

## US Airline Pilot Early Out Comparison Table: 7-13-2020, Version 2

| Airline                                                       | Air Wisconsin                                             | Alaska                                                                                                                                                                                                       | American                                                                                                                         | Delta                                                                                                                                                                              | Hawaiian                                                                                       | JetBlue                                                                          | Southwest                                                                                                                                                                                                   | United |
|---------------------------------------------------------------|-----------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|
| <b>Program Name</b>                                           | Active Retiree Status                                     | Retirement Extended Incentive Line (REIL)                                                                                                                                                                    | Voluntary Permanent Leave of Absence (VPLOA)                                                                                     | Voluntary Early Out Program (VEOP)                                                                                                                                                 | Permanent Enhanced Surfer Leave (PESL)                                                         | Voluntary Permanent Leave of Absence (VPLOA)                                     | Voluntary Separation (VSP)                                                                                                                                                                                  | TBA    |
| <b>Monthly Pay</b>                                            | 37.5 hours                                                | 50 hours                                                                                                                                                                                                     | 50 hours                                                                                                                         | 58 hours                                                                                                                                                                           | 58 hours                                                                                       | 50 hours                                                                         | 58 hours                                                                                                                                                                                                    |        |
| <b>Total max Pay Hours</b>                                    | 2,250 hours                                               | 1,487 hours (including 287 vacation)                                                                                                                                                                         | 1,800 hours                                                                                                                      | 2,088 hours                                                                                                                                                                        | 2,088 hours (age 62+) or 1,392 hours (age 60-62)                                               | 1,200 hours                                                                      | 3,540 hours                                                                                                                                                                                                 |        |
| <b>Pay Rate</b>                                               | Pilot's pay as of 5-1-2020                                | Bid position at the beginning of the REIL                                                                                                                                                                    | Bid position held at the beginning of the VPLOA                                                                                  | Highest pay rate for position held in the June 2020 bid                                                                                                                            | Pay rate as of 7-1-2020                                                                        | Current pay at the time the VPLOA becomes effective                              | Not specified                                                                                                                                                                                               |        |
| <b>Max Number of Months of Pay</b>                            | 60 months (5 years) or age 65 whichever occurs first      | 24 months (2 years) or age 65 whichever occurs first                                                                                                                                                         | 36 months (3 years) or age 65 whichever occurs first                                                                             | 36 months (3 years) or age 65 whichever occurs first                                                                                                                               | If age 62 on/before 12-31-2020: 36 months or age 65 If age 60+ on/before 12-31-2020: 24 months | 24 months (2 years) or age 65 whichever occurs first                             | 60 months (5 years) or age 65 whichever occurs first                                                                                                                                                        |        |
| <b>401(k)</b>                                                 | No                                                        | Yes (15.5%)                                                                                                                                                                                                  | Yes (16.0%)                                                                                                                      | No. Access immediately to accrued retirement benefits, frozen pension (NW) and PBGC benefits (DL).                                                                                 | No                                                                                             | Yes (15.0%)                                                                      | No                                                                                                                                                                                                          |        |
| <b>Future Vacation Accrual</b>                                | No. Unspecified about accrued 2020 vacation               | Yes. Vacation accrued based on past and future years of service and balance paid out annually.                                                                                                               | No. Unused 2020 paid out at age 65                                                                                               | No. Unused and accrued vacation paid out when the early retirement commences. Max vacation payout is 126 hours plus 16% DC contribution on top of that.                            | No. Accrued unused vacation paid out on 9-7-2021 or retirement date whichever occurs first     | No. Accrued 2020 paid out at age 65                                              | No. Accrued vacation paid out at separation                                                                                                                                                                 |        |
| <b>Profit Sharing Eligible?</b>                               | N/A                                                       | Yes                                                                                                                                                                                                          | Yes                                                                                                                              | No                                                                                                                                                                                 | No                                                                                             | Yes                                                                              | No                                                                                                                                                                                                          |        |
| <b>Medical</b>                                                | Yes                                                       | Yes. Company paid for two years or until age 65 whichever occurs first. Following the two years, if not age 65, company paid medical as well until Medicare eligibility or two years whichever occurs first. | Yes (active pilot medical rates for medical, dental & vision). 40% of sick bank on date of award is credited to a HAS at age 65. | Yes. Company-paid for two years or until age 65 whichever occurs first. Can access contractual retiree medical following 24-month period until age 65.                             | Coverage continues until age 65 for all participants                                           | Yes                                                                              | Yes. >55 and over - active medical and dental for five years or age 65 (whichever occurs first), then opt in for retiree healthcare. Under 55, 12 months of company-paid COBRA medical and dental coverage. |        |
| <b>Sick Accrual</b>                                           | No                                                        | Yes. Paid out at retirement at 25%                                                                                                                                                                           | No                                                                                                                               | No                                                                                                                                                                                 | No                                                                                             | No                                                                               | No                                                                                                                                                                                                          |        |
| <b>Jumpseat Ability</b>                                       | Not specified                                             | Yes                                                                                                                                                                                                          | Yes (but cannot book in advance)                                                                                                 | No (Removed from CASS)                                                                                                                                                             | No                                                                                             | No (Removed from CASS)                                                           | Yes                                                                                                                                                                                                         |        |
| <b>Non-rev Travel</b>                                         | Same as active pilot                                      | 400,000 Alaska Mileage miles                                                                                                                                                                                 | Same as active pilot                                                                                                             | Active non-rev priority first 12 months of 36 months, retiree non-rev priority for last 24 months of 36 months. 8 positive-space passes plus normal retiree space available travel | Same as active pilot until retirement, then eligible for retiree flight benefits               | Same as active pilot until retirement, then eligible for retiree flight benefits | If retirement eligible (at least 10 years of service + age > 65), eligible for retiree pass privileges. If not retirement eligible, 48 months space available privileges online.                            |        |
