



August 22, 2008

Dear Colleagues,

The voluntary programs have been open for sign up nearly two weeks and over 400 people have applied. We would like to encourage everyone eligible to take a moment and seriously consider these options as a far better solution than the involuntary RIF, which follows.

The window of opportunity for M&E employees to sign up will be extended for one week, matching Airport Services in order to maintain consistency across departments. The windows for those options, both the Voluntary Bridge to Retirement and the Stand in Stead, have been extended to 2300 hours (Central) on Saturday, August 30, 2008. This extension will be applicable to all M&E employees. There are no other changes to the voluntary options.

Next week, several departments, including M&E, will be issuing Workers Adjustment and Retraining Notification Act (WARN) letters. If you recall, WARN letters are required by federal regulations and some states, under certain circumstances when workforce reductions are contemplated. WARN letters, where required, must be sent to Union representatives or, in some cases, to employees who may be impacted by an employment loss because of layoffs or location closures. However, not everyone who receives a WARN letter will be furloughed/laid off. Conversely, some employees who are furloughed/laid off may not receive a WARN letter.

We continue to receive a number of inquiries related to the specific number of people affected by the reduction by base and classification. The number of positions affected by base and classification is being validated and will be released soon. The number of people actually affected by an involuntary furlough cannot be determined until we have processed the voluntary option requests. We will communicate these numbers to you as soon as we are able to.

Thank you for your patience during this difficult period. We appreciate your continued focus on operating a safe airline.

Sincerely,

A handwritten signature in black ink, appearing to read 'Fred Cleveland'.

Fred Cleveland – VP Base Maintenance
Maintenance

A handwritten signature in black ink, appearing to read 'Danny Martinez'.

Danny Martinez – VP Line

A handwritten signature in black ink, appearing to read 'Oliver Martins'.

Oliver Martins – VP Engineering, Planning, & Quality Assurance