# LETTER OF AGREEMENT
# between
# ALASKA AIRLINES, INC.
# and the
# ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

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## L-VX STUFF HAPPENS PASS (SHP) BUYBACK

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This LETTER OF AGREEMENT is made between ALASKA AIRLINES, INC. ("Company") and the ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO ("Association").

WHEREAS, the Company and the Association ("the parties") believe there is benefit to both the operation and to the Legacy Virgin America (L-VX) Flight Attendants to buy back outstanding Stuff Happens Passes (SHPs);

NOW THEREFORE, the parties agree to the following:

1. The Company will buy back unused and valid SHPs for three and one-half (3.5) credit hours per SHP. The pay will be reflected on each applicable L-VX Flight Attendant's 12/31/2018 paycheck.

2. The SHP buyback pursuant to this agreement is voluntary on the part of the Flight Attendant. Participating Flight Attendants must declare their intent to sell back their SHP to the Company no later than 9AM PST on 12/21/2018. Request must be submitted via FLICA using the "SHP Buyback folder". Email or phone requests will not be accepted. A declaration of intent to sell one's SHP cannot be rescinded once it has been received by management (via FLICA).

This agreement is without precedent. The circumstances described herein cannot be used by either party in any other forum.

All other provisions of the collective bargaining agreement remain in full force and effect.

IN WITNESS WHEREOF, the parties hereto have signed this LETTER OF AGREEMENT this 13th day of December 2018.

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| FOR:<br>ASSOCIATION OF FLIGHT<br>ATTENDANTS-CWA, AFL-CIO | FOR:<br><br>ALASKA AIRLINES, INC. |
| /s/_____<br>Jeffrey Peterson<br>Master Executive Council President | /s/_____<br>Carmen Williams<br>Managing Director, Labor Relations |