| <b>Minimum Pilot Age</b>                                      | 60 years of age or older and at least 10 years of service | None (2 years max payouts)                                                                                                                                                                                   | 62 years old minimum                                                                                                             | None. 50 years + 10 years of service or 25 years of service or age + years of service > 70 (3 years max payments)                                                                  | 60 years old on/before 12-31-2020                                                              | 63 years old on/before 7-31-2020                                                 | None (5 years max payments)                                                                                                                                                                                 |        |
| <b>Return to Active Status?</b>                               | Can return if < 64 years old AND company resumes hiring   | Cannot be recalled                                                                                                                                                                                           | May not be revoked or rescinded by company or pilot once accepted                                                                | No                                                                                                                                                                                 | No                                                                                             | Not specified                                                                    | No                                                                                                                                                                                                          |        |
| <b>Deadline</b>                                               | Deadline 6-1-2020                                         | Deadline 7-15-2020                                                                                                                                                                                           | Closed                                                                                                                           | Deadline 7-19-2020                                                                                                                                                                 | TBA                                                                                            | Deadline 7-31-2020                                                               | Deadline 7-15-2020                                                                                                                                                                                          |        |
| <b>Participants</b>                                           | UNK                                                       | UNK                                                                                                                                                                                                          | 788 total (619 April, 98 May, 66 June, 5 July)                                                                                   | UNK                                                                                                                                                                                | UNK                                                                                            | UNK                                                                              | UNK                                                                                                                                                                                                         |        |
| <b>Agreement Signed</b>                                       | 4-17-2020                                                 | 6-17-2020                                                                                                                                                                                                    | 3-15-2020                                                                                                                        | 6-26-2020                                                                                                                                                                          | 7/10/20                                                                                        | 3-31-2020                                                                        | 6-1-2020                                                                                                                                                                                                    |        |
| <b>Program Max Value</b>                                      | All Captains \$262,283                                    | All Captains \$457,349                                                                                                                                                                                       | A330/B777/B787 Captains \$715,599                                                                                                | A350/B777 Captains \$738,839                                                                                                                                                       | A330 Captain (age 62+) \$651,707                                                               | A320 Captains \$323,352                                                          | B737 Captains \$982,230                                                                                                                                                                                     |        |
| <b>Hourly\$ X Max Hours + Retirement \$ + Vacation credit</b> |                                                           |                                                                                                                                                                                                              | B757/B767 Captains \$582,072                                                                                                     | A330 Captains \$707,811                                                                                                                                                            | A330 Captain (age 60-62) \$434,471                                                             | E-190 Captains \$258,696                                                         |                                                                                                                                                                                                             |        |
|                                                               |                                                           |                                                                                                                                                                                                              | B737/A320 Captains \$582,072                                                                                                     | B764 Captains \$697,914                                                                                                                                                            | A321 Captain (age 62+) \$532,231                                                               |                                                                                  |                                                                                                                                                                                                             |        |
|                                                               |                                                           |                                                                                                                                                                                                              |                                                                                                                                  | B757/767 Captains \$618,445                                                                                                                                                        | A321 Captain (age 60-62) \$354,821                                                             |                                                                                  |                                                                                                                                                                                                             |        |
|                                                               |                                                           |                                                                                                                                                                                                              |                                                                                                                                  | A319/320/321 Captains \$596,124                                                                                                                                                    |                                                                                                |                                                                                  |                                                                                                                                                                                                             |        |
|                                                               |                                                           |                                                                                                                                                                                                              |                                                                                                                                  |                                                                                                                                                                                    | B717 Captain (age 62+) \$477,922                                                               |                                                                                  |                                                                                                                                                                                                             |        |
|                                                               |                                                           |                                                                                                                                                                                                              |                                                                                                                                  |                                                                                                                                                                                    | B717 Captain (age 60-62) \$318,615                                                             |                                                                                  |                                                                                                                                                                                                             |        |
| <b>Green Shaded cells are included in program max value</b>   |                                                           |                                                                                                                                                                                                              |                                                                                                                                  |                                                                                                                                                                                    |                                                                                                |                                                                                  |                                                                                                                                                                                                             |        |