



HIMS PROGRAM

I. Mission Statement

The mission of the Allegiant HIMS Program (AHP) is to help pilots recover from a dependency on drugs and/or alcohol. Allegiant's HIMS Program recognizes the disease aspect of addiction and provides assistance to and support for individuals with this disease. An effective recovery program includes the employee, the Company, the union and the FAA.

II. Purpose

Allegiant has established the AHP to ensure consistent treatment of pilots who suffer from chemical dependency and substance abuse. Such individuals will be identified and treated in accordance with procedures contained within this document. The AHP is not intended to supersede the Company's drug and alcohol policy nor should it be used as an independent document. The AHP will be used by Flight Operations in getting pilots who are struggling with chemical dependency the help they need.

III. Scope and Eligibility

The AHP applies to all pilots and provides guidance for the identification and treatment of alcohol/drug dependent pilots. All pilots who self-refer prior to a mandatory drug or alcohol test and are diagnosed with alcohol/drug dependence are eligible to participate in the AHP.

IV. Authority/Responsibility

The Director of Operations and the International Brotherhood of Teamsters (IBT) are jointly responsible for the development and maintenance of the AHP with the cooperation and involvement of the Allegiant HIMS steering committee (AHSC).

V. Roles of Program Participants

A. **Individual.** The AHP is a voluntary program in which the individual elects to participate. Once an employee enters the AHP, it is expected that he/she will follow the recommendations of all substance abuse professionals, the rehabilitation center(s), aftercare and the FAA as appropriate.

B. **Peer Pilot.** The Peer Pilot will work with the Company Substance Abuse Coordinator to facilitate the recovery of the employee seeking treatment. The Union SAC will help set up substance abuse evaluations, assist in selecting a treatment center, participate in monthly meetings, and support the employee.

C. **Company Substance Abuse Coordinator.** The Company Substance Abuse Coordinator (SAC) will work in conjunction with the Union SAC to facilitate the recovery of the individual seeking treatment. The Company SAC will assist in the coordination of treatment, help with the selection of the treatment center or centers, participate in monthly meetings and support the employee.

D. **FAA/Medical Sponsor.** The Medical Sponsor is an Aviation Medical Examiner who has undergone special training in alcohol problems related to airline pilots. The Medical Sponsor is the only professional permitted to present information about the pilot's history and treatment, and petitions the Federal Air Surgeon for a special issuance Medical Certificate.

E. **AHP Steering Committee.** The AHP Steering Committee will consist of the Director of Operations, the Substance Abuse Coordinators, the Designated Employer Representative, a medical expert in substance abuse and representatives from Allegiant Labor Relations and the union.

VI. Terms and Definitions

- A. **"Abuse"** will be construed as being the same as a diagnosis of "Dependence."
- B. **"Alcohol Positive"** refers to a verified positive alcohol test with a Blood Alcohol Content ("BAC") of .04 or higher.
- C. **"Approved Treatment Facility"** refers to a facility specializing in the treatment of alcohol/drug dependence and mutually agreed upon by the Company and AHSC.
- D. **"Contract A"** refers to the Allegiant Pilot Alcohol and Drug Recovery Program Aftercare, as attached.
- E. **"Contract B"** refers to the Last Chance Agreement between Pilot and Allegiant, as attached.

