United's new pass travel program for co-workers and retirees will be fully effective in 2012. This document compares our new pass travel program privileges with those of the current Continental and United subsidiaries.

Please visit *Flying Together > Travel Tools* to review the Employee Bulletin and a new pass travel program Q&A with details about program elements, eligibility, boarding priorities and fees. If you have questions about this information, please e-mail [mypasstravel@united.com](mailto:mypasstravel@united.com).

### PASS TRAVEL TERMINOLOGY

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### BOARDING PRIORITY – Definitions in Boarding Order

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<tr>
<td><strong>SA2P and above</strong>&lt;br&gt;Supervisors, managers and above with direct reports and with a minimum of 3 years of company service</td>
<td><strong>BP6B</strong>&lt;br&gt;Retirees with 25 or more years of service when traveling on domestic flights (50 U.S., Puerto Rico, Mexico, and Canada) and their accompanied or unaccompanied spouse, domestic partner or enrolled friend and their dependent children through age 24</td>
<td><strong>Current</strong>&lt;br&gt;Parents must be accompanied by retiree, spouse, domestic partner or enrolled friend</td>
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<td><strong>SA3P</strong>&lt;br&gt;Front-line employees; clerical and management employees below supervisor level; and employees’ accompanied spouse, domestic partner or travel companion; parents; and children through age 20 or through 25 if full-time students</td>
<td><strong>BPPE</strong>&lt;br&gt;Employees and retirees with less than 25 years of service, their accompanied or unaccompanied spouse, domestic partner or enrolled friend and children under age 22</td>
<td><strong>Current</strong>&lt;br&gt;Parents must be accompanied by retiree, spouse, domestic partner or enrolled friend</td>
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<td><strong>SA4R</strong>&lt;br&gt;Retirees and their accompanied spouse or domestic partner and children through age 20 or through 25 if full-time students</td>
<td><strong>BPBA</strong>&lt;br&gt;Employees; retirees; spouse, domestic partner or enrolled friend; and children under age 22 traveling with one companion</td>
<td><strong>BPPE</strong>&lt;br&gt;Employees and retirees with less than 25 years of service, their accompanied or unaccompanied spouse, domestic partner or enrolled friend and children under age 22 traveling with one companion</td>
</tr>
<tr>
<td><strong>SA4P</strong>&lt;br&gt;Employees’ unaccompanied eligible pass riders, which include spouse, domestic partner or travel companion; parents; children through age 20 or through 25 if full-time students; and children 21 and older if not full-time students</td>
<td><strong>BPBB</strong>&lt;br&gt;Employees; retirees; spouse, domestic partner or enrolled friend; parents; and dependent children through age 24 where traveling with two or more companions</td>
<td><strong>BPBB</strong>&lt;br&gt;Employees; retirees; spouse, domestic partner or enrolled friend; parents; and dependent children through age 24 traveling with two or more companions</td>
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<tr>
<td><strong>SA5A</strong>&lt;br&gt;Early-out participants and their accompanied or unaccompanied spouse or domestic partner and children through age 20 or through 25 if full-time students</td>
<td><strong>BPBC</strong>&lt;br&gt;Unaccompanied companions&lt;sup&gt;1&lt;/sup&gt;</td>
<td><strong>BPBC</strong>&lt;br&gt;Unaccompanied companions&lt;sup&gt;1&lt;/sup&gt;</td>
</tr>
<tr>
<td><strong>SA5E Extended Family Buddies</strong>&lt;br&gt;Extended family buddies are employees’ parents-in-law, siblings, grandparents and grandchildren</td>
<td><strong>BP10</strong>&lt;br&gt;Service-charge-waived pleasure travel</td>
<td><strong>BP10</strong>&lt;br&gt;Service-charge-waived pleasure travel</td>
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<tr>
<td><strong>SA5C Unaccompanied Buddies</strong>&lt;br&gt;Friends and family not included above</td>
<td>Employees traveling with three or more regular buddy pass riders on a personal or vacation pass</td>
<td>Employees traveling with three or more regular buddy pass riders on a personal or vacation pass</td>
</tr>
<tr>
<td><strong>Current</strong>&lt;br&gt;Vacation Pass Boarding: Employees receive a higher boarding priority when traveling on a vacation pass (i.e., SA2P and SA3P employees traveling on a vacation pass will board at same priority as SA1P) See vacation pass program on page 4</td>
<td>Employees’ adult children who are traveling unaccompanied on an extended family buddy pass</td>
<td>Employees’ adult children who are traveling unaccompanied on an extended family buddy pass</td>
</tr>
</tbody>
</table>

