

MEMORANDUM OF UNDERSTANDING

BETWEEN

ALLEGiant AIR

AND THE

**AIRLINE PROFESSIONALS ASSOCIATION,
TEAMSTERS LOCAL UNION NO. 1224**

FMT Staffing Agreement

This Memorandum of Understanding (hereinafter "MOU") is made and entered into accordance with the provisions of the Railway Labor Act, as amended, by and between Allegiant Air (hereinafter the "Company") and the Airline Professionals Association Teamsters Local Union No. 1224, affiliated with the International Brotherhood of Teamsters, Airline Division (hereinafter the "Union"). The Company and the Union are referred to collectively hereinafter as the "Parties."

WHEREAS, the Company and the Union are party to a Flight Operations Quality Assurance (FOQA) Letter of Agreement (LOA) which establishes a FOQA Monitoring Team (FMT);

WHEREAS, Section 4.A of the FOQA LOA states that the FMT shall be composed of the FOQA program manager, the FOQA Analyst, and one to three Pilot Gatekeepers;

WHEREAS, Section 4.B of the FOQA LOA provides that the size of the FMT may be increased upon mutual agreement of the Parties;

WHEREAS, the "Current FOQA Analyst" intends to step down from his position on the FMT, and the Parties are in the process of selecting a "Replacement FOQA Analyst";

WHEREAS, the Parties would like to temporarily increase FMT staffing to allow the Current FOQA Analyst to provide on-the-job training to the Replacement FOQA Analyst.

NOW, THEREFORE, the Parties agree as follows:

1. The Parties agree to temporarily increase the size of the FMT to allow two (2) Pilots to hold FOQA Analyst positions at the same time. The Pilots holding FOQA Analyst positions shall be the Current FOQA Analyst, Kenneth Ball, and the Replacement FOQA Analyst.
2. The temporary increase in FMT size shall end on the earlier of: (A) One-Hundred Eighty (180) days after the date the Replacement FOQA Analyst begins the assignment, or (B) the date the FMT determines by consensus that the Replacement FOQA Analyst is prepared to assume the FOQA Analyst role without further training from the Current FOQA Analyst.

IN WITNESS WHEREOF, the Company and the Union have executed this MOU effective this **31st** day of **May**, 2018.

For the Company:

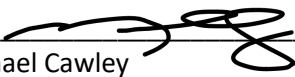
For the Union:

Eric Gust
Vice President Operations



Andrew Robles
Executive Council Chairman

Jose Diaz
Director Flight Safety



Michael Cawley
Safety Committee Chairman

Andrea Gansen
Director Labor Relations