

Available Retiree Plans Paired with the VEOP

Paired Option	Age	Company Seniority	Travel	Pension
Company's LBFO Attachment A (VEOP)	N/A	15	At age of separation, F/A receives 18 months of travel. An additional 6 months of travel will be provided, if F/A maintains perfect attendance during the last 90 days of employment	Pension commencement depends upon age & Retirement Eligibility Service
Company 50-55 Rule & VEOP	50 but not yet 55	15	VEOP Travel before age 55, and then Full Retiree Travel at age 55	Pension commencement depends upon age & Retirement Eligibility Service
Company Rule & VEOP	55	10 But need 15 years for VEOP Lump Sum	Full Retiree Travel at age 55	Pension commencement depends upon age & Retirement Eligibility Service
Article 36 (Current Contractual Retirement Benefit) & VEOP	55	Need 15 years for VEOP Lump Sum	Full Retiree Travel at age 55	Can begin at age 55 with 15 Years of Credited Service
Article 36 (Current Contractual Retirement Benefit) & VEOP	60	Need 15 years for VEOP Lump Sum	Full Retiree Travel at age 60	Can begin at age 60 with 10 Years of Credited Service

Additional notes:

1. The \$40K pre-tax VEOP lump sum is tied to each paired option.

2. Retirement Eligibility Service (RES) is the time period used to determine when you can start receiving your pension benefit. It is earned in the same manner as Years of Credited Service (YCS), which is *primarily* used to calculate the amount of your pension benefit. **Thus, if you have never left the pension plan, your Years of Credited Service will be the same as your Retirement Eligibility Service.** However, former TWA LLC, Reno Air, and Air Cal Flight Attendants may have more Retirement Eligibility Service than Years of Credited Service. This is because eligibility for earning YCS begins on the date you become a member of the **American Airlines** Flight Attendant Pension Plan. Contact a retirement representative at **HR** to ascertain your applicable RES and YCS: **1-800-447-2000**.

3. You are entitled to a pension benefit as long as you are fully vested in the pension plan.