

Exhibit A



ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

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afacwa.org | PHONE 202 • 434 • 1300

April 12, 2021

Dr. Astrid S. Tuminez
President
Utah Valley University
800 West University Parkway
Orem, UT 84058

Dr. David McEntire
Dean of the College of Health and Public Service
Utah Valley University
800 West University Parkway
Orem, UT 84058

Dear President Tuminez and Dean McEntire,

We write with interest in your program related to Flight Attendant careers. However, we hope to open a dialogue with you over serious concerns about the "Flight Attendant - Utah Valley University Work Study Program" with Breeze Airways as it is publicly defined. We know that you care deeply about preparing your students for successful aviation careers and we are concerned that this program could undermine career opportunities for Flight Attendants and violate the school's terms of participation in Federal Work Study (FWS).

AFA-CWA is a union organized by flight attendants for flight attendants, representing nearly 50,000 flight attendants at 17 airlines, serving as a voice for flight attendants at their workplace, in the industry, in the media, and on Capitol Hill. On behalf of our members and all Flight Attendants, we closely monitor job opportunities, wages, benefits, training, and working conditions to ensure that all Flight Attendants are able to build successful careers.

The publicly-available information on the UVU Flight Attendant Program raises several questions about the quality of the job opportunity being presented to your students and whether UVU is properly complying with its obligations as a participating institution in FWS.

Our core concern is that your program is designed to displace would-be Flight Attendant employees of Breeze Airways by substituting in student workers, an arrangement explicitly prohibited under federal law. As you are well aware, Federal Regulations governing FWS, [34 CFR 675](#), state that FWS employment may never "displace employees." § 675.20(c)(2)(ii). This concern is heightened for the relatively rare cases that FWS is used to subsidize employment at private, for-profit organizations, such as Breeze Airways. Federal regulations prohibit FWS funds from being used by for-profit businesses "to pay an employee who would otherwise be employed by that organization." § 675.23(b)(2)(ii). The Federal Student Aid (FSA) Handbook for the 2020-2021 Academic Year¹ elaborates on this prohibition, clarifying that displacing or replacing employees with FWS-funded student workers is prohibited.²

The public job postings for Flight Attendant positions at Breeze Airways strongly suggest that student workers are intended to displace traditional Flight Attendant employees. A review of the airline's job postings for part-time Flight Attendants and for Student Workers reveal that, with the exception of the

¹ Available at <https://ifap.ed.gov/federal-student-aid-handbook/2021FSAHbkVol6>

² Handbook, Ch. 6, page 45.



minimum age requirement, the duties, qualifications, skills, and abilities are exactly the same.³ The postings make no mention of special training or supervision that would be expected under an FWS program.

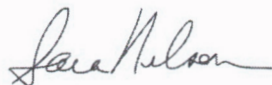
Nor is it clear that UVU is prepared to play its required role in supervising its student workers. The FSA Handbook makes clear that UVU is “responsible for ensuring that each student’s work is properly supervised”⁴ and instructs that “school officials should periodically visit each off-campus organization with which they have an off-campus agreement to determine whether students are doing appropriate work and whether the terms of the agreement are being fulfilled.”⁵ The postings suggest that UVU may struggle to adequately fulfill its supervisory role, as these jobs require that participating students be “willing to relocate” to undisclosed locations “based on [the] company’s operational needs.”⁶

Our profession’s long history of age discrimination also strongly cautions against job programs that are restricted to those enrolled as full-time students, particularly where there is no clear pathway to transition into crew employment post-graduation. AFA-CWA and our partners in aviation labor have long fought to make the job of Flight Attendant a career for workers of all ages and genders. For this reason, we are particularly concerned with programs that replace workers with students. We note that the job posting for the Flight Attendant - Utah Valley University Work Study Program reduces the minimum age of participation to 18 and includes no information on how a student might continue in their career after the airline’s federal wage subsidy ends.

We have other concerns based on other important conditions of FWS participation, including the methods by which a “rate of pay” is established and the requirement that for-profit organizations provide students with work that is “*academically relevant* to the student’s educational program, to the *maximum extent practicable* (emphasis added),” § 675.23(b)(1).

We know that everyone involved in UVU’s School of Aviation Science believes in creating pathways to rewarding aviation careers. We look forward to the opportunity to discuss these issues further.

