



US AIRWAYS RETIREMENT NOTIFICATION INSTRUCTIONS

Retiree Medical Options for Retirees Under 65

- A– Pre-merger US Airways Pilots** aged 50-65 with at least 5 years service
- B- All Contracts with Combined Agreements** ages 55-65 with at least 5 years service
(Mechanics & Related –ages 55-65 with at least 10 years service)
- C–Pre-merger US Airways Non Contract** ages 55-65 with at least 5 years service
- D–Pre-merger America West Non Contract** ages 55-65 with at least 5 years service

If you qualify for retirement under the rules applicable for your workgroup (described above) and have an accrued Sick Leave Bank, you will have two choices:

1. Sick Leave Credit toward Retiree Medical Premiums A, B, C

You will receive a credit for accumulated unused sick leave toward the premium to participate in the US Airways Retiree Access Medical Plan for retirees (not dental or vision plans), pursuant to the applicable formula for your workgroup and regardless of whether or not you have been an active participant in the company plan prior to retirement. If you have been covered by a US Airways medical plan while actively employed, you will receive a COBRA packet soon after you retire explaining your right to continue coverage under COBRA for medical, dental and/or vision coverage**. This COBRA coverage can be elected **instead** of the Retiree Access Medical Plan if you choose, (and COBRA is the only option for any continuation dental or vision coverage). You cannot use your Sick Leave Credit towards the COBRA premium cost– revert to the Sick Leave Cash Payout above instead.

2. Sick Leave Cash Payout A, B, C

If you do not want to participate in the USAirways Retiree Access Medical Plan, you can receive a taxable cash payment for accumulated unused sick leave pursuant to the applicable formula for your workgroup. In addition, if you have been covered by a US Airways medical plan while actively employed, you will receive a COBRA packet soon after you retire explaining your right to continue coverage under COBRA for medical, dental and/or vision coverage** By choosing the cash payout, you are waiving your right to continued coverage in the Access Medical Plan.

If you qualify for retirement under the rules applicable for your workgroup and DO NOT have an accrued Sick Leave Bank, you may use this form to elect:

3. Retiree Access Medical without Sick Leave Credit/Cash C and D

You can elect US Airways Retiree Access Medical Plan at full retiree cost until age 65 regardless of whether or not you have been an active participant in the company plan prior to retirement. If you have been covered by a US Airways medical plan while actively employed, you will receive a COBRA packet soon after you retire explaining your right to continue coverage under COBRA for medical, dental and/or vision coverage. The COBRA coverage can be elected **instead** of the Retiree Access Medical Plan if you choose (and COBRA is the only option for any continuation on dental or vision coverage).

OPTION	COVERAGE	SUBSIDY	DURATION	ELIGIBLE
1	ACCESS	Sick Leave Credit	Till age 65	A,B,C
2	COBRA	May be eligible for HCTC	18 months	A,B,C
3	ACCESS	None	Till age 65	C & D

**If either COBRA or Retiree Access Medical coverage is elected the applicable cost will be billed to the employee by the respective administrator.*

****Please note that if you will receive a pension through the PBGC, you may be eligible for a subsidy of COBRA costs through the Health Care Tax Credit—website <irs.gov> or by calling the HCTC– 866-628-4282. PBGC <pbgc.gov> 800-400-7242, the PBGC recommends 90days advance notice to establish HCTC eligibility.**

Retiree Travel Privileges are automatically activated if you are eligible for and select one of the options above.



U-S AIRWAYS

US AIRWAYS RETIREMENT NOTIFICATION FORM

Please refer to Instructions on page 2

Form must be submitted at least 2 weeks prior to retirement date

Name: _____ Retirement Date: _____
 Employee # _____ Union: _____
 SSN #: _____ Position: _____
 Home # _____ Manager's Name: _____
 Daytime # _____ Manager's #: _____

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(Mechanics & Related –ages 55-65 with at least 10 years service)
- C- Pre-merger US Airways Origin Non Contract** ages 55-65 with at least 5 years service
- D- Pre-merger America West Non Contract** ages 55-65 with at least 5 years service

*If either COBRA or Retiree Access Medical coverage is elected the applicable cost will be billed to the employee by the respective administrator.

- Sick Leave Credit toward Retiree Medical Premiums A, B, C (choose medical options below)
- Sick Leave Cash Payout A, B, C
- Retiree Access Medical without Sick Leave Credit/Cash C, D (choose medical options below)

Indicate Carrier/Provider

- Blue Cross Blue Shield, NC
- OR
- UnitedHealthCare

Indicate Medical Option

- PPO 80/60
- PPO 90/70
- PPO 100/80
- OOA 80/60*
- OOA 90/70*
- OOA 100/80*

Indicate Coverage Option

- Employee Only
- Employee & Spouse/DP
- Employee & Children
- Employee & Family

*OOA only available if you reside in a non network area for both BCBS and UHC

Please note that if you will receive a pension through the PBGC, you may be eligible for a subsidy of COBRA costs through the Health Care Tax Credit—website <irs.gov> or by calling the HCTC— 866-628-4282. PBGC <pbgc.gov> 800-400-7242, the PBGC recommends 90 days advance notice to establish HCTC eligibility.

Life Insurance Election for Retirees under Age 65

Pre-merger US Airways Pilot and Flight Attendants:

- I elect to continue Basic Life Insurance into Retirement
- I do not wish to continue Basic Life Insurance into Retirement

All life insurance coverage ends on the employee's 65th birthday (conversion may be applicable). If Life conversion is elected, the applicable cost of coverage will be billed to the employee by the applicable administrator. Optional Life Insurance is not available to continue into retirement; however, you may be eligible for conversion— contact 888-860-6178.

For all other Contracts with Combined Agreements:

- I elect to continue Basic Life Insurance \$35,000 FT or \$17,500 PT employee, OR
- I elect to continue Basic Life Insurance of two times my annual salary into Retirement (or capped at \$50K if applicable)
- I do not wish to continue Basic Life Insurance into Retirement
- I elect to continue life insurance coverage for dependants as long as they qualify

For all Non Contract:

Life Insurance is not available to continue into retirement. To request conversion call Benefits US at 888-860-6178.

Employee Signature _____

Date _____

Please complete and return form to:

1. US Airways Employee Benefits CH-BEN 4000 E. Sky Harbor Blvd., Phoenix, AZ 85034 Fax 480-693-8603
retirewithUS@usairways.com

2. Your Manager

IMPORTANT: No changes can be made on or after the retirement date