



## AMFA, COPS & RSSA Early Out Program (EOP) Questions & Answers

### GENERAL INFORMATION

**1: Who is eligible for the Early Out Program?**

Please refer to the *Eligibility* section of the Early Out Program Guide for your workgroup.

**2: How do I apply for EOP?**

Follow the steps in the *Application Process* section of the Program Guide.

**3: Is payment of EOP guaranteed?**

Payment of EOP is guaranteed to those awarded, provided an employee maintains his/her performance, attendance, and conduct in accordance with Company standards/policy and Federal Regulations. Failure to do so at any time will result in forfeiture of any EOP benefits and payments. In addition, an employee must remain employed until the mutually agreed date; failure to do so will result in forfeiture of any EOP payments.

**4: If I wish to apply for the EOP, what is the deadline for submitting the Election Form?**

You must submit your EOP Election Form **via comail to Josh Madsen at SEAHS or via US Mail to Josh Madsen – SEAHS, 19300 International Blvd. Seattle, WA 98188.** Election forms must be received no later than the close of business (5:00pm), September 25, 2008. This form serves as your written request for consideration for the EOP.

**5: If I participate in the EOP and then I am hired by Horizon, will my Alaska service be bridged?**

No. Employees who participate in the EOP and subsequently go to work at Horizon will not receive any credit for their Alaska service. They will be starting over with respect to service pins, pass privileges and all other seniority-based privileges. If hired by Horizon, employees will receive the normal travel privileges offered to Horizon employees in lieu of their EOP travel privileges.

**6: Why can employees who participate in EOP apply to Horizon Air?**

Horizon is a separate company. The Early Out Program is an Alaska Airlines program, not an Air Group program. As a result, if someone who participates in the EOP wants to apply to Horizon Air, they may do so.



## AMFA, COPS & RSSA Early Out Program (EOP) Questions & Answers

### GENERAL INFORMATION (CON'T)

- 7: If I participate in the EOP and then go to work as an independent consultant or for a vendor that supplies goods or services to Alaska, will I be eligible to do work for the Company in that capacity?**

Yes, because you would not be considered an employee of Alaska Airlines. However, the divisions will be asked to carefully consider such circumstances, as the goal of the EOP is ultimately to reduce costs, and contracting with individuals sometimes adds to our costs. We do have a process that must be completed when divisions are bringing on independent contractors. Not every contracting request will be granted.

- 8: How will the Company notify me about the status of my EOP application?**

The Company will send you a confirmation letter at the end of the election period advising you whether or not you have been awarded an early out. If awarded, enclosed with the confirmation will be an EOP General Release and Waiver form. A deadline for returning the General Release and Waiver will be noted on your confirmation letter. After the company receives your signed Release and Waiver and Human Resources is notified of your last day of work by your manager, a final confirmation letter will be mailed to you.

- 9: Will my separation date be considered my last day at work.**

Your separation date, which will be used to calculate your lump sum, travel privileges and health care coverage period, will be your last day of employment with the Company..

- 10: What if I have 10½ years of service? Will I get credit for the extra six months?**

For lump sum payment calculations, all service time in excess of a full year will be rounded up to the next full year. For example, if you have 10½ years of service, your lump sum payment will be based on 11 years. For purposes of EOP travel eligibility, all time in excess of a full year will be rounded to the next even number of years. For example, if you have 10½ years of service, you will be eligible for 6 years of travel (10 ½ years rounded to 12 ÷ 2 = 6 years).

Service will not be rounded up for EOP lump sum *eligibility*, nor will it be rounded up for vesting purposes or determination of credited service in any of the Company-sponsored defined contribution 401(k) or defined benefit pension plans.



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### GENERAL INFORMATION (CON'T)

#### **11: If I have a break in service, how is my service time calculated?**

If you have had a break in service, and were rehired within a year's time, your break time has been deducted from your total years of service to give you an "adjusted date of hire." This is the date that is currently being used to determine your seniority for pass travel and may be found on your company ID badge. Your years of service for the Early Out Program will be counted from this adjusted date of hire. If you have any questions regarding your date of hire, or adjusted date of hire, you should contact Laura Raney (refer to the *Contacts* section of this document).