### A. Travel using a vacation pass by:
- Employees, retirees and their eligible accompanied pass riders
- Unaccompanied spouse/domestic partner<sup>*1</sup> of an employee or retiree, and their accompanied eligible pass riders

In addition, up to two regular buddy pass riders and unlimited extended family buddy pass riders can travel at Boarding Priority A when accompanied by an employee or spouse/domestic partner using a vacation pass.

### B. Travel by the following pass riders when not using a vacation pass:
- Employees and their accompanied eligible pass riders
- Employees’ unaccompanied spouses/domestic partners<sup>1</sup> and their accompanied eligible pass riders

In addition, up to two regular buddy pass riders and unlimited extended family buddy pass riders can travel at Boarding Priority B when accompanied by an employee or their spouse/domestic partner<sup>*1</sup> using a personal pass.

### C. Travel by the following pass riders when not using a vacation pass:
- Retirees and their accompanied eligible pass riders
- Retirees’ unaccompanied spouses/domestic partners<sup>1</sup> and their accompanied eligible pass riders

Employees traveling with three or more regular buddy pass riders on a personal or vacation pass

### E. Employees’ and retirees’ unaccompanied eligible pass riders (including enrolled friends) traveling on a personal pass
- Employees’ adult children who are traveling unaccompanied on an extended family buddy pass

### F. Continental subsidiary early-out program eligible pass riders and eligible pass riders who are participants in the 2011 (and beyond) United early-out program Priority other airline (alliances) employees, retirees and their eligible pass riders

### G. Extended family buddy pass riders (other than employees’ adult children) traveling unaccompanied

### H. Regular buddy pass riders traveling unaccompanied

### I. Non-priority other airline (non-alliance) employees, retirees and their eligible pass riders

### J. Employees who elect to stand by for service-charge waived pass travel, system-wide in any class of service, rather than paying service charges to travel at a higher boarding priority

*Enrolled friends do not have the same boarding priority as spouses or domestic partners in these cases.

Qualification as a “spouse” or “domestic partner” (or other status under this policy) is determined under company policy and is subject to verification.
## CURRENT

### EMPLOYEE PASS RIDERS

**Eligible Pass Riders**
- Spouse or domestic partner (same gender)
- Parents (option to change annually)
- Dependent children through age 25
- Military children through age 25
- Travel Companion (regardless of employee marital status)

**Other Pass Riders**
- Extended family buddy pass riders
- Buddy pass riders

### Retiree Eligible Pass Riders

**Eligible Pass Riders**
- Spouse or domestic partner (same gender)
- Enrolled friends
- Dependent children (natural, adopted or step) through age 25
- Unmarried children in the military through age 25
- Up to two parents (natural, adoptive and/or step) with the option to change quarterly

**Other Pass Riders**
- Extended family buddy pass riders
- Regular buddy pass riders

### Enrolled Friend Program - Overview

The travel companion program provides the opportunity for active employees to add a travel companion to those eligible for their personal, space-available pass travel privileges for a calendar year. A travel companion is any individual, designated by an eligible active employee, who will receive unlimited, online space-available pass travel privileges comparable to those given to current pass eligible family members. An eligible active employee may designate a travel companion in lieu of a spouse or a registered domestic partner.

