

Letter of Agreement between:

Norwegian Air Resources Ltd ("NAR")

And

Association of Flight Attendants ("AFA")

Dated: October 1st, 2020

Preamble

The purpose of this agreement is to solve an issue related to the transition of payroll from OSM Aviation to Norwegian Air Resources whereby the pay out of flight-related variables (excess hours, per diem, etc.) on the 15th, as specified in the CBA, is not compatible with the Netline/DYPD process.

Agreement

The Company and the Union agree to modify Article 3, Section O.1, to read as follows:

- a) The 1st through the 15th pay period will be paid on the 15th. This check will include one-half (1/2) the CCM's base salary, ~~and excess hours, per diem and reimbursements due, minus deductions (excess sick/personal days, unpaid leaves, no shows, etc.) from the prior month, if applicable.~~
- b) The 16th through the month-end pay period will be paid on the last day of the month. This check will include one-half (1/2) the CCM's base salary and excess hours, per diem and reimbursements due, minus deductions (excess sick/personal days, unpaid leaves, no shows, etc.) from the prior month, if applicable.



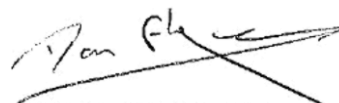
Sara Nelson
Signed on behalf of AFA
Washington, DC 10/23/2020



Valentin Lorian
Signed on behalf of AFA
Ft. Lauderdale, FL 10/23/20



Joe Burns
Signed on behalf of AFA
Los Angeles, CA 10/23/2020



Daniel Flynn
Signed on behalf of NAR
Oslo, October 15th, 2020