#### **12: Can I change my mind after I submit my COPS & RSSA EOP Election Form?**

You are not bound to the EOP until you have returned a signed Agreement, Waiver and Release of all Claims, and seven days have passed from the date on the document. At that time, the company considers you to have formally resigned pending the completion of your assigned last day of work. **Your Election Form simply states your interest in participating in the program.**

#### **13: Will I be eligible for unemployment benefits if I accept EOP?**

The EOP is a voluntary program, and any unemployment claims filed by participants will be contested by the Company.

#### **14: Is the EOP lump sum payment subject to income tax withholdings?**

Yes. The payroll department withholds the applicable supplemental tax rate, which is currently 25% of your lump sum payment for federal income taxes, 6.2% for FICA and 1.45% for Medicare and applicable state withholding taxes. The actual amount of tax you will owe for this lump sum payment will depend on your other income and deductions for the year in which you receive your lump sum payment, as determined when you file your income tax return for that year. The Company will also withhold from the EOP payment any monies for any garnishments, levies or other court ordered amounts and applicable FICA withholding, or any unpaid health care contributions.

#### **15: Can I take advantage of EOP and reapply for another job at Alaska at a later date?**

As part of the EOP, participants will agree not to reapply to Alaska Airlines.

#### **16: Will the lump sum payment be received on the employee's last day worked?**

The lump sum will be issued following the employee's last paycheck. The lump sum checks will be issued no more than 30 business days after the employee's last paycheck.

#### **17: If my spouse also works for Alaska, can we both request EOP?**

Yes, if you are both eligible, you may both apply for EOP.



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### GENERAL INFORMATION (CON'T)

**18: If a Profit Sharing payout is made for the year in which I terminate, will I still receive that award?**

As written in the Profit Sharing plan document, you must be an active employee as of January 1 of the year immediately following the year for which the plan has been authorized, or you must have retired at age 55 or older during the plan year, in order to be eligible to receive a payout.

**19: How will I receive my EOP payment?**

Your EOP lump sum check will be mailed via FedEx. Please ensure that we have your correct residential address. Address updates can be made online via the Payroll Services website <http://alaskasworld.com/departments.asp>. For purposes of FedEx delivery, a physical street address is required since they do not deliver to post office boxes. If you currently have a post office box on file, please contact Josh Madsen at (206) 392-5137.

**20: How do I change my address on file?**

Address updates can be made online at [www.alaskasworld.com](http://www.alaskasworld.com) via the Payroll Services website <http://alaskasworld.com/departments.asp>.

### BENEFITS

**21: What's the difference between "resigning" from the company and "retiring"?**

**"Resignation"** from the Company means that you have voluntarily terminated your employment and are no longer an employee of Alaska Airlines. If you elect the EOP, you will be voluntarily terminating your employment.

**"Retiring"** from the Company means that you have voluntarily terminated your employment and that you are eligible for and have elected to receive a monthly pension from a Company sponsored retirement plan (e.g., the Retirement Plan for MRP Employees). Employees can terminate their employment by voluntarily resigning, and delay their actual retirement until a date of their choice after their early retirement date.

**22: If I am close to retiring, can I take advantage of EOP?**

Yes. Please call one of the contacts listed under Retirement/401(k) in the *Contacts* section of this document to discuss your options. Participation in the EOP does not automatically start your retirement benefits. If you are eligible and elect to retire, you must contact the Benefits department.



## AMFA, COPS & RSSA Early Out Program (EOP) Questions & Answers

### **BENEFITS (CON'T)**

#### **23: How do I know if I'm eligible to receive a retirement benefit when I elect the EOP offer?**

To be eligible to receive a retirement benefit, you must be vested in a Company sponsored retirement plan and be at least early retirement age. Under the COPS and MRP retirement plans, participants become vested in a pension benefit after five years of vesting service or upon reaching age 55 while a participant in the plan. You earn a vesting year of service for each year in which you work and are compensated for at least 1,000 hours. In order to receive a retirement benefit, you must also be at least age 55 and elect to receive a monthly benefit from that plan.

If you were in a different pay group at Alaska prior to joining the pay group you are currently in, you may have participated in another Company-sponsored retirement plan. Retirement eligibility rules differ among plans, and if you participated in another plan you should contact Amy Ross in the Benefits Department (refer to the *Contacts* section of this document) for a determination of whether or not you may be eligible to retire from that plan.

