

Retirement 2025

65-Point Retirement

Retirement Eligibility

65-Point Plan:

- Must have **at least** 10 years of active service
- **AND** years of active service + age = at least 65 points upon separation

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

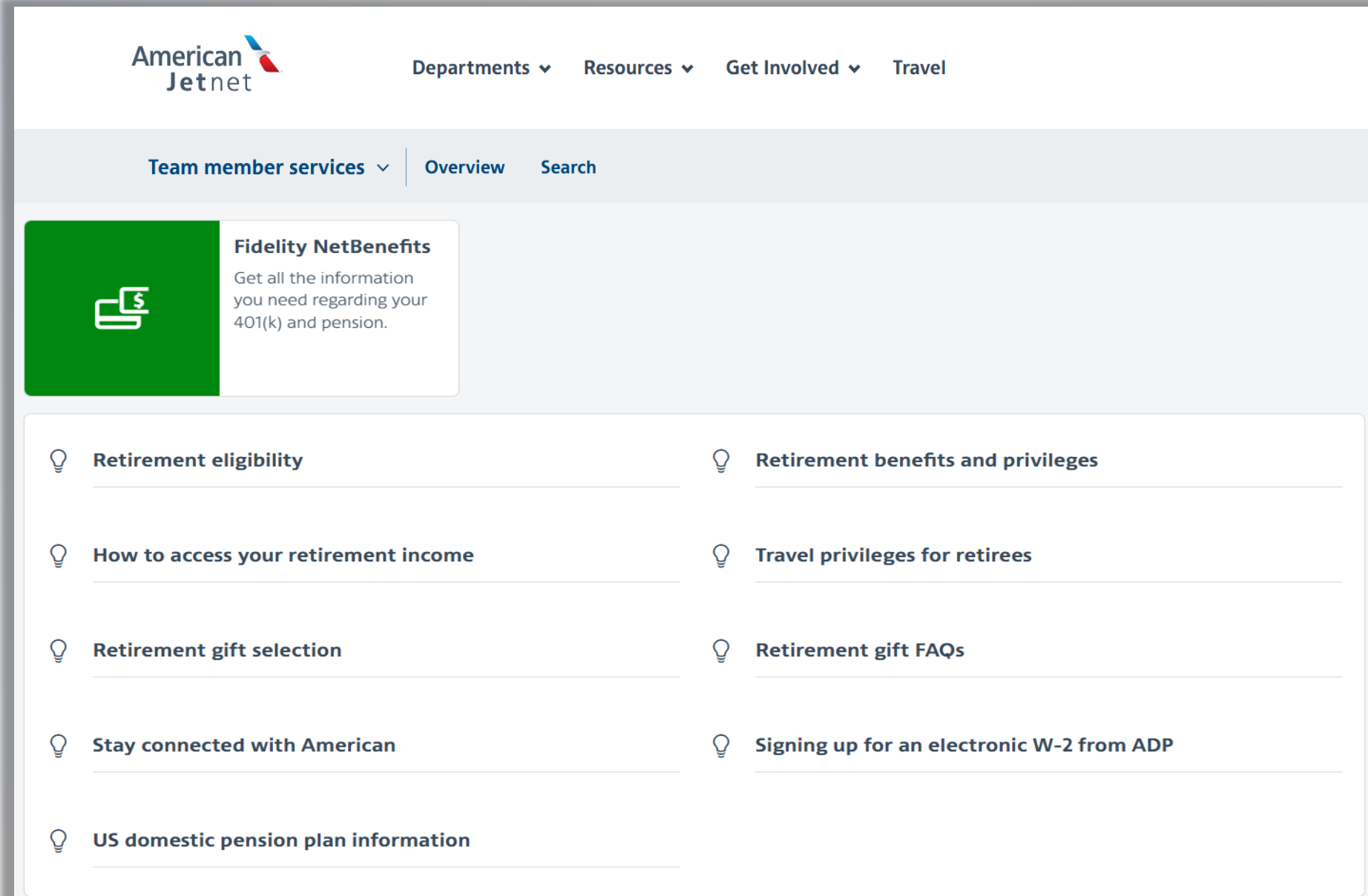
Benefits and Privileges include:

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

The terms of the plan documents govern the benefits and this presentation is intended to highlight those benefits. If there is a conflict between this presentation and the plan document, the plan document will govern the actual benefit.

Retirement

- Access from Jetnet's **Resources** tab
 - Click on **Team Member Services**
 - Click on the **Retirement** tab
- The **Retirement Page** helps you navigate these important steps:
 - Retirement Eligibility
 - Benefits
 - Pension & 401(k)
 - Travel
 - RHRA election




The screenshot displays the American Jetnet website's retirement resources page. At the top, the American Jetnet logo is on the left, and navigation links for Departments, Resources, Get Involved, and Travel are on the right. Below this, a secondary navigation bar includes 'Team member services' (with a dropdown arrow), 'Overview', and a 'Search' button. The main content area features a green square icon with a white dollar sign and a document symbol, next to a box titled 'Fidelity NetBenefits' which states: 'Get all the information you need regarding your 401(k) and pension.' Below this, a grid of ten links, each preceded by a lightbulb icon, provides further guidance: 'Retirement eligibility', 'Retirement benefits and privileges', 'How to access your retirement income', 'Travel privileges for retirees', 'Retirement gift selection', 'Retirement gift FAQs', 'Stay connected with American', 'Signing up for an electronic W-2 from ADP', 'US domestic pension plan information', and an additional link at the bottom left.

