

**MEMORANDUM OF UNDERSTANDING**  
**Hiring of Visa Holders**

**THIS MEMORANDUM OF UNDERSTANDING** (hereinafter, "MOU"), effective as of November 22, 2023 ("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"); and

**WHEREAS**, the Parties have agreed to certain annualized commitments in hiring of crew members performing work under the terms of the United States E3 Visa program, and in the process of assisting crew members in the pathway to lawful permanent residency; and

**WHEREAS**, the Parties desire to affirm the mutual commitments in this MOU;

**THEREFORE, BE IT RESOLVED:**

1. Notwithstanding the Management Rights expressly detailed in Article 1.G.1.-4., the Company agrees to restrict the prospective hiring of crew members operating pursuant to the terms of the United States E3 Visa program, to no more than 100 crew members per calendar year following the Effective Date of this MOU.
2. The Parties further are mutually committed to supporting the pathway to lawful permanent residency for crew members operating pursuant to the governmental Visa programs and agree to take and support the necessary steps to facilitate the labor certification process, including providing a letter confirming the terms of the CBA to be submitted to the U.S. Department of Labor in support of the Prevailing Wage request.

Nothing contained herein otherwise modifies the rights of the Crew Members or the Company under the CBA.

ATLAS AIR, INC.

By:  \_\_\_\_\_ Date: 11/29/2023  
Jeff Carlson  
Senior Vice President, Flight Operations

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, LOCAL 2750

By:  \_\_\_\_\_ Date: 11/28/2023  
Yngve Paulsen  
President, IBT Local 2750