



Captain Mark Leneski  
Chairman  
ExpressJet MEC  
Air Line Pilots Association, Int'l.

Re: Preferential Bid System

Dear Mark,

This will confirm our understanding reached during the pilot negotiations regarding future discussions dealing with a Preferential Bid System (PBS).

Within 6 months following the conclusion of the negotiations for the new Collective Bargaining Agreement, the Company and the Association will discuss a timetable to explore PBS.

While neither party commits to reaching agreement on whether or not to pursue a Preferential Bid System, both parties will make their best efforts to work together to determine if PBS will improve the quality of life for pilots as well as the productivity of the Company.

If you concur with this process, please indicate by signing below.

Sincerely,

I concur,

Jim Nides  
Vice President  
Flight Operations & Maintenance  
ExpressJet Airlines, Inc.

Captain Mark Leneski  
MEC Chairman  
ExpressJet MEC  
Air Line Pilots Association, Int'l.