NEW QUESTIONS (also located under subject titles below)

**QUESTION - Retiree Medical**

If I am enrolled in retiree medical coverage and become Medicare eligible, does my retiree medical coverage end? What if my dependent becomes Medicare eligible?

The Company will continue to offer you or your dependent retiree medical coverage upon Medicare eligibility. *Added 10/01/14*

**QUESTION - Retiree Medical**

If I am enrolled in COBRA coverage and become Medicare eligible, does my COBRA coverage end? *Added 10/01/14*

Yes. If you are enrolled in COBRA and become Medicare eligible, COBRA coverage ends.

**QUESTION - Plan Benefits**

United reserves the right to terminate or amend the Enhanced Early Out Plan, as stated in paragraph 7 of the Plan document. Does this mean that United can cancel or change my lump sum and other benefits after I’m awarded the Early Out and separate from the company?

No. Once an employee is awarded the Early Out and separates from the company, United is required to pay lump sums and provide the benefits promised as part of the Plan. Paragraph 7 is standard Plan language that simply allows United to make technical changes in case there are errors in the documents and protect against unforeseen circumstances where the program would need to be modified or terminated in the future. It does not allow United to cancel or change benefits for flight attendants who are awarded the Early Out and separate from the company under the Plan. The only exception to this, which is also part of every Early Out United has offered and which is specifically stated in paragraph 7, is that Flight Attendants who have taken the Early Out are subject to any changes United may make in the future to the travel program. *Added 10/01/14*

**ELIGIBILITY**

**QUESTION 1**

Who is eligible for the Early Out Program?

Sub-UA Flight Attendants who are active, on approved leaves and voluntary furlough as of September 15, 2014 are eligible to bid for the Early Out Program. Flight Attendants on involuntary furlough are not eligible. You must have a minimum of 15 years of flight attendant bid seniority as of September 15, 2014 (September 15, 1999 or earlier bid seniority)

**QUESTION 2**

How many Flight Attendants will be awarded the Early Out?

We are unable to determine at this point the number of Early Outs to be awarded. The Company has committed to awarding at least 1000 Early Outs for s-UA, 1000 for s-CO and at least 100 for s-CMI. Eligible Flight Attendants will be awarded the Early Out in seniority order by subsidiary. We plan to notify successful bidders on or about November 14, 2014. *Updated 9-25-14*
If I am eligible to retire under the terms of Section 33 of the s-UA Agreement on the date of my separation from United, what will I receive as a retired employee?

If you are eligible to retire and have 15 years of bid seniority you will be considered a retired employee and receive Retiree Medical Benefits under the Collective Bargaining Agreement in effect at the time of your separation. You will also receive Retiree Pass Travel Privileges as provided under Company policy. You will receive $4,000 per full year of bid seniority as of September 15, 2014, up to a maximum of $100,000. The minimum payout is $60,000. All payments will be subject to applicable taxation and withholding and other outstanding debts to the Company. If you do not have 15 years of bid seniority, you are not eligible for the Early Out.

If I am NOT eligible for retirement on the effective date of my separation what will I receive?

You will have the option to elect COBRA medical coverage for 18 months at the full cost of the insurance and administration. If you are not interested in United’s COBRA medical coverage, you may have private health plans available to you through your state’s Health Insurance Marketplace (the “Marketplace”) as a result of the Affordable Care Act. These private health plans are not sponsored by or administered through United. If you are interested, please visit https://www.healthcare.gov/how-can-i-get-ready-to-enroll-in-the-marketplace/ for additional information. If you qualify for a special enrollment period in the Marketplace due to your loss of health coverage, you will only have a limited time to enroll, so make sure you visit the website and apply for coverage in a timely manner if you are interested in enrolling. Updated 10-10-14

In addition, you may purchase pass travel in 5 year increments (5, 10, 15) at a cost of $5000 per 5 year increment. The cost of the pass travel purchase will be deducted from your early out lump sum payment, after taxes and any other outstanding debts to the Company have been withheld. See paragraph 6.C.(2) of the plan document.

Your years of service are locked in at the date of separation, however if, during the period of purchased pass travel you would become eligible for retiree pass travel based on age, your travel privileges will automatically convert to retiree travel.