### Travel Eligibles

**Employee Eligible Pass Riders**
- Spouse/domestic partner (same or opposite gender)
- Enrolled friends
- Dependent children (natural, adopted and/or step) through age 25
- Unmarried children in the military through age 25
- Up to two parents (natural, adoptive and/or step) with the option to change quarterly

**Other Pass Riders**
- Companion pass riders

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## FUTURE

### EMPLOYEE PASS RIDERS

**Eligible Pass Riders**
- Spouse or domestic partner (same gender)
- Parents (option to change annually)
- Dependent children through age 25
- Military children through age 25
- Travel Companion (regardless of employee marital status)

**Other Pass Riders**
- Extended family buddy pass riders
- Buddy pass riders

### Retiree Eligible Pass Riders

**Eligible Pass Riders**
- Spouse or domestic partner (same gender)
- Enrolled friends
- Dependent children (natural, adopted or step) through age 25
- Unmarried children in the military through age 25
- Up to two parents (natural, adoptive and/or step) with the option to change quarterly

**Other Pass Riders**
- Extended family buddy pass riders
- Regular buddy pass riders

### Enrolled Friend Program - Overview

The travel companion program provides the opportunity for active employees to add a travel companion to those eligible for their personal, space-available pass travel privileges for a calendar year. A travel companion is any individual, designated by an eligible active employee, who will receive unlimited, online space-available pass travel privileges comparable to those given to current pass eligible family members. An eligible active employee may designate a travel companion in lieu of a spouse or a registered domestic partner.

### Travel Eligibles

**Employee Eligible Pass Riders**
- Spouse or domestic partner (same or opposite gender)
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- Dependent children (natural, adopted and/or step) through age 25
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- Up to two parents (natural, adoptive and/or step) with the option to change quarterly

**Other Pass Riders**
- Companion pass riders

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## CURRENT

### EMPLOYEE PASS RIDERS

**Eligible Pass Riders**
- Spouse or domestic partner (same gender)
- Parents (option to change annually)
- Dependent children through age 25
- Military children through age 25
- Travel Companion (regardless of employee marital status)

**Other Pass Riders**
- Extended family buddy pass riders
- Buddy pass riders

### Retiree Eligible Pass Riders

**Eligible Pass Riders**
- Spouse or domestic partner (same gender)
- Enrolled friends
- Dependent children (natural, adopted or step) through age 25
- Unmarried children in the military through age 25
- Up to two parents (natural, adoptive and/or step) with the option to change quarterly

**Other Pass Riders**
- Extended family buddy pass riders
- Regular buddy pass riders

### Enrolled Friend Program - Overview

The travel companion program provides the opportunity for active employees to add a travel companion to those eligible for their personal, space-available pass travel privileges for a calendar year. A travel companion is any individual, designated by an eligible active employee, who will receive unlimited, online space-available pass travel privileges comparable to those given to current pass eligible family members. An eligible active employee may designate a travel companion in lieu of a spouse or a registered domestic partner.

### Travel Eligibles

**Employee Eligible Pass Riders**
- Spouse or domestic partner (same or opposite gender)
- Enrolled friends
- Dependent children (natural, adopted and/or step) through age 25
- Unmarried children in the military through age 25
- Up to two parents (natural, adoptive and/or step) with the option to change quarterly

**Other Pass Riders**
- Companion pass riders
### Employee Vacation Pass Program – Overview

Active co-workers who have six months of active service each calendar year receive a minimum of eight one-way vacation passes. Passes are deposited on January 1 of the following year.

- Travel on a vacation pass allows a higher boarding priority (i.e. SA2P and SA3P board equal to SA1P)
- Passes are valid for space-available travel system-wide and service-charges are waived in all cabins
- Valid for five years

### Employee/Retiree Vacation Pass Program – Overview

Employees (who have six months of active service) and retirees will receive eight one-way vacation passes. Passes are deposited each year. (2012 allotment distribution date pending technology solution)

- Highest space-available boarding priority
- Valid for space-available, system-wide travel with service charges and applicable ticket taxes waived for travel in all cabins (departure and other airport/regulatory taxes may apply)
- Valid for five years
- One pass can be used for the employee or retiree and their eligible pass riders when they are traveling together

### Service Charges – Economy Overview

**Service charges are fixed based on four regions: Domestic, Latin, Europe and Pacific**

Employees and retirees with 10 or more years of service and their eligible pass riders receive fee-waived, economy-class passes, system-wide.