#### **24: If I elect the EOP offer and start receiving a retirement benefit at the same time, how will my benefit from my Pension Plan be determined?**

A summary description of this plan, including benefit formula and payment options, is available in the benefit handbook online at [www.alaskasworld.com](http://www.alaskasworld.com). Plan participants should familiarize themselves with the terms of their Plan and then call the Retirement/401(k) contact listed in this packet for more specific information regarding their own benefits.

#### **25: What happens to my pension plan and 401(k) if I take the EOP?**

If you do not elect to begin receiving a retirement benefit at the time of your termination, any vested pension benefit you have accrued as of your termination date will be paid to you once you are eligible and elect to receive retirement benefits. You may keep your 401(k) account balance in Alaska's plan(s) as long as your balance exceeds \$5,000 (up until reaching age 70½), or you can receive a distribution of your account at any time after your termination and roll it over into another qualified plan or IRA.

The election to begin receiving monthly pension benefits, and the withdrawal of your 401(k) account, are important financial decisions. Your decisions should be based on your own individual and family's circumstances and you may want to consult a financial advisor to discuss your options.



## AMFA, COPS & RSSA Early Out Program (EOP) Questions & Answers

### **BENEFITS (CON'T)**

**26: If I don't have the five years of vesting service with the company will I lose my Company matching contributions in the 401(k) plan if I elect this EOP offer?**

You become vested in the Company matching contribution account according to the following schedule:

<b>Years of Service</b>	<b>% Vested</b>
Less than 1 year	0%
At least 1 year but less than 2 years	20%
At least 2 years but less than 3 years	40%
At least 3 years but less than 4 years	60%
At least 4 years but less than 5 years	80%
5 years or more	100%

You earn a vesting year of service for each year in which you work and are compensated for at least 1,000 hours. You also become 100% vested in your Company matching contribution account, regardless of your years of service, if your employment with the Company ends after you have reached the Plan's Normal Retirement Age of 62.

**27: Will my normal 401(k) deduction be taken from my EOP payout?**

Lump sum payments such as these are not considered deferrable compensation in the 401(k) plan. Other than taxes, the only deductions that will be taken from your EOP payout are any garnishments, levies or other court ordered amounts, as well as any money you owe to Alaska Airlines.

**28: What happens if I have a 401(k) loan?**

You will need to repay your loan balance in full at the time of termination or it will be treated as a taxable distribution from the plan.



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### BENEFITS (CON'T)

**29: If I have a 401(k) loan, can I use a portion of my lump sum to pay it back? What happens if I don't receive the lump sum before my loan defaults? Will I end up paying the tax penalty?**

You may use your lump sum to pay back the loan. However, you must receive your lump sum payment in full and then repay the loan – the loan balance cannot be deducted from the lump sum check.

While we cannot guarantee the exact date you will receive your EOP lump sum, Vanguard does not default a loan without our approval. Therefore, we will be able to monitor those who have accepted EOP and have an outstanding loan balance, and make sure no loans are defaulted until 30 days after the EOP lump sum has been paid out. That should give adequate time for you to repay a loan with the proceeds of the EOP lump sum.

**30: Will I be able to cash out my Vacation?**

Yes, provided you have met the contractual requirements for payout, any available and accrued vacation time will be paid out with your EOP lump sum, if not already included in the check covering your last hours worked. Vacation balance payouts upon termination are not considered “eligible earnings” for calculation of your pension benefit, nor are they deferrable into your 401(k).

**31: What about my Sick Leave – can I take that with me?**

As with all other types of separations from the Company, Sick Leave is not paid out upon your departure. If you are retiring from the company and are at least age 62, you may be able to use a portion of your accrued Sick Leave to pay for retiree medical coverage. If this situation applies to you, contact Health Benefits (refer to the *Contacts* section of this document) for additional information.

**32: If I am contributing to a Health Care Spending Account or Daycare Spending Account, what will happen to the money that I have not yet claimed?**

All of the normal rules regarding these spending accounts will apply. While you remain on the payroll, your contributions will continue. After you leave, you will still have a period of time (until March 31 of the following year) to make claims for expenses incurred while you were still on the payroll. COBRA also gives you the opportunity to continue your medical spending account (with after-tax contributions) if you wish to continue contributing. If you have questions about your specific situation, please contact the Health Benefits Department.

**33: Is Company-paid COBRA coverage considered taxable income?**

No. See question #42 for further information regarding COBRA for eligible domestic partners.



