

February 6, 2015

Dale Danker
Transport Workers Union of America, AFL-CIO
Local 514, Air Transport Division
11929 East Pine Street
Tulsa, OK 74116-2025

Dear Dale,

Recently discussions have been held between the Company and Local 514 regarding changes to workload at the Tulsa Base. More specifically the decrease in volumes in PALM and the subsequent increase in aircraft check volumes and unscheduled aircraft support in AO&M as well as increased volumes in CRO will require the adjustment of a substantial number of employees.

In order to align our current headcount with the new workload demands across all Title I & V operations, the Company will suspended the provisions of Attachment 12.1, entitled "Transfers to Job Vacancies at TUL/AFW/DWH Maintenance Bases". This suspension will remain in force and effect until March 23, 2015.

Should there be any adjustments or changes to this, we will discuss the situation with you in advance. If you have any questions, please feel free to contact me at (918) 292-4267.

Sincerely,

Signature on file

Josh Voss
Labor Relations Manager- Tech Ops

cc: Bill Collins, Vice President – Aircraft Overhaul & Modification, Base Maintenance
Mark Easton, Managing Director – Aircraft Overhaul & Modification, Tulsa
Craig Harry, Managing Director – Technical Operations Supply
Norm Miller, Director – CRO
Wayne Thomas, Director - PALM
Dave Foster, Director – Base Supply
Judy Cordray, Supervisor – TULE Administration
Steven Smallwood – Human Resources
Gary Yingst- TWU Vice President 514