

Captain Rob Fisher

Flight Operations
Airbus Fleet Captain
Building C
Memphis, TN 38118

Telephone 901.224.5460
3131 Democrat Rd.
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VIA OVERNIGHT LETTER & EMAIL

August 16, 2013

Captain Mark Estabrook/88775
10026 Wild Dunes Drive
Austin, TX 78747

Email: msestabrook@fedex.com

RE: Company Mandated Medical Examination

Captain Estabrook:

The Company has a reasonable basis to question whether you have developed an impairment to your ability to perform duties as a pilot. Under the circumstances, I am directing you to contact Dr. Thomas Bettes, at Harvey Watt & Company, the Company's aeromedical advisor, for an evaluation pursuant to Section 15.D. of the Collective Bargaining Agreement. You are directed to contact Dr. Bettes's office and coordinate with Dana Bates by Wednesday, August 21, 2013, to schedule an evaluation. Their office telephone number is (800) 241-6103, Ext. 240.

You shall be removed from any conflicting scheduled activities with pay until the aeromedical advisor determines whether you are fit for flight duty.

Failure to comply with this directive may result in disciplinary action.

Please contact me if you have any questions.

Sincerely,

A handwritten signature in black ink that reads "Rob Fisher" with a stylized flourish at the end.

Rob Fisher
Airbus Fleet Captain
901-224-3435

cc: Bill McDonald, System Chief Pilot
Robb Tice, Lead Counsel
Scott Williams, Sr. Attorney
Cindy Sartain, Sr. Paralegal Specialist
Coy Briant, ALPA Grievance Committee
Maggi Comes
Dana Bates
Domicile Personnel File/PAC
Shelia Voye
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