- F. **"Dependence"** will be determined by a medical evaluation conducted by an addictive medicine specialist mutually agreed upon by the Company and the AHSC. In a case where the FAA elects to employ different criteria, those criteria will be used to make the diagnosis.
- G. **"DOT Positive"** refers to the presence of a prohibited drug or its metabolites as defined in DOT regulations. Any such verified positive results requires reporting to the FAA and follow-up actions in accordance with 14 CFR Part 120 and 49 CFR Part 40
- H. **"Mood-altering Substance"** refers to alcohol or any substance so designated by a recovering pilot's Medical Sponsor, including the substances prohibited for use by Department of Transportation ("DOT") regulation.
- I. **"Non-volunteer"** refers to a pilot who receives a diagnosis of drug or alcohol dependency after being compelled to undertake an evaluation by the Company and subsequently agrees to participate in the AHP.
- J. **"Prohibited Use"** refers to the use of alcohol or drugs by a pilot diagnosed as alcohol or drug dependent without the express approval of the attending physician.
- K. **"Physicians"**
 - 1. **"Attending Physician"** refers to the physician charged with supervising the evaluation and treatment of a pilot, or the physician serving as Medical Sponsor following the pilot's release from treatment.
 - 2. **"Diagnosing Physician"** refers to the physician specializing in addiction medicine mutually designated by the Company and the Union to render a diagnosis.
 - 3. **"Medical Sponsor"** refers to the physician selected to sponsor the pilot for a special issuance medical license following the pilot's diagnosis and treatment. The Medical Sponsor will be listed in Contract A or B and will be mutually agreed upon by the Company and the Union.
- L. **"Relapse"** is defined as any prohibited use of alcohol or drugs subsequent to receiving a Special Issuance Medical Certificate related to a diagnosis of alcohol or drug dependence or any prohibited use of alcohol or drugs while in initial treatment, or subsequent to initial treatment and prior to or following re-certification.
- M. **"Volunteer"** refers to a pilot who agrees to a substance abuse evaluation without being compelled to do so by the Company.

VII. Procedures

A. **Identification.** Identification of a pilot requiring a substance abuse evaluation may occur through several means.

1. **Self Referral:** A pilot may self-refer due to personal circumstances such as an arrest for driving under the influence offense ("DUI"), marital relationship problems, after discussions with members of AHSC, or for numerous other reasons. Any such self-referral will establish the pilot as a volunteer for the purposes of the AHP.
2. **Company Identified/Non-Volunteer:** A pilot who is compelled to undergo a substance abuse evaluation following a Fitness for Duty Evaluation is considered to be a non-volunteer. This evaluation may uncover latent substance abuse/dependency issues. In these cases, the individual may be given the option to participate in the AHP at the discretion of the HIMS Steering Committee.
3. **Substance Abuse Evaluation (not chemically dependent):** A pilot who undergoes a substance abuse evaluation but is not diagnosed with alcohol/drug dependence or abuse does not fall under the provisions of the AHP.

B. **Treatment.** Treatment following a positive diagnosis will occur at a facility chosen by the AHSC.

1. **Initial Treatment:** Initial treatment is commonly 28 days in duration, although it may be extended if directed by the attending physician at the treatment facility.
2. **Aftercare:** Aftercare will generally occur at a different facility than that used for initial treatment. Aftercare is generally longer in duration than initial treatment and commonly lasts ten to twelve weeks. The pilot's attending physician may extend the aftercare period.

Regardless of the location or duration of the pilot's treatment, such treatment will always be conducted so as to meet the FAA's requirements for medical recertification.

C. **Payment of Treatment and Aftercare Expenses.** Pilots who are admitted into the AHP and maintain continuous compliance will be granted a Personal Leave of Absence pursuant to Section 8A of the Collective Bargaining Agreement between Allegiant Air and the International Brotherhood of Teamster Local 1224 and will

remain employed with the Company and be allowed to use their health insurance to the fullest extent possible to cover all expenses related to initial treatment and aftercare.

D. **Recertification Cost.** Pilots who incur costs associated with the recertification of his/her Medical Certificate may apply for reimbursement. If approved, and subject to proper documentation, the pilot will be reimbursed by the Company for the costs he/she has incurred.

E. **Travel.** Pilots who are enrolled in and maintain compliance with the HIMS program can request the use of their Allegiant travel benefits for travel associated with treatment, aftercare and other follow up. Pilots can also request to be reimbursed for similar travel on other airlines. The Company will consider these requests on a case by case basis.

VIII. Return to Work

Employees may only return to work upon the recommendation of a substance abuse professional and after successfully completing all FAA requirements. Pilots returning to work from a Leave of Absence will be required to sign the attached Contract A. Pilots who are reinstated following the termination of employment will be required to sign Contract B.