You will receive $4,000 per full year of bid seniority as of September 15, 2014, up to a maximum of $100,000. The minimum payout is $60,000. All payments will be subject to applicable taxation and withholding and other outstanding debts to the Company.

Does my lump sum payout increase based on my date of separation from United?

No. Your lump sum payment amount is based on your full years of bid seniority as of September 15, 2014 and will not increase based on your actual separation date.

Will the lump sum Early Out payment be reported on 1099 or my W-2?

This payment will be reported on your W-2.

If I am currently on discipline, am I eligible to participate in the Early Out Program?
ANSWER Yes. A Flight Attendant who has active discipline on file is eligible to apply for the Early Out. However, if an eligible Flight Attendant is awarded an Early Out Package, but currently, or at any time up to the date of their separation from United, is charged with conduct that could lead to discharge, the Flight Attendant’s Early Out Package shall be held in abeyance pending a hearing pursuant to Section 26.A. of the s-UA/AFA Flight Attendant Agreement, which shall be conducted as soon as practicable. If the outcome of the hearing is anything other than termination of employment, the Flight Attendant retains the Early Out Package. If the outcome of the hearing is termination of employment; the Flight Attendant forfeits the Early Out Package. In a case of termination, if the Flight Attendant is exonerated by System Board of Adjustment, the Flight Attendant shall receive the Early Out Package benefits and privileges in lieu of reinstatement.

QUESTION 8 If I am awarded the early out, when is my date of separation?
ANSWER Based on operational and staffing needs, the date of separation for awarded applicants will be between November 15, 2014 and November 15, 2016. Departure dates will be determined by the Company and will not necessarily be in Flight Attendant system seniority order.

QUESTION 9 When will the bid period open, close?
ANSWER Bids will open September 15, 2014 and they will close October 30, 2014 at 0800 Central Time. We plan to notify successful bidders on or about November 14, 2014.

QUESTION 10 How can I submit a bid?
ANSWER Submit your bid using EOREQ/ (file number) in Unimatic. After submitting your bid, redisplay the screen to ensure your bid on file is accurate. Keep a copy of the bid screen for your records.

After you have submitted your bid you must print and sign the s-United Waiver of Rights and Claims Release <insert hyperlink>, then scan and email the executed Release to EarlyOut@united.com. Your signed waiver/release must be sent to EarlyOut@united.com no later than 0800 on October 30, 2014.

QUESTION 11 Failure to sign, scan and email the Waiver of Rights and Claims Release by 0800 on October 30, 2014 will make you ineligible to be awarded the Early Out.
ANSWER You may also be required to execute another Waiver of Rights and Claims Release closer to your actual exit date from the Company.

QUESTION 12 May I remove my bid?
ANSWER Remove your bid by using EOREQ/ (file number) in Unimatic. Type “N” over the “Y” to change to remove, tab to bottom. After removing your bid, redisplay the screen to ensure your bid has been removed. Keep a copy of the bid screen for your records. You can remove your bid prior to the close date.

QUESTION 13 Once I have signed my Waiver of Rights and Claim Release, will I have an opportunity to revoke the Waiver?
ANSWER Yes, you will seven (7) days from the date you signed your Waiver of Rights and Claims Release to revoke the Waiver. To do so you must print and sign the Group Enhanced Early Out Revocation Form, then scan it and send it to EarlyOut@united.com.
Can I bid for the Early Out after the close of the bid period?  
No.

How will I know that my Early Out bid was received?  
After submitting your bid on EOREQ you should redisplay the screen to ensure your bid has been entered properly. Flight Attendants who bid for the Early Out will also receive an email after the bid closes at 0800 on October 30 to their united.com email account confirming their bid.

How do I participate in the Early Out?  
There are two things you must do:  
1. Submit a Bid: No later than 0800 on October 30 you must have expressed interest through the Unimatic/CCS bid screen.  
2. Execute and Submit Waiver and Release: No later than 0800 on October 30 you must have printed, signed and scanned a Waiver of Claims (found on Flying Together > Inflight Services > Administration) and emailed to EarlyOut@united.com.