## AMFA, COPS & RSSA Early Out Program (EOP) Questions & Answers

### BENEFITS (CON'T)

#### **34: What options will I have to continue my health care coverage after I terminate employment or retire from the Company?**

All employees who leave the Company while covered under a Company sponsored health care plan have rights to continue coverage under federal law (“COBRA”). Current Company policy also provides for retiree health care continuation for those who are eligible retirees. *The Early Out Program includes up to six (6) months of free COBRA or retiree health care coverage (whichever you are eligible for and elect) for you and your eligible dependent(s).*

**The COBRA Notification Election Form will be mailed to you after your employment ends. You must fill out the COBRA Election Notification Form to start your free six (6) months of coverage and to retain your rights to any remaining coverage you may be entitled to. If you do not fill out the form and miss the deadline YOU WILL NOT HAVE COVERAGE.**

#### “COBRA” Continuation (First six (6) months free under EOP)

If you’re enrolled in an Alaska Airlines health care plan when you leave under the EOP, you will be able to continue your current health care coverage under “COBRA” for a maximum of 18 months (or until you become covered under another group health care plan or become entitled to Medicare if either occurs prior to 18 months of COBRA coverage) up to the first six (6) months of COBRA coverage will be paid by the Company; after that, you will need to pay full active premium rate, plus the standard 2% administrative fee. The six-month period during which the company pays the COBRA premiums under the EOP counts toward your total 18 months of COBRA eligibility.

#### Retiree Health Care (First six (6) months free under EOP)

Employees who retire from the Company directly from active service\* are eligible to continue the health care coverage they had as an active employee under the Retiree Health Care program. Retirees are eligible for this coverage from the date of retirement until they first become eligible to receive Medicare benefits. Under EOP, the Company will pay up to the first six (6) months of retiree health care premiums; after that, retirees pay the full active employee premium for their coverage plus the standard 2% administrative charge (same as COBRA coverage above). The length of time that coverage can be continued under Retiree Health Care differs from the federally mandated COBRA timeframe.

**\*NOTE: IN ORDER TO BE ELIGIBLE FOR RETIREE HEALTH CARE BENEFITS, YOU MUST HAVE CONTINUOUS HEALTH CARE COVERAGE UNDER AN ALASKA AIRLINES PLAN FROM THE DATE OF YOUR TERMINATION OF EMPLOYMENT UNTIL YOUR DATE OF “RETIREMENT.” IF YOU ACCEPT THE EOP OFFER AND YOU ARE NOT ELIGIBLE TO “RETIRE” ON THE DATE OF YOUR RESIGNATION (OR YOU ARE ELIGIBLE TO RETIRE AND ELECT NOT TO), YOU WILL NOT BE ELIGIBLE FOR RETIREE HEALTH CARE COVERAGE AT THE TIME YOU SUBSEQUENTLY “RETIRE” UNLESS YOU CONTINUE YOUR ALASKA AIRLINES COVERAGE UNDER “COBRA” AND RETIRE ON OR BEFORE THE END OF THAT 18 MONTH CONTINUATION PERIOD.**



## AMFA, COPS & RSSA Early Out Program (EOP) Questions & Answers

### BENEFITS (CON'T)

#### **35: What does health care continuation cost under COBRA and under the retiree health care program?**

For calendar year 2008, the monthly premium for COBRA and retiree health care coverage (medical/dental/vision) **under the PPO plan** is:

Employee Only	\$411.94
Employee and Spouse	\$823.94
Employee and Child(ren)	\$700.35
Employee and Family	\$1,112.30

*THESE PREMIUMS ARE VALID THROUGH DECEMBER 2008, AND WILL INCREASE NEXT YEAR. (HEALTH CARE PREMIUMS INCREASE AT THE BEGINNING OF EVERY CALENDAR YEAR.) IF YOU ARE COVERED UNDER A DIFFERENT HEALTH CARE PLAN (E.G., AN HMO OR THE PPO HIGH DEDUCTIBLE PLAN) AND ARE INTERESTED IN THE CURRENT COBRA COST FOR THAT COVERAGE, PLEASE CALL/EMAIL THE HEALTH CARE/GROUP BENEFITS CONTACT LISTED IN THE CONTACTS SECTION.*

#### **36: What's different about health care continuation being offered under the EOP?**

All of the federally mandated COBRA continuation provisions will apply to those employees who participate in the EOP. In addition, for those employees who are eligible to retire, the provisions of the Company's retiree health care program will apply.