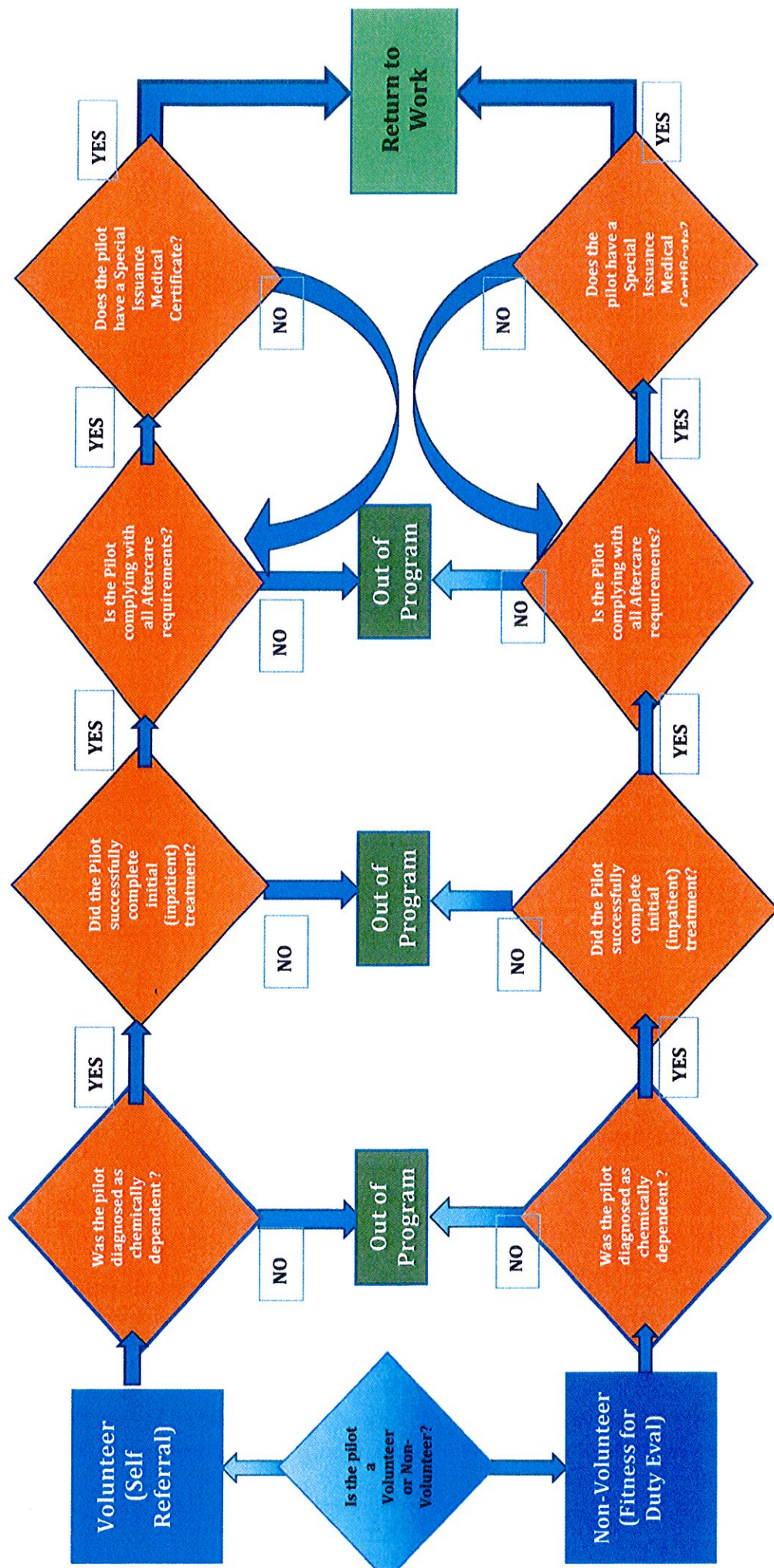
IX. Aftercare Monitoring

The Company and the Union will make aftercare monitoring and support available to all pilots participating in the AHP. This includes access to meetings with a Company supervisor and group therapy meetings that may be held on company property, peer support and follow up testing. The Union will also provide peer monitors to pilots awaiting return to active employment.

Pilots who relapse during aftercare monitoring or at any time while participating in the AHP will not automatically be removed from the program. The Company and the Union, in consultation with the SAC, will evaluate the circumstances of the relapse and mutually determine whether to allow the pilot to continue his/her participation in the program.

X. Attachments

- F. AHP Decision Flow Chart
- G. Contact A
- H. Contract B
- I. Allegiant Substance Abuse Policy
- J. EAP Information
- K. Health Insurance Information



VOLUNTEER – refers to a pilot who agrees to a substance abuse evaluation without being compelled to do so by the Company.