Can I remove my bid in Unimatic/CCS?  
Yes, if you change your mind you may remove your bid through Unimatic/CCS. You may enter or remove your bid as many times as you like, however if you do not have a bid on file at 0800 on October 30, you will not be able to participate in the Early Out program.

Once I have submitted my Waiver and Release, can I revoke it?  
Yes. Within seven days of the date you emailed your Waiver and Release to EarlyOut@united.com, you may revoke the Waiver by printing, signing and scanning a Revocation of Waiver and emailing it to EarlyOut@united.com. Once you have submitted your Revocation of Waiver form, you are locked out of participation in the Early Out program.

What has to be on file on October 30 at 0800 in order for me to participate in the Early Out program?  
You must have a bid on file through Unimatic/CCS  
You must have an executed Waiver of Right that has not been revoked sent to EarlyOut@united.com  
If either of these are not in place at the deadline on October 30 at 0800, you will not be able to participate in the Early Out program.

If I am currently on a Special LOA offered by Human Resources, am I eligible for the Early Out offering?  
If you are not scheduled to separate from the Company at the end of your HR-LOA, you are eligible to request the Early Out. If you are scheduled to be separated at the end of your HR-LOA, you are not eligible for the Early Out.

How much will I receive in my lump sum payment?
Flight Attendants awarded Early Out Packages shall be paid a lump sum payment of four thousand dollars ($4,000) per full year of Flight Attendant bid seniority, up to a maximum of one hundred thousand dollars ($100,000). All payments will be subject to applicable taxation, withholding and other outstanding debts to the Company. Payments will be paid within 45 days of your separation of employment.

**QUESTION 2** What date is used to determine the lump sum payment?

**ANSWER** The lump sum payment is also based on completed years of Flight Attendant bid seniority as of September 15, 2014.

**QUESTION 3** When will I be paid my lump sum payment?

**ANSWER** Payments will be paid within 45 days of your separation of employment.

**QUESTION 4** How will I be paid my lump sum payment?

**ANSWER** The same way you receive your normal pay check (check, direct deposit)

**QUESTION 5** If I am based in an International base will I be protected by the floor exchange rates outlined in our Contract?

**ANSWER** No, the floor exchange rates are utilized for Flight Attendant compensation purposes and are not applicable to the Early Out payments.

**QUESTION 6** Will the Early Out Payment be separate from my final paycheck?

**ANSWER** Yes. Your final paycheck will include your final earnings, accrued but unused vacation days (3:00 or 3:15 per day, see Section 18.K) and will be paid on the normal pay schedule or as required by law.

**QUESTION 7** What will the tax rate be on the Early Out payment?

**ANSWER** Tax on the Early Out lump sum payment will be withheld at the federal supplemental rate of 25% in addition to FICA, applicable state/local withholding.

**QUESTION 8** Can I defer the lump sum payment into my 401(k)?

**ANSWER** No portion of the Early Out lump sum payment can be deferred into the 401(k) account, nor is this money considered to be “Qualifying Wages” under Section 5.J.1.f. of the Contract.

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**BENEFITS**

**QUESTION 1** If I am awarded Early Out, will I qualify for unemployment?

**ANSWER** The ultimate decision on unemployment compensation rests with the state in which you are employed. United will contest unemployment claims made by employees who were awarded the Early Out.

**QUESTION 2** Will I receive profit sharing up to the date of my separation?

**ANSWER** Subject to the terms of the Collective Bargaining Agreement in effect at the time of your separation, you will receive profit sharing on qualified wages up to the date of your separation. Lump sum payments made as part of the Early Out program are not considered qualified wages for purposes of calculating profit sharing.
**QUESTION 3**  
Will Group Universal Life Insurance and Long Term Care remain in place if the Flight Attendant pays the premium after being awarded an Early Out?

**ANSWER**  
If you participate in the Group Universal Life (GUL) insurance plan, you may continue your coverage on a direct bill basis within 31 days from the effective date of your early out by paying the premiums directly to the insurance carrier. Minnesota Life will send you information regarding your portability options. If you do not hear from Minnesota Life within 21 days of the effective date of your last day worked, please contact Minnesota Life at 1-866-887-1043.

