Pilot on the next pay period after such Pilot completes 1 calendar year of continuous service from the date of this Letter of Agreement. A second payment of one third (1/3) will be paid to each Pilot on the next pay period after such Pilot completes 2 calendar years of continuance service from the date of this Letter of Agreement. A third payment of the final one third (1/3) will be paid to each Pilot on the next pay period after such Pilot completes 3 calendar years of continuous service from the date of this Letter of Agreement. New hire Pilots who begin employment after the date of this Letter of Agreement may be offered a Retention Bonus program at Company's discretion based on the needs of the operation. If a Pilot leaves or is terminated for any reason before completion of a calendar year of this Retention Bonus program, the Pilot will forfeit any remaining payments and will not receive a partial payout of the Retention Bonus. If a First Officer successfully upgrades to Captain (including successful completion of IOE) during the three year period of the Retention Bonus as outlined above, the upgraded Captain will receive a Retention Bonus payment at the Captain level for their next annual payment and for any remaining years. The above amounts will be paid as W-2 wages, and applicable payroll deductions shall be made from these payments.

This Letter of Agreement shall be effective concurrent with the parties' Collective Bargaining Agreement.

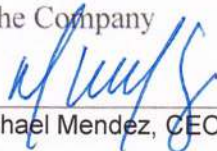
In Witness Whereof, the Company and TAPA have executed this Letter of Agreement on the date indicated below.



In Witness Whereof, the Company and TAPA have executed this Letter of Agreement on the date indicated below.

Date: 02/13/2023

For the Company



Michael Mendez, CEO

For TAPA

Kyle R. Smith, President



Donna M. Engelbrecht, Vice-President



Amir Anoshiravani, Secretary/
Treasurer





Employee Benefits 2022-2023

Exhibit A

	2022/2023 Monthly		2022/2023 Semi-Monthly 24 Pay periods
Medical Plan A	Aetna		
Funding	Fully Insured		
Rates	<u>Employee Monthly Rate</u>	<u>Total Rate</u>	<u>Employee Per Pay</u>
Employee Only	\$138.72	\$578.00	\$69.36
Employee & Spouse	\$349.92	\$1,458.00	\$174.96
Employee & Child(ren)	\$278.64	\$1,161.00	\$139.32
Family	\$560.84	\$2,003.00	\$280.42
Medical Plan B	Aetna		
Funding	Fully Insured		
Rates	<u>Employee Monthly Rate</u>	<u>Total Rate</u>	<u>Employee Per Pay</u>
Employee Only	\$205.70	\$605.00	\$102.85
Employee & Spouse	\$319.52	\$1,528.00	\$259.76
Employee & Child(ren)	\$413.78	\$1,217.00	\$206.89
Family	\$840.00	\$2,100.00	\$420.00
Medical Plan C	Aetna		
Funding	Fully Insured		
Rates	<u>Employee Monthly Rate</u>	<u>Total Rate</u>	<u>Employee Per Pay</u>
Employee Only	\$92.34	\$486.00	\$46.17
Employee & Spouse	\$232.94	\$1,226.00	\$116.47
Employee & Child(ren)	\$185.44	\$976.00	\$92.72
Family	\$387.32	\$1,684.00	\$193.66
GAP Plan (\$1,000)	FSL		
Funding	Fully Insured		
Rates	<u>Rates Age Banded.</u>		
Employee Only	<u>See "GAP" page</u>		
Employee & Spouse	<u>See "GAP" page</u>		
Employee & Child(ren)	<u>See "GAP" page</u>		
Family	<u>See "GAP" page</u>		
Dental Plan DHMO	Sunlife		
Funding	Fully Insured		
Rates	<u>Employee Monthly Rate</u>	<u>Total Rate</u>	<u>Employee Per Pay</u>
Employee Only	\$5.72	\$10.10	\$2.86
Employee & Spouse	\$11.81	\$16.59	\$5.91
Employee & Child(ren)	\$15.29	\$22.07	\$7.65
Employee & Family	\$21.22	\$28.45	\$10.61
Dental Plan PPO	Sunlife		
Funding	Fully Insured		
Rates	<u>Employee</u>	<u>Total</u>	<u>Employee Per Pay</u>
Employee Only	\$10.30	\$31.22	\$5.15
Employee & Spouse	\$20.84	\$63.14	\$10.42
Employee & Child(ren)	\$37.41	\$113.36	\$18.71
Employee & Family	\$43.72	\$132.48	\$21.86
Voluntary Vision Plan	Sunlife		
Funding	Fully Insured		
Rates	<u>Employee</u>	<u>Total</u>	<u>Employee Per Pay</u>
Employee Only	\$5.94	\$5.94	\$2.97
Employee & Spouse	\$11.88	\$11.88	\$5.94
Employee & Child(ren)	\$13.06	\$13.06	\$6.53
Employee & Family	\$19.01	\$19.01	\$9.51
Basic Life/AD&D Plan 1X Salary (to \$200,000)	Sunlife		
Composite Rate per \$1,000	Fully Insured		
Rates	<u>Employee</u>	<u>Total</u>	
Composite Rate per \$1,000	\$0.00	\$0.34/\$0.020	Paid for by 21Air
Short Term Disability Plan	Sunlife		
Funding	Fully Insured		
Rates	<u>Employee</u>	<u>Total</u>	
Rate per \$10	\$0.00	\$0.265	Paid for by 21Air



