



**GROUP ENHANCED EARLY OUT BENEFIT PLAN 2014 PROGRAM SUMMARY
FOR CERTAIN AFA REPRESENTED SUBSIDIARY UNITED FLIGHT ATTENDANTS**

ELIGIBILITY: Association of Flight Attendant (“AFA”) represented employees in Subsidiary United classification (sub-UA AFA) who:

- at the beginning and end of the defined Window Period (September 15, 2014- October 30, 2014) were employed by the Company as a Flight Attendant; and
- have a Flight Attendant System Seniority bid date of September 15, 1999 or earlier

Any employee classified by the Company as belonging to any other employee group that is not specifically mentioned above is excluded from eligibility to participate in this Early Out Plan. No employee who is on an unapproved leave throughout the Window Period or thereafter throughout the time period prior to the employee’s Company-assigned exit date (“Exit Date”) is an Eligible Employee.

PARTICIPATION AND EXIT DATES: Eligible Employees wishing to participate in the Early Out program must submit their Election Form on-line and execute and **submit their Waiver of Rights and Claims/Release no later than 0800 Central time, October 30, 2014**. In signing the Waiver of Rights and Claims/Release and upon being accepted into the Early Out program, the Eligible Employee will be irrevocably resigning his or her employment and will not be eligible for rehire. Employees may be required to execute an additional Waiver of Rights and Claims/ Release closer to their actual Exit Date.

Eligible Employees will be accepted into this Early Out program as Participants upon being assigned an Exit Date and separating from the Company. Eligible Employees must maintain their eligibility status until their Exit Date. The Company explicitly reserves the right to determine the Participant’s Exit Date from the Company based upon operational and business needs. Exit Dates for all Participants will be no later than November 15, 2016.

EARLY OUT BENEFITS: A Participant’s early out pay will be paid out in a lump sum within 45 days of the Participant’s Exit Date and only after the effective date of the Participant’s signed Waiver of Rights and Claims/Release or second signed release if such is required. The amount of the early out pay a Participant will receive is as follows:

\$4,000.00 per full year of Flight attendant bid seniority as of September 15, 2014 up to 25 years with a maximum payout of \$100,000.

MEDICAL BENEFITS: A Participant shall be eligible for continuation of health benefits coverage under COBRA for up to 18 months only if the Participant is enrolled in an applicable Company-sponsored health plan immediately prior to the Participant’s Exit Date. The Participant will receive a COBRA continuation coverage package by mail and the Participant may elect COBRA continuation coverage as described therein. This COBRA continuation coverage will be offered at the full cost of coverage, plus a 2% administrative fee, as long as the Participant timely continues to pay the required contributions, which the Participant must pay on a direct-bill basis.

If a Participant is also eligible for coverage under a Company retiree medical program (a “Retiree Medical Program”), on their Exit Date, the Participant may elect to begin participation in a Retiree Medical Program. Please note that if a Participant is eligible for more than one Retiree Medical Program, the Participant may only elect one program. In the event that the Participant is eligible but elects to not participate in a Retiree Medical Program as of the Participant’s last date worked, the Participant will no longer be eligible or become eligible to participate in a Retiree Medical Program unless the Participant

calls into the United Airlines Benefits Center to suspend (VSOP) their retiree medical coverage and subsequently meets all VSOP requirements for later enrollment. Any Participant who has not yet satisfied the age and service requirements of a Retiree Medical Program as of the Participant's last date worked will not later become eligible to participate in a Retiree Medical Program. If a Participant or eligible dependent is covered by COBRA or a Retiree Medical Program and later becomes entitled to Medicare, his or her coverage will cease.

Each Participant is solely responsible for determining his or her need for COBRA continuation coverage. COBRA continuation coverage materials will be provided to the Participant.

If no COBRA continuation coverage is purchased, then on the last day of the month in which the Participant's Exit Date occurs, medical, dental, vision, and health care flexible spending account benefits provided under a Company sponsored benefit plan will end.

TRAVEL PASSES:

Retiree Pass Plan R1 – Participants eligible to receive retiree passes as of their Exit Date from the Company, will receive retiree passes under those policies (as they may change from time to time) upon their Exit Date from the Company.

Early Out Pass Plan EO1 – Participants who are not immediately eligible for retiree pass travel upon their Exit Date from the Company, may purchase pass travel privileges for a period beginning on the day after Participant's Exit Date and ending, based on the Participant's election, five (5) years, ten (10) years or fifteen (15) years later (the "Travel Period"). Based on the Participant's elected duration of pass travel privileges, the corresponding amount indicated in the chart below will be deducted from the Participant's Lump Sum Early Out Payment, after all other applicable deductions.

Pass Options	Amount deducted from Lump Sum
5 years	\$5,000
10 years	\$10,000
15 years	\$15,000

If a Participant purchases travel above, and during the Travel Period, a Participant becomes eligible for retiree-status passes, his or her early out pass travel will automatically convert to retiree-status passes under the pass travel policies in effect for eligible retirees, which may change from time to time.¹ If at the expiration of the Travel Period a Participant does not become eligible for retiree-status passes, travel will cease.

AWARD PROCESS: Shortly after the conclusion of the Window Period, the Company will notify Eligible Employees who submitted Election Forms and Waiver of Rights and Claims/Releases whether their applications have been accepted.

¹ Your years of active service for purposes of the Company's retiree pass policy are fixed as of the date you terminate employment with the Company. Provided that you have the required service at the time of your resignation/termination, if you reach the required age corresponding to those years of service during the elected Early Out Travel Period, you will be eligible under the Company's retiree pass policies for retiree status passes.

PROGRAM PARTICIPTION: There is no minimum participation. The Company is committed to awarding a minimum of 1000 Early Outs to Eligible Employees at sub-UA. There is no maximum participation number. The Company may limit the program to meet operational or other requirements.

This document is a summary only. You should review the plan document, which contains the complete terms of the program. In the event of any conflict between this document and the plan document, the plan document will govern. The terms described herein are subject to modification as described in the plan document.