Sincerely,



Sara Nelson
AFA International President

³ Compare Part-Time Worker Job Posting, <https://boards.greenhouse.io/breezeairways/jobs/4366857003>, with Student Worker Job Posting, <https://boards.greenhouse.io/breezeairways/jobs/4391598003>, accessed on March 22, 2021.

⁴ Handbook, Ch. 6, page 78.

⁵ Handbook, Ch. 6, page 78-79.

⁶ Student Worker Job Posting, <https://boards.greenhouse.io/breezeairways/jobs/4391598003>.



Breeze/UVU Flight Attendant Work Study Program

Program Overview

Flight Attendants (FAs) participating in the Breeze Utah Valley University (UVU) Flight Attendant Work Study program, must meet the requirements as specified in the Breeze Position Expectations in addition to the following:

- Pass all the required recruiting assessments and the interview process and be selected for the program
- Pass all the required background check components, including a Pre-Employment drug screening
- Enroll/register at UVU in the online program prior to Flight Attendant training start date or the next available semester, whichever comes first
- Maintain full-time online student status at UVU by completing 30 credit hours per year
- Maintain a cumulative 3.0 GPA each year
- Complete their designated degree in 4 years or less
- Pursue an online degree, including undergraduate and graduate degree programs
- Check in with Breeze's FA UVU Program Manager mid-semester, including providing professor signatures with current grades for each class

Training

Flight Attendant candidates participating in the Breeze Utah Valley University (UVU) Flight Attendant Work Study program will be assigned to an FA training class as soon as possible but no later than two (2) weeks prior to the training start date.

FA training will be conducted at one or more of the following locations:

- Breeze Cottonwood Heights, UT HDQ
- UVU campus
- Other designated location as needed

FA candidates must pass all FAA-required training, to include, but not limited to, the following:

- Basic Indoc
- Aircraft Ground Training and associated tests/assessments

- Crew Resource Management Training and associated tests/assessments
- Hazmat Training and associated tests/assessments
- Emergency Training and associated tests/assessments
- Other FAA Requirements

FA candidates will receive a payment of \$1,200.00 upon successful completion of training.

Seniority

FA candidates successfully completing FA training will be awarded an FA Seniority Number. Seniority Numbers are selected via a random, computer-generated lottery system that is timestamped and uses a 3-step Randomness Process Certification.

Bidding and Trading

- Crew scheduling will award monthly schedules to FAs based on seniority
- Monthly bidding will open approximately 30 days prior to the beginning of the bid month
- FAs will be allowed to trade trips (restrictions apply)

Salary

FA candidates who successfully complete FA Training will be paid monthly based on their flying schedule:

- 15 days on / 15 days off will be paid \$1,200.00 per month
- 20 days on / 10 days off will be paid \$1,600.00 per month
- Salary will be paid on a semi-monthly basis
- Pay will be reduced accordingly for any trip drops and/or missed trips
- No per diem will be provided
- Eligible for participation in a profit-sharing pool paid out upon graduation

Benefits

FA candidates who successfully complete FA training will be eligible for the following benefits:

Tuition Reimbursement

Breeze/UVU FA Work Study Program Participants will receive up to \$6,000.00 in tuition reimbursement per year to attend UVU's online program (see full program details for clarification).

Upon completing a semester, the FA will submit their official transcript and tuition and fees receipt to the UVU Program Manager. Provided they have met the requirements of the program, the FA will receive reimbursement funds for eligible tuition and fees up to the \$6,000.00 limit in their following paycheck.

Health Benefits

FA Candidates are eligible for Breeze Health, Dental, and Vision insurance, and fees are collected via payroll deduction.

401(k)

ForUsAll facilitates our Team Member 401(k) plan. This plan generously allows for a 90% Team Member deferral opportunity, up to annual maximum IRS allowable amounts, with a match of 100% for the first 3% of Team Member contributions and 50% for an additional 2% in Team Member contributions - the Breeze match is capped at 4%.

Travel

Breeze will offer space available travel on the Breeze network. Breeze will also work on reciprocal travel agreements with other airlines for reduced-fare space available travel.

