

Tentative Agreement

For ~~APR~~

[Signature] 10-28-2011

For ~~APR~~

[Signature] 10/24/11

Date: 10/24/2011

Time:

Version:

Subject: Paycheck Process

Proposal Reference(s):

Contract Reference(s): Section 3

The parties agree the following modifications will be made to the monthly paycheck process:

1. Increase the monthly advance to:

- a. First Year pilots: \$1,500.00
- b. Second Year pilots: \$2,000.00
- c. Third Year and beyond: \$3,000.00

2. The monthly advance will be paid on the tenth (10th) calendar day of each month.

3. The monthly advance payment will be subject to all deductions and garnishments required by law, including, but not limited to federal, state, FICA, Medicare and other applicable tax withholdings as required to be withheld by the company.

The above modifications will go in effect on the 3rd calendar month *following* the month of the effective date of the Agreement.
E.g. The effective date is Jan 15th, the new monthly advance payment process will be effective the following April.