

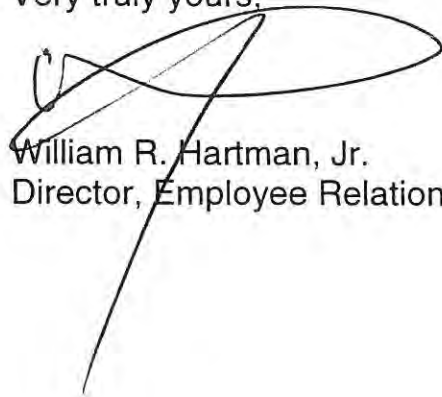
January 19, 2016

Rich Plunkett
Director of Strategic Development
SPEEA
15205 52nd Avenue S
Seattle, WA 98188

Dear Mr. Plunkett:

As requested by SPEEA, the Company agrees to continue the on call status side letter (dated November 19, 2008), the LOUs related to Boeing VIP Loan repayment (dated June 4, 2009), the LOU related to financial advisory services (dated December 16, 2010), and the MOA related to use of SPEEA time by members who are not SPEEA officials (dated May 18, 2015) for the duration of the February 2016 – October 2022 contract.

Very truly yours,

A handwritten signature in black ink, appearing to read "William R. Hartman, Jr.", with a large, sweeping flourish extending to the right and then down.

William R. Hartman, Jr.
Director, Employee Relations