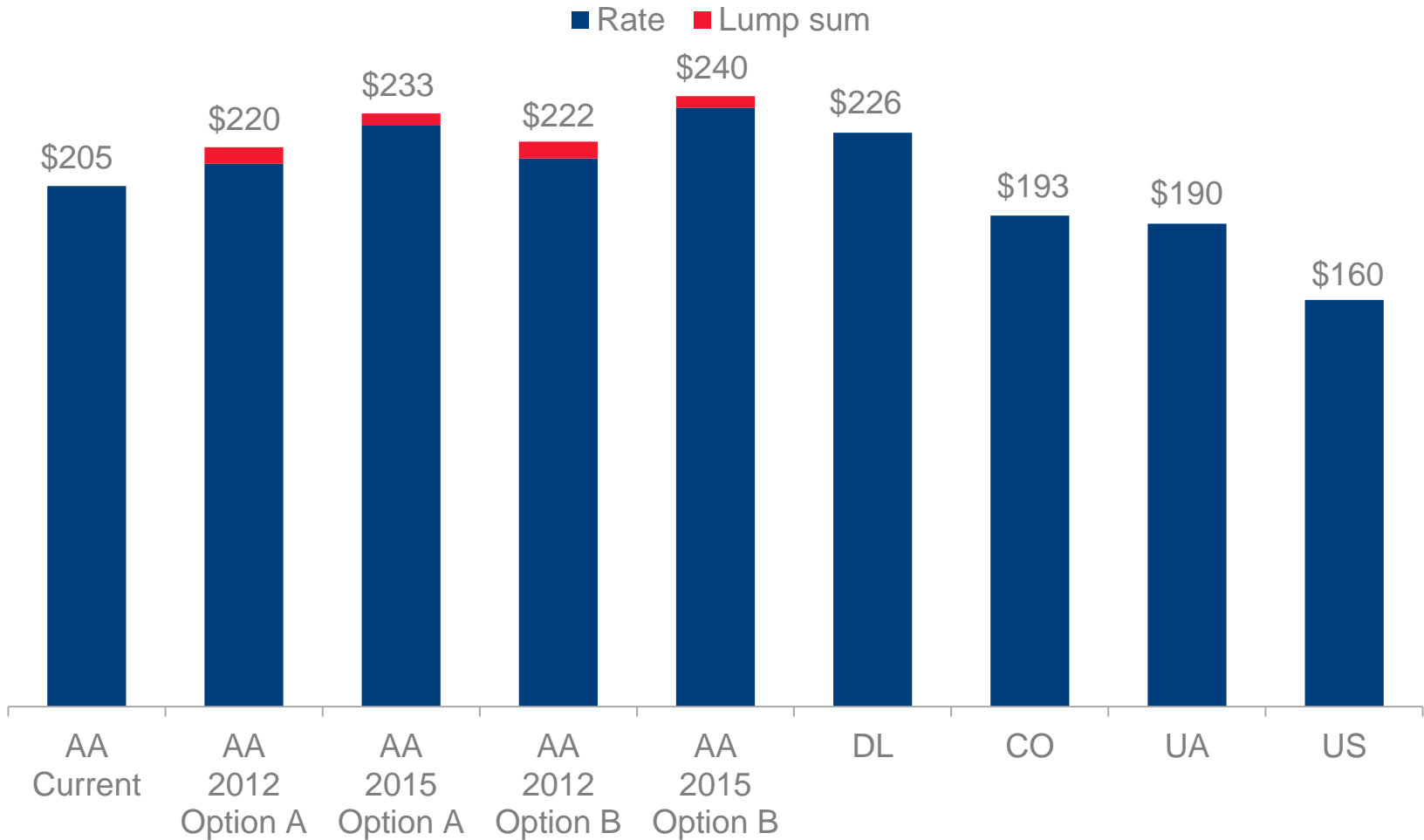


Pay Rate Comparisons

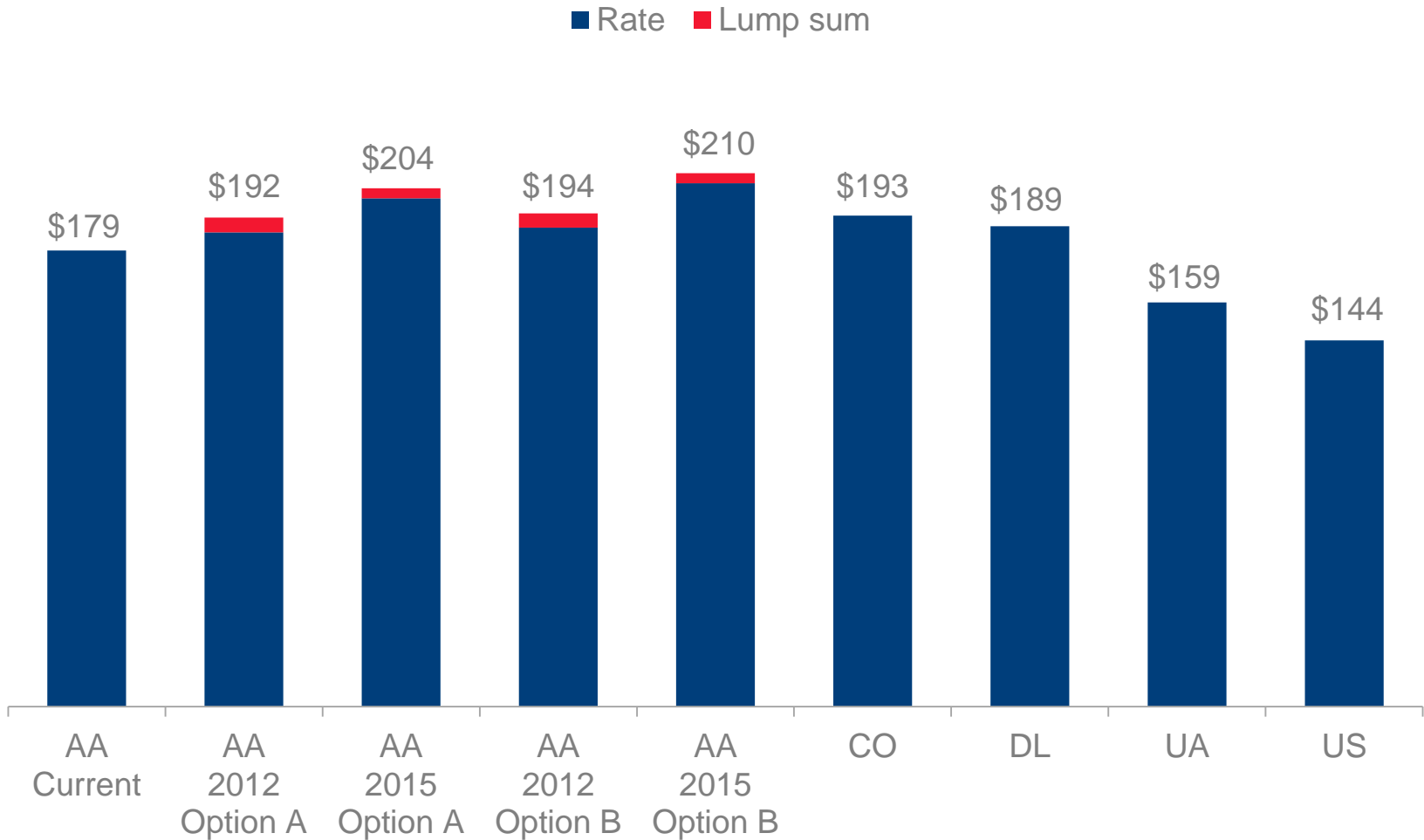