If you participate in the Long Term Care insurance, you may continue the insurance provided you pay for your coverage on a direct-bill basis. Contact CNA at 1-800-339-9527 to provide them with your current home address and to request to be placed on direct-bill status.

**QUESTION 4**  
If I am retiree eligible on the date of my separation from United, do I have to sign up for retiree medical immediately?

**ANSWER**  
If you are eligible to participate in a retiree medical program, you must choose to participate as of your last day worked or you must contact the United Benefits Center to suspend (VSOP) your retiree medical coverage and subsequently meet all VSOP requirements for later enrollment, otherwise you will no longer be eligible or become eligible to participate in a retiree medical program. Please see the Plan Description for complete details or contact the United Airlines Benefits Center at 1-800-651-1007.

**QUESTION 5**  
If I take the Early Out and am retirement eligible will I receive Retiree Life Insurance?

**ANSWER**  
Yes. All retirement benefits under Section 33 of the Contract will apply to those Flight Attendants who retire as part of Early Out program.

**QUESTION 6**  
Can you provide an overview of what happens with my 401(k)?

**ANSWER**  
Thirty days following your early out effective date, you may: 1) elect to retain your Fidelity 401(k) Plan account balance and continue to self-direct your investments (distributions must begin at age 70½); 2) elect to receive a partial or complete distribution of your account; or 3) rollover your account balance to another qualified retirement plan or IRA.

To learn more about each of these options, refer to your 401(k) Plan Summary Plan Description (available on Flying Together or www.401k.com), explore the Library section of your Plan account at www.401k.com, or contact the Fidelity Service Center for United Airlines at 1-800-245-9034 between the hours of 8:30 a.m. to midnight, U.S. Eastern time, each day the New York Stock Exchange is open.

**QUESTION 7**  
What if I have a loan from my 401(k) plan?
If you do not either continue to make regular loan payments or pay any outstanding loan balance in full, the unpaid balance will be treated as a loan default the earlier of: 1) the date you request a distribution of your Plan account; or 2) the end of the calendar quarter following the calendar quarter in which you first fail to make a scheduled loan payment. Should you default on the loan, the unpaid balance will be reported to the Internal Revenue Service (IRS) as a taxable event in the year of default and may be subject to an IRS tax penalty. An IRS Form 1099-R reflecting the default will be issued in January of the following year. For more information, access your Plan account online at www.401k.com or call the Fidelity Service Center for United Airlines at 1-800-245-9034.

**QUESTION 8**

**What will I pay for COBRA?**

**ANSWER**

COBRA rates differ based on plans. Call the United Airlines Benefits Center at 1-800-651-1007.

Note: Satisfaction of the requirements listed is not a guarantee of any particular level of medical benefits or travel privileges in retirement, or that such programs will continue. The terms of retiree medical are governed by plan documents and, in some cases, collective bargaining agreements. The terms of retiree travel are governed by Employee Travel Regulations. Medical benefits and Travel privileges may vary by age and years of service.

**QUESTION 9**

**If I am enrolled in retiree medical coverage and become Medicare eligible, does my retiree medical coverage end? What if my dependent becomes Medicare eligible?**

**ANSWER**

The Company will continue to offer you or your dependent retiree medical coverage upon Medicare eligibility. *Added 10/01/14*

**QUESTION 10**

**If I am enrolled in COBRA coverage and become Medicare eligible, does my COBRA coverage end?**

**ANSWER**

Yes. If you are enrolled in COBRA and become Medicare eligible, COBRA coverage ends. *Added 10/01/14*

**QUESTION 11**

**United reserves the right to terminate or amend the Enhanced Early Out Plan, as stated in paragraph 7 of the Plan document. Does this mean that United can cancel or change my lump sum and other benefits after I’m awarded the Early Out and separate from the company?**

