

LETTER OF AGREEMENT
BY AND BETWEEN OMNI AIR INTERNATIONAL, LLC
and
ASSOCIATION OF FLIGHT ATTENDANTS-CWA

Regarding

Operation Epic Fury

This Letter of Agreement ("LOA") is made and entered into in accordance with the provisions of Title II of the Railway Labor Act, as amended, by and between Omni Air International, LLC (the "Company") and the Association of Flight Attendants-CWA, (the "Union"). The Company and the Union are referred to individually as "Party" and collectively as the "Parties."

WHEREAS, the Company and the Union are parties to a collective bargaining agreement setting forth the rates of pay, rules and working conditions for the Company's Flight Attendants ("CBA"); and

WHEREAS, the United States of America commenced Operation Epic Fury striking various targets throughout Iran; and

WHEREAS, in response, Iran launched drone and missile attacks on various commercial airports and military bases throughout the Middle East; and

WHEREAS, if the Company is called on to conduct flight in the region, the Parties desire to have an agreement in place concerning the staffing and security of the Flights.

NOW, THEREFORE, the Parties agree as follows:

1. **Scope.** This LOA shall apply to all Trip Pairings operated to or from the following countries (hereinafter "Flights"):

Bahrain	Kuwait	United Arab Emirates
Iraq	Oman	
Israel	Qatar	* Any other Countries
Jordan	Saudi Arabia	mutually agreed to in writing

(hereinafter "Identified Country(ies)")

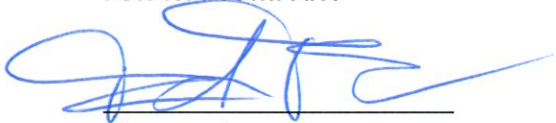
2. **Order of Assignment.** The Flights staffed after the signing of this LOA shall be staffed with volunteer Flight Attendants who have the appropriate security clearance or waivers, provided there are sufficient volunteers available. Should there be insufficient available qualified volunteer Flight Attendants to staff the operations, the Company shall first assign available qualified Management to the Flights. If additional staffing is required after the assignment of Management Crewmembers, available qualified Flight Attendants occupying the needed Positions may be involuntarily assigned in order of reverse seniority. For the purposes of determining whether a Flight Attendant is "available" per this subparagraph, the Company shall not consider the costs associated with Deadhead Travel.

3. **Security Protocols.** Provided there are sufficient volunteers, all Flights shall be staffed with at least (1) Purser or member of Management. Flights shall be scheduled with no layovers and minimized ground time in an Identified Country. The aircraft used to conduct the Flights shall have no DMIs concerning the APU, and no DMIs concerning any other system that could cause the aircraft to be AOG in an Identified Country in the event of an additional failure of a similar system. Flights shall follow “positive launch” and “positive land” protocols.
4. **Security Briefings.** The Chair of the Union Safety Committee shall be invited to each security briefing concerning the Flights wherein a union representative of the pilot group is invited. The Captain shall provide a preflight briefing to the Flight Attendants operating a Flight which includes a recap of safety precautions and security measures associated with the Flight. Upon request, the Company shall confer with the Union with regard to safety and security concerns.
5. **Additional Compensation.** For each Flight, a Flight Attendant (working the Flight or deadheading) will be paid one thousand dollars (\$1,000) in addition to all other pay for the Trip.
6. **Prohibited Operations.** No Trip Pairings shall be operated to or from the following countries:

Afghanistan	Lebanon	Yemen
Iran	Syria	
7. **General.** This LOA is entered into on a non-precedent setting basis. It shall not be cited, offered or relied upon in any manner whatsoever, now or in the future, excluding only a proceeding to enforce the express terms of the LOA. Except as otherwise mutually agreed to in writing by the Parties, this LOA shall expire on April 30, 2026.

IN WITNESS WHEREOF, the Parties hereto execute this Letter of Agreement effective this ____ day of April 2026.

FOR THE COMPANY

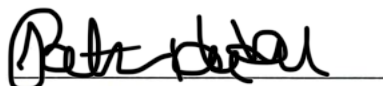


Thomas Thon
Senior Director Flight Operations
Omni Air International, LLC

FOR THE UNION

Sara Nelson
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Association of Flight Attendants-CWA

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Association of Flight Attendants-CWA



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