NON-VOLUNTEER - refers to a pilot who receives a diagnosis of drug or alcohol dependency after being compelled to undertake a evaluation by the Company and subsequently agrees to participate in the AHP.

Alcohol and Drug Recovery Program Aftercare Contract (Contract A)

This Aftercare Contract outlines my individual aftercare program for continuing recovery. I understand that it is offered by the FAA, Allegiant, and IBT as a special program to allow me to return to flying under monitoring. I acknowledge that I am solely responsible for the execution of this contract and for making use of any services recommended. I understand that I will need to involve others in my recovery to ensure the effectiveness of my aftercare program, and I agree to do so. I hereby give permission for the Aftercare Team, (made up of my Medical Sponsor, Aftercare Counselor, Chief Pilot, Allegiant Alcoholism Consultant and Peer Monitor) to contact others herein named for the purpose of furthering my recovery.

Name: _____ Effective Date: _____

Address: _____

Telephone Number: _____

Social Security Number: _____

Employee Number: _____

I understand that all of the provisions of this contract will remain in effect until receipt of my "modification letter" from the FAA, releasing me from monitoring. ***The requirement for total abstinence will be a permanent condition of my holding an Airman's Medical Certificate.***

1. I agree to the terms specified in this Aftercare Contract. Periodically, the Contract will be reviewed and progress will be noted. I hereby grant the Aftercare Team the authority to modify the Aftercare Contract, as it deems necessary, based upon such reviews of my progress towards self monitoring. Near the end of the minimum FAA monitoring period, my Aftercare Team will review my progress in order to determine whether or not to recommend that my monitoring under this contract be concluded.
2. I agree to completely abstain from any mood altering drugs (alcohol, sedatives, stimulants, narcotics, over-the-counter drugs, etc.) on or off duty, except on approval of Dr. _____ *at _____ (phone). I specifically acknowledge that if I partake of any alcohol or drugs (other than those prescribed by my physician) during or after the period of my monitoring, on or off duty, my Airman's Medical

Certificate will be immediately invalidated. Under such circumstances, I will not act as the pilot of any Allegiant aircraft.

3. As soon as possible after discharge from the treatment center, I will contact my Medical Sponsor, Dr. _____ *at _____ (phone) _____ (address).
4. I will make and attend appointments from psychiatric/psychological consultations as directed by Dr. _____ (Medical Sponsor)* approximately 30 days after my discharge from treatment or when directed.
5. As soon as possible after discharge from _____ (treatment center), I will schedule monthly appointments with _____ (Chief Pilot)* at _____ (phone) for counseling and monitoring of my aftercare program. At my monthly meetings, I will present a copy of my Pilot's Aftercare Log to my Chief Pilot and will obtain his initials in the log.
6. As soon as possible after discharge from treatment, I will schedule monthly appointments with _____ (Peer Monitor)* at _____ (phone) for counseling and monitoring of my aftercare program. I will have my Pilot's Aftercare Log with me, and present it for inspection and initials as part of our monthly meeting. If, for any reason, this meeting has to be conducted by telephone, I will note the reason for this in the log and obtain the peer monitor's initials at the next meeting.
7. I will schedule appointments with _____ (Aftercare Counselor)* at _____ (phone) at _____ (address) for counseling and monitoring of my after care program as follows:
 - a. Appointments monthly: From completion of treatment until receipt of the Special Issuance Letter (medical recertification) from the FAA.
 - b. Appointments every other month: Until one year after completion of treatment or for the next six months after recertification, whichever comes later.
 - c. Appointments quarterly until completion of the monitoring period.The above schedule is considered a minimum and may be expanded by the Aftercare Team. All visits require Pilot's Aftercare Log entries.
8. I will attend the aftercare group meetings at _____ (time) on _____ (day of week) at _____

_____ (location). I understand that I am to attend as many of these scheduled meetings as possible, and that I am to either get the initials of the meeting leader, or note the reason for my absence for each meeting in my Pilot's Aftercare Log. I understand that termination of my monitoring will not be recommended unless I have satisfied the Aftercare Team of my diligent efforts to attend these meetings. After medical recertification I will attend at least half of the meetings during each quarter, as an absolute minimum, over the period of my monitoring.