Continental pays applicable ticket taxes. Employees with less than 10 years of service will pay a service charge based on region, plus the U.S. AY Security Fee tax.

**Fee-waived economy-class travel system-wide**

Employees and retirees and their travel eligibles receive fee-waived, economy-class passes, system-wide.

### Service Charges – Economy Examples

#### Region A Example:
SFO – EWR roundtrip, nonstop

Employee or retiree with:
- 10 or more years of service pays $0
- Less than 10 years of service pays a $20 roundtrip service charge

#### Domestic Example:
SFO – EWR roundtrip, nonstop

Employee or retiree, regardless of years of service, pays $0, which includes:
- Base service charge of $0, plus $0 ticket tax, $0 U.S. Segment Tax and $0 Security AY fee

#### Region C Example:
DEN – EWR – FRA roundtrip

Employee or retiree with:
- 10 or more years of service pays $0
- Less than 10 years of service pays a $100.00 roundtrip service charge

#### International Example:
DEN – ORD – FRA roundtrip

Employee or retiree, regardless of years of service, pays $0, which includes:
- Base service charge of $0, plus U.S. Immigration Fee of $7.00, U.S. Customs fee of $5.50 and APHIS Fee of $5.00

### Service Charges – Premium Overview

**Service charges are fixed based on four regions: Domestic, Latin, Europe and Pacific.**

Employees and retirees with 25 or more years of service and their eligible pass riders earn fee-waived passes, system-wide, for all cabins.

Continental pays applicable ticket taxes. Employees with less than 25 years of service pay a service charge based on region, plus the U.S. AY Security Fee tax.

**Premium cabin charges are based on a percentage off the ZED fares.**

Employees and retirees with 25 or more years of service and their eligible pass riders have service charges waived, system-wide, for all cabins.

All other employees and retirees and their eligible pass riders will receive a 90 percent discount off ZED fares for domestic premium-cabin travel and a 50 percent discount off ZED fares for international premium-cabin travel.

*The pass rider will pay applicable departure and other airport/regulatory taxes*

**Premium cabin is based on a percentage off the ZED fares.**

Employees and retirees receive a 65 percent discount for domestic travel and a 50 percent discount for international travel.
## SERVICE CHARGES – PREMIUM EXAMPLES

### Region A Example:
SFO – EWR roundtrip, nonstop

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<thead>
<tr>
<th>Employees or retirees with:</th>
<th>Service Charges</th>
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<tr>
<td>25 or more years of service</td>
<td>$0 for first-class cabin</td>
</tr>
<tr>
<td>Less than 25 years of service</td>
<td>$25.00 for travel in first class, $20.00 service charge roundtrip plus a $2.50 AY security fee for each U.S. segment</td>
</tr>
</tbody>
</table>

### Domestic Example:
SFO – EWR roundtrip, nonstop

<table>
<thead>
<tr>
<th>Employees or retirees in business class</th>
</tr>
</thead>
<tbody>
<tr>
<td>pay $30.68.</td>
</tr>
<tr>
<td><strong>Base service charge of $17.00, plus $1.28 ticket tax, $7.40 U.S. Segment Tax, $5 Security AY fee</strong></td>
</tr>
<tr>
<td>Employees or retirees in first class pay $37.76.</td>
</tr>
<tr>
<td><strong>Base service charge of $23.60, plus $1.76 ticket tax, $7.40 US Segment Tax, $5 Security AY fee</strong></td>
</tr>
</tbody>
</table>

### Domestic Example:
SFO – EWR roundtrip, nonstop

| Employees or retirees pays $76.36 for business class travel, regardless of years of service. |
| **Base fare of $59.50 in business class cabin, plus $16.86 in applicable taxes** |
| Employees or retirees, regardless of years of service, pay $101.20 for first class, which includes: |
| **Base fare of $82.60 in first class, plus $18.60 in applicable taxes** |

### Region C Example:
DEN – EWR – FRA roundtrip

| Employees or retiree, regardless of years of service, pays $267.50 BusinessFirst |
| $260.00 service charge roundtrip plus a $7.50 AY security fee for each U.S. segment |

