

INTEGRATED PASS POLICY WILL LAUNCH THIS SUMMER

Cross-divisional teams are hard at work getting ready to launch a common pass travel policy this summer that will apply to all employees and retirees. The integrated pass policy will represent some blending of the current policies in place at Delta and Northwest today – however, it will primarily maintain current Delta policies at its core.

While additional details on the combined policy will be available in the coming weeks, here are some highlights:

- **Boarding Priority**
All employees will receive the same treatment for boarding priority based on date of hire – regardless of job classification. The current Northwest policy which differentiates between management and contract job classifications will no longer be in place in the integrated pass policy.
- **Annual Activation Fee**
All employees will be charged a flat activation fee to use Pass Travel privileges each year. Since its inception, Delta’s activation fee has been \$50 per employee per year – regardless of the number of pass riders you may have. Contract employee service fees for first class travel will be eliminated, as will the service fees for retirees.
- **New Eligible Pass Rider Types**
Delta’s current pass rider eligibility will be expanded to include Opposite Sex Domestic Partners and up to four parents per employee (includes stepparents and biological parents). In addition to maintaining these pass rider types, Northwest employees will also be eligible to add Non-Dependent children to their eligible pass rider list.

Additional information on the integrated pass policy will be provided in the coming months leading up to the launch. Until that time, the Fly Together program will continue in place, as will the separate pre-merger pass travel policies and systems.

For up-to-date information on the integration progress, as well as additional documents detailing the pay and benefit programs in place at Delta, please visit the Pay and Benefit Comparison site available from the Employee Connection section of DeltaNet.

We are committed to keeping you informed about these decisions that affect employees during the integration process. If you have additional questions, feel free to talk with your leader or division HR professional. Thank you for all you are doing to make this integration a success and to make Delta a great place to work.

Fly Together Plan is our First DL / NW Benefit

The Fly Together paper ticket program was developed as an interim process to provide improved reciprocal pass privileges to all Delta employees, including former Northwest employees on Delta and Northwest flights.

Eligibility

Eligible pass riders include employee, spouse or domestic partner, dependent children under age 23, parents and retired employees and their spouse or domestic partner. During this initial phase, Delta employees will board ahead of former Northwest employees on Delta aircraft and likewise, former Northwest employees will board ahead of Delta employees on Northwest aircraft.

Dress Code

Effective November 12, 2008, the dress code for nonrevenue travel on Northwest, Compass and Mesaba operated flights will follow Delta's relaxed dress code policy..

Phase One

Phase One will use existing interline paper ticketing processes, similar to Zonal Employee Discount ticketing, but without the fare.

- **Nonrev travel on Northwest flights requires a paper ticket and can be obtained at a Delta ticket counter.**
- **A credit card is required for international tickets to cover taxes and fees.**
- **Travel is stand-by and coach class only**
- **Boarding priority will be elevated above that of other Skyteam partner employees using interline travel privileges**
- **Boarding order within this priority will be based on the actual time you are added to the stand-by list (not your employment date). This is consistent with all interline travel.**
- **You can check availability for NW flights on www.nwa.com/nrev**
- **You can list for NW flights by calling NW reservations at 1-800-943-6319**
- **Since ACS and Res agents help with this process, please respect that their first duty is to serve our revenue customers.**

- Make sure you are well prepared with all required information when you call Reservations or visit an airport ticket counter.

Phase Two

Phase Two will provide paperless travel and self-service capabilities:

- No paper ticket will be required.
- You will have the ability to list for flights without talking to a Res agent
- You will check in at the airport using self-service kiosk technology
- You will use your date of hire for boarding within the boarding priority code
- Your boarding priority code will be elevated again so that you board ahead of Northwest's affiliate carrier employees such as Pinnacle, etc. (similar to Skywest, Chautauqua, etc. for Delta)