**ANSWER**

No. Once an employee is awarded the Early Out and separates from the company, United is required to pay lump sums and provide the benefits promised as part of the Plan. Paragraph 7 is standard Plan language that simply allows United to make technical changes in case there are errors in the documents and protect against unforeseen circumstances where the program would need to be modified or terminated in the future. It does not allow United to cancel or change benefits for flight attendants who are awarded the Early Out and separate from the company under the Plan. The only exception to this, which is also part of every Early Out United has offered and which is specifically stated in paragraph 7, is that Flight Attendants who have taken the Early Out are subject to any changes United may make in the future to the travel program. *Added 10/01/14*
ANSWER
Will I be eligible for retiree passes?
If you meet the age and years of service requirements below on the date of your separation from
United, you will be eligible for retiree travel:

<table>
<thead>
<tr>
<th>Age</th>
<th>years of service</th>
</tr>
</thead>
<tbody>
<tr>
<td>45-50</td>
<td>20</td>
</tr>
<tr>
<td>51</td>
<td>18</td>
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<td>52</td>
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<td>55</td>
<td>10</td>
</tr>
<tr>
<td>65</td>
<td>5</td>
</tr>
</tbody>
</table>

If you purchase pass travel as part of the Early Out program, your years of service are locked in at the
date of separation, however if during the period of purchased pass travel you would become eligible
for retiree pass travel based on age, your travel privileges will automatically convert to retiree travel.

Note: Satisfaction of the requirements listed is not a guarantee of any particular level of medical
benefits or travel privileges in retirement, or that such programs will continue. The terms of retiree
medical are governed by plan documents and, in some cases, collective bargaining agreements. The
terms of retiree travel are governed by Employee Travel Regulations. Medical benefits and Travel
privileges may vary by age and years of service.

ANSWER
Who will be eligible for travel If travel is purchased as part of the Early Out program?

Early out participants are responsible for providing required documents for all eligible pass riders.
Eligible pass riders include the following:

- Employee
- Spouse or domestic partner (same or opposite gender)
  Or enrolled friend in lieu of spouse or domestic partner, each calendar year
- Children, regardless of marital status, until they attain age 26 (natural, adopted and/or step)
- Disabled children (disabled since before age 26)
- Up to two parents (any combination of natural, adoptive and/or step, same or opposite gender) with
  the option to change who travels quarterly

ANSWER
Will I be billed by credit card in order to make a travel listing confirmation?

When a fee applies it must be prepaid with a credit card at the time of booking. The charge will occur
at the time of booking. Bookings that are canceled prior to the departure of the flight will be
automatically refunded. Bookings not canceled in advance will need to be refunded through customer
refund services. www.united.com > refund > complete on line information.

ANSWER
For Flight Attendants that aren’t eligible for retiree travel privileges, do they have to pay pass travel service charges along with the taxes at the end of the year or do they pay nothing for the ticket?
Yes. Early Out participants will pay any applicable service charges, ticket taxes, departure and other airport/regulatory taxes and fees.

Is domestic partner travel included in Early Out travel privileges?
Yes.

Will I be able to pick 2 enrolled friends each year as the current retirees have been told (which is the new retirement companion option)?
During the early out pass travel period, participants may elect one enrolled friend in lieu of spouse or domestic partner, each year. If and when the early out participant converts to retiree pass travel privileges by meeting the age and years of service requirements during the 15 year purchased travel period, the participant will be eligible to elect two enrolled friends in addition to their spouse or domestic partner each year as a retiree.

Is the cost of retiree travel privilege identical to active employees?
Yes, employees, retirees and early out participants all pay the same service charges, taxes and fees that are applicable at that time. See Flying Together > Travel > Service Charges. Service charges are subject to change from time to time.

Flight attendants awarded the Early Out Resignation option are required to pay 10% of coach fare, is that the same rate as a buddy pass? Is it possible to give an example?
The tax calculation for Early Out participants is the same as it is for buddy passes. Per IRS regulations, the fair market value (10% of the unrestricted coach fare of each segment flown) of all travel is reported as taxable income for the early out participant and pass riders.

Calculating Tax Value:
The pass tax value equals 10% of the lowest B or Y fare in effect on the date of travel, minus the applicable service charge. If the service charge is equal to or greater than 10% of the B or Y fare, the tax value is zero.
Calculating Amount of Tax Withholding:
To calculate the amount of tax that will be withheld, take the pass tax value and multiply it by the total of the FICA rate and the federal tax rate.