### International Example:
DEN – SFO – FRA roundtrip

| Employees or retiree with less than 25 years of service pays $227.18 for business class, which includes: |
| **Base service charge of $161.40, plus U.S. arrival/departure tax of $32.60, Security AY fee of $7.50, U.S. Immigration fee of $7.00, U.S. Customs fee of $5.50, U.S. Ticket Tax of $7.84, US Segment Fee of $7.40, and APHIS fee of $5.00** |
| Employees or retiree with less than 25 years of service pays $290.54 for first class and BusinessFirst, which includes: |
| **Base service charge of $224.60, plus U.S. arrival/departure tax of $32.60, Security AY fee of $7.50, U.S. Immigration fee of $7.00, U.S. Customs fee of $5.50, U.S. Ticket Tax of $7.84, US Segment Fee of $7.40, and APHIS fee of $5.00** |
| Employees or retirees with 25 or more years of service receive premium service charge waived travel but will pay $17.50 in ticket taxes and fees, including: |
| **Base service charge of $0, plus U.S. Immigration fee of $7.00, U.S. Customs fee of $5.50 and APHIS fee of $5.00** |

### International Example:
DEN – SFO – FRA roundtrip

| Employees or retiree, regardless of years of service, pays $254.74 for business class, which includes: |
| **Base fare of $187.40 in business class, plus $67.34 in applicable taxes** |
| Employees or retiree, regardless of years of service, pays $324.00 for first class, which includes: |
| **Base fare of $256.10 in first class, plus $67.90 in applicable taxes** |
REGULAR BUDDY PASS PROGRAM

Employee Buddy Pass Program - Overview
- Eligible upon six months of active service
- Allotment of 32 one-way passes: 20 for domestic travel (including Latin America) and 12 for international. A one-way trip may contain more than one segment. For example, in the case of IAH-LAX-HNL, only one pass will be used.
- Passes are valid for 13 months (January 1 through January 31 of the following year.)
- Buddy passes are valid for an employee’s friends, family and extended family buddies.
- Buddy passes are valid for economy-class cabin only.
- Buddies must be accompanied to international locations outside of the U.S. and Alaska.
- No seasonal embargo period.
- Buddy fees are based on service charges for four geographical regions: Domestic, Latin, Europe and Pacific.

Employee Regular Buddy Pass Program – Overview
- Eligible upon six months of active service.
- Allotment of 24 segment passes valid for system-wide travel. A one-way trip may contain more than one segment. For example, in the case of IAH-LAX-HNL, two segments will be used.
- Valid for 13 months (January 1 through January 31 of the following year.)
- Valid for employees’ friends, family and extended family buddies.
- Buddy pass riders may travel unaccompanied to any destination system-wide; however, embargo periods may apply during peak travel times on certain routes.
- Buddy pass riders may travel unaccompanied in economy, business and first cabins domestically, but must be accompanied for international travel in First and Business-First cabins.
- Regular buddy pass fees will be based on 10 percent of the lowest unrestricted Y fare for economy travel system-wide. Buddy pass fees for international premium cabin travel will be based on 15 percent of the lowest unrestricted Y fare. All buddy pass fees will be reviewed quarterly and are subject to change.

Employee/Retiree Companion Pass Program – Overview
- Received upon first day of work
- Allotment of 24 one-way segments, system-wide. A one-way trip may contain more than one segment. For example, in the case of IAH-LAX-HNL, two passes will be used.
- Passes are valid for 12 months (January 1 to December 31.)
- Companion passes are valid for employees’ and retirees’ friends, family and children aged 25 and older.
- Companions may travel unaccompanied in economy and business, but must be accompanied for International First.
- Companion travel may be unaccompanied system-wide. However, during seasonal embargo periods, unaccompanied travel is not permitted to certain locations.
- The companion fare is based on 10 percent of the lowest unrestricted Y fare, reviewed quarterly and subject to change.

EXTENDED FAMILY BUDDY PASS PROGRAM

The extended family buddy program allows employees to register their non-student children aged 21 through 25, children aged 26 and older, parents-in-law, siblings, grandparents and grandchildren to:
- Travel at a higher boarding priority in economy class, system-wide,
- Travel at lower buddy fees, and
- Travel unaccompanied on international flights all year long.

