

AMFA 2005-2009 Technicians LOA Language concerning Pensions

Paragraph d.

Following the Plan Termination Date, the Company shall not maintain or establish any single-employer defined benefit plan for any UAL or Company employee group unless AMFA-represented employees are provided the option of electing to receive a comparable defined benefit plan in lieu of the Replacement Plan Contribution.

AFA LOA Language concerning a 401k Plan and DC Plan

During our recent Section 1113(c) discussions, the parties agreed to amend Section 34. B.10. of the 2003-2009 Restructuring Agreement to provide that, in the event any other United Airlines employee group receives a Company match to their 401(k) Plan in addition to accruing a benefit under a defined benefit plan, Section 34. B.10. will apply to United Airlines Flight Attendants. In addition to the other exceptions contained in this referenced paragraph (Section 34. B.10.), the parties have agreed that Section 34. B.10. does not apply to any Company contributions to any defined contribution plan, which is contemplated as a replacement to any existing defined benefit plan.

ALPA LOA Language concerning a Defined Benefit Plan

a. Following the Exit Date, the Company shall not establish or re-establish any single-employer defined benefit plan for any UAL or Company employee group unless the pilot group is provided the option of electing to receive a comparable defined benefit plan in lieu of the C Plan Contribution.