

By email: president@cabinassociation.org

Valentin Lorien
President
Norwegian Cabin Crew Association
P.O Box 21761
Ft. Lauderdale. FL 33335

Dear Mr Lorien,

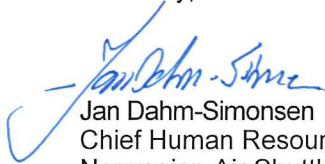
Thank you for your September 28, 2016 letter serving as NCCA's notice to negotiate pursuant to 45 U.S.C. § 156.

Norwegian looks forward to bargaining in good faith with NCCA for the purpose of establishing a collective bargaining agreement with the Cabin Crew. As you know, however, the National Mediation Board has held that OSM Aviation, Inc. (along with Norwegian) is the Cabin Crew's joint employer and therefore must be a party to any such agreement. For that reason, NCCA was required to serve OSM with a notice to negotiate.

Please be advised that OSM will serve as Norwegian's designated representative at the requested meeting. OSM continues to have sole discretion in negotiating and entering into the employment relationship with the Cabin Crew, and in setting the terms and conditions of the Cabin Crew's employment, including compensation and benefits. In that regard, OSM is in possession of the information for the bargaining unit employees requested in your letter.

We invite NCCA to contact OSM directly to arrange a date and location for the meeting that are mutually convenient for NCCA and OSM.

Sincerely,



Jan Dahm-Simonsen
Chief Human Resources Officer
Norwegian Air Shuttle ASA

Cc: OSM Aviation