Family/buddy service charges are fixed based on four geographical regions: Domestic, Latin, Europe and Pacific.
Region A Example:
SFO – EWR roundtrip, nonstop, economy class
Regular buddy pays $205.00, which includes:
- $200.00 flat service charge roundtrip, plus $2.50 AY security fee each U.S. segment
Extended family buddy pays $105.00, which includes:
- $100.00 extended family buddy flat service charge roundtrip, plus $2.50 AY security fee each U.S. segment

Regular buddy pass fees are based on 10 percent of the lowest unrestricted Y fare. Extended family buddy pass fees are based on 5 percent of the lowest unrestricted Y fare.
Domestic Example:
SFO – EWR roundtrip, nonstop, economy class
Upgradable to domestic business and first class, if available.
Regular buddy pass riders pay approximately $195.34, which includes:
- Base fare of $161.80 (10 percent of a lowest unrestricted Y fare of $1,618), plus 7.5 percent U.S. tax of $12.14, Passenger Facility Charge (PFC) of $9.00, U.S. Segment tax of $7.40 and Security AY fee of $5.00

COMPANY CONFIDENTIAL
PASS TRAVEL PROGRAM 6

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### SERVICE CHARGES – DOMESTIC EXAMPLES REGULAR BUDDY PASS AND EXTENDED FAMILY BUDDY PASS

Extended family buddy pays approximately $108.37 for the same trip:
- Base fare of $80.90 (5 percent of a lowest unrestricted Y fare of $1,618), plus 7.5 percent U.S. tax of $6.07, PFC of $9.00, U.S. Segment Tax of $7.40 and Security AY fee of $5.00

### SERVICE CHARGES – INTERNATIONAL EXAMPLES REGULAR BUDDY PASS AND EXTENDED FAMILY BUDDY PASS

#### Region C Example:
DEN – EWR – FRA roundtrip, economy class
Regular buddy pass riders pay $507.50, which includes:
- $500.00 flat service charge roundtrip, plus $7.50 AY security fee for each U.S. segment
Extended family buddy pass riders pay $307.50, which includes:
- $300.00 extended family buddy flat service charge roundtrip, plus $7.50 AY security fee for each U.S. segment

*Continental pays applicable ticket taxes*

Regular buddy pass fees are based on 10 percent of the lowest unrestricted Y fare for economy and 15 percent for premium cabin travel. Extended family buddy pass fees are based on 5 percent of the lowest unrestricted Y fare for economy travel and 10 percent for premium cabin travel.

Upgradeable for international travel in business, BusinessFirst and first cabins, if available and eligible.

**International Example 1:**
DEN – ORD – FRA roundtrip, economy class
Regular buddy pass riders pay approximately $436.98, which includes:
- Base fare of $354.00 (10 percent of a lowest unrestricted Y fare of $3,540), plus U.S. tax of $4.48, PFC of $13.50, U.S. Segment tax of $7.40, U.S. arrival/departure tax of $32.60, Security AY fee of $7.50, U.S. Immigration fee of $7.00, U.S. Customs Fee of $5.50 and APHIS Fee of $5.00
Extended family buddy pays approximately $257.74 for the same trip:
- Base fare of $177.00 (5 percent of a lowest unrestricted Y fare of $3,540), plus U.S. Tax of $2.24, PFC of $13.50, U.S. Segment tax of $7.40, U.S. arrival/departure tax of $32.60, Security AY fee of $7.50, U.S. Immigration fee of $7.00, U.S. Customs fee of $5.50 and APHIS Fee and $5.00