The difference in the Early Out Program is that participants who are and remain eligible for COBRA continuation or retiree health care will have the first six months of their continued coverage paid for by the Company. Those participants who remain eligible for COBRA or retiree health care continuation beyond the initial Company-paid six months will be able to continue coverage through the end of their COBRA eligibility (up to an additional 12 months) or retiree health care eligibility period by self-paying the applicable monthly premiums for as long as they remain eligible for the coverage.

Keep in mind that the normal provisions of COBRA and retiree health care will apply (including time limits for premium payments, duration of coverage, eligibility of employee and dependent(s), plan options, etc. Those employees who are eligible for the six (6) months of company-paid coverage should note that the company will pay for continued COBRA or retiree health care for the employee and eligible dependent(s) only for as long as they remain eligible for that coverage under the normal COBRA or retiree health care rules, for a maximum of six (6) months from the employee's date of separation.

#### **37: Could the period of my company-paid COBRA continuation or retiree continuation of health care be less than six (6) months after my separation date?**

Yes. Your continuation of health care could last less than six (6) months after your separation. Your coverage (and that of your dependent(s)) will end when you or your dependent(s) are no longer eligible for the coverage, as determined by the normal rules of COBRA or retiree health care (whichever is applicable).



## AMFA, COPS & RSSA Early Out Program (EOP) Questions & Answers

### **BENEFITS (CON'T)**

#### **38: When does COBRA continuation end?**

Coverage can be continued under COBRA for you (and your eligible dependents) until the earlier of: 1) the expiration of a total of 18 months of coverage, or 2) the date you or your dependent(s) become covered under another group medical plan that does not contain a pre-existing condition exclusion, or 3) the date that any required premium is not received on time, or 4) the date you or your dependent(s) become eligible for Medicare, or 5) the date the plan is terminated.

#### **39: When does retiree health care end?**

Retirees and dependents that are eligible for retiree health care can continue their coverage until they are eligible for Medicare. If a retiree becomes eligible for Medicare first, covered dependents may continue their coverage until the earlier of: 1) the date they are eligible for Medicare, or 2) the date they are covered under another group medical plan with no pre-existing condition limits, or 3) the expiration of 36 months coverage, or 4) the date the plan is terminated.

#### **40: Will I need to “elect” COBRA or retiree health care in order to obtain the first six (6) months of company-paid continuation coverage?**

Yes, since all of the normal rules, requirements, and eligibility of COBRA or retiree coverage will apply to EOP participants, those eligible for continued coverage will receive the COBRA Notification Election Form after their separation date. **Participants will need to elect their desired coverage within the applicable COBRA or retiree timeframes and return their election form to COBRA Management Services in order for their health coverage to continue.** The Company will pay premiums for up to the first six (6) months of COBRA continuation or retiree health care coverage.

#### **41: What if I don't complete and return my COBRA Notification Election Form or retiree health care election form to COBRA Management Services?**

If you don't return your COBRA or retiree health care election form within the required time frame after your active coverage ends, you will not be eligible for up to six (6) months of free COBRA or retiree coverage, you will forfeit any COBRA rights you may have had, and your coverage cannot be reinstated for any reason.



## AMFA, COPS & RSSA Early Out Program (EOP) Questions & Answers

### BENEFITS (CON'T)

#### **42: Can I continue coverage for a qualified registered covered domestic partner?**

Yes. You can elect to continue coverage for a qualified domestic partner who is covered as a dependent under your plan at the time that your active coverage terminates. If you elect to continue health care coverage for a currently enrolled qualified registered domestic partner, the IRS requires that you be taxed on the “imputed income” resulting from your domestic partner’s coverage. The “imputed income” is the fair market value of the coverage that you elect for your domestic partner and your domestic partner’s children, which can be substantial. If you elect continued coverage for a domestic partner, the company will bill you for your share of the FICA/FUTA taxes that the Company must contribute on your behalf resulting from this “imputed income.” If payment is not received within the stated timeframe shown on your bill, coverage for your partner and partner’s children, if applicable, will be canceled, and cannot be reinstated thereafter. Additional taxes will be owed by you on the “imputed income” when you file your 1040.

