LETTER OF CLARIFICATION
Application of Article 12.C.3

THIS LETTER OF CLARIFICATION (hereinafter, "LOC"), effective as of May 16, 2025 ("Effective Date") is made and entered into in accordance with the provisions of the Railway Labor Act, as amended, by and between, Atlas Air, Inc. (hereinafter, "Company") and the Crew Members in the service of the Company as represented by the International Brotherhood of the Teamsters, Local 2750 ("Union").

WHEREAS, the Company and the Union are parties to a collective bargaining agreement setting forth the rates of pay, rules, and working conditions for the Company's Collective Bargaining Agreement ("CBA");

WHEREAS, Article 12.C.3 allows the report and release times to be increased due to the transportation time between a particular airport and a Crew Member's lodging**.**

WHEREAS, the Company and Union have identified a need to invoke the language of Article 12.C.3 to enable layovers in a downtown hotel at location where transportation between the airport and hotel is excess of thirty (30) minutes; and

WHEREAS, the Parties desire to provide Crew Members clear guidance on this provision within the Collective Bargaining Agreement;

THEREFORE, the following provisions will apply as of the Effective Date:

1. When Crew Members depart from the following cities, and the travel time between the downtown hotel and airport is greater than thirty (30) minutes, they shall have a Report Time thirty (30) minutes prior to the applicable Report Time for their Duty Period as Provided in Article 12.C.

   - NGO
   - TPE
   - SZX
   - NLU
   - IST

2. Additional cities may be appended to the list in 1 above by mutual agreement of the parties.

3. This letter will terminate upon mutual written agreement of both parties.

ACCEPTED AND AGREED BY:

ATLAS AIR, INC.

By: _____   Date: _16 May 2025_

   Scot Ridgway
   Vice President, Flight Operations

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, LOCAL 2750

By: _____   Date: _16 May, 2025_

   Yngve Paulsen
   President, IBT Local 2750