Memorandum of Understanding

between the

National Air Traffic Controllers Association, AFL-CIO

and the

Federal Aviation Administration

This Agreement is entered into by and between the National Air Traffic Controllers Association, AFL-CIO ("NATCA" or "Union") and the Federal Aviation Administration ("FAA" or "Agency"), hereinafter collectively referred to as "the Parties." This Agreement represents the complete understanding of the Parties concerning the National Centralized Employee Requested Reassignment Process Team ("NCEPT"), and the National Release Policy ("NRP").

This Agreement replaces and supersedes the Memorandum of Understanding (MOU) executed on May 25, 2017.

Section 1. Article 42, Sections 5, 9, and 12 of the Parties' 2016 Collective Bargaining Agreement (CBA) are hereby amended and replaced in their entirety as follows:

> **Section 5.** Employees desiring consideration for placement to a specific bargaining unit position at a specific facility may submit an Employee Requested Reassignment (ERR) through the Automated Vacancy Information Access Tool for Online Referral (AVIATOR) application. Any changes to AVIATOR shall be handled in accordance with Article 7 of the Parties 2016 Collective Bargaining Agreement. ERRs not submitted through AVIATOR will not be considered. An employee requesting an ERR must specify their desired location(s).
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> The employee shall not normally be eligible to receive any permanent change of station (PCS) benefits unless the selection was made in conjunction with a vacancy announcement where PCS benefits were authorized. In that case the individual requesting voluntary transfer shall be entitled to the same benefits as advertised on the vacancy announcement.
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> An ERR submitted under this Section shall remain active for a period of ninety (90) days from the date of submission. An employee may update or withdraw an ERR at any time through AVIATOR, prior to the expiration of the 90-day period.
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> Once an employee accepts a Tentative Offer Letter (TOL) to a specific facility, all other requests made under this Section, by that employee, will be cancelled. An employee who declines a TOL for a particular facility must re-submit a request under this Section for future consideration for that facility.

> **Section 9.** If as a result of a grievance being filed under this Article, the Agency agrees or an arbitrator decides that an employee was improperly excluded from the best qualified list, he/she will receive priority consideration, as defined in Article 100, for the next appropriate vacancy for which he/she is qualified. If the employee is selected for the vacancy, the priority consideration will be considered to be satisfied. An appropriate vacancy is one at the same grade level, which would normally be filled by competitive procedures, or by other placement action, including outside recruitment, in the same area of consideration, and which has comparable opportunities as the position for which the employee was improperly excluded. Employees will be afforded the opportunity to utilize their priority consideration status when their facility meets the criteria established in Article 42, Sections 12(B) and 12(C) of this Agreement.

Section 12. The National Release Policy established by this Agreement governs all voluntary movement by Bargaining Unit Employees (BUEs) from one Air Traffic Organization (ATO) bargaining unit position of record to another ATO bargaining unit position of record.

A. Definitions.

1) **Facility Classifications**. Air traffic control facilities subject to this Agreement are divided into two categories. Academy Sourced are those that normally receive initial controller placements directly from the FAA Academy in Oklahoma City, Oklahoma, including all Terminal facilities with a direct Academy assignment pipeline and designated En Route Air Route Traffic Control Center (ARTCC) facilities. Non-Academy Sourced Facilities are designated ARTCC(s) and Terminal facilities whose staffing is drawn primarily through transfers from other air traffic facilities.

2) **ZNY Designation.** For purposes of this Agreement, New York ARTCC (ZNY) shall be designated as a Non-Academy Sourced facility only where the losing facility is also an En Route facility. This designation applies to the releasing criteria, gaining criteria, and incentive eligibility provisions of Sections 12(B), 12(C), and 12(J), and does not alter ZNY's operational classification as an En Route facility for any other purpose under this Agreement. Where ZNY is treated as a Non-Academy Sourced facility under this provision, the releasing criteria applicable to the losing En Route facility shall be the same as those applicable to a losing facility releasing a BUE to a Non-Academy Sourced facility under Sections 12(B) and 12(C).

3) **The Target Staffing Line (TSL).** Facility staffing under this Agreement is evaluated against the Controller Workforce Plan (CWP). The TSL is a dynamic staffing benchmark anchored at the prevailing national current % CPC to Target at implementation. The TSL rises over 4.5 years to a value of one hundred percent (100%). Where applicable, both current actual on-board (AOB) staffing and projected staffing shall be evaluated against the TSL to determine release and gaining eligibility under this Agreement.

