

# APFA Early Out Program Proposal – February 15, 2012

## Illustrative Term Sheet

- **Key terms of proposed Early Out Program include:**

<b>Eligibility</b>	[Minimum 15 years of credited service or credited service equivalent]
<b>Early Out Severance Payment</b>	[Eligible workers who are approved for the Early Out program will receive a one-time lump sum Early Out severance payment equal to approximately one year salary]
<b>Travel</b>	[Retiree travel consistent with the Company's pass travel program for retirees]
<b>Medical Insurance</b>	[Terms stay the same as pursuant to current agreement]
<b>Life Insurance</b>	[Life insurance benefits will not be continued]
<b>Pension</b>	[Early Out does not change the pension plan]
<b>Vacation</b>	[All accrued and unused vacation will be paid in a lump sum]
<b>Program Application</b>	[The program application window will be offered in the second quarter of 2012 and will last a minimum of 30 – 45 days. The Company, as its sole discretion, may offer subsequent application window(s)]