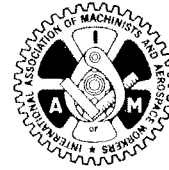


Air Transport District 143

2510 Lexington Avenue South
Saint Paul, Minnesota 55120-1260
651.688.2640 fax 651.688.7229



International Association of Machinists and Aerospace Workers AFL-CIO

November 13, 2007

By Facsimile

Douglas G. Voss
President
Great Lakes Aviation, Ltd.
1022 Airport Parkway
Cheyenne, WY 82001
(Fax: 307-432-7001)

Dear Mr. Voss:

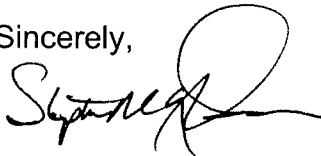
This is in response to your letter dated November 9, 2007, regarding mechanics' wages at Great Lakes which is erroneous in a number of ways.

To set the record straight, back on September 26, 2007, in a letter to your negotiator I agreed to formalize the terms of an interim wage increase for IAM-represented mechanics at Great Lakes. I made clear then that such an agreement only had to be in writing and subject to the Railway Labor Act. You would not agree to comply with the Railway Labor Act and instead claimed that the company had the right to raise or lower wages, and change any other rules or working conditions, at will, and without regard to the Railway Labor Act, the certified collective bargaining representative or the collective bargaining agreement. The Federal Court in Denver has firmly rejected your illegal conduct and ordered Great Lakes to negotiate with the IAM. As you are well aware, but for your refusal to comply with the law, an interim agreement on wages would have been finalized over a month ago. Nonetheless, I remain willing to sign an interim agreement with you pursuant to the Railway Labor Act and under the auspices of the National Mediation Board.

Pursuant to the Railway Labor Act and the Court's preliminary injunction, attached hereto is a Letter of Agreement which will serve as an interim modification to the existing CBA for Mechanic & Related employees, pending the outcome of our negotiations. I have signed the letter, and I request that you sign it and bring it to the mediation session scheduled for Monday, November 19, for signature by Mediator Kane.

Finally, it bears emphasis that wages are not the only issue in these negotiations. Mechanics of Great Lakes need a number of other changes in the existing collective bargaining agreement to bring their wages and working conditions in line with other carriers. I trust that you will abide by the District Court's order and begin to bargain in good faith. I look forward to our mediated negotiations on November 19.

Sincerely,

A handwritten signature in black ink, appearing to read "Stephen M. Gordon". The signature is fluid and cursive, with a large loop at the top.

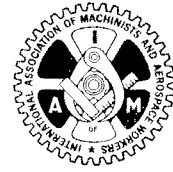
Stephen M. Gordon
President/Directing General Chair

Enclosure

cc: G. Bernson, SGC
P. Longden, DGC

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International Association of Machinists and Aerospace Workers AFL-CIO

November 13, 2007

Douglas G. Voss
President
Great Lakes Aviation, Ltd.
1022 Airport Parkway
Cheyenne, WY 82001

Re: Interim Letter of Agreement regarding Mechanic Wages

Dear Mr. Voss:

This Letter of Agreement between the International Association of Machinists and Aerospace Workers ("IAM") and Great Lakes Aviation is to provide for an interim pay raise for all Great Lakes employees employed in the Mechanic and Related craft or class pending final resolution of negotiations on amendments to the existing collective bargaining agreement. This interim agreement is made pursuant to the Railway Labor Act pending the outcome of current Section 6 negotiations for an amended collective bargaining agreement.

The parties hereby agree that, in addition to each such employee's actual hourly rate of pay as of October 31, 2007, effective November 1, 2007, base pay rates for Mechanics shall be increased by \$1.05 per hour, and base pay rates for utility personnel shall be increased by \$0.75 per hour.

In addition to the increases set forth above, base pay rates for all Mechanics and Related employees shall be increased an additional 3%. This increase is also effective November 1, 2007.

Stephen M. Gordon
President and Directing General Chairperson
IAM AIR TRANSPORT DISTRICT 143

AGREED:

FOR THE NATIONAL MEDIATION BOARD:

Douglas G. Voss
President
GREAT LAKES AVIATION, LTD.

Jack Kane
Mediator

bjk/opeiu#12