4) **Projected Staffing.** Projected staffing is calculated by looking forward one full Training Cycle from the date of the relevant NCEPT session. The Training Cycle is the facility-specific time from initial assignment to achievement of Certified Professional Controller (CPC) status. Projected staffing accounts for anticipated gains and losses within that window. Staffing calculations shall be reset following each confirmed gain or loss.

5) **Transitional Provision.** A BUE with a TOL or firm offer letter (FOL) issued prior to the effective date of this Agreement will be permitted to retain their existing release date, unless the BUE's facility of record meets the releasing criteria established in Section 12(B) and 12(C) of this Agreement. In these instances, the BUE will be afforded a one-time opportunity to select a new release date in accordance with the effective date of transfer provisions of this Agreement.

6) **Zero-NCEPT Facility.** A Zero-NCEPT Facility is a facility that has not released a BUE via a NCEPT placement in the preceding three (3) years and is unable to release BUEs under the Primary and Secondary NCEPT releasing criteria set forth in Sections 12(B), and 12(C) of this Agreement.

7) **Movement into Non-Air Traffic Controller Specialist (terminal and en route) Bargaining Unit Positions.** A BUE selected for a Non-Air Traffic Controller Specialist bargaining unit position within the ATO shall only be subject to the releasing criteria of this Agreement. For purposes of evaluating the releasing criteria

applicable to the BUE's current facility of record, such positions shall be treated as Non-Academy Sourced Facilities.

B. Primary NCEPT – Voluntary movement into Non-Academy Sourced Facilities.

1) Primary NCEPT panels shall be held monthly, scheduled in coordination with the publication of the National Priority Placement Tool (PPT) to ensure placement decisions reflect the most current available staffing data.
2) A BUE may be released under this Section only when the losing facility satisfies the applicable standard below:
    i. Academy Sourced Terminal Facilities, JCF, Designated En Route, ZUA, HCF, and ZSU Facilities: A facility's Current % CPC to Target and Projected % to Target must be at or above TSL to be eligible to release. A selection must not result in the facility's Current % CPC to Target and Projected % to Target dropping below TSL or ninety-percent (90%), whichever is lower.
    ii. Non-Academy Sourced Facilities: A facility's Current % CPC to Target and Projected % to Target must be above ninety-five percent (95%) to be eligible to release. A selection must not result in the facility's Current % CPC to Target and Projected % to Target dropping below ninety-percent (90%).
3) A Non-Academy Sourced facility is eligible to receive a BUE under this Section based on the following thresholds:
    i. A facility may receive placements if its projected staffing is at or below the TSL.
    ii. C90, N90, and PHL are eligible to receive BUEs under this Section if each respective facility's projected staffing is at or below one hundred percent (100%).
4) Upon selection, a BUE shall be offered a choice of effective dates of transfer between six (6) and twelve (12) weeks from the beginning of the pay period following the date of selection.
5) Employees that transfer under the provisions of this Section and do not achieve full certification, other than those with an approved hardship and an available vacancy, will be transferred back to their prior facility and will not be processed in accordance with EMP 1.14a. Employee reassignments made in accordance with this Section shall not be eligible to receive any PCS benefits.

C. Secondary NCEPT – General Voluntary Movement.

The Secondary NCEPT processes ERRs for voluntary movement not governed by Section B of this Agreement.

1) Secondary NCEPT panels shall commence in the seventh (7th) month following the first Primary NCEPT panel convened under this Agreement. Upon commencement, Secondary NCEPT panels shall be conducted quarterly, following the completion of the Primary NCEPT panel held in the same month.
2) Any facility may participate in a Secondary NCEPT panel as either a releasing or receiving facility, subject to the standards of this Section.
3) Releasing Criteria. A BUE may be released under this Section only when the losing facility satisfies the applicable standard below:

i. From a Designated En Route Facility, ZUA, HCF, or ZSU to an En Route Facility, ZUA, HCF, or ZSU: A selection must not result in either the facility's Current % CPC to Target and Projected % to Target dropping below plus two percent (2%) above the TSL.

ii. All other facilities: Selection must end once a facility's Current % CPC to Target or Projected % to Target drops below one-hundred percent (100%).

