

July 26, 2013

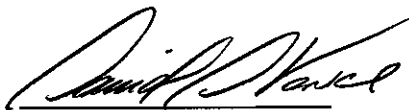
To all Title II Employees

As most of you are aware, the reduction in force that started in November 2012 was put on hold until the 2<sup>nd</sup> quarter 2013. We are currently in the process of finalizing the staffing requirements going forward, but before doing so we wanted to be certain that we mitigate as many potential reductions as possible.

To that end, anyone interested in taking advantage of the Stand-in-Stead (SIS) option may do so by signing up for it by logging onto Jetnet – Policies and Procedures – People Reduction Information – TWU Represented Employees. The SIS election form is on the page. In addition, a SIS package outlining the impact to your benefits and other information is available on this same page on Jetnet.

The window for signing up for the SIS will be through 2359 CDT on August 9, 2013. All employees who elect the SIS will be granted the SIS on August 10, 2013, and you will be provided an exit date by your Manager. Once employees have been granted the SIS on August 10, 2013, the Company cannot rescind, nor can the employee revoke the SIS election.

Again, no determination has been made with respect to future reductions, and none will be until after August 10, 2013 when all SISs have been granted.



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