MEMO

TO: All Compass Airlines Employees
FROM: Bob Gleason
DATE: August 18, 2017
RE: New Phoenix Crew Base

As our flying continues to transition west, we must look for ways in which we can better support the realities of our new route map. We have opened two new maintenance bases (PHX and SJC) to accommodate our additional West Coast flying, and our crew resource team has concluded that it would be beneficial to add another crew base to relieve LAX and SEA.

After studying several locations, it has been determined that it would be most beneficial to have a crew base in PHX. I expect that this will come as welcome news, as many of you have told us that PHX would be a desirable location for a new crew base.

We have secured space in the Delta terminal, with the expectation that the base will open before the end of the year. The exact location of the crew room and other facilities will be provided at a later date once the particulars have been finalized.

Filling of vacancies will be in accordance with our Collective Bargaining Agreements.

We will keep you posted as to the opening date of the PHX base and when bidding will start.