#### **43: If I am not covered under an Alaska Airlines health care plan and am not eligible for the six months of free COBRA or retiree health care coverage, do I get a larger lump sum?**

The six-month health care continuation coverage is intended to assist those employees who will be losing their coverage as a result of participation in the program. No additional monetary benefits will be provided to those employees who are not currently participating in an eligible Company health care plan.

#### **44: Can I change my health care coverage?**

Open Enrollment occurs annually in November. At that time you will be given the opportunity to elect a different health care plan.

#### **45: If I get married, establish a domestic partnership or have a baby during my COBRA or retiree health continuation period, can I add my new spouse, domestic partner or child?**

You can add your new spouse or child as long as you notify the Benefits Department in writing within 31 days of your marriage or the birth of your child, and you will be responsible to pay the appropriate additional premium. If you fail to notify the Department within 31 days of the qualifying event (marriage or birth), you’ll have the opportunity to add coverage for your new dependent at the next Open Enrollment that occurs during your continuation period. You cannot add a new domestic partner to your health plan.



## AMFA, COPS & RSSA Early Out Program (EOP) Questions & Answers

### OTHER GROUP BENEFITS

#### **46: What happens to my life insurance when I terminate?**

Coverage under your Company paid life and AD&D insurance, as well as any optional employee-paid life/AD&D you may be purchasing, ends on the last day of the month in which your employment ends (your termination date). You are eligible to convert your company paid life coverage (not AD&D) to an individual policy through Aetna if you do so within 31 days of the last day of your coverage. That coverage is typically expensive and full limits are not always available.

If you are purchasing optional employee-paid life insurance, that coverage is portable, which means that you will be eligible to continue that coverage through Aetna at rates which are close to what you are paying now as an active employee.

For more information regarding your life insurance information, you should review your Benefits Handbook online at [www.alaskasworld.com](http://www.alaskasworld.com). Also available on Self Service in PeopleSoft is your benefits summary, showing your current Company-provided coverage and any optional life insurance you are purchasing. If you have any questions you should contact one of the individuals listed under Health Care/Group Benefits in the *Contacts* section at the end of this document.

#### **47: Am I still eligible for a discount shipping cargo?**

The company will continue to offer you this discount for the duration of your EOP travel period; however, due to TSA regulations, once you are no longer an employee, you must become a Known Shipper. To begin the Known Shipper process, complete the application online at: <http://www.alaskaair.com/www2/cargo/Known-Shipper.asp>. After approved, an active employee must pay you a site visit, which may have an additional cost. We recommend you begin this process prior to your last date as an active employee. Once your application is approved, you will receive instructions regarding the site visit.

If an employee has a past record of shipping, he/she may already be considered a known shipper. To see if your name appears on the Company's Known Shipper list, contact the Cargo Reservation Center.

#### **48: If I choose to participate in the Early Out Program, what impact will that have on my Workers' Compensation benefits?**

Participation in the Early Out Program has no impact on Workers' Compensation Benefits.



## AMFA, COPS & RSSA Early Out Program (EOP) Questions & Answers

### TRAVEL PRIVILEGES

**49: Will I be able to travel on Alaska Airlines and Horizon Air?**

Yes. The unlimited EOP travel privileges are valid on both Alaska Airlines and Horizon Air.

**50: What about off-line pass privileges?**

Unfortunately, our agreements with other airlines don't allow non-revenue travel unless you are an active employee or are receiving retirement benefits.

**51: If I have a baby or get married after my termination date, will my new family member be added as a dependent?**

Yes. Eligible new dependents may be added for travel privileges under the Early Out Program after termination. EOP participants will need to contact the Employee Travel Department for the appropriate forms.

**52: Can I add a Domestic Partner to my travel privileges after I leave the company?**

Yes, a qualified domestic partner may be added under EOP travel by submitting the required signed affidavit and documentation of partnership to Employee Travel. Employee Travel will verify the qualifications of the partnership before the partner will be added for travel privileges.

**53: Which of my dependents are eligible for EOP travel privileges?**

Your legal spouse, qualified registered domestic partner, eligible dependent children and parents are all eligible for the unlimited travel privileges offered in the EOP. EDGs are not eligible.