9. I will attend meetings of Alcoholics Anonymous/Narcotics Anonymous on a daily basis for at least three months and a minimum of 12 times per month thereafter. Daily attendance through medical recertification is recommended. Attendance via the internet or "virtual attendance" does not fulfill the requirements of this section. The Aftercare Counselor at _____ (treatment center) will assist me in locating such meetings, which are listed in the _____ (treatment center) aftercare plan. I will record the date, name of the AA/NA group, and the meeting location in my Pilot's Aftercare Log.
10. I agree to attend a special AA meeting, "Birds of a Feather," at its regular meeting place on a weekly basis, if available.
11. I agree to continue my education into the disease of alcoholism by attending educational lectures, seminars, and workshops as scheduled by participants involved in my aftercare program.
12. I agree to select and communicate with my AA/NA sponsor(s) at least three times per week, noting the date and the duration of the communication in my Pilot's Aftercare Log.
13. I agree to be available for random blood alcohol level tests, ETG test, PeTH tests, and/or drug screens at any time upon notice by my Medical Sponsor or Chief Pilot. Upon my return to flight status, I will make available a copy of my monthly schedule, as far in advance as possible, to my Medical Sponsor or Chief Pilot in order to allow him to schedule me for random blood alcohol testing. I agree to be subject to random alcohol tests and/or drug screens as directed by my Chief Pilot for the period of my FAA monitoring plus an additional 36 months.
14. I agree to attend annual continuing care treatment as scheduled by my treatment center for relapse prevention.

15. If my Aftercare Team finds my record of sick leave or other absence to be a potential problem, I will be directed to begin contacting my Chief Pilot in advance of missing any work.
16. I understand the crucial nature of this family disease. I will, therefore, encourage family participation in the recovery program, and facilitate it in any way I can.
17. I understand that when or if I transfer to another base, it is my responsibility to inform my Chief Pilot that I am in a monitoring program, my status as of that date, and request that I be included in that base report.
18. I understand that strict compliance with all these provisions is mandatory, and noncompliance with any responsibility on my part may result in disciplinary action, up to and including termination by Allegiant. I will comply with all requirements of my FAA special issuance. Any violation of any drug or alcohol restriction associated with my Airman's Medical Certificate will constitute a violation of this agreement.
19. I understand that for purposes of this contract, "alcoholism" shall be construed to include alcohol abuse.
20. I will attend meetings with the Managing Director – Flying Operations*:
 - a. As soon as possible after receiving the Special Issuance Letter from the FAA;
 - b. Just Prior to release from monitoring.These meetings are for progress review and will include participation of the Aftercare Team. A letter from each member of the Aftercare Team and my Pilot's Aftercare Log will be required at each of these meetings.

Pilot's Signature/Date: _____

Witness/Date: _____

Last Chance Agreement (Contract B)

Allegiant Air is prepared to offer you conditional reinstatement as a pilot provided that you agree to be bound by the following terms and conditions:

1. You will maintain complete, uninterrupted abstinence from the use of alcohol drugs, or other mood altering substances on or off duty for the duration of your employment with Allegiant. Drugs prescribed for your use by an attending physician may be taken if approved by your AME. Any unapproved use of alcohol or other mood altering substance will not be tolerated and will constitute just cause for termination of your employment.
2. You will be strictly comply with all of the obligations contained in your Aftercare Contract signed on _____. The Aftercare Contract is explicitly incorporated into this Agreement. Any violation of your Aftercare Contract or any failure to comply with the terms and conditions of your Aftercare Contract will not be tolerated and will constitute just cause for termination of your employment.
3. After your return to active service with Allegiant, you will attend monthly meetings with your Chief Pilot for monitoring of your aftercare program. It is your responsibility to schedule and attend these meetings. An annual program review must also be held with the Aftercare Team and/or Chief Pilot. Any failure to schedule or attend monthly meetings with your Chief Pilot will not be tolerated and will constitute just cause for termination of your employment.
4. You understand that when, or if you transfer to another base, it is your responsibility to inform your new Chief Pilot that you are a recovering pilot and your status as of that date. Any failure to so inform your Chief Pilot will not be tolerated and will constitute just cause for termination of your employment.
5. For the first two years after your return to work, when absent from work for reasons of personal illness, you will personally telephone your Chief Pilot or his designee and advise him of the circumstances requiring your absence. You will be required to personally furnish your Chief Pilot or his designee with a doctor's certificate substantiating the reason and need for each such absence. Such certificates will be submitted on the first working day after each absence. Unauthorized or unsubstantiated absences will not be tolerated and will constitute just cause for termination of your employment.
6. During the first two years after your return to work, in the event some emergency would prevent you from reporting for a trip, you will contact your