12-Year 777 Captain Rates

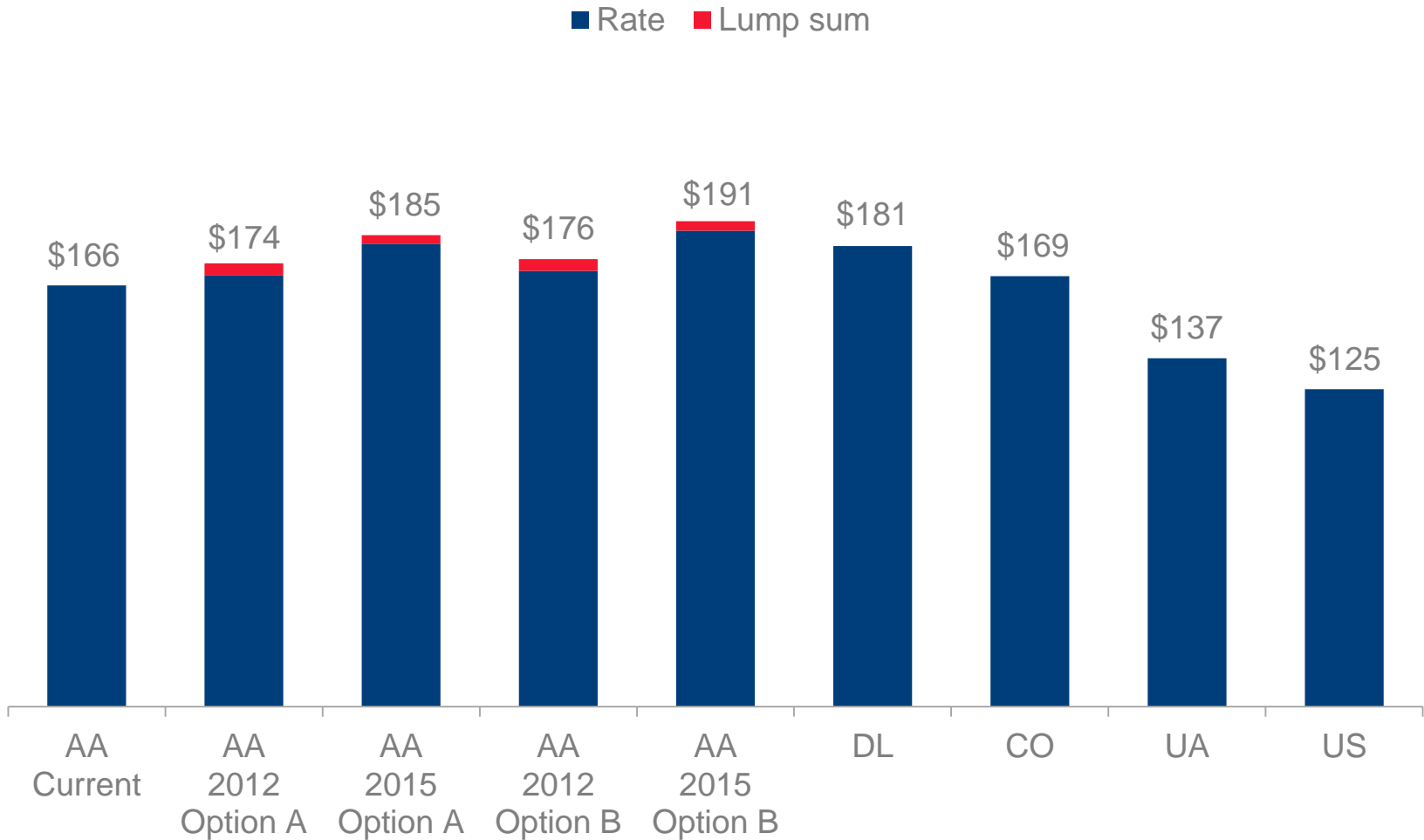


Note: 2015 lump sum payment subject to a pre-tax margin of 5% or larger; AA rate includes base rate and lump sum as shown
DL rate for 2012; US rate for A330

