



## Memorandum of Understanding

This Memorandum of Understanding is made this 10<sup>TH</sup> day of ~~SEPTEMBER~~ 2013, by and between Republic Airways Holdings, Inc., hereinafter referred to as "RAH", and Eagle Jet International hereinafter referred to as "Eagle Jet". RAH in conjunction with Eagle Jet has formed an alliance with respect to RAH's interviewing and hiring policies.

RAH, on behalf of Chautauqua Airlines, Inc., Republic Airline, Inc. and Shuttle America Corporation (collectively, the "Airline Subsidiaries"), anticipates a periodic need for hiring pilots.

RAH agrees to interview qualified Eagle Jet pilots who have trained through Eagle Jet's aviation program. It further constitutes an agreement that RAH will give aforementioned candidates preferential consideration over candidates from institutions which have no such affiliation with or agreement with RAH.

RAH agrees to allow Eagle Jet use of its name and logo for the sole purpose of promoting this agreement. Eagle Jet agrees to allow RAH use of its name and logo for the sole purpose of promoting this agreement. Both parties retain the right to prior approval for the uses of their logos and names.

RAH Airlines recognizes the quality of training Eagle Jet provides and the airline-ready pilots the program produces. RAH agrees to guarantee interviews for conditional offer of employment, provided RAH is interviewing and hiring, to pilots recommended by Eagle Jet who meet the following requirements:

- Must be recommended by Eagle Jet International
- FAA Commercial Pilot with multi-engine and instrument ratings or ATP Certificate
- FAA First Class medical with no waivers
- 1500 hours total flight time
- 500 hours cross country time
- 250 hours pilot-in-command time
- 100 hours multi-engine
- ATP 121 Written Exam

Applicants who interview with RAH for conditional offer of employment under this agreement must meet the same standards for employment as other candidates of RAH. Each applicant must pass all phases of the recruitment process, including the human resources interview, technical interview, FTD evaluation, and final review.

RAH agrees to hire Eagle Jet pilot, who meets the qualifications set forth by FAA Part 121 First Officer requirements, IF and WHEN an Airline Subsidiaries RAH is filling classes. Nothing in this agreement mandates RAH to hire pilots at any particular time from Eagle Jet.

Notwithstanding this letter of agreement:

- RAH is under no obligation to interview aforementioned candidates who do not meet the qualification requirements to obtain an ATP certificate under the Code of Federal Aviation Regulations.
- RAH is under no obligation to interview aforementioned candidates at times when there is not a staffing need for additional First Officers.
- If employed by RAH, aforementioned candidates are bound by the standards and expectations set forth by RAH.
- Either RAH or Eagle Jet may cancel this agreement by both verbal and written notification.

IN WITNESS WHEREOF, the parties hereto have executed this agreement as of last written date below.

FOR REPUBLIC AIRWAYS HOLDINGS, INC.



Wayne Heller  
Executive VP and COO

FOR EAGLE JET INTERNATIONAL



Richard Gabor  
President Training & Flight Standards