4) Gaining Criteria: A facility is eligible to receive a BUE under this Section based on the following thresholds:

i. Academy Sourced Terminal Facilities and JCF may receive placements until their projected staffing reaches a value of two (2) CPCs above the TSL.

ii. En Route Facilities, ZUA, HCF, and ZSU may receive placements if their projected staffing is at or below five percent (5%) above the TSL.

iii. Non-Academy Sourced Facilities and Designated ARTCC(s) may receive placements if projected staffing is at or below the TSL.

5) The Agency shall establish a limit of no more than ten percent (10%) of the total selections made in Primary NCEPT. For the initial Secondary NCEPT session, the limit shall be based on the total selections made in the Primary NCEPT session held in the same month. For each subsequent Secondary NCEPT session, the limit shall be based on the total selections made in all Primary NCEPT sessions since the preceding Secondary NCEPT session. Such a limit shall be communicated to the NCEPT in advance of the relevant session.

6) Upon selection, a BUE shall be offered a choice of effective dates of transfer between six (6) and twelve (12) weeks from the beginning of the pay period following the date of selection.

7) Except for Zero-NCEPT, employees that transfer under this Section and do not achieve full certification, other than those with an approved hardship and an available vacancy, will be processed in accordance with EMP 1.14a. Employee reassignments made in accordance with this Section shall not be eligible to receive any PCS benefits.

8) Zero-NCEPT Facility releases are processed as part of the Secondary NCEPT. Zero-NCEPT releases to Non-Academy Sourced facilities are not subject to limits established for the secondary NCEPT. Zero-NCEPT Facility releases to Academy Sourced facilities are subject to the limit established for the Secondary NCEPT session and are subordinate to all other Secondary NCEPT placements. A Zero-NCEPT Facility may release a BUE without regard to its current CPC AOB percentage or projected staffing percentage. Non-Academy Sourced Facilities are initially excluded from the Zero-NCEPT provisions of this section. The Parties agree to review this determination twelve (12) months after the execution of this agreement. Employees that transfer under the provisions of the Zero-NCEPT section and do not achieve full certification, other than those with an approved hardship and an available vacancy, will be transferred back to their prior facility and will not be processed in accordance with EMP 1.14a. Employee reassignments made in accordance with this Section shall not be eligible to receive any PCS benefits.

D. Mutual Reassignment Transfer Requests.

Mutual reassignment requests shall be evaluated annually, commencing in the tenth (10^{th}) month following the execution of this Agreement, after the conclusion of the Primary and Secondary NCEPT sessions held in that same month, and every twelve (12) months thereafter. All facilities are eligible to participate. Mutual reassignments are available as follows:

1) Standard Mutual reassignments shall proceed in accordance with Article 42 of the CBA. Both facilities Current % CPC to Target and Projected % to Target must be at or above ninety-five percent (95%) to be eligible for selection.
2) Non-Standard mutual reassignments request shall be processed in accordance with the following provisions:
    a. Must currently be from the same type of facility (enroute to enroute, tower to tower, tower/approach to tower/ approach, approach to approach, CCF to same track).
    b. The Non-Standard Swap must not result in a requirement to attend FAA Academy courses (excluding TSEW).
    c. No more than three (3) facility pay levels higher than the employee's current facility, unless the employee was previously certified at a higher level.
    d. Minimum two (2) years certified as a CPC at current facility.
    e. Both facilities' Current % CPC to Target and Projected % to Target must be at or above ninety percent (90%).
    f. Non-Standard Swaps will be capped at no more than twenty (20) pairs.
    g. Processed on a first-come, first-served basis. No more than one (1) release will be allowed per facility.
    h. The signatory date on the package by the ATM will determine the order of consideration.
3) Upon selection, a BUE shall be offered a choice of effective dates of transfer between six (6), and twelve (12) weeks from the beginning of the pay period following the date of selection.
4) Employees that transfer under the provisions of this Section and do not achieve full certification, other than those with an approved hardship and an available vacancy, will be transferred back to their prior facility and will not be processed in accordance with EMP 1.14a. Employee reassignments made in accordance with this Section shall not be eligible to receive any PCS.