12-Year 763 Captain Rates

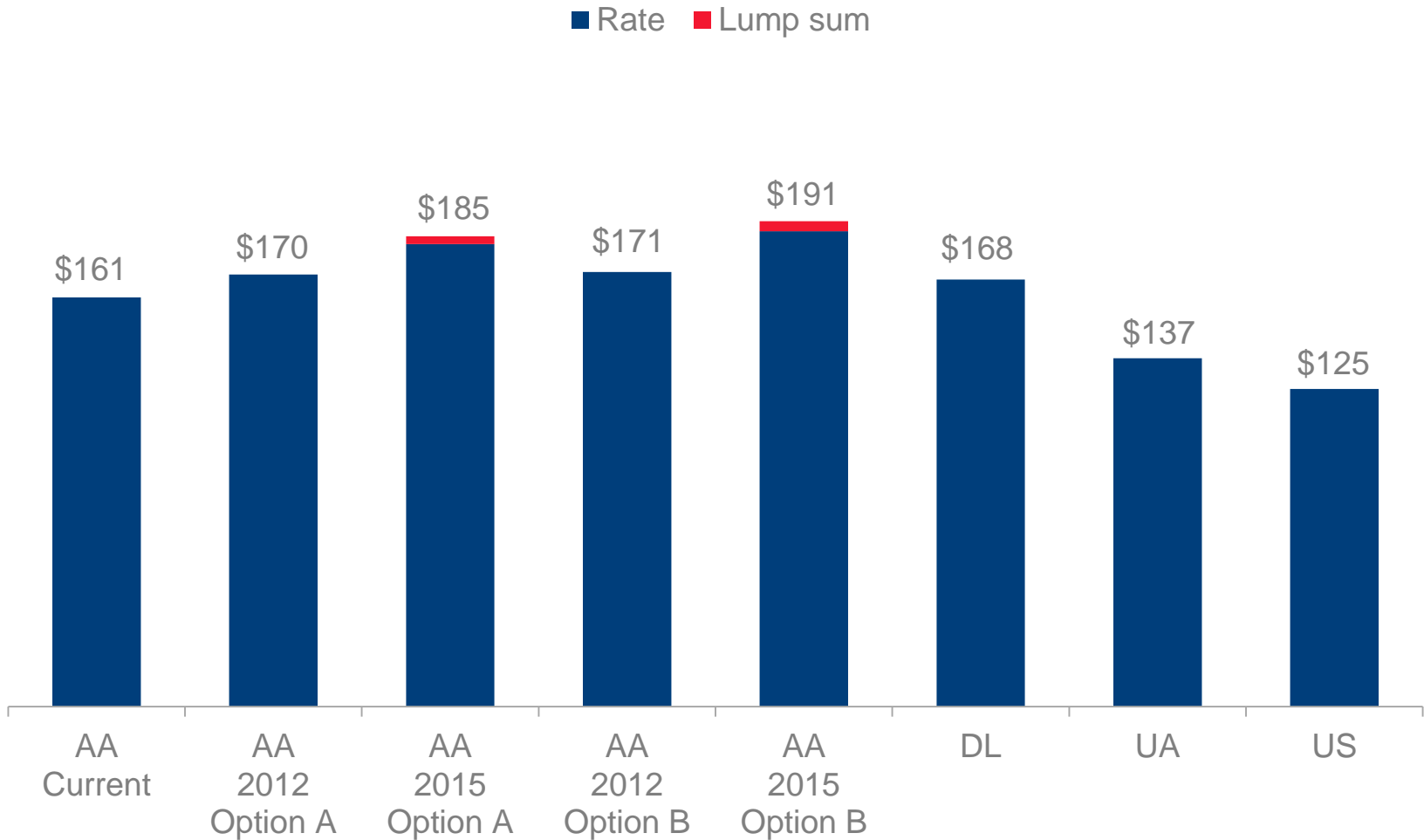


12-Year 738 Captain Rates



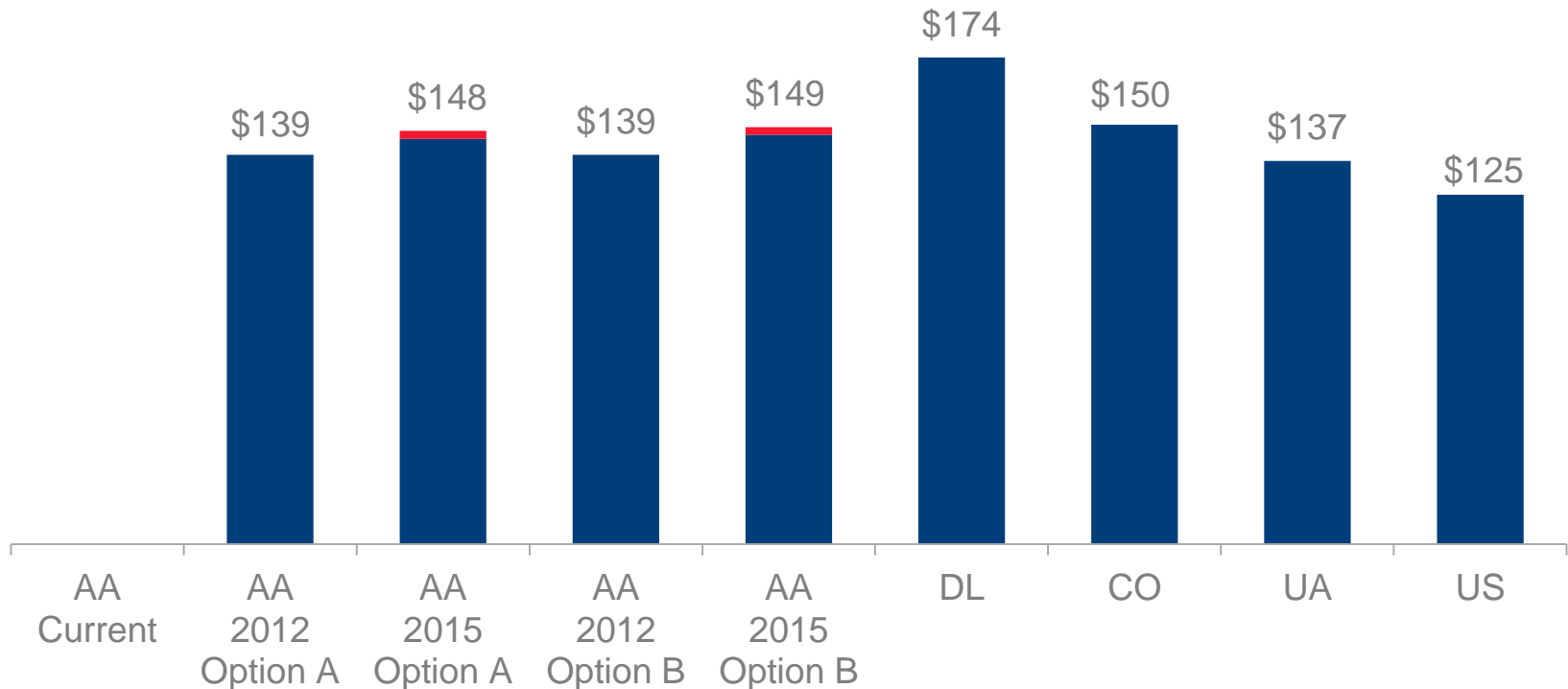
Note: 2015 lump sum payment subject to a pre-tax margin of 5% or larger; AA rate includes base rate and lump sum as shown
DL rate for 2012; UA rate for A320