Chief Pilot or his designee and obtain advance approval for the absence. If the nature of the emergency prevents you from obtaining advance approval, you will telephone your Chief Pilot at your earliest opportunity to make him aware of the situation, and you will be required to personally provide him with satisfactory proof substantiating the need for the absence on the first working day after the absence. Any absence without proper notice will constitute a violation of this Agreement.

7. You will comply with all of the requirements of your First Class Medical Certificate. Any violation of any of the restrictions associated with your Medical Certificate will constitute just cause for termination of your employment.
8. In addition to any return to duty and follow-up alcohol/drug testing, education, treatment or aftercare required by the applicable federal regulations and/or Substance Abuse Professional, you voluntarily agree to submit to additional alcohol/drug tests, in an amount to be determined by Allegiant. This testing will be unannounced and may continue for the duration of your employment with Allegiant. Any failure to submit to testing, or any positive test which substantiates the use of alcohol or other unapproved drug, will constitute just cause for termination of your employment.
9. The Aftercare Team may expand upon or increase the terms and conditions contained in this Agreement and in the Aftercare Contract if they determine it would be appropriate to do so in order to properly monitor your recovery.
10. You specifically acknowledge that if you partake of any alcohol or unapproved drug your First Class Medical Certificate will immediately be invalidated, and you will therefore not possess any valid medical certificate, which is a requirement to pilot an aircraft for Allegiant Air and this will constitute just cause for termination of your employment.
11. This is your last chance for employment with Allegiant Air. If you fail to fully comply with the foregoing provisions and conditions, test positive on any alcohol or drug test, or suffer a relapse you will be terminated. It is expressly agreed that any failure on your part to fully comply with any of the foregoing provisions and conditions will constitute just cause for your discharge, without recourse to the grievance and System Board procedures. An arbitrator selected from the current System Board list may be retained by IBT, solely to determine if any violation of this agreement occurred. If the arbitrator finds there was any violation of any term of the agreement, the discharge must stand.

Allegiant Air Pilot Aftercare Log

Name: _____

Employee Number: _____

Date: _____

Chief Pilot/Peer Monitor Initials: _____

Sobriety Date: _____

Meeting Attendance (date, group name, location)

Note: daily basis for 3 months and min of 12 times per month thereafter

Monday

Tuesday

Wednesday

Thursday

Friday

Saturday

Sunday

Continuing Education/Progress in Recovery:

Sponsor Meetings (at least 3X per week) note: date and length

Notes:

ALLEGiant AIR SUBSTANCE ABUSE POLICY

Company Statement: Allegiant Air is committed to providing reliable and safe service to our customers and a safe and productive work environment for all employees. Employees shall not be involved in the unlawful use, possession, sale, or transfer of narcotics or drugs that may impair their ability to perform assigned duties or otherwise adversely impact the company's business. Further, employees shall not possess alcoholic beverages in the workplace or consume alcoholic beverages during working time. **Any employee who tests positive on a company drug or alcohol test will be terminated.**

Additionally, Allegiant Air is committed to complying with the regulations set forth by the Department of Transportation (DOT) (49 CFR Part 40) and the Federal Aviation Administration (FAA) (14 CFR Part 120). Accordingly, the scope of our commitment to ensure a drug-free work environment is broadened by specific drug-testing regulations.

For More Information About DOT and FAA Requirements or our Company Policy contact Michael Bonner at (702) 830-8283.

Consequences of Using Drugs While Performing Safety-Sensitive Functions

An employee who has engaged in prohibited drug use during the performance of a safety-sensitive function will be immediately removed from performing safety-sensitive functions and is permanently precluded from performing that safety-sensitive function for Allegiant Air.