E. Where a BUE is selected for placement at a facility that requires successful completion of TETRA, the FOL shall be contingent upon the BUE's enrollment in and successful completion of TETRA. A BUE must achieve a final grade of seventy percent (70%) or higher to be considered as having successfully completed TETRA.

Employees that transfer under the provisions of this Agreement to a facility requiring TETRA and do not achieve a final grade of seventy percent (70%) or higher upon completion of TETRA, other than those with an approved hardship and an available vacancy, will be transferred back to their prior facility and will not be processed in accordance with EMP 1.14a. Employee reassignments made in accordance with this provision shall not be eligible to receive any PCS.

F. Where a gaining facility has more than three (3) BUEs eligible for selection in a given session, the Agency shall assess the facility's training capacity prior to approving placements in excess of three (3).

G. ERRs submitted to N90/PHL, Article 124 Priority Placement, and Article 99 transfers are not subject to the NRP. ERRs submitted between N90 and PHL are subject to the NRP.

H. Temporary assignments to other bargaining unit positions within the facility exceeding one hundred (180) days, consecutive or non-consecutive, within any twelve (12) month period are subject to the NRP.

I. Notwithstanding the releasing and gaining criteria established in Sections 12(B), 12(C), and 12(D) of this Agreement, the Vice President of Air Traffic Services (AJT-VP) retains authority to approve deviations outside of the timeframes or other criteria established in this Agreement. Requests for deviations shall be submitted to the AJT-VP for consideration. Decisions of the AJT-VP are not subject to review. The AJT-VP will notify the Union at the National Level in advance of issuing any decision to approve a deviation. Deviations approved under this Section do not establish precedents for future NCEPT sessions.

J. Voluntary Transfer Incentive Awards.

A BUE with a TOL or FOL to a facility listed in Appendix I or II of this Agreement, issued prior to the effective date of this Agreement and who has not yet reported to the gaining facility, shall be entitled to the applicable incentive awards set forth in this Agreement for that facility. The incentive award shall be processed in accordance with the payment and retention conditions set forth in this Section. For BUEs holding a TOL on the effective date of this Agreement, the incentive shall be processed upon acceptance of the FOL. For BUEs holding a FOL on the effective date of this Agreement, the incentive shall be processed within thirty (30) days of the effective date of this Agreement.

Lump-sum incentive awards are available to BUEs who accept placements under Section B or C of this Agreement. Award amounts are organized into three tiers based on the projected staffing percentages of the receiving facility, with facility designations set forth in Appendix II. The award structure is established as of the effective date of this Agreement and shall remain in effect for the duration of this Agreement, unless the Parties mutually agree to modify tier designations or award amounts during an annual review.

1) **Tier 3:** A BUE who accepts an ERR placement at a Tier 3 facility shall be eligible for a total award of sixty thousand dollars ($60,000). Fifteen thousand dollars ($15,000) shall be processed for payment upon the BUE's acceptance of the FOL. The remaining forty-five thousand dollars ($45,000) shall be processed for payment upon the BUE's achievement of full CPC certification at the receiving facility.
2) **Tier 2:** A BUE who accepts an ERR placement at a Tier 2 facility shall be eligible for a total award of forty thousand dollars ($40,000). Fifteen thousand dollars ($15,000) shall be processed for payment upon acceptance of the FOL. The remaining twenty-five thousand dollars ($25,000) shall be processed for payment upon achievement of full CPC certification at the receiving facility.
3) **Tier 1:** A BUE who accepts an ERR placement at a Tier 1 facility shall be eligible for a total award of thirty thousand dollars ($30,000). Fifteen thousand dollars ($15,000) shall be processed for payment upon acceptance of the FOL. The remaining fifteen thousand dollars ($15,000) shall be processed for payment upon achievement of full CPC certification at the receiving facility.
4) C90, N90, and PHL are designated Tier 3 facilities under this Agreement without regard to their respective projected staffing percentages.
5) ZNY (New York ARTCC) is eligible to receive a Tier 3 incentive award under this Agreement. The incentive award for a transfer to ZNY shall be available only where

the BUE's losing facility is also an En Route facility. The eligibility and retention conditions applicable to Tier 3 awards set forth in this Section apply equally to transfers made under this provision.