Vacation

First Year	Second Year +
7 days	14 days

- Vacation bids are for an entire 7-day week at a time
- Vacations are awarded by seniority by the end of October of the prior year
- Those joining after awards have been granted and prior to June 1 will be allowed to select a vacation week from those remaining on a first-come, first-served basis
- FAs joining after June 1 will be eligible to participate in the annual bid
- FAs in the same base may trade vacation weeks

Sick Time

- FAs will be granted 24 hours per year of sick time
 - Upon successful completion of training, FAs will be granted pro-rated sick time for the balance of the calendar year
- Each January 1, FAs will receive a grant of 24 hours of sick time
- On December 1 of each year, FAs may elect to have any remaining sick time paid out at a rate of 3 hours of sick time for 1 hour of pay or they may allow their balance of sick time to carry-over to the next year, up to a cap of 40 hours

Paid Housing

- FAs will be provided housing accommodations paid for by Breeze.
- Housing locations will be determined by the following:
 - Breeze FA UVU Program Manager
 - Breeze Crew Scheduling
- Housing may vary from base-to-base and will include one or more of the following:
 - Shared, multi-room apartment
 - Shared residential hotel

- o Other identified shared housing
- See below for additional housing policies:
 - o Pets are not allowed
 - o Overnight Guests are not allowed

Paid Transportation

- FAs will be provided with transportation to and from work as well as to the grocery store using one of the following Breeze-provided options:
 - o Uber/Lyft account
 - o Local transportation (for example: airport shuttle and/or train)
- Transportation accommodations may vary by base
- Trips other than to/from work and to/from grocery store will be at the FA's expense
- FAs can drive their own car to training and/or their assigned base, but will be responsible for the following:
 - o Moving the car to/from the location on their designated days off
 - o Gas
 - o Paying all parking fees associates with the car to include:
 - Airport parking
 - Parking at designated housing location
 - Parking and other tickets

Home Visits

- Breeze will provide FAs up to one (1) trip home per month
- Breeze has the right to restrict timing of home visits during peak travel periods
- Trips must be planned 3 weeks in advance
- FAs must schedule return flights to arrive back at base a minimum of 24 hours prior to their next assigned trip and check-in time

Should a Flight Attendant (FA) participating in the Breeze Utah Valley University (UVU) Flight Attendant Work Study program fail to comply with one or more of the Breeze UVU FA Work Study Program rules, any other Breeze policies, and/or any regulatory requirements, they will be dismissed from the Breeze UVU FA program and no longer receive program benefits from Breeze.



March 2, 2021

[REDACTED]
[REDACTED]@gmail.com

On behalf of the Breeze Aviation team, we are excited to have you join us! At Breeze, we aim to set a new standard for travel focused on the Guest and Team Members. With industry proven Team Members like yourself, we will build a technology and travel company from the ground up and create travel experiences second to none.

Position: Flight Attendant - Utah Valley University Work Study Program

Location: Multiple Locations

FLSA Status: Full-time, Exempt

Reports To: Doreen DePastino, our VP of Inflight, Station Operations, and Guest Services

Base Pay: As outlined in the Breeze/UVU Flight Attendant Program brochure

Anticipated Start Date: Between March and April 2021

Company-Sponsored Benefits: As a full-time Team Member, you and your family will be eligible for the various medical, retirement, and other benefit plans provided by the company. For more information on our offerings, please contact Team Services (teamservices@flybreeze.com).

Position Expectations: By accepting this offer letter, you are acknowledging that you are willing and able to meet all of the duties of the role, as outlined in the position expectations and reviewed as part of your application process. Additionally, you agree that your continued employment will be subject to your ability to successfully meet these expectations as well as your compliance with all company policies. If you have any questions about the expectations of this position or would like to discuss the need for a reasonable accommodation, please reach out to Team Services (teamservices@flybreeze.com).

Terms of Employment: This offer and your continued employment with Breeze are contingent upon the results of a background check (including any required pre-employment drug testing) and any ongoing monitoring your role may be subject to along with your ability to provide satisfactory proof of your right to work in the United States. For questions about the details of what your background check will

**Breeze Aviation Group, Inc.
6340 S 3000 E, Suite 400
Cottonwood Heights, UT 84121**

include and what monitoring your position may be subject to, please reach out to Team Services (teamservices@flybreeze.com).

At-Will Employment: Your employment with Breeze is at-will and either party can terminate the employment relationship at any time.

As you are aware, we are building our new airline quickly. To that end we appreciate a positive response within the next week.

Best Regards,

Melody Fassino
Team Services Manager