Consequences of Receiving a Verified Positive Drug Test Result

A covered employee who receives one (1) verified positive drug test result on a FAA required test will be immediately removed from performing safety-sensitive duties. Allegiant Air will take this action upon receiving the initial report of the verified positive test result. The company will not wait to receive the written report or the result of a split specimen test. An employee who has violated a FAA drug and/or alcohol regulation cannot return to the performance of safety-sensitive functions until or unless the employee successfully completes the return-to-duty process outlined in 49 CFR Part 40, Subpart O. (49 CFR §40.23(d))

A covered employee who receives a second verified positive drug test result on a FAA required tests will be immediately removed from performing safety-sensitive functions and is permanently precluded from performing that safety-sensitive function for Allegiant Air. (14 CFR part 120.111(e)(1))

Consequences of Refusing to Submit to a Required Drug Test

A covered employee who refuses to submit to a required drug test will be immediately removed from performing safety-sensitive functions. A verified adulterated or substituted drug test result will be considered a refusal to test and the employee will be immediately removed from performing safety-sensitive functions. Allegiant Air will take this action upon receiving the initial report of the verified adulterated or substituted test result. The company will not wait to receive the written report or the result of a split specimen test. An employee who refuses to submit to a required drug test or who receives a verified adulterated or substituted drug test result cannot return to the performance of safety-sensitive functions until or unless the employee successfully completes the return-to-duty process outlined in 49 CFR Part 40, Subpart O. (49 CFR §40.23(d))

Allegiant Air must notify the FAA of any employee who holds an airman medical certificate under 14 CFR Part 67 and violates the provisions of the FAA/DOT regulations. As described above. (14 CFR 120.113(d)(1)). In addition, any employee who holds a certificate under 14 CFR Part 61, Part 63, or Part 65 airman certificate and who has refused to submit to a FAA required drug test must be reported to the FAA.

Notifications of refusals should be sent to:

FAA / Drug Abatement Division / AAM-800
800 Independence Avenue, SW Room 806
Washington, DC 20591

Performing a safety-sensitive function: an employee is considered to be performing a safety-sensitive function during any period in which he or she is actually performing, ready to perform, or immediately available to perform such functions. (14 CFR Part 120.7(k))

Notice to the Federal Air Surgeon: Any covered employee who holds an airman medical certificate issued under 14 CFR Part 67 and violates the provisions of these rules will be reported to the Federal Air Surgeon. (14 CFR Part 120)

Consequences of a Verified Positive Alcohol Test at 0.04 or Higher Breath Alcohol Content (BAC).

A covered employee who receives one (1) verified positive alcohol test result of 0.04 BAC or higher on a FAA required test will be immediately removed from performing safety-sensitive duties. An employee who has violated a FAA drug and/or alcohol regulation cannot return to the performance of safety-sensitive functions until or unless the employee successfully completes the return-to-duty process outlined in 49 CFR Part 40, Subpart O. (49 CFR §40.23(d))

A covered employee who receives a second verified positive alcohol test result of 0.04 BAC or higher on a FAA required tests will be immediately removed from performing safety-sensitive functions and is permanently precluded from performing that safety-sensitive function for Allegiant Air. (14 CFR part 120.111(e)(1))

Consequences of an Alcohol Test with a BAC of 0.02 but less than 0.04. Immediately removal from safety-sensitive function, until the employees breath alcohol concentration measures less than 0.02, or the start of the employees next regularly scheduled duty period, but not less than 8 hours following administration of the test.

Consequences of Refusing to Submit to a Required Alcohol Test

A covered employee who refuses to submit to a required alcohol test will be immediately removed from performing safety-sensitive functions. An employee who refuses to submit to a required alcohol test or who receives a verified adulterated or substituted alcohol test result cannot return to the performance of safety-sensitive functions until or unless the employee successfully completes the return-to-duty process outlined in 49 CFR Part 40, Subpart O. (49 CFR §40.23(d))



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- › Saving for college

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- › Debt and bankruptcy
- › Landlord/tenant issues
- › Real estate transactions
- › Civil and criminal actions
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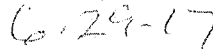
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ENDORSEMENTS

The Allegiant Flight Operations Department is in agreement with the provisions of this program.



Eric Gust, VP of Operations

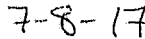


Date

The International Brotherhood of Teamsters, Airline Division, is in agreement with the provisions of this program.



Steve Allen
ExCo Chair



Date