

Retirement 2023

65 Point Retirement & Resources

65 Point Plan Retirement Eligibility

The 65 Point Plan calculated as at least 10 years of company service, and your age and years of service must equal 65 or greater at the time of separation

Age + Company Service (min of 10) = 65 or greater

Benefits and Privileges include:

- Retiree Travel
- Retirees.aa.com access to book travel and general information
- Payout of accrued sick time, if applicable
- Retirement Gift
- Retirement ID
- Cobra Coverage
- Retiree Medical Access, only if age 55-65

Retirement readiness

[My Quick Links](#)[Departments](#)[Team Member Services](#)[Get Involved](#)[Travel](#)

Retirement readiness

2 minute read

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Step into retirement

When to retire is a big decision and we want to make sure you have everything you need to plan for it. We've outlined all the steps in the process that you need to take to make it easy to understand what you need to do as you approach retirement.

 [Next steps »](#)

Get help with retirement planning and financial guidance

Create and manage your retirement plan. Click below to be taken to Fidelity Investments Planning and Guidance Center, where you'll find the help you need to set financial goals and better understand your full financial picture.

[Learn more »](#)

Pension eligibility and commencement

Get all the information you need regarding your pension eligibility, key milestone dates and what you need to do prior to leaving the company to activate your legacy American Airlines pension.

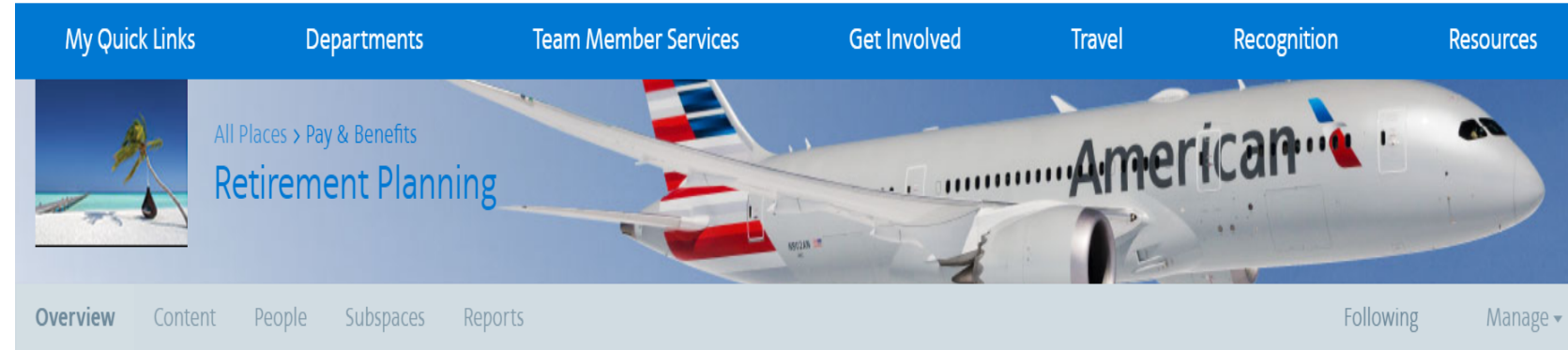
[Fidelity NetBenefits » »](#)

 [Plan information »](#)

Jetnet Retirement Planning

Retirement Planning

- Access from Jetnet's **Team Member Services** tab - click on **Leaving the Company**- then click on next steps in the **Retirement Planning** box
- The **Retirement Planning** walks you through important steps:
 - Retirement Eligibility
 - Pension
 - 401(k)
 - Benefits
 - Travel



Retirement Planning and Guidance

Create and manage your retirement plan. Click the button below to help you set financial goals and better understand your full financial picture.

[Learn more](#)

Step into retirement

Whether you've already decided to retire, you're close to making that decision or you're just doing some retirement planning, follow these steps to learn about all that is available to you in retirement.

Click here for a print version of the [Retirement Planning](#) steps.

- [Step 1: Understand retirement eligibility requirements »](#)
- [Step 2: Review pension eligibility »](#)
- [Step 3: Know your 401\(k\) retirement income »](#)
- [Step 4: Become familiar with your retiree benefits »](#)
- [Step 5: Learn about retiree travel privileges »](#)
- [Step 6: Stay connected with American »](#)
- [Step 7: Contact a representative »](#)

Retiree Travel Privileges

Personal Travel Boarding Priority; Accommodated in this order	Eligible Travelers	Annual One-Way (OW) Pass Allotment
D1	Retirees, spouse, or Domestic Partner (DP), or Registered Companion (RC), qualified children up to age 24.	6 per eligible person
D2R	Retirees, former employees with travel privileges, spouse, DP, or RC, qualified children up to age 24.	Unlimited, unless otherwise documented
D2P	Qualified Parents/In-Laws, former employees with travel privileges, and retirees.	Unlimited, unless otherwise documented.
D3	Extended family members, friends and personal acquaintances, provided they are eligible for travel.	8 per Retiree to be shared among Guest Travelers

- You also receive **AA20** discounts, **OAL** travel on other airline travel and **A9** emergency passes
- Please access the retiree site to view all details about retiree travel privileges

The terms of the plan, program or Company policy documents govern the benefits and privileges highlighted in this presentation. If there is a conflict between this presentation and the plan program or Company policy document will govern the actual benefit or privilege.

