

**Phase I – Voluntary Programs for Flight Attendants on Furlough**

<b>Reference Guide</b>	<b>Travel Separation Program 5 Years</b>	<b>Travel Separation Program 10 Years</b>
<b>Overview</b>	Unlimited D2 travel on AA/AE	Unlimited D2 travel on AA/AE
<b>Eligibility Requirements</b>	Flight Attendants on Furlough with recall rights	Flight Attendants on Furlough with recall rights
- Company Seniority	- 5+ years Company seniority	- 10+ years Company seniority
- Age	- No age requirement	- No age requirement
<b>Travel</b>	<p>5 - &lt;10 years: 5 years unlimited  <b>D1:</b> None  <b>D2:</b> Yes*  <b>EF/D3:</b> None  <b>RC:</b> None  <b>DP:</b> Yes  <b>ID20:</b> None  <b>A9/OA:</b> None</p> <p><b>*Currently D2 travel includes travel on AA/AE for employee, spouse or domestic partner and dependent children.</b></p> <p>Service charge waived D2 domestic coach travel; First class/Intl charges will be charged the same as an active employee. Travel under this program will be subject to imputed income for tax reporting purposes after the first 90-days of separation from the company.</p>	<p>10+ years: 10 years unlimited  <b>D1:</b> None  <b>D2:</b> Yes*  <b>EF/D3:</b> None  <b>RC:</b> None  <b>DP:</b> Yes  <b>ID20:</b> None  <b>A9/OA:</b> None</p> <p><b>*Currently D2 travel includes travel on AA/AE for employee, spouse or domestic partner and dependent children.</b></p> <p>Service charge waived D2 domestic coach travel; First class/Intl charges will be charged the same as an active employee. Travel under this program will be subject to imputed income for tax reporting purposes after the first 90-days of separation from the company.</p>
<b>Health Care Coverage</b>	None	None
<b>Pension Accrual</b>	None	None
<b>Reinstatement Rights</b>	None	None
<b>Recall Rights</b>	None	None
<b>Severance</b>	None	None
<b>Vacation / Sick Accrual</b>	None	None
<b>Retain Prior Co. Seniority Credit</b>	Company policy at the time of rehire will apply	Company policy at the time of rehire will apply
<b>Career Counseling</b>	<a href="http://www.aacareers.com/support">www.aacareers.com/support</a>	<a href="http://www.aacareers.com/support">www.aacareers.com/support</a>