12-Year MD80 Captain Rates



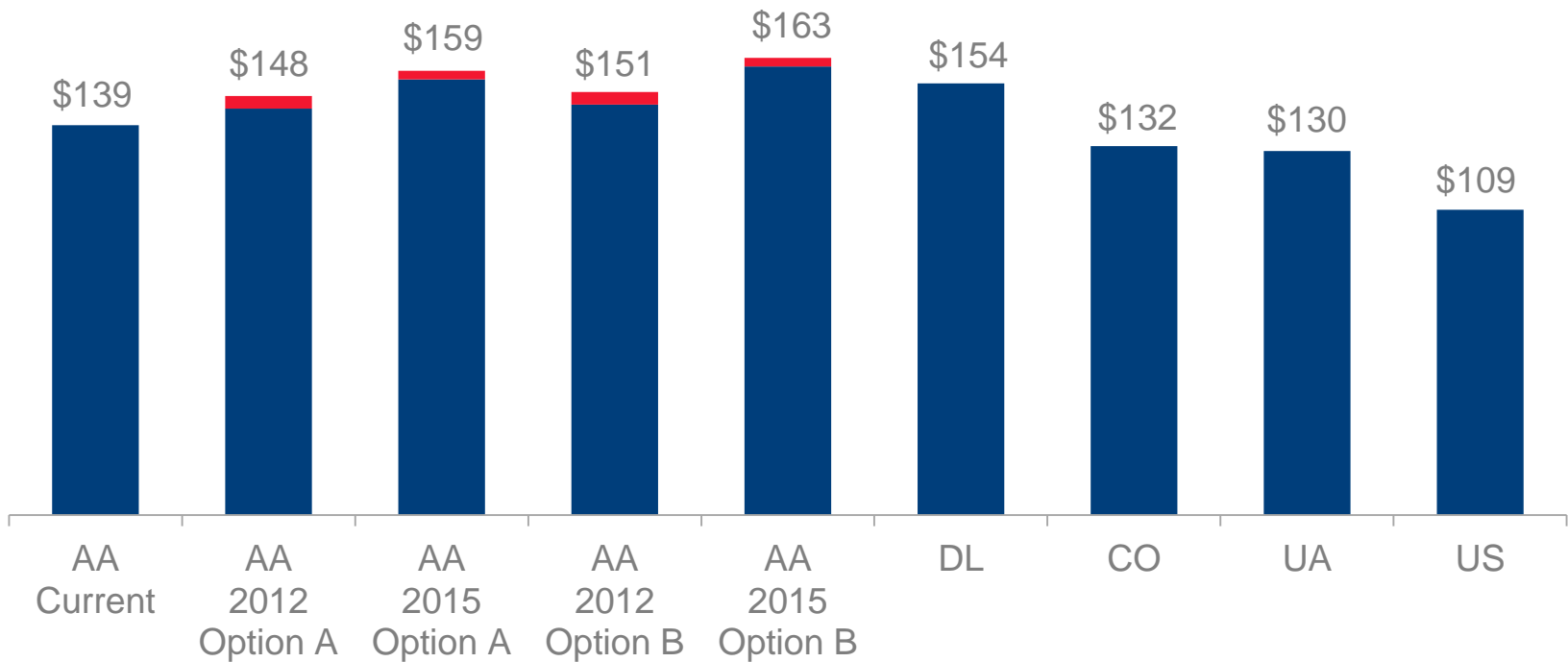
12-Year A319 Captain Rates

■ Rate ■ Lump sum



12-Year 777 First Officer Rates

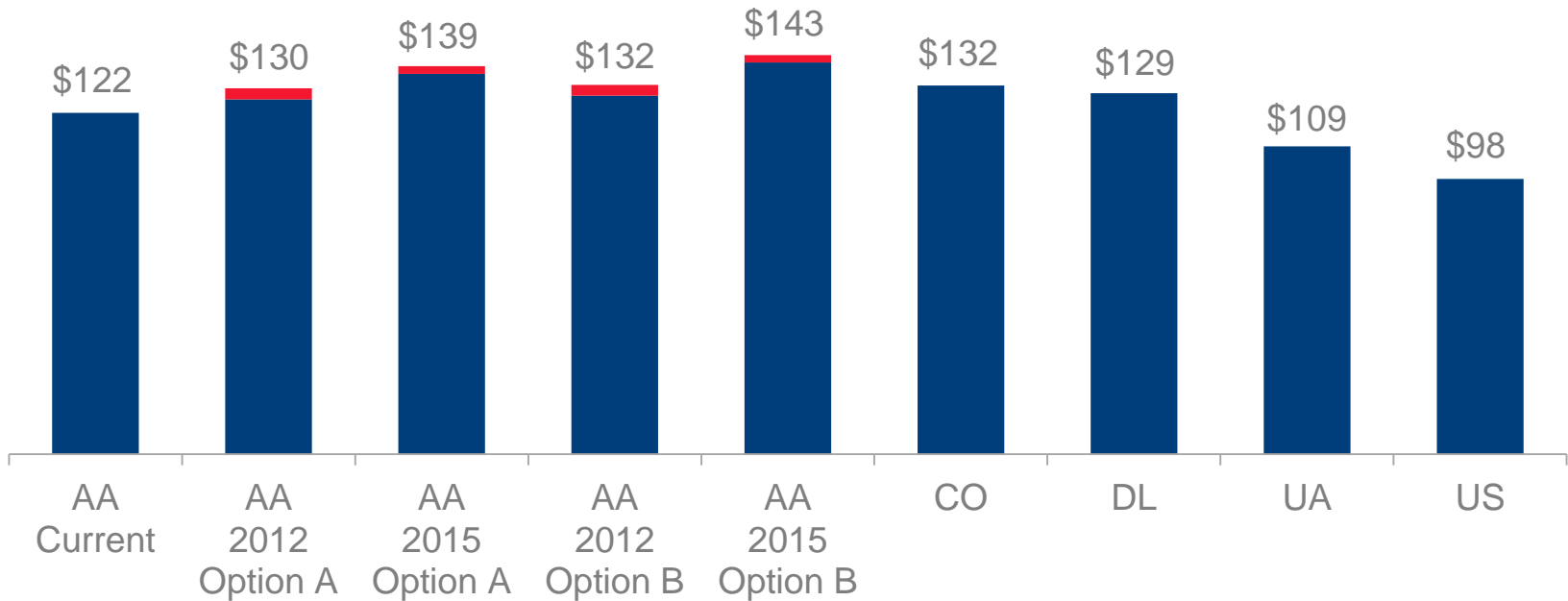
■ Rate ■ Lump sum



Note: 2015 lump sum payment subject to a pre-tax margin of 5% or larger; AA rate includes base rate and lump sum as shown
DL rate for 2012; US rate for A330

