

Should you opt to decline the offer of recall, you have options

We recognize that for various reasons, not everyone may wish to return. If you are thinking of declining the offer of recall, there are options that may be available to you.

Retirement

If you were at least 50 years old and had at least 15 years of *company* seniority at the time you were furloughed, then you may be eligible for retirement. To find out more information or to begin the retirement process, contact *HR Services* at 1-800-447-2000 and choose the option for “retirement”. If you were eligible to retire when you were furloughed, you do not need to accept recall in order to retire.

Voluntary Travel Separation Program

This program provides either five (5) or ten (10) years of D2 travel. The length of your travel period is based on your company seniority at the time you were furloughed. If you had at least ten (10) years of company seniority when you were furloughed, you are eligible for ten (10) years of travel under this program. If you had at least five (5), but fewer than ten (10) years of seniority, then you are eligible for five (5) years of travel.

Employees who had fewer than five (5) years of company seniority at the time they were furloughed are not eligible to participate in this program.

For details and to take advantage of this offer, please visit <http://aacareers.com/support/>

The deadline to participate in this program is 2359 Central time on July 29, 2011 and the only way to elect this option is online.

Resignation

If you do not respond to the notice of recall or decline the offer, it will be considered a resignation.

Please note that if you are eligible for retirement, but do not wish to commence retirement benefits at this time, you may simply decline the offer of recall. This will be considered a resignation and you will still be eligible to enter retiree status at a later date. Please contact *HR Services* at 1-800-447-2000 when you are ready to begin the retirement process.