6) Incentive awards shall cease to be available for transfers to a facility once that facility's projected staffing exceeds ninety-five percent (95%) of the Facility Staffing Target. A facility that exceeds ninety-five percent (95%) projected staffing shall not regain incentive eligibility under this Agreement, even if projected staffing subsequently falls below ninety-five percent (95%).
7) The initial incentive payment of fifteen thousand dollars ($15,000) and the geographical incentive payment of ten thousand dollars ($10,000) shall be processed for payment only upon the BUE's successful completion of TETRA, if applicable. A BUE who does not successfully complete TETRA shall not be entitled to either incentive payment. Any amounts previously disbursed under this Agreement may be recoverable as a debt owed to the United States Government.
8) In order to retain the initial award payment of fifteen thousand dollars ($15,000), a BUE must remain at the receiving facility for twelve (12) months following the effective date of transfer, unless the Agency takes action that results in the BUE no longer being assigned to that facility. If a BUE does not meet the requirements of this provision, any payments made in accordance with this Section may be recoverable as a debt due to the United States Government.
9) In order to retain the certification award payment, a BUE must remain at the receiving facility for twelve (12) months following the date of CPC certification, unless the Agency takes action that results in the BUE no longer being assigned to that facility. If a BUE does not meet the requirements of this provision, any payments made in accordance with this Section may be recoverable as a debt due to the United States Government.
10) An additional award of ten thousand dollars ($10,000) shall be available to BUEs who accept placements at the facilities identified in Appendix I of this Agreement. This award is payable in addition to the applicable tiered award upon acceptance of the FOL. In order to retain the geographical incentive, a BUE must remain at the receiving facility for twelve (12) months following the effective date of transfer, unless the Agency takes action that results in the BUE no longer being assigned to that facility. If a BUE does not meet the requirements of this provision, any payments made in accordance with this Section may be recoverable as a debt due to the United States Government.
11) Discretionary add-on incentives may be used when voluntary transfer and geographical incentives are not satisfying the goals of this Agreement.
12) BUEs who transfer utilizing the provisions of Article 99 are not eligible for incentives associated with this Agreement.
13) BUEs from facilities that do not meet the release criteria established in this Agreement that utilize the provisions of Article 124 to transfer to facilities within forty (40) miles of the geographical area from their facility of record shall not be eligible for incentives associated with this Agreement.
14) **PHL Internal Reassignment Award.** The Agency will initiate a solicitation for volunteers for reassignment to PHL EWR Area C in accordance with the provisions of Article 46 of the CBA. In the event insufficient volunteers are received, a second solicitation shall be done. BUEs who have previously volunteered and remain

interested in transferring to the PHL EWR Area C should resubmit their names and do not compete with volunteers in a subsequent solicitation.

A CPC currently assigned to PHL who volunteers for and is selected to reassign internally to the PHL EWR Area C shall be eligible for a lump-sum award of sixty thousand dollars ($60,000), in addition to any incentive available under Article 46 of the CBA. Fifteen thousand dollars ($15,000) shall be processed for payment upon reassignment to Area C. The remaining forty-five thousand dollars ($45,000) shall be processed for payment upon CPC certification in Area C. In order to retain the initial payment, the BUE must achieve full CPC certification in Area C; failure to certify may render this payment recoverable. In order to retain the certification payment, the BUE must remain in Area C for twelve (12) months following the date of CPC certification, unless the Agency takes action that results in the BUE no longer being assigned to Area C. If a BUE does not meet the requirements of this provision, any payments made in accordance with this Section may be recoverable as a debt due to the United States Government.

Section 2. Article 60, Section 2 and Section 4 of the 2016 Collective Bargaining Agreement shall be replaced in its entirety as follows:

> **Section 2.** Eligible employees shall be given priority consideration within the same bargaining unit for any ingrade/downgrade bargaining unit vacancy at any of those facilities for which he/she is qualified. Release dates are subject to the provisions of the National Release Policy as defined in Article 42 of this Agreement. Employees will be afforded the opportunity to utilize their priority consideration status when their facility meets the criteria established in Article 42, Section 12 of this Agreement.
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> **Section 4.** Employee requests under this Article shall remain active for ninety (90) days. If no selection has been made within that period, the employee may reapply.

Section 3. A collaborative national team, the NCEPT, is established to conduct the ERR placement process in accordance with the updated ERR SOP. The Union may designate up to (2) representatives to the NCEPT. The NCEPT will meet on a monthly basis, or more frequently as determined by the NCEPT, to conduct the ERR placement process.

