LETTER OF AGREEMENT
between
NORSE ATLANTIC AIRWAYS AS
and
The Flight Attendants in the service of Norse Atlantic Airways as represented by the
ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

IndiGo Charter

This Letter of Agreement (LOA) is entered into in accordance with the terms of Title II of the Railway Labor Act, as amended, between Norse Atlantic Airways AS (hereinafter referred to as the "Company") and the Flight Attendants (hereinafter referred to as "CCMs") in the service of the Norse Atlantic Airways AS, as represented by the Association of Flight Attendants-CWA, AFL-CIO (hereinafter referred to as the "Association") (collectively, the Parties).

WHEREAS, the Company and the Association are Parties to a collective bargaining agreement setting forth the rates of pay, rules and working conditions for the Company's Flight Attendants, effective November 22, 2022 (the "CBA");

WHEREAS, the current CBA contains provisions developed by the Company and the Association in an effort to address flight duty operations;

WHEREAS, the Parties have met to discuss options to assist CCMs as a result of the upcoming March 10, 2025 IndiGo Charter; and

NOW, THEREFORE, it is mutually agreed as follows:

1. **GENERAL/SCHEDULING**
   a. All charters flying will be distributed based on bidding on seniority order. If there is not enough volunteers, charter flying will be ordered in reverse seniority order
   b. CCMs will have guaranteed days off at base. The CCM may elect to spend days off away from base according to individual agreements for this assignment. In such a case, the CCM will be provided with hotel accommodations, paid per diem, and will also receive one (1) Bought Day Off (BDO).
   c. CCM positioning to/from the US will be provided transportation to/from their home airport if the cost is not significantly more than to/from home base.
   d. Crew will be able to sell days off to be utilized for active duty at the agreed upon rate.
   e. Any duty assignment will be in accordance with Article 6
   f. A $15 phone allowance will be provided for the duration of the assignment.
   g. The CCM will be scheduled for no more than three (3) days of hotel standby assignments per week.

      i.   Hotel Standby will start no earlier than 3 hours prior to scheduled departure and end no later than 1 hour after departure.

      ii.   Report time for hotel standby is 90 minutes (i.e., contact by OCC to CCM to check-in at airport)**.**

      iii.   If the CCM is going to be absent from work, they must notify the Company in accordance with Company policy regarding standby assignments.

2. TRANSPORTATION

a. Crew will have organised complimentary transportation between the airport and the hotel, and the airport and any training facilities.

3. HOTELS AND LAYOVER REQUIREMENTS

In addition to the requirements of Article 5, the Company will provide CCMs with:

a. Hotel accommodations with 5 pieces of complimentary laundry/drycleaning daily, and 24 hour room service
b. Daily sealed bottled water for each CCM
c. Complimentary breakfast at the training hotel, and complimentary breakfast, lunch, and dinner at the layover hotel
d. 24 hr doctor on call

4. VISAS

a. In addition to the requirements of Article 3.I, the Company will provide assistance in obtaining the necessary visas and any other required documents on behalf of the crew members.

5. SECURITY SEARCHES

a. Required security searches will be performed and compensated in accordance with the LOA for Security Searches
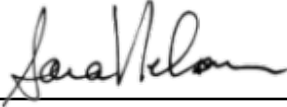
6. TRAININGS

a. Training for Indigo, whether in person or online, will be credited as per Article 3 Section G
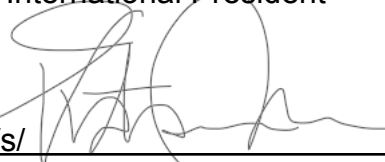
This Agreement is without prejudice or precedent. The circumstances described herein cannot be used by either party in any other forum, except one to enforce its terms. All other provisions of the collective bargaining agreement remain in full force and effect.

Agreed this date ___ of March 2025.

FOR: FOR:
ASSOCIATION OF FLIGHT   NORSE ATLANTIC AIRWAYS
ATTENDANTS - CWA, AFL-CIO

/s/ _____   /s/ _____
Sara Nelson   Ben Boiling
International President   Managing Director UK

/s/ _____
Katarzyna Mroczek
MEC President