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INTEROFFICE CORRESPONDENCE

TO: AMFA, COPS & RSSA Employees

FROM: Bob Hartnett, Labor Services Manager  
Sonia Alvarado, Labor Services Manager

SUBJECT: Early Out Program

DATE: September 12, 2008

Alaska Airlines, the Aircraft Mechanics Fraternal Association (AMFA) and the International Association of Machinists and Aerospace Workers (IAMAW) are pleased to announce the availability of an Early Out Program to AMFA, COPS and RSSA represented employees.

- Early Out Election forms must be received no later than the close of business (5:00pm) on **September 25, 2008**.
- Early Out Election forms may be returned in person to the Alaska Airlines Corporate Headquarters or via US Mail or FedEx to the addresses below.

**US Mail**

Alaska Airlines, Inc.  
Attn: Josh Madsen, SEAHS  
P.O. Box 68900  
Seattle, WA 98168

**Fed Ex**

Alaska Airlines, Inc.  
Attn: Josh Madsen, SEAHS  
19300 International Blvd  
Seattle, WA 98188



19300 International Blvd  
Seattle, WA 98188

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## AMFA, COPS & RSSA EARLY OUT ELECTION FORM

### I. EMPLOYEE INFORMATION

\_\_\_\_\_  
Name (Print)

\_\_\_\_\_  
Arctic #

\_\_\_\_\_  
Co-mail Code

\_\_\_\_\_  
Home Phone

\_\_\_\_\_  
Work Phone

\_\_\_\_\_  
Email Address

\_\_\_\_\_  
Supervisor's Name

### II. EOP ELECTION

I, \_\_\_\_\_, hereby elect to voluntarily terminate my employment with Alaska Airlines under the terms of the September 2008 AMFA, COPS & RSSA Early Out Program (the "Program").

**I understand that there may be limits placed on the number of employees who are accepted into the Program.**

**I UNDERSTAND THAT I WILL BE REQUIRED TO SIGN A RELEASE OF ALL CLAIMS RELATED TO MY EMPLOYMENT WITH ALASKA AIRLINES. I HAVE REVIEWED THE PROPOSED EARLY OUT RELEASE AND WAIVER AGREEMENT PROVIDED TO ME AND I UNDERSTAND THAT SIGNING IT UNALTERED AND UNCHANGED IS THE ONLY METHOD BY WHICH I MAY PARTICIPATE IN THE PROGRAM.**

This Election Form is not valid for any severance, leave or other program offered by Alaska Airlines.

### III. VERIFICATION AND SIGNATURE

By signing below, I affirm that I have reviewed and understand the Early Out Program Guide and the Early Out Q&A document. I have been given sufficient time and opportunity to ask questions and obtain more information from the Company about the Program, and have carefully considered the advisability of electing or waiving participation in the Program in light of my own personal situation. My execution of this Election Form is voluntary.

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Date

**Return this Election Form no later than the close of business (5:00pm) on September 25, 2008.**