

SETTLEMENT AGREEMENT RE AFA CASE NO. 5-23 PER DIEM GRIEVANCE

This Settlement Agreement (“Agreement”) is entered into by Norse Atlantic Airways (“Norse”) and the Association of Flight Attendants-CWA (“AFA”). This shall confirm the parties’ agreement to settle AFA Grievance 5-23 Per Diem. The parties agree as follows:

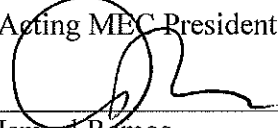
1. Under Article 3.L.1 of the CBA, the rate will increase from \$3.25/hr. per diem to \$3.75/hr. per diem.
2. The parties intend for this payment to be the final settlement of any and all matters related to and in connection with AFA Grievance 5-23 Per Diem.
3. AFA agrees to withdraw with prejudice AFA Grievance 5-23 Per Diem once this settlement is fully implemented.

Dated: July 1, 2024

ACCEPTED AND AGREED BY:

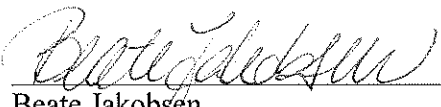
FOR THE ASSOCIATION OF FLIGHT
ATTENDANTS-CWA, AFL-CIO

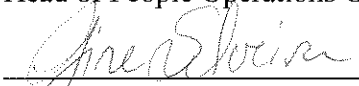

Theodore Pavlik
Acting MEC President


Ismael Ramos
MEC Grievance Chair


Megan Havern
Staff Attorney

FOR NORSE ATLANTIC AIRWAYS


Beate Jakobsen
Head of People Operations USA


Gine Silveira
Payroll Manager USA