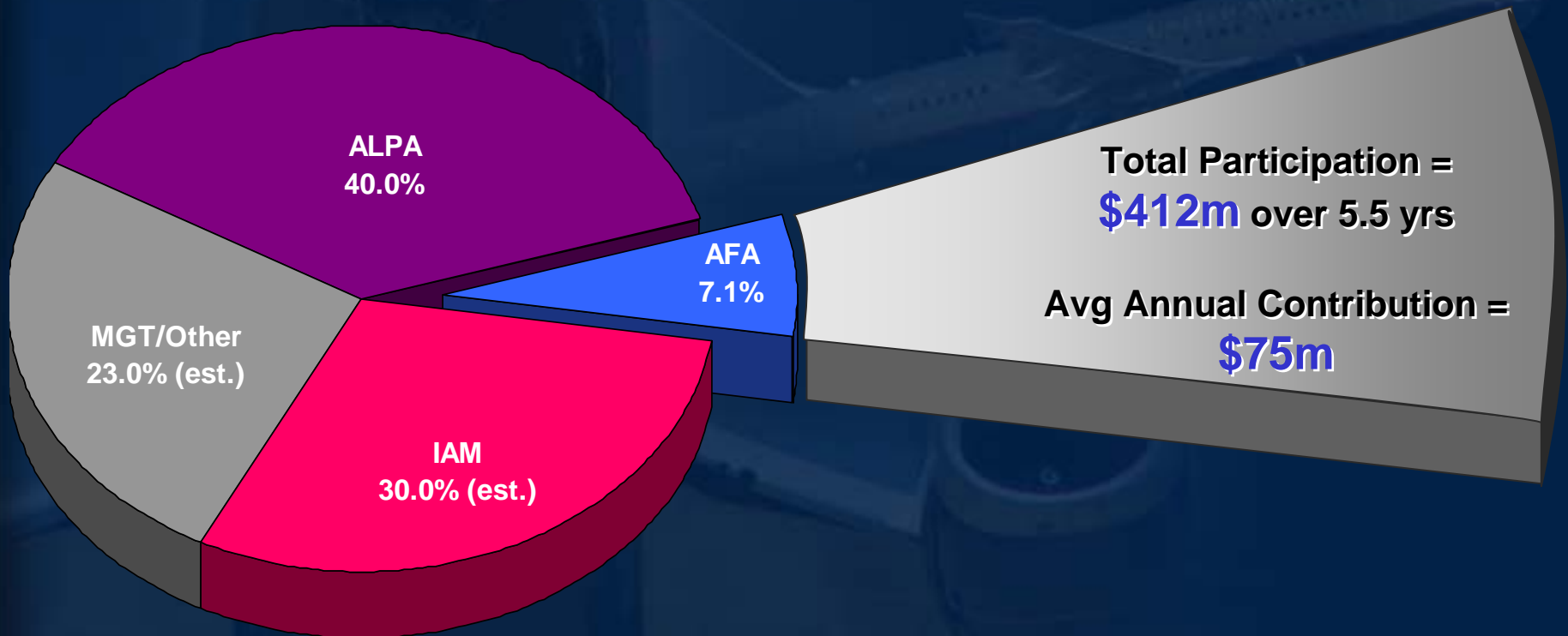


# Allocation Among Employee Groups



**Total Concessions Over  
5.5 year Term = \$5.8B**

**Breakdown of AFA's  
Portion**

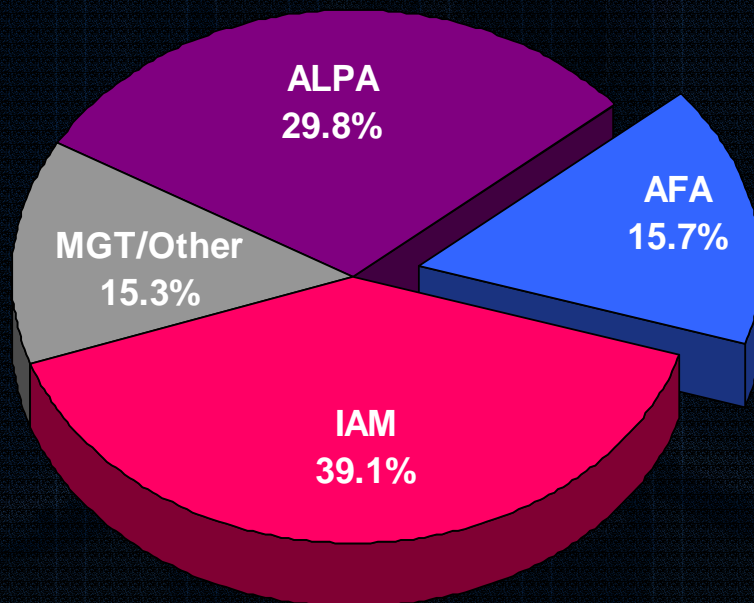


**PAFCA = 0.2%; TWU = 0.1%**

# Total Investment Relative to Payroll

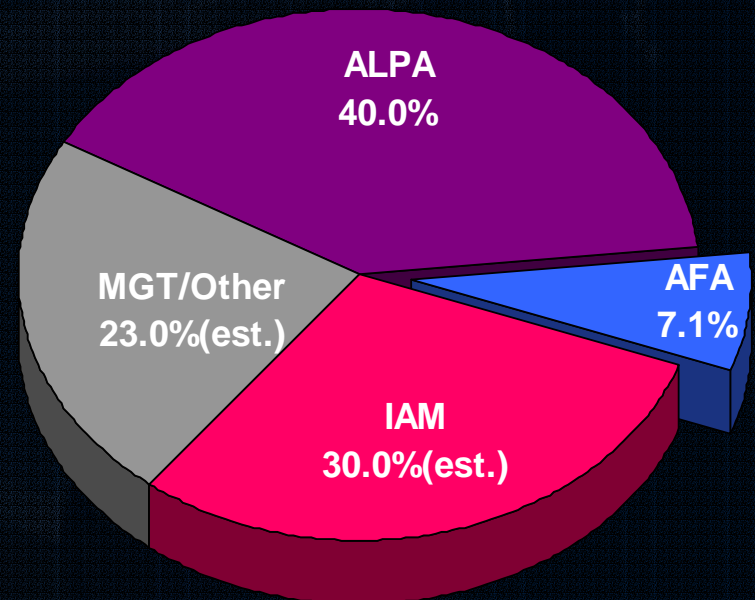