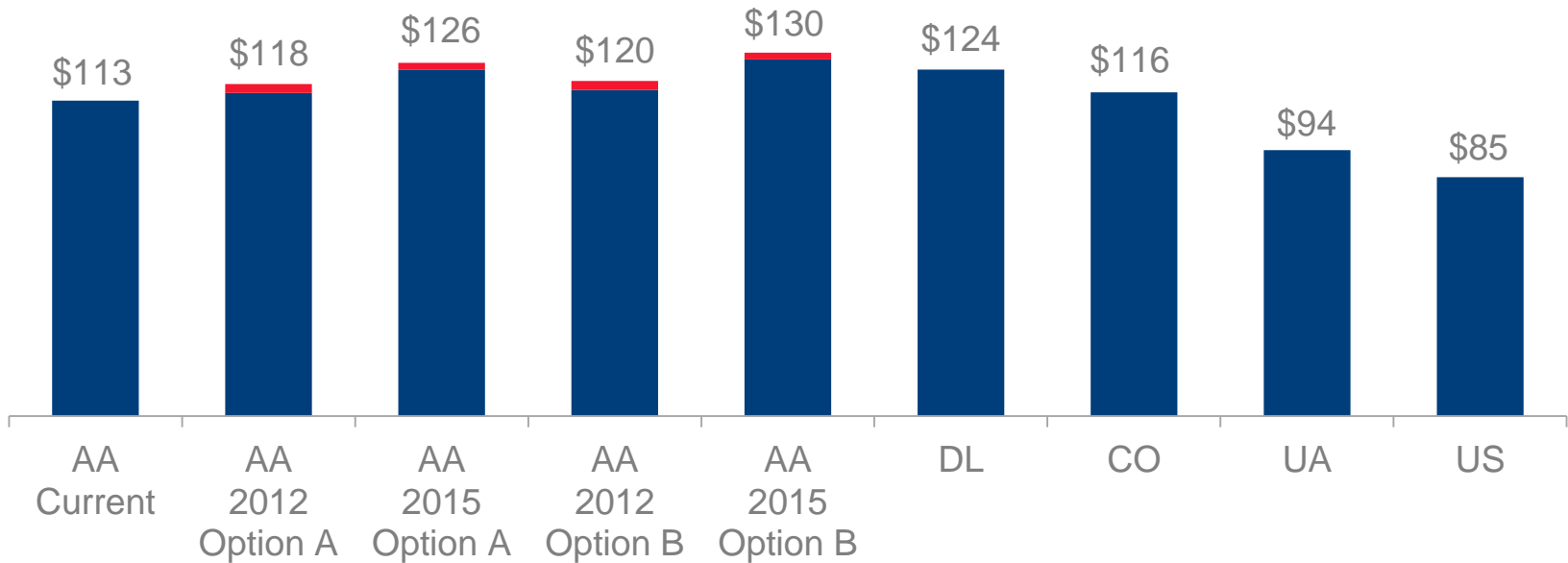
12-Year 763 First Officer Rates

■ Rate ■ Lump sum



12-Year 738 First Officer Rates

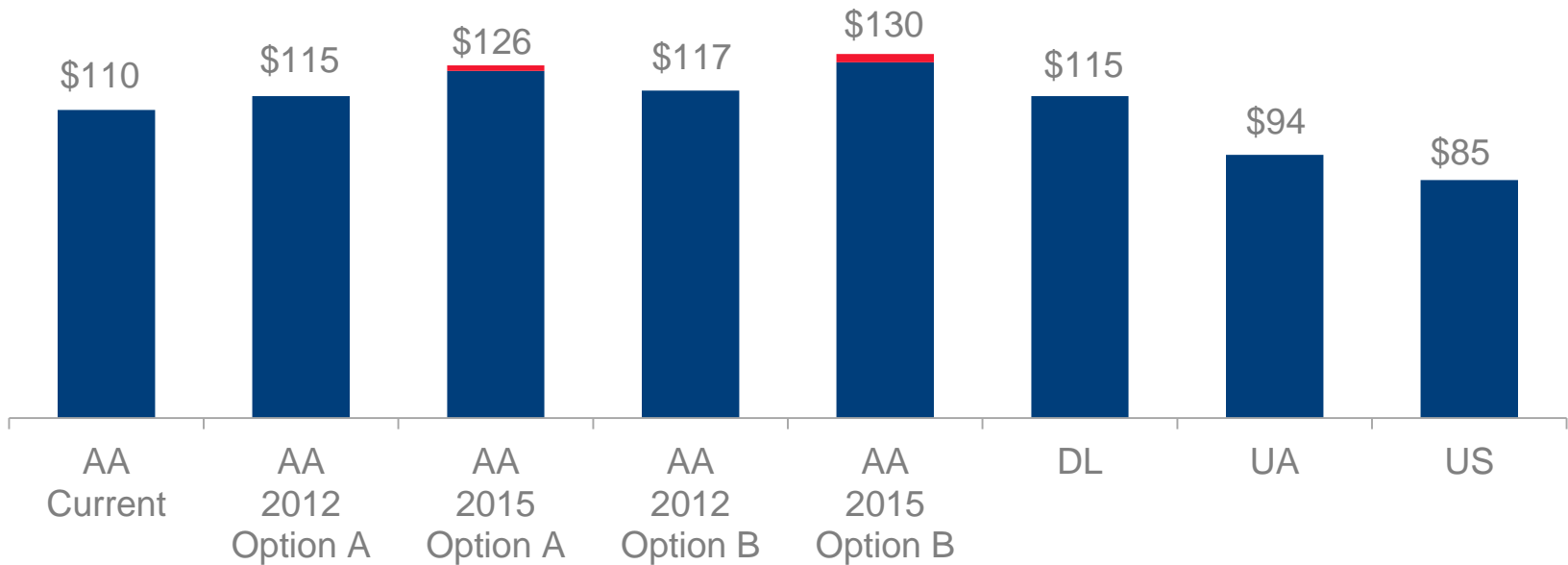
■ Rate ■ Lump sum



Note: 2015 lump sum payment subject to a pre-tax margin of 5% or larger; AA rate includes base rate and lump sum as shown
DL rate for 2012; UA rate for A320

12-Year MD80 First Officer Rates

■ Rate ■ Lump sum



12-Year A319 First Officer Rates

■ Rate ■ Lump sum