The Agency shall furnish the Union's NCEPT representatives with current facility staffing levels, the TSL values, facility tier designations, and National Priority Placement Tool outputs.

Section 4. The following Memoranda of Understanding are hereby cancelled and superseded, effective upon execution of this Agreement:

A. The C90/N90 Return Rights and Priority Release MOU dated March 15, 2016.

B. Staffing Surge MOU, dated December 4, 2025.

C. National Release Policy MOU, dated May 25, 2017.

D. The CRWG MOU, dated May 7, 2025.

Section 5. The Facility Staffing Targets contained in the CWP submission, as published by the Agency in accordance with applicable law, shall serve as the basis for all placement decisions made under this Agreement, including Academy Graduate and new hire placement, the NCEPT process, the National Employee Service Team (NEST), and all other bargaining unit employee movement governed herein. Upon publication of each subsequent CWP, the updated Facility Staffing Targets contained therein shall supersede the prior Facility Staffing Targets and shall be incorporated into the National Priority

Placement Tool within seven (7) days of publication. This Agreement does not constitute an election by the Agency to negotiate staffing numbers.

Section 6. Nothing in this Agreement shall be construed as a waiver by either Party of any right, entitlement, or protection afforded by law, regulation, or the Collective Bargaining Agreement.

Section 7. The Parties shall convene at the national level on a quarterly basis to assess the effectiveness of the award levels and facility tier designations established herein. Any modification requires the written concurrence of both Parties.

Section 8. The Parties at the National level agree to review the effectiveness of this agreement on a Annual basis. Based upon the review, the Parties agree to meet to jointly make modifications as necessary to ensure the goals of this Agreement continue to be met. The Parties shall utilize a mutually agreed-upon mediator to assist in resolving any disputes regarding modifications sought by either party. At the conclusion of mediation, if the Parties remain unable to reach agreement on necessary modifications, either Party may terminate this Agreement upon thirty (30) days' advance written notice to the other Party. Upon termination, the applicable provisions of the Parties' 2016 Collective Bargaining Agreement shall govern all bargaining unit employee movement until a successor agreement is reached. No provision of this Agreement, including but not limited to the NCEPT process, the National Release Policy, and the incentive structure established herein, shall survive termination except as necessary to satisfy obligations arising prior to the effective date of termination.

Section 9. This Agreement shall remain in effect for the duration of the Parties' 2016 Collective Bargaining Agreement.

Signed this 12th day of June 2026.

For the Union:

Jamaal Haltom
NATCA National Training Representative

Mike Christine
NATCA Eastern Regional Vice President

Nichole Surunis
NATCA Southern Alternate Regional Vice President

Jake Detwiler
NATCA New England Alternate Regional Vice President

For the Agency:

Christopher A. Wilbanks
VP Mission Support, AJV-0

Mohmad Danny Ahmad
Tech Labor Group Manager, AJV-H

Appendix I — Facilities Eligible for the Geographical Incentive Award

Facility	Location
BOS	Boston TRACON
EWR	Newark ATCT
JFK	New York ATCT
LAX	Los Angeles ATCT
LGA	LaGuardia ATCT
LGB	Long Beach ATCT
MIA	Miami ATCT
MYF	Montgomery ATCT
N90	New York TRACON
S46	Seattle TRACON
SCT	SoCal TRACON
SEA	Seattle ATCT
SFO	San Francisco ATCT
SNA	Orange County ATCT
TEB	Teterboro ATCT
VNY	Van Nuys ATCT
ZNY	New York ARTCC (En Route to En Route only)

Appendix II — Incentive Award Tier Designations

NOTE: Designations are effective as of the date of this Agreement and shall remain in effect for the duration of this Agreement, unless modified by mutual agreement of the Parties during an annual review.

