

March 7, 2023

RE: Classification/Location Premiums

Dear Jose:

During the course of the current Section 6 negotiations leading to an amended Collective Bargaining Agreement (CBA), the Company agreed to provide the following Classification/Location Premiums to the following Envoy Air Inc. wage scales as of the effective date of the new wage scales.

1. Mechanics Base Wage Rates :

In addition to the Base Wage Rates, the following Classification/Location premiums shall apply:

AUS: \$2.00
ORD: \$3.25

2. Inventory Control:

In addition to the Base Wage Rates, the following Classification/Location premiums shall apply:

DFW: \$.50
ORD: \$2.25

3. GSE:

In addition to the Base Wage Rates, the following Classification/Location premiums shall apply:

RDU: \$1.00
MIA, DFW, LAX, JFK: \$4.00

All employees afforded the above Classification/Location premiums as of the effective date of the new wage scales will be protected to these premiums in accordance with Article 4.B.3. unless as provided otherwise under Article 4.B.4. of the CBA.

Sincerely,



Chris Pappaioanou
Senior Vice-President Legal
Envoy Air Inc.