



2200 IDS Center  
80 South 8th Street  
Minneapolis MN 55402-2157  
tel 612.977.8400  
fax 612.977.8650

September 26, 2007

**Timothy R. Thornton**  
(612) 977-8550  
pvolk@briggs.com

**VIA TELECOPY AND U.S. MAIL**

Mr. Stephen Gordon  
President and General Chairman  
District 143  
International Association of Machinists  
2510 Lexington Avenue South  
St. Paul, MN 55120

**Re: Great Lakes Aviation; Mechanics Pay**

Dear PGC Gordon:

Thank you for taking the time to talk to me on Friday, September 14. As agreed we will soon confer about a preliminary meeting to discuss Section 6 bargaining.

In the meantime, Great Lakes is poised to make mechanic compensation adjustments. That action has been withheld because the company was concerned that the union would make an issue out of pay raises. You have now confirmed, however, that the IAM has no objection to such an action. Further, you agreed that the IAM will never contend that by paying mechanics more Great Lakes has violated the Railway Labor Act, deviated from the Section 6 process or engaged in premature unilateral activity. Simply put, the IAM will not stand in the way of near term mechanic wage increases and will not accuse Great Lakes of breaching any legal or contractual duty by implementing new hourly rates.

If this letter does not accurately reflect our understanding, let me know by Monday, October 1. If I do not hear from you the company will go forward in reliance upon this agreement.

Sincerely,

A handwritten signature in black ink, appearing to read "Timothy R. Thornton", written over a horizontal line.

Timothy R. Thornton

TRT/pv

cc: D. Voss  
C. Hooper