United Cabin Seat Agreement

Compass is pleased to announce that Delta/Delta Connection has signed a reciprocal flight attendant cabin seat travel agreement with United Airlines, which allows travel on each other’s aircraft. As noted in the agreement on the following pages, this agreement is effective as of May 15, 2013.

Transportation is applicable on United mainline flights and United Express operated flights in the 50 United States and is on a space available basis. See Attachment A (on following page) for a list of United Express Partners.

As stated in the agreement, Delta Connection flight attendants requesting transportation under the agreement are required to list using the website https://ifc.id90.com prior to check-in. To enter the website:

1. Select “Delta Air Lines (DL)” from the dropdown menu as your “Employing Airline.”
2. Enter username: dlemp
3. Enter password: 006
4. Click on login now.
5. In the “Reason for Travel” dropdown menu in the top left of the screen, select “F/A Commuting.”
6. In the “Select Transporting Airline” on the right of screen, select “United Airlines (UA).”
7. Complete your booking using the fields provided.

See the document titled “ID90 Flight Listing Instructions” on the pages that follow for more information about listing.

Each flight attendant must produce proper identification upon check-in for his/her flight. Refer to the cabin seat travel agreement on the following pages for complete information.

Please read the agreement carefully to ensure you understand all of the terms and conditions. We hope you enjoy the new travel arrangement on United.
Reciprocal Flight Attendant Cabin Seat Travel Agreement

Effective upon the dates set forth in Section V.F. below, United Airlines, Inc., a Delaware corporation (as the successor by merger to United Air Lines, Inc., a Delaware corporation) and its affiliate, Continental Micronesia, Inc. (collectively, “United”) and Delta Air Lines, Inc. (“Delta Air Lines”), agree to the mutual provision of transportation privileges for flight attendants under the following terms and conditions.

I. ELIGIBILITY & REQUIREMENTS

A. Any active duty flight attendants employed by a Party (including active flight attendants employed by either Party’s regional carriers on Attachment A) shall be eligible for transportation on the other’s Party’s aircraft (including aircraft of such other Party’s regional carriers on Attachment A) in accordance with the terms and provisions of this Agreement subject to all applicable laws and regulations and individual carrier procedures and other applicable regulations, including all applicable conditions of carriage of each carrier.

B. Transportation is applicable on Delta Air Lines mainline flights and Delta Connection operated flights in the 50 United States and Caribbean (San Juan, St. Thomas and St. Croix) and United mainline flights and United Express operated flights in the 50 United States and is on a space available basis. Any applicable taxes or fees are the responsibility of the traveling flight attendant.

Priority will be given by each carrier on its own flights to its own employees and all NRSA passengers (retirees, buddy pass holders, ID90, etc). Thereafter, crewmembers of Delta or the Delta Connection carriers identified on Attachment A (collectively referred to as “Participating Delta Connection Carriers”), or crewmembers of United or the United Express carriers identified on Attachment A (collectively referred to as “Participating United Express Carriers”), as the case may be, along with crewmembers from other airlines that have entered into similar agreements with Delta or United will be accorded such transportation on a “first come, first served” basis.

C. Boarding is limited to only open economy cabin seats on United or Participating United Express Carriers and any open cabin seat on Delta or Participating Delta Connection Carriers. The boarded crewmember must comply with all directions of the captain and Flight Attendant #1 or Purser.

D. Crewmembers of Delta or Participating Delta Connection Carriers requesting transportation on United or Participating United Express Carriers pursuant to this Agreement are required to make a listing with United prior to check-in by following the procedures below:

(i) Log into https://IFC.ID90.COM; and
(ii) Select Delta Airlines from the Employing Airline dropdown and enter the User name: DLemp and password 006.
Flight attendants requesting transportation pursuant to this Agreement must check-in at any airport ticket office or departure gate a minimum of thirty (30) minutes before scheduled departure. Flight attendants will be required to check in again at each stopover or connecting city.

Crewmembers of United or Participating United Express Carriers requesting transportation on Delta or Participating Delta Connection Carriers pursuant to this Agreement are not required to list for flights but must check in at any airport ticket office or departure gate a minimum of thirty (30) minutes before scheduled departure of a domestic flight. Flight attendants will be required to check in again at each stopover or connecting city.

(iii) Transportation provided under this Agreement is solely for travel that is strictly personal in nature. Transportation under this Agreement is not to be used for business related travel of a personal nature, and is not to be used in any way to facilitate a carrier’s staffing or crew requirements or any employee’s crew related duties, responsibilities, plans, prospects or objectives. For purposes of this Agreement, the terms “business” and “personal” have the meanings attached to them as defined in the pass travel policy of the flight attendant’s individual employer.

II. IDENTIFICATION

Each flight attendant must produce proper identification upon check-in for his/her flight. All crewmembers must present a valid company ID displaying the word “Crew”, and may be also required to provide an additional, government-issued photo ID.

III. DRESS CODE

Any crewmember utilizing transportation under this Agreement while in uniform will be expected to conform to proper and complete uniform requirements. Crewmembers who are not in uniform must conform to the transporting carrier’s dress code standards.