Tier 3: Projected Staffing at or below seventy-five percent (75%). Total Award: $60,000

** C90, N90, and PHL are designated Tier 3 facilities regardless of projected staffing percentage.*

**ZNY is eligible for Tier 3 incentive awards for En Route to En Route transfers only.*

Facility	Location
ORD	**Chicago O'Hare Tower**
SFO	**San Francisco Tower**
BNA	**Nashville Tower**
JFK	**Kennedy Tower**
MIA	**Miami Tower**
D10	**Dallas-Fort Worth TRACON**
TEB	**Teterboro Tower**
BOS	**Boston Tower**
N90	**New York TRACON**
C90	**Chicago TRACON**
PHL	**Philadelphia Tower**
ZNY	**New York ARTCC** (En Route to En Route only)
NCT	**Northern California TRACON**
EWR	**Newark Tower**

Tier 2: Projected Staffing above seventy-five percent (75%) but at or below eighty-five percent (85%). Total Award: $40,000

Facility	Location
F11	Central Florida TRACON
D01	Denver TRACON
L30	Las Vegas TRACON
LAS	Las Vegas Tower
A80	Atlanta TRACON
DEN	Denver Tower
TPA	Tampa Tower
S56	Salt Lake City TRACON
DAB	Daytona Beach Tower
LGA	La Guardia Tower
S46	Seattle TRACON
LGB	Long Beach Tower
P50	Phoenix TRACON

Tier 1: Projected Staffing above eighty-five percent (85%) but at or below ninety-five percent (95%). Total Award: $30,000

Facility	Location
GFK	Grand Forks Tower
PHX	Phoenix Tower
A90	Boston TRACON
SCT	Southern California TRACON
ATL	Atlanta Tower
LAX	Los Angeles Tower
I90	Houston TRACON
D21	Detroit TRACON
IAD	Dulles Tower
SNA	John Wayne Tower
CLT	Charlotte Tower
PCT	Potomac TRACON
M98	Minneapolis TRACON
DFW	Dallas-Fort Worth Tower
DCA	Washington National Tower

[Attachment 1 — National Centralized ERR Placement Process SOP — To be finalized and incorporated prior to execution of this Agreement.]

Appendix III — Non-Academy Sourced Facilities

The following facilities are designated Non-Academy Sourced *facilities for purposes of this Agreement as of the effective date.*

Facility	Location	Type
A80	Atlanta TRACON	Approach Control
A90	Boston TRACON	Approach Control
ATL	Atlanta Tower	Tower
BNA	Nashville Tower	Tower and Approach Control
BOS	Boston Tower	Tower
C90	Chicago TRACON	Approach Control
CLT	Charlotte Tower	Tower and Approach Control
D01	Denver TRACON	Approach Control
D10	Dallas-Fort Worth TRACON	Approach Control
D21	Detroit TRACON	Approach Control
DAB	Daytona Beach Tower	Tower and Approach Control
DCA	Washington National Tower	Tower
DEN	Denver Tower	Tower
DFW	Dallas-Fort Worth Tower	Tower
DTW	Detroit Tower	Tower
DVT	Deer Valley Tower	Tower
EWR	Newark Tower	Tower
F11	Central Florida TRACON	Approach Control
FFZ	Falcon Tower	Tower
GFK	Grand Forks Tower	Tower
I90	Houston TRACON	Approach Control
IAD	Dulles Tower	Tower
IAH	Houston Intercontinental Tower	Tower
JFK	Kennedy Tower	Tower
L30	Las Vegas TRACON	Approach Control
LAS	Las Vegas Tower	Tower
LAX	Los Angeles Tower	Tower
LGA	La Guardia Tower	Tower

LGB	Long Beach Tower	Tower
M98	Minneapolis TRACON	Approach Control
MCO	Orlando Tower	Tower
MIA	Miami Tower	Tower and Approach Control
MSP	Minneapolis Tower	Tower
MYF	Montgomery Tower	Tower
N90	New York TRACON	Approach Control
NCT	Northern California TRACON	Approach Control
ORD	Chicago O'Hare Tower	Tower
P50	Phoenix TRACON	Approach Control
PCT	Potomac TRACON	Approach Control
PHL	Philadelphia Tower	Tower and Approach Control
PHX	Phoenix Tower	Tower
PRC	Prescott Tower	Tower
S46	Seattle TRACON	Approach Control
S56	Salt Lake City TRACON	Approach Control
SCT	Southern California TRACON	Approach Control
SEA	Seattle Tower	Tower
SFB	Sanford Tower	Tower
SFO	San Francisco Tower	Tower
SLC	Salt Lake City Tower	Tower
SNA	John Wayne Tower	Tower
TEB	Teterboro Tower	Tower
TPA	Tampa Tower	Tower and Approach Control
VNY	Van Nuys Tower	Tower