

SETTLEMENT AGREEMENT

between

ALLEGIANT AIR, LLC.

and

THE FLIGHT ATTENDANTS

in the service of

ALLEGIANT AIR, LLC.

as represented by the

THE TRANSPORT WORKERS UNION OF  
AMERICA, AFL-CIO

THIS SETTLEMENT AGREEMENT (“Settlement”) is made and entered into by and between ALLEGIANT AIR, LLC. (hereinafter referred to as “the Company”) and the FLIGHT ATTENDANTS in the service of ALLEGIANT AIR, LLC., as represented by THE TRANSPORT WORKERS UNION OF AMERICA, AFL-CIO (hereinafter referred to as “the Union”).

**WHEREAS**, the Company and the Union are parties to a collective bargaining agreement (hereinafter “the Agreement”) covering the period of April 15, 2024, to April 15, 2029, pursuant to the Railway Labor Act; and

**WHEREAS**, during the process of finalizing the implementation of this Agreement, the parties met to discuss concerns regarding this implementation; and

**WHEREAS**, the parties mutually agreed to address, as a one off, Mission Mode assignment concerns brought forth by the Union for the period between April 16, 2024, and May 1, 2024;

**NOW, THEREFORE**, in full and complete settlement of all matters referred herein, the parties hereby agree as follows:

1. The Company shall provide the identified compensation to the following Flight Attendants upon full execution of this settlement agreement.

- Justin Beck (EE#11228) - \$633.00
- Kimberly Collins (EE#22023) - \$489.51
- Melanie Larsen (EE#10390) - \$690.88
- Kelley Keiner (EE#17809) - \$608.24
- George Yandle (EE#17218) - \$ \$671.93
- Karen Spear (EE#9406) - \$864.92

2. The Union and the Flight Attendants agree not to seek relief through the parties' dispute resolution procedures in Sections 25 and 26 for any further Mission Mode assignments between the period of April 16, 2024, and May 1, 2024.
3. This Settlement does not constitute and shall not be deemed an admission on the part of the Company of any wrongdoing, liability, error, or violation of the collective bargaining agreement. This Settlement is based on facts unique to this case and is offered on a non-precedential basis with respect to other bargaining unit employees. It shall not be cited, offered or relied upon in any manner whatsoever, now or in the future, in connection with any matter involving any other bargaining unit employees or the Union, excluding only a proceeding to enforce the express terms of this specific agreement.
4. This Settlement Agreement may be executed in multiple counterparts, each of which shall be deemed an original, all of which together shall constitute one and the same instrument. Photographic and facsimile copies of such signed counterparts will be sufficient to bind the parties to this Agreement and may be used in lieu of the originals for any purpose.

**IN WITNESS WHEREOF**, the Parties have executed this Agreement on the respective dates set forth below.

Dated this 8th day of June, 2024.

Dated this 7<sup>th</sup> day of June, 2024.

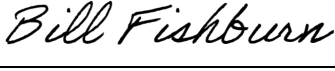
**For the Union:**

The Transport Workers Union of America,  
AFL-CIO

**For the Company:**

Allegiant Air

By: 

By: 

Its: President, TWU Local 577

Its: Vice President of Labor