

TENTATIVE AGREEMENT

The parties agree to adopt the existing Agreement between ExpressJet Airlines, Inc. and The International Brotherhood of Teamsters, dated 2004-2009, except as explicitly amended herein:

- Section 15 Compensation of the Agreement will be revised as follows:

Covered employees will receive an approximate 8% compensation increase to the basic hourly rate of pay from current pay rates. If the Agreement is ratified by the membership, the increase will become effective January 15, 2018.

See below base hourly pay rates at DOS:

Job Title	Pay Step	DOS (Year 1)	
Technician	1	\$	13.73
	2	\$	15.02
	3	\$	16.01
	4	\$	18.21
	5	\$	19.81
	6	\$	21.50
	7	\$	23.54
	8	\$	26.29

Job Title	Pay Step	DOS (Year 1)	
Attendant-Tool Room	1	\$	12.12
	2	\$	12.71
	3	\$	13.32
	4	\$	13.93
	5	\$	14.84
	6	\$	15.75
	7	\$	16.35
	8	\$	16.96
	9	\$	17.86

Job Title	Pay Step	DOS (Year 1)	
Mech-GSE	1	\$	13.73
	2	\$	15.02
	3	\$	16.01
	4	\$	18.21
	5	\$	19.81
	6	\$	21.50
	7	\$	23.54
	8	\$	26.29

- The first sentence of Section 15.H will be amended as follows: "Covered employees based in EWR, BDL, ORD and IAD will receive a market differential of \$2.10 per hour."

- Premiums and shift differentials will be restored to their pre-concessionary rates as established in Section 15.
- The parties agree that LOA 3 dated November 1, 2008 (medical insurance) will remain in effect through December 31, 2018 and thereafter expire on that date. All other concessionary LOAs presently in effect will expire on the date of ratification.
- Section 23 Duration will be revised to reflect that the contract will become amendable one year after the date of ratification.

Agreed to by the parties this 6th day of December.

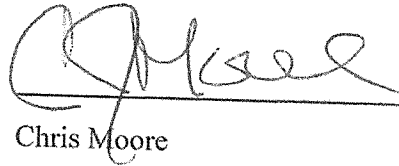
ExpressJet Airlines



Terry Vais

Chief Operating Officer

International Brotherhood of Teamsters



Chris Moore

International Representative, Airline
Division