

UNITED ANNOUNCES NEW

# Pass Travel Program

Effective early 2012

Company Confidential

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).



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**PASS TRAVEL TERMINOLOGY**

Stand-by or Space-available travel	<b>Stand-by or Space-available travel</b>	NRSA or Non-Rev Travel
Buddy Pass	<b>Buddy Pass</b>	Companion Pass
Travel Companion	<b>Enrolled Friend</b>	Enrolled Friend
Pass Riders and their Eligible Pass Riders	<b>Pass Riders and their Eligible Pass Riders</b>	Travel Eligibles
Pass Classification	<b>Boarding Priority</b>	Boarding Priority
Leisure or Personal Travel	<b>Leisure or Personal Travel</b>	Pleasure Travel
Pass Rider Profile	<b>Travel Profile</b>	Travel Profile
Personal Pass (non-Vacation Pass)	<b>Personal Pass</b>	N/A
Fee-waived	<b>Service charge-waived</b>	Fee-waived

**BOARDING PRIORITY – Definitions in Boarding Order**

**SA2P and above**

Supervisors, managers and above with direct reports and *with a minimum of 3 years of company service*

**SA3P**

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

**SA4R**

Retirees and their *accompanied* spouse or domestic partner and children through age 20 or through 25 if full-time students

**SA4P**

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

Retirees' *unaccompanied* eligible pass riders, who include spouse or domestic partner and children under the age of 20 or through 25 if full-time students

**SA5A**

Early-out participants and their *accompanied* or *unaccompanied* spouse or domestic partner and children through age 20 or through 25 if full-time students

**SA5E Extended Family Buddies**

Extended family buddies are employees' parents-in-law, siblings, grandparents and grandchildren

**SA5C Unaccompanied Buddies**

Friends and family not included above

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

**A. Travel using a vacation pass by:**

- Employees, retirees and their eligible accompanied pass riders
- Unaccompanied spouse/domestic partner\* 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\* 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\* 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\* and their accompanied eligible pass riders

**D. Employees' or retirees' unaccompanied eligible pass riders who are traveling on a vacation pass, excluding spouses/domestic partners\***

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.*

**BP6B**

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

Parents must be accompanied by retiree, spouse, domestic partner or enrolled friend

**BP8A**

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

*Accompanied* dependents age 22 – 24 and accompanied parents

Employees; retirees; spouse, domestic partner or enrolled friend; and children under age 22 traveling with one companion

Retirees with more than 25 years of service and their *accompanied* or *unaccompanied* spouse, domestic partner or enrolled friend, and their dependent children through age 24 on international flights. Parents must be accompanied by the retiree, spouse, domestic partner or enrolled friend

**BP8B**

Employees; retirees; spouse, domestic partner or enrolled friend; parents; and dependent children through age 24 when traveling with two or more companions

*Unaccompanied* dependent children aged 22 – 24 of employees or retirees with less than 25 years of service

All *unaccompanied* parents

**BP8C Unaccompanied companions**

Any friend or relative of the employee's or retiree's choosing, including their adult children

BP10 Service-charge-waived pleasure travel Active employees traveling service-charge-waived, system-wide, in any class of service



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### 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

#### 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

- Extended family buddy pass riders
- Regular buddy pass riders

#### Travel Eligibles

- Spouse or Domestic partner (same or opposite gender)
- Parents (option to change quarterly)
- Dependent children through age 24
- Enrolled friend (single employee/retiree only)

#### Other Pass Riders

- Companion pass riders

### RETIREE PASS RIDERS

#### Eligible Pass Riders

- Spouse or Domestic partner (same gender)
- Dependent children through age 25
- Military children through age 25

#### Retiree 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

#### Travel Eligibles

- Spouse or Domestic partner (same or opposite gender)
- Parents (option to change quarterly)
- Dependent children through age 24
- Enrolled friend (single employee/retiree only)

#### Other Pass Riders

- Companion pass riders

### ENROLLED FRIEND PROGRAM

#### Employee Travel Companion 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.

#### Employee/Retiree Enrolled Friend Program - Overview

Each calendar year, single co-workers may register one enrolled friend. Married co-workers may register an enrolled friend in lieu of a spouse or domestic partner.

All employees may also register an additional enrolled friend in lieu of using their regular buddy passes for the year.

Retirees may register up to two enrolled friends in addition to a spouse/domestic partner.

Enrolled friends will have unlimited, on-line, space-available, personal pass travel privileges comparable to those given to eligible pass riders.

#### Employee/Retiree Enrolled Friend Program - Overview

The enrolled friend program allows employees and retirees who have a marital status of "single" with no spouse or qualified domestic partner listed as a travel eligible to select any one person to be their enrolled friend eligible for travel in a rolling 12-month period. An enrolled friend is eligible for unlimited, online, non-revenue, space-available travel privileges, similar to those of an eligible spouse or domestic partner.

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**VACATION PASS TRAVEL PROGRAM**

**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**

N/A

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.

**Service charge-waived, economy-class, system-wide**

Employees, retirees and their eligible pass riders receive service charge-waived,\* economy-class passes, valid for travel system-wide.

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

**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

**Domestic Example:**

SFO - EWR roundtrip, nonstop

Employee or retiree, regardless of years of service, pays \$0, which includes:

- Base fare of \$0, plus \$0 Transportation 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 \$17.50, 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

**International Example:**

DEN - ORD - FRA roundtrip

Employee or retiree, regardless of years of service, pays \$17.50, which includes:

- Base fare of \$0, plus U.S. Immigration Fee (\$7.00), U.S. Customs Fee \$5.50, and APHIS Fee (\$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.