**Percent of Total Payroll<sup>1</sup>**  
(Prior to concessions)



PAFCA & TWU <1%

**Allocation**



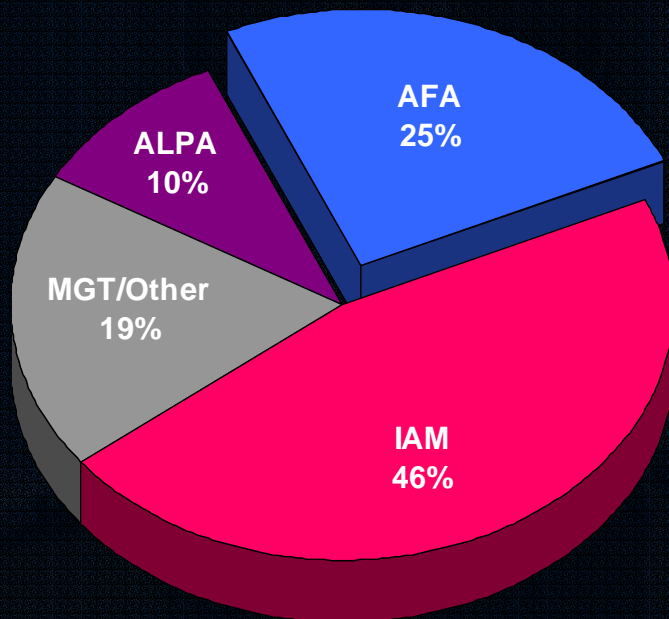
PAFCA = 0.2%; TWU = 0.1%

<sup>1</sup> Includes only variable fringe benefits, January 2003-2004

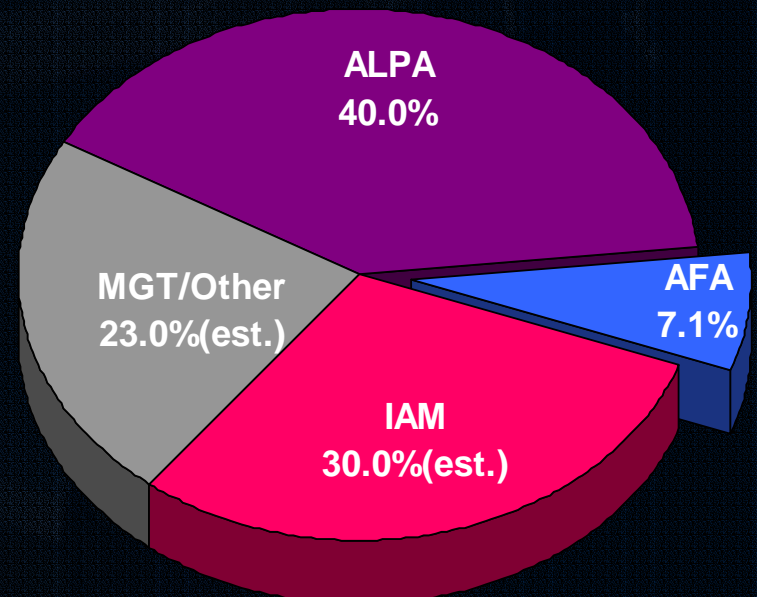
# Total Investment Relative to Headcount



Headcount



Allocation



PAFCA = 0.2%; TWU = 0.1%