Example: $90.00 pass tax value (10% of a $900 B or Y fare) X 32.65% (7.65% FICA rate plus 25%* federal tax rate) = $29.38 approximate tax withholding.

To view federal and state income tax rates, visit http://www.irs.gov.

*25% is an average federal tax rate; it may be lower or higher based on tax bracket, with a maximum of 35%.

What is the boarding priority for Early Out pass travel?
Early Out participants boarding priority currently is SA5P. A list of NRSA boarding priorities is available on Flying Together under the Travel tab. Boarding priorities are subject to change from time to time.

**QUESTION 10**
Can my pass travel privileges be changed after I separate from the Company?

**ANSWER**
Yes. Pass travel is subject to Company policy, which is subject to change from time to time at the Company’s discretion.

**QUESTION 11**
Will flight attendants awarded the Early Out be eligible for interline travel?

**ANSWER**
Only flight attendants who retire with the Early Out will be eligible for interline travel. Flight attendants who resign with the Early Out will not be eligible for interline travel.

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**RETIREMENT**

**QUESTION 1**
I have already submitted for retirement. May I rescind my request and apply for the Early Out?

**ANSWER**
Yes, provided your retirement has not already occurred, however you must complete and submit a retirement rescind form located on Flying Together > Inflight Services > FAST>Retirement & Resignation website to rescind your current request for retirement before applying to the Early Out program.

**QUESTION 2**
If I am not 55 years old on the date of my separation, will I age into Retiree Medical Benefits if I am awarded the Early Out?

**ANSWER**
By applying for the Early Out, you recognize that the Company has control over your separation date from United. A Flight Attendant must be Retiree eligible as of the date of their separation in order to receive Retiree Medical.

**QUESTION 3**
How will the Company administer the Early Out Program in conjunction with a Flight Attendants retirement?

**ANSWER**
For a Flight Attendant who is eligible to retire, their retirement benefits date will be their last day of employment with United, as determined by the Company.

**QUESTION 4**
Where do I get information about my PBGC benefit?

**ANSWER**
Contact the Pension Benefit Guaranty Corporation (PBGC) for all information regarding the terminated pension plans. Visit the PBGC on the Internet at www.pbgc.gov or call toll-free 1-800-400-7242 and refer to the appropriate PBGC Case Number:

Flight Attendant Defined Benefit Pension Plan - 19962800

To initiate the pension payment process, call the PBGC and request a pension application. United recommends that eligible employees request a pension application at least four months before the desired date of the first pension payment.
Employees should be prepared to submit a copy of the Employee Separation Data Review document that they will receive from their manager/supervisor as part of the retirement process to the PBGC upon request as documentation of their termination of employment with United.

**QUESTION 5**

**ANSWER**

Am I eligible for reemployment at United?

No, you will not be eligible for rehire at S-CO, S-CMI or S-UA.

**MISCELLANEOUS**

**QUESTION 1**

**ANSWER**

Where can I get additional information if I have questions about the Early Out Program not answered here?

Please contact your base supervisor or HR partner. Questions may also be sent to Earlyout@united.com.

**QUESTION 2**

**ANSWER**

How will this Early Out program impact Flight Attendants not electing to participate in the Early Out?

We are recalling all flight attendants from both involuntary and voluntary furlough, we will be cancelling all partnerships effective December 1, 2014, and will not be able to offer partnerships going forward. We expect higher line averages and fewer opportunities for discretionary time off (Daily ANP, 30 ANP, Special Leaves).

**QUESTION 3**

**ANSWER**

If I crossed-over/bridged from sUA to sCO, can I return to sUA? 

*Added Sept. 25, '14*

Those flight attendants who crossed-over/bridged from sUA to sCO will not be able to return to sUA.

Flight Attendant Support Team (FAST):  (800)-FLT-LINE (358-5463) - option 4, 4 for Inflight Administration. Hours of operation:  Monday-Friday 0700-2300 (CST)-E-mail questions to Earlyout@united.com. As frequently asked questions are brought to the attention of the FAST, we will add questions to this Q&A and update the date found at the top of this Q&A.

*This document is a informational purpose 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.*