American Jetnet

Departments ▼ Resources ▼ Get Involved ▼ Travel

Team member services ▼ Overview Search

 **Fidelity NetBenefits**
Get all the information you need regarding your 401(k) and pension.

- 💡 Retirement eligibility
- 💡 Retirement benefits and privileges
- 💡 How to access your retirement income
- 💡 Travel privileges for retirees
- 💡 Retirement gift selection
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Traveling with us

Space Available Retiree Privileges



Standby Passes

Use different **pass types** when taking advantage of travel privileges including 6 high-priority passes (D1), unlimited passes (D2R), parent passes (D2P) and guest passes (D3)

Standby
(Space Available)



Guest Passes

Each calendar year, receive **8 one-way guest passes (D3)** that allow friends or extended family to travel standby (16 during year of retirement)

Standby
(Space Available)



Discounts

Retirees and eligible travelers receive a 20% discount, issued as a refund, called **AA20**, for confirmed seats on American Airlines and American Eagle flights

Confirmed



Partner Network

Retirees and eligible travelers have access to standby travel with **partner airlines** through Zonal Employee Discounts (ZED)

Standby
(Space Available)

- Please access the retiree site to view all details about retiree travel privileges

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Sick time applied to RHRA

For CWA-IBT, 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 Jetnet on the Retirement page. 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 Fidelity's netbenefits.com/aa

Legacy American Airlines Pension

Legacy AA Pension

American Airlines 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

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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 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

Pension Estimate

Available Options

Scenario 1

	You	Surviving Beneficiary
Pension Benefit		
Single Life Annuity	\$1,489.45 Monthly	N/A
50% Joint and Survivor Annuity	\$1,327.70 Monthly	\$663.85 Monthly
66 2/3% Joint and Survivor Annuity	\$1,281.52 Monthly	\$854.35 Monthly
75% Joint and Survivor Annuity	\$1,259.63 Monthly	\$944.72 Monthly
100% Joint and Survivor Annuity	\$1,198.41 Monthly	\$1,198.41 Monthly
10 Year Guaranteed Period	\$1,407.23 Monthly	\$1,407.23 Monthly
15 Year Guaranteed Period	\$1,323.23 Monthly	\$1,323.23 Monthly
20 Year Guaranteed Period	\$1,230.88 Monthly	\$1,230.88 Monthly

Age 62 Level Income Annuity

Starting benefit	\$3,088.37 Monthly	N/A
Benefit after 08/01/2031 due to SS Leveling	\$1,222.87 Monthly	N/A
50% Joint and Survivor Annuity with Age 62 Level Income Annuity		
Starting benefit	\$2,926.65 Monthly	\$663.85 Monthly
Benefit after 08/01/2031 due to SS Leveling	\$1,061.15 Monthly	\$663.85 Monthly
66 2/3% Joint and Survivor Annuity with Age 62 Level Income Annuity		
Starting benefit	\$2,880.47 Monthly	\$854.35 Monthly
Benefit after 08/01/2031 due to SS Leveling	\$1,014.97 Monthly	\$854.35 Monthly
75% Joint and Survivor Annuity with Age 62 Level Income Annuity		
Starting benefit	\$2,858.60 Monthly	\$944.72 Monthly
Benefit after 08/01/2031 due to SS Leveling	\$993.10 Monthly	\$944.72 Monthly
100% Joint and Survivor Annuity with Age 62 Level Income Annuity		
Starting benefit	\$2,797.33 Monthly	\$1,198.41 Monthly
Benefit after 08/01/2031 due to SS Leveling	\$931.83 Monthly	\$1,198.41 Monthly

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Pension 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

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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

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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**

Other Defined Pension Plans

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

(800)400-7242

www.pbgc.gov

mypension@pbgc.gov

- **IAM Pension Fund**

(800)424-9608

<http://iamnpf.org>

contact@iampf.org

Next Steps & Contacts

Next Steps

- Review Retirement Planning Information
- Make your RHRA election on Jetnet (4 months in advance)
- If applicable, Begin Pension modeling (30 days in advance)
- If Medicare eligible, request Employment Information Form (CMS-L564) from the BSC
- Notify your manager of your intent to retire
- Cash in any remaining Recognition Points
- Prepare for aa.com email to be closed
- Request Retiree ID

After Retirement

- Ensure access to the Retirees.aa.com site
- Enroll in Cobra, as applicable
- Review final paychecks
- Watch for your Retirement Gift Catalog and Yearbook (4-6 weeks via Fed-ex)
- Watch for information from MetLife and New York Life on conversion and portability rights on Life Insurance and AD&D/VPAL coverages
- Keep American up to date on any address changes, marital status or name changes

Contacts

- AA Retirement Services
 - Retirement.Services@aa.com
- Fidelity Investments
 - 1-800-354-3412
 - netbenefits.com/aa
- Team Member Services
 - 1-800-447-2000
 - Employeeservices@aa.com
- Payroll
 - PSC@aa.com
- Benefits Service Center
 - 1-888-860-6178

Q & A

Post-event feedback survey



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