Employee Benefits 2022-2023

Exhibit A

Long Term Disability Plan Funding	Sunlife Fully Insured		
Rates	<u>Employee</u>	<u>Total</u>	
Base Rate (per \$100 covered payroll)	\$0.280	\$0.280	
Buy-Up Rate, Owners (per \$100 covered payroll)			Paid for by 21Air
Voluntary Life/AD&D Plan Funding	Sunlife Fully Insured		
Life Rates (per \$1,000)			Premium is calculated based on age and chosen coverage amount. These calculations will be available in the Maxwell system during open enrollment.
AD&D Rates			
Rates per \$1,000			
Voluntary Critical Illness Funding	Sunlife Fully Insured		
Plan Design Changes			
Rates	Rates Age Banded. See "Critical Illness" page		
Employee Only			
Employee & Spouse			
Employee & Child(ren)			
Employee & Family			
Voluntary Accident (Low Plan) Funding	Sunlife Fully Insured		
Rates	<u>Employee</u>	<u>Total</u>	<u>Employee Per Pay</u>
Employee Only	\$10.08	\$10.08	\$5.04
Employee & Spouse	\$16.02	\$16.02	\$8.01
Employee & Child(ren)	\$18.31	\$18.31	\$9.16
Employee & Family	\$24.25	\$24.25	\$12.13
Voluntary Accident - (High Plan) Funding	Sunlife Fully Insured		
Rates	<u>Employee</u>	<u>Total</u>	<u>Employee Per Pay</u>
Employee Only	\$13.89	\$13.89	\$6.95
Employee & Spouse	\$23.18	\$23.18	\$11.59
Employee & Child(ren)	\$27.10	\$27.10	\$13.55
Employee & Family	\$36.39	\$36.39	\$18.20
Voluntary Hospital (Low Plan) Funding	Sunlife Fully Insured		
Rates	<u>Employee</u>	<u>Total</u>	<u>Employee Per Pay</u>
Employee Only	\$18.66	\$18.66	\$9.33
Employee & Spouse	\$33.54	\$33.54	\$16.77
Employee & Child(ren)	\$28.46	\$28.46	\$14.23
Employee & Family	\$43.35	\$43.35	\$21.68
Voluntary Hospital - (High Plan) Funding	Sunlife Fully Insured		
Rates	<u>Employee</u>	<u>Total</u>	<u>Employee Per Pay</u>
Employee Only	\$26.94	\$26.94	\$13.47
Employee & Spouse	\$50.99	\$50.99	\$25.50
Employee & Child(ren)	\$42.27	\$42.27	\$21.14
Employee & Family	\$66.33	\$66.33	\$33.17
Health Savings Account (HSA) Funding	Ameriflex Fully Insured		
Rates			Contribution determined by employee \$0- \$3,650 (Individual) or \$7,300 (family)
Per Participant Per Month (PPPM)			
Pet Insurance Funding	Wishbone Fully Insured		
Rates			Premium is determined on the website based on age, height and breed of pet https://www.petbenefits.com/lan/d/21air
Per Participant Per Month (PPPM)			
Legal Insurance Funding	Preferred Legal Fully Insured		
Rates	<u>Employee</u>	<u>Total</u>	
Per Participant Per Month (PPPM)	\$9.95	\$9.95	\$4.98
Identity Theft Funding	Norton LifeLock Fully Insured		
Rates	<u>Employee</u>	<u>Total</u>	<u>Employee Per pay</u>
Per Participant Per Month (PPPM)	\$9.99	\$9.99	\$5.00
	<u>Employee + Family</u>	<u>\$18.98</u>	<u>\$9.49</u>



Employee Benefits 2022-2023

Exhibit A

Retirement Benefits: 401K Plan highlights

- 100% Match up to 3% of employee contributions
- 50% match from 3% to 5% of employee contributions
- Immediate vesting
- Immediate eligibility

Other Benefits:

- Travel assistance services: (Fully paid by 21 Air)
 - Medical Consultation, Evaluation & Referral
 - Foreign Hospital Admission Assistance
 - Care of Minor Children
 - Compassionate Visit
 - Return of Mortal Remains
 - Medical Repatriation
 - Prescription Assistance
- Employee Assistance Program (Fully paid by 21 Air)
 - Dependent care selection
 - Relationship concerns
 - Financial planning and budgeting
 - Legal counseling
 - Depression and Grief
 - Alcohol and drug dependencies
 - Unlimited 24/7 telephone support
 - 3 face-to-face visits with a counselor