The normal eligibility rules for employee travel apply to the dependents of EOP participants. Participants in the EOP must notify the Employee Travel Department as soon as any dependent loses eligibility (e.g., through a divorce, over age 19, no longer a dependent full-time student, etc.) for travel privileges. You will be responsible for reimbursing Alaska for the value of a full fare ticket for any ineligible travel used by your dependent(s).

**54: Do I keep my ID for pass travel?**

On your last day, you will be required to return your Company ID card. EOP ID cards may be printed by going to your PET account and clicking on the link to print ID cards.

**55: Where does the EOP status place me on the boarding priority list?**

The boarding priority on Alaska Airlines is AS Employees, AS Retirees/EOP passes, then AS Parents/EOP Parents.



## AMFA, COPS & RSSA Early Out Program (EOP) Questions & Answers

### TRAVEL PRIVILEGES (CON'T)

**56: If I'm eligible at retirement for a limited allotment of travel, rather than full retiree travel privileges, may I continue my EOP travel for the duration of the EOP travel eligibility period?**

Yes. You have the option of choosing between EOP travel privileges and retiree travel privileges and you may use your EOP travel privileges for the duration of your eligibility for those passes.

**57: Will I be eligible for emergency pass travel during my EOP travel eligibility period?**

EOP Participants will be eligible for emergency travel on AS and Horizon.

**58: Can I use any of my remaining Employee's Choice or non-expiring travel credits?**

You may use your remaining 2008 Employee's Choice credits as Guest passes or Companion passes up to the end of the calendar year in which your employment terminates. Any remaining non-expiring credits may be used as Guest passes or Companion passes for the duration of your eligibility for EOP travel. EDG travel is not available after your separation date.

All applicable taxes will still apply and be collected.

If you qualify for full or limited retiree travel privileges at the time your employment terminates because you elect to begin receiving retirement benefits, you can use your remaining Employee's Choice credits as Guest passes or Companion passes up to the end of the calendar year in which your employment terminates (EDG travel does not apply).

**59: What about my PST (Positive Space Travel) credits?**

PST credits are only intended for active employees and retirees. If you are eligible and elect to retire as a part of the EOP, you will retain your PST credits.

**60: How will I access my EOP non-rev travel privileges?**

Through the Paperless Employee Travel (PET) System.

**61: What about taxes and fees?**

First class upgrade fees, international taxes and imputed income related to companion and PST travel will be billed to your address of record.



## AMFA, COPS & RSSA Early Out Program (EOP) Questions & Answers

If you have additional questions about how the EOP works, and its impact on your benefits coverage, we have listed the appropriate resources below:

### **General Questions & Estimated Lump Sum Calculations -**

[EOP.Questions@AlaskaAir.com](mailto:EOP.Questions@AlaskaAir.com)

Megan Russell, Senior Compensation Analyst  
(206) 392-5484 (or ext. 25484)

Josh Madsen, Manager, Compensation & HR Analytics  
(206) 392-5137 (or ext. 25137)

### **Seniority Dates, Adjusted Dates of Hire, Service Date Questions -**

Laura Raney, Senior HRIS Specialist  
(206) 392-5723 (or ext. 25723) or  
[Laura.Raney@AlaskaAir.com](mailto:Laura.Raney@AlaskaAir.com)

### **Retirement/401(k) Travel Privileges -**

Amy Ross, Pension Benefits Specialist  
(206) 392-5480 (or ext. 25480), or  
[Amy.Ross@Alaskaair.com](mailto:Amy.Ross@Alaskaair.com)

The Vanguard Group (401(k) Plan Recordkeeper)  
(800) 523-1188

### **Health Care/Group Benefits -**

Alaska Airlines Health Benefits Department  
(206) 392-5111, or  
[HealthBenefits.Inquire@AlaskaAir.com](mailto:HealthBenefits.Inquire@AlaskaAir.com)

Premera Blue Cross  
(877) 224-3525

COBRA Management Services  
(866) 517-7580

### **Worker's Compensation Questions -**

Ben Brawner, Workers Compensation Administrator  
(206) 392-5239 (or ext. 25239), or  
[Ben.Brawner@AlaskaAir.com](mailto:Ben.Brawner@AlaskaAir.com)

### **General Travel Questions -**

Jo Bowie, Manager Employee Travel  
(206) 392-5756 (or ext. 25756), or  
[Jo.Bowie@AlaskaAir.com](mailto:Jo.Bowie@AlaskaAir.com)