

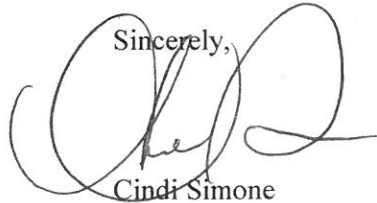
December 13, 2014

Laura R. Glading, President  
Association of Professional  
Flight Attendants  
1004 W. Euless Blvd.  
Euless, TX 76040-5018

Dear Laura:

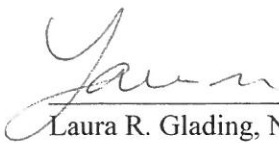
This letter will confirm our agreement with respect to continued Union leave of absence for certain AFA-CWA International staff. The Company shall continue to grant a Union Leave of Absence without pay to any Flight Attendant who was elected or appointed to a position as of July 31, 2014, with the International Office of the Association of Flight Attendants, and Communication Workers of America of the ALF CIO.

Sincerely,



Cindi Simone  
Managing Director  
Labor Relations

Agreed to by:



Date 1-4-15

Laura R. Glading, National President  
Association of Professional Flight Attendants

cc: Paul Jones  
Lucretia Guia  
Michelle Peak