Sick time applied to RHRA

For TWU-IAM Association, PAFCA, and TWU-represented flight crew training instructors and flight simulation engineers

- Election must be made 4 months in advance of retirement date
- Online election can be found on Step 1 of the Retirement Planning Checklist on Jetnet. If no election, defaulted to sick leave payout
- Multiply your number of unused sick hours in your sick leave bank as of the date of retirement by 50% of your hourly rate at retirement
- Your RHRA is available to use until your funds are depleted
- Account information will be on the Benefits Service Center site

Pension

LAA Pension Eligibility

- **Eligibility**

- Your eligibility to begin receiving your pension benefit is based on your age and Retirement Eligibility Service (RES). You must separate from the Company to commence pension.
 - 15 + years of RES may commence as early as age 55
 - 14 - 10 years of RES may commence as early as age 60
 - Less than 10 years of RES may commence at age 65

Legacy AA Pension

American Airlines has transitioned the administration of its AMS, FA & TWU pension plans to Fidelity Investments effective Nov 1, 2022.

Visit the netbenefits.com/aa site for important pension information, to compare estimates and to begin the commencement process.

You'll be able to:

1. **View your Pension Summary**, your **Service Summary** and **Tools** you may need to understand your American Airlines pension
2. **Process your Pension Estimates**. Up to three estimates can be processed at one time to compare your different options
3. **Collect your Pension**. When you are ready to commence, you will go here and follow a step-by-step guide to commencing your pension. **Remember**: you must begin the commencement process no later than the 15th of the month prior to your desired commencement date and is valid for 180 days
4. **Find all Plan Information**. Important plan information and pension forms are now available in one place

NetBenefits.com/aa

[Summary](#)[Estimate](#)[Collect](#)[Plan Information](#)**PENSION SUMMARY**[SERVICE SUMMARY](#)[TOOLS & LEARNING](#)[Glossary](#) | [Frequently Asked Questions](#) | [Print](#)

Your Pension Summary

Plan: American Airlines AMS Pension Plan



Pension Benefit

▶ Your estimated benefit is \$ / month,

based on an assumed retirement date of August 01, 2034.*

Form of Payment Single Life Annuity

Current Vested Percentage  100%

Frequency Monthly

*This is your benefit as of November 06, 2022 assuming you commenced your benefit at 65 years 0 months and terminated employment on November 06, 2022.

▶ [Estimate your pension benefit based on different dates](#)

▶ [How to collect your pension benefit](#)

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Pension Benefit Payment Options

Single Life Annuity

- This option pays a monthly benefit from your benefit commencement date until your death

Joint & Survivor Annuity Options

- These options pay a reduced benefit for your lifetime with 50%, 66 2/3%, 75% or 100% of the amount you were receiving payable for your Joint Annuitant's remaining lifetime after your death.
- If your joint annuitant dies before you, your benefit continues for your lifetime and no benefit is payable after your death

Payment Options cont.

Guaranteed Period Options

- This option pays a reduced lifetime monthly benefit to you with a guaranteed number of payments—120, 180, or 240 months—depending on the option you elect
- If you die before all guaranteed payments are made, the remaining guaranteed payments are made to your beneficiary
- If you live longer than the number of guaranteed payments, you continue to receive monthly payments until your death and no further benefit is payable to your beneficiary after your death
- If your beneficiary dies before you, you may designate a new beneficiary
- If your beneficiary dies after you, but before all guaranteed payments are made, your beneficiary's beneficiary will receive the balance of guaranteed payments either as a monthly benefit or as a lump sum, if elected

Payment Options cont.

Level Income Annuity Option

- This option is designed to provide a level income during retirement by taking into account your Social Security benefit
- The Level Income Annuity Option provides an increased monthly benefit to age 62 or Social Security Normal Retirement Age, as selected by you, when many people begin receiving Social Security benefits
- The monthly benefit decreases when you reach the selected age (62 or Social Security Normal Retirement Age) even if you do not begin receiving Social Security benefits at that age
- This option is always combined with another option such as a Single Life Annuity, a Joint & Survivor Annuity, or a Guaranteed Period Option
- Monthly benefit decreases when you reach the selected age, even if you do not begin collecting Social Security benefits at that time

Pension Payments

Following your pension benefit commencement, you'll have access to netbenefits.com/aa to:

- View your monthly pension payments
- Edit **federal tax information**
- Change **direct deposit information**
- **Print a Verification of Pension Income (used for loans, mortgages, etc,)**
- Access related **pension forms**
- Print **1099R's**

Defined Benefit Pension Plans

- **PBGC (TWA or Legacy US Airways)**

www.pbgc.gov

mypension@pbgc.gov

(800)400-7242

- **IAM Pension Fund**

<http://iamnpf.org>

contact@iampf.org

(800)424-9608

Next Steps & Contacts



Next Steps

- Notify your manager of your intent to Retire
- Review the Retirement Planning - Steps into Retirement on Jetnet
- Begin your pension modeling with Fidelity (at least 30 days in advance)
- Make your RHRA election (4 months in advance) Step 1 on the Step into Retirement page <https://c03.keysurvey.com/f/117635/9aa8/>
- Cash in any remaining Recognition points
- Request a Retiree ID

Contacts

- **AA Retirement Services** Retirement.Services@aa.com
- **Team Member Services** EmployeeServices@aa.com or 800-447-2000
- **Benefits Service Center** 888-860-6178
- **Payroll** PSC@aa.com
- **Fidelity Investments** 800-354-3412 or www.netbenefits.com/aa



Questions

American Airlines
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