IV. EMBARGOES

Each carrier may impose its own embargoes on periods of travel and routings, at its, in its sole discretion, deems necessary. Notice of such embargoes will be sent to the other carrier(s) to distribute the information to its offices.

V. MISCELLANEOUS

A. Except as otherwise required or permitted under this Agreement, or by function of law, no party to this Agreement will disclose this Agreement or any details concerning this Agreement to any third party, without first obtaining the written permission of the other.

B. No party hereto may assign its rights or the privileges of its crewmembers under this Agreement without the prior written consent of the other. Notwithstanding the
foregoing, United has the right to assign this Agreement and its rights and the
privileges of its crewmembers under this Agreement, whether by operation of law
or otherwise, to any of its affiliates without Delta's prior written consent.

C. Each party herein understands and agrees that the privileges granted under this
Agreement are granted from one company to another and confer no personal
right or entitlement to any employees of the parties hereto. Each party further
agrees to communicate the conditions of this privilege to its crewmembers.

D. It is agreed that either party hereto will be relieved of its obligations to provide
transportation hereunder in the event and to the extent that its performance
hereof is delayed or prevented by any cause beyond its control and not caused
by the party claiming relief hereunder ("force majeure"). It is understood that a
carrier may deny transportation based on good faith concerns, including, but not
limited to, those relating to flight departure schedules or times and insufficient
time to process a particular employee's request under this Agreement.

E. Except as otherwise specifically provided in this Agreement, the parties
understand and agree that neither any failure or delay by a party in requiring
strict performance or in enforcing any provision of this Agreement, nor any prior
waiver or forbearance by a party, shall in any way constitute a precedent or a
continuing waiver of any provision of this Agreement.

F. This Agreement is effective as of May 15, 2013. This Agreement shall continue
in force until terminated by either party upon 30 days written notice to the other.

G. This Agreement is the entire agreement between the parties hereto concerning
its subject matter and shall supersede any previous agreements, written or oral
made between all the parties relating to that subject matter. Any amendment to
this Agreement must be in writing and signed by an authorized representative of
each party. The Reciprocal Flight Attendant Cabin Seat Travel Agreement by
and between United Air Lines, Inc. and Delta Air Lines, Inc. with an effective date
of August 11, 2008 and The Reciprocal Agreement for Flight Attendant Travel by
and between Continental Airlines, Inc. and Delta Air Lines, Inc., dated April 15,
2011 are hereby terminated by mutual agreement and superseded this
Agreement, as of the effective date of this Amendment; provided, however, such
termination shall not affect any of the rights or obligations of either party to those
agreements accruing prior to such effective date of termination.

H. The parties acknowledge and agree that the mutual provision of the privilege
described herein is the consideration under this Agreement, and no additional or
other payment will be due under this Agreement.

I. To the extent that taxes may apply to any service received under this Agreement,
each party will be responsible for the payment of taxes applicable to it.
IN WITNESS THEREOF, United and Delta Air Lines and have caused this Agreement to be executed by their authorized representatives.

For: United Air Lines, Inc.
By: __________________________
Name: _________________________
Title: _________________________
Date: _________________________
Carrier Code: _____UA____
Phone: _________________________

For: Delta Air Lines, Inc.
By: __________________________
Name: Sandy Gordon
Title: VP IFS Field Operations
Date: _________________________
Carrier Code: _____DL____
Phone: 404-714-0824

For: DELTA CONNECTION CARRIERS, INC.
BY: __________________________

Tim McDonald
Director, Delta Connection Operations
Date 4/19/13
Carrier Code: _____DL____
Phone: 612-266-5185

Address for Notices
Delta Air Lines, Inc.
Department 009
7500 Airline Drive
Minneapolis, MN 55450-1101
ATTACHMENT A

Delta Connection Partners
ExpressJet™
Chautauqua
Compass
GoJet Airlines
Pinnacle Airlines
Shuttle America
SkyWest

United Express Partners
CapeAir
Chautauqua
CommutAir
ExpressJet
GoJet
Mesa
Republic Airlines
Shuttle America
Silver Airways
SkyWest
TransStates
1. Log into the listing tool: [http://ifc.id90.com](http://ifc.id90.com)
2. Click on the drop-down menu and select your employing airline (select Delta Air Lines).

Several airlines placed the link on their intranet, thus the need to know the user name and password is bypassed for the employee.
4. Click on the drop-down menu **Reason For Travel** and select the applicable reason. Click on the drop-down menu **Select Transporting Airline** and select appropriate airline.

5. Enter all other information on this page based on your desired flight listing and your employee information. Click on **go**
ID90 Flight Listing Instructions

6. The next screen will give you flight choices – you can change select a day, look at the standby list, look at the flight load. Make a flight selection by clicking on the radio button next to the flight.

7. The next screen is a review of your selection.

Click this box to modify.

Click the X to delete the flight leg.

When satisfied with selection, click on create listing.
8. The next screen talks about the Secure Flight program and you will be required to click on OK to show that you have read the information.
9. On the **Ticket Type** drop-down menu, complete all other information as requested and click on **confirm**. The phone number and email field are required. *Note that the phone field does not take dashes, slashes or any other non-numeric value.*

A confirmation screen displays.