



ENHANCED TRAVEL BENEFITS

The following enhanced travel benefits program will be offered to designated employee groups at Company discretion. This program is in addition to the Standard Travel Benefits Program offered to all Company employees. *This program is specifically for those employees that do not already have a spouse registered for their flight benefits.*

ENHANCED TRAVEL BENEFITS INCLUDE THE FOLLOWING:

United Domestic Partner or Registered Guest and Enrolled Friend
US Airways Domestic Partner or Registered Guest (limited to employees who qualify for US Airways flight benefits)

In any event in which the Company in its sole discretion determines that the applicant for domestic partnership does not match both the letter and spirit of the requirements for domestic partner travel, the Company may enroll such person as a registered guest/enrolled friend.

Domestic Partner (DP): Legally adult person, openly living with and interdependent on an unmarried employee and is not related to them by blood or law. Domestic partnership indicates a committed relationship (not merely housemates or friends). This person may travel at the same priority and fee structure offered to a spouse or dependent. DP benefits will incur imputed income to the employee. In any event in which the Company in its sole discretion determines that the applicant for domestic partnership does not match both the letter and spirit of the requirements for domestic partner travel, the Company may enroll such person as a registered guest/enrolled friend.

To be eligible the Employee and DP must:

Submit a signed and notarized affidavit certifying to the committed partner relationship on the designated form, along with proof of joint residence and financial interdependence acceptable to Mesa Air Group. Please see the Domestic Partner Affidavit and requirements for specific details on required paperwork (attached).

Enrolled Friend/Registered Guest (EF/RG): Single, unmarried employees who do not have a named domestic partner are eligible to add an enrolled friend (also referred to as "Registered Guest") to his/her travel benefits. This program is available in lieu of the DP benefits (employees may not participate in both programs). This person may travel at the same priority and fee structure offered to a spouse or dependent. Enrolled friend travel is subject to fees and taxation (described in more detail below). An enrolled friend can be any age and any relation to the employee. Eligible Employees must provide Mesa with a copy of the RG/EF's Drivers License, clearly showing date of birth and name of the individual, along with a copy of the travel benefits form to enroll him/her for travel benefits.

Enrollment/Changes: Enrollment is based on a rolling 12 month calendar. Once a DP/RG/EF is enrolled, that individual can not be replaced by someone else for one full year. Employees will have the option to remove someone at any time throughout the year, but will not be eligible to add anyone for one year from when that individual was enrolled.



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Imputed Income/Segment FEE: Travel completed by a DP/RG/EF will incur imputed income taxes, and/or a segment fee (depending on the policy of the particular code share partner). Employees will be responsible for all charges/fees associated with the travel of a DP/RG/EF. All imputed income charges will be assessed in accordance with IRS guidelines. These taxes will be accrued monthly, and deducted from the employee's payroll each month. It is important that the employee is aware of the imputed income of any travel flown by a DP/RG/EF, and be prepared for these tax deductions. Segment Fees will be assessed and will be automatically deducted from the Employees paycheck.

The Following provides summary information regarding imputed income and/or segment fees. This is provided for informational purposes only and actual charges may vary:

US Airways- As a general estimation, the imputed income amount is calculated on each travel segment flown based upon the current ID90 travel rate (10% of the lowest unrestricted fare). Employees pay taxes upon the imputed income amount.

United- Taxes are based on the companion pass fare amount. Since segment fees are incurred for any travel, UA will take the companion pass fare, subtract the segment fee amount, and will use the remainder as the imputed income to the employee. Taxes are assessed on that amount.

Travel Conduct and Dress Code- Employees are responsible for enrolled travelers (as well as any companion and buddy pass travelers) complying with all aspects of travel conduct and dress code requirements. These expectations may vary as defined by the mainline and/or operating carrier. Employees are held responsible for knowledge of any applicable policies, and are also to ensure compliance by any travelers on his/her benefits. Any reports of misconduct or violations of these expectations could result in disciplinary action to the employee, which may include suspension or termination. Please be certain to inform all pass travelers of responsibilities when traveling as a non-revenue passenger.

Selling or Bartering of Enrolled Friend/Registered Guest/Domestic Partner Benefits- Selling or bartering these benefits for personal or financial gain is strictly prohibited. Any employee participating in transactions such as this will result in suspension and/or termination of employment.

Termination of Benefits- Just as with immediate family members, if, for any reason the employee is no longer eligible for travel privileges or changes marital status, the EF/RG/DP will lose his/her eligibility for travel as well. Any misrepresentation or falsification of documents may result in termination of benefits and/or termination or suspension of employment.

These policies are subject to change at any time. Policies may be amended as necessary by Mesa Air Group or its partners at any time without the consent of any employee or groups of employees.