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**SERVICE CHARGES - PREMIUM EXAMPLES**

**Region A Example:**

SFO - EWR roundtrip, nonstop

Employees or retirees with:

- 25 or more years of service pay \$0 for first-class cabin
- Less than 25 years of service pay \$25.00 for travel in first class. \$20.00 service charge roundtrip, plus a \$2.50 AY security fee for each U.S. segment

**Domestic Example:**

SFO - EWR roundtrip, nonstop

Employees or retirees in business class pay \$30.68.

- Base service charge of \$17, plus \$1.28 ticket tax, \$7.40 U.S. Segment Tax, \$5 Security AY

Employees or retirees in first class pay \$37.76.

- Base service charge of \$23.60, plus \$1.76 Ticket tax, \$7.40 US Segment Tax, \$5 Security AY fee

**Domestic Example:**

SFO - EWR roundtrip, nonstop

Employees or retirees pays \$76.36 for business class travel, regardless of years of service pay:

- 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

Employee or retiree with:

- 25 or more years of service pays \$0 for BusinessFirst-class cabin
- Less than 25 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 retirees with less than 25 years pay \$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 \$.78, US Segment Fee of \$7.40, and APHIS fee of \$5.00

Employees or retirees with less than 25 years pay \$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 \$.94, 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

Employee 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

Employee 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

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**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, business and first, 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.

The extended family buddy program allows employees to register their non-dependent children 21 years of age and older, parents-in-law, siblings, grandparents and grandchildren to:

- Travel at a higher boarding priority system-wide than regular buddy pass riders,
- Travel in all classes of service unaccompanied\* and
- Travel at lower buddy fees than regular buddies (5 percent of the lowest unrestricted Y fare, reviewed quarterly and subject to change.)

*\*Some restrictions related to eligibility and children's ages may apply (See Premium Cabin Travel Eligibility section.)*

N/A

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

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

*\*Continental pays applicable ticket taxes.*

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

Upgradeable 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

*continued on page 7*

Companion fees are based on 10% of the lowest unrestricted Y fare

**Domestic Example:**

SFO – EWR roundtrip, nonstop, economy-class.

Upgradeable to domestic business and first-class cabins, if available.

Companion pays \$195.34, which includes:

- Base fare \$161.80, plus 7.5 percent U.S. Tax (\$12.14), PFC charge (\$9.00) U.S. segment tax (\$7.40) and Security AY fee (\$5.00)

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

*continued from page 6*

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 APHS 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 APHS 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 APHS 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 APHS Fee and \$5.00

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**LEISURE TRAVEL DISCOUNT PROGRAM**

**Employees coairFares Program**

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.

- Tickets are non-refundable, non-changeable and mileage accrual is not permitted.
- The fare is based on a percentage off the lowest ticket price from sites such as Hotwire.

**Employee and Retiree Leisure Travel Discount Program Overview**

Employees, retirees and their eligible pass riders may purchase revenue-confirmed tickets for system-wide travel in any cabin.

**20 Percent**

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.

- Refunds and changes will depend on the fare paid.
- Mileage accrual is permitted.
- Denied boarding compensation is permitted.
- First and second checked-bag fees waived.

**Employee and Retiree Discount Program**

Employees, retirees and their eligible pass riders, excluding companions, may purchase revenue, positive-space tickets, system-wide in economy, business or first class cabins.

**20 Percent**

Employees, retirees and eligible travelers receive an unlimited 20 percent discount off positive space tickets. The discount is taken off the fare at the time of purchase and is available on most published fares.

- Refunds and changes will depend on the fare paid.
- Mileage accrual is permitted.
- Denied boarding compensation is permitted.

**PREMIUM CABIN TRAVEL ELIGIBILITY**

**Children**

- First class – children must be at least six years old and be accompanied by an adult 18 years old or older.
- BusinessFirst – children must be at least eight years old and be accompanied by an adult 18 years old or older.
- Children age 15 and older are allowed to travel unaccompanied in first or Business-First cabins.

**Parents**

- 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.

**Children**

- Domestic Premium Cabins – children ages 15 and younger can travel domestically and must be accompanied by an adult.
- International Premium Cabins – children must be at least eight years old and accompanied by the employee, retiree, spouse, domestic partner or enrolled friend.

**Parents**

- Parents have unlimited, space-available travel. Parents can fly unaccompanied, system-wide, in any class of service, and can escort regular buddy pass riders.

**Children**

- Premium – children may travel at any age domestically or in any 2-cabin (economy and first) aircraft and must be accompanied.
- International 3-cabin (first, business and economy) – children must be at least 8 years old and accompanied by an adult to travel in business class. To travel in first class, children must be at least 12 years old and must be accompanied by the co-worker, retiree, spouse, domestic partner, or enrolled friend.

**Parents**

- Parents have unlimited, space-available travel. For international travel in first-class, parents must be accompanied by the employee, retiree, spouse, domestic partner or enrolled friend.

**UNACCOMPANIED MINORS**

- Unaccompanied minors age four and younger are not permitted to travel space-available.
- Children ages 5 – 14 may travel unaccompanied in economy cabins on nonstop flights, system-wide.
- Children ages 5 – 14 may travel with their siblings aged 15 and older on connecting flights.
- No unaccompanied minor service charges.

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

- Unaccompanied minors under age four are not permitted to travel space-available.
- Children ages 5 – 11 may travel unaccompanied on nonstop flights in any cabin for domestic travel and economy-class for international travel.
- No unaccompanied minor service charges.

*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.*