**International Example 2:**
DEN – ORD – FRA roundtrip, first class/BusinessFirst
Regular buddy pass riders pay approximately $616.22, which includes:
- Base fare of $531.00 (15 percent of a lowest unrestricted fare of $3,540), plus U.S. tax of $6.72, PFC of $13.50, U.S. Segment tax of $7.40, U.S. arrival/departure tax of $32.60, Security AY fee of $7.50, U.S. Immigration fee of $7.00, U.S. Customs fee of $5.50 and APHIS Fee and $5.00
Extended family buddy pass rider pays approximately $436.98 for the same trip:
- Base fare of $354.00 (10 percent of a lowest unrestricted fare of $3,540), plus U.S. tax of $4.48, PFC of $13.50, U.S. Segment tax of $7.40, U.S. arrival/departure tax of $32.60, Security AY fee of $7.50, U.S. Immigration Fee of $7.00, U.S. Customs fee of $5.50 and APHIS Fee and $5.00
<table>
<thead>
<tr>
<th>LEISURE TRAVEL DISCOUNT PROGRAM</th>
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<tbody>
<tr>
<td>Employees coairFares Program</td>
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<tr>
<td>Employees and their eligible pass riders, excluding any buddy pass riders, may purchase confirmed, revenue, positive-space tickets, system-wide in economy, first or BusinessFirst cabins.</td>
</tr>
<tr>
<td>- Tickets are non-refundable, non-changeable and mileage accrual is not permitted.</td>
</tr>
<tr>
<td>- The fare is based on a percentage off the lowest ticket price from sites such as Hotwire.</td>
</tr>
<tr>
<td>Employee and Retiree Leisure Travel Discount Program Overview</td>
</tr>
<tr>
<td>Employees, retirees and their eligible pass riders may purchase revenue-confirmed tickets for system-wide travel in any cabin.</td>
</tr>
<tr>
<td>20 Percent</td>
</tr>
<tr>
<td>Employees, retirees and eligible pass riders will receive a 20 percent discount off revenue-confirmed tickets. The discount is taken off the fare at the time of purchase and is available on most published fares.</td>
</tr>
<tr>
<td>- Refunds and changes will depend on the fare paid.</td>
</tr>
<tr>
<td>- Mileage accrual is permitted.</td>
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<tr>
<td>- Denied boarding compensation is permitted.</td>
</tr>
<tr>
<td>- First and second checked-bag fees waived.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>PREMIUM CABIN TRAVEL ELIGIBILITY</th>
</tr>
</thead>
<tbody>
<tr>
<td>Children</td>
</tr>
<tr>
<td>First class – children must be at least six years old and be accompanied by an adult 18 years old or older.</td>
</tr>
<tr>
<td>BusinessFirst – children must be at least eight years old and be accompanied by an adult 18 years old or older.</td>
</tr>
<tr>
<td>Children age 15 and older are allowed to travel unaccompanied in first or BusinessFirst cabins.</td>
</tr>
<tr>
<td>Parents</td>
</tr>
<tr>
<td>Parents have unlimited, space-available travel. Parents can fly unaccompanied, system-wide in any class of service, and can escort extended family and buddy pass riders at the unaccompanied eligible boarding priority.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>UNACCOMPANIED MINORS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unaccompanied minors age four and younger are not permitted to travel space-available.</td>
</tr>
<tr>
<td>Children ages 5 – 14 may travel unaccompanied in economy cabins on nonstop flights, system-wide.</td>
</tr>
<tr>
<td>Children ages 5 – 14 may travel with their siblings aged 15 and older on connecting flights.</td>
</tr>
<tr>
<td>No unaccompanied minor service charges.</td>
</tr>
<tr>
<td>Unaccompanied minors age four and younger are not permitted to travel space available.</td>
</tr>
<tr>
<td>Children ages 5 – 14 may travel unaccompanied in economy cabins on nonstop flights, system-wide.</td>
</tr>
<tr>
<td>Employee and retirees’ children ages 5 – 14 may travel with their siblings aged 15 and older on connecting flights.</td>
</tr>
<tr>
<td>No unaccompanied minor service charges for employees’ or retirees’ eligible children or for extended family buddy pass riders who are children.</td>
</tr>
<tr>
<td>Unaccompanied minor service fees will apply for all regular buddy pass riders who are minors.</td>
</tr>
</tbody>
</table>

United’s pass travel policy is a privilege and is not a right of employment. The terms of the policy are subject to modification or termination, in whole or in part, by the Company at any time and for any reason.