

Retirement 2026

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# 65 – Point Retirement


# Retirement Eligibility

## 65-Point Plan:

Age + Company Service = 65 points or greater

Must have **at least** 10 years of active service

### Benefits and Privileges include:

- Retiree Travel 
- [Retirees.aa.com](https://retirees.aa.com) access to book travel and general information
- Payout of accrued vacation and sick time, as applicable
- Retirement Gift Catalog & Yearbook
- 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 Resources on Jetnet



## Fidelity [NetBenefits.com/aa](https://www.fidelity.com/retirement/aa) site

- Legacy American Airlines Pension
- 401(k) Savings Account
- Spending Accounts

## Retirement Eligibility Calculator

To check 65 - point eligibility

## Retirement Checklist

- 120 days prior to retirement
- After retirement

## Retirement Resources

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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 Travel Guide to view all details about retiree travel privileges

# Sick Time applied to RHRA (Retiree Health Reimbursement Arrangement)



For CWA-IBT, TWU-IAM Association, PAFCA, and TWU-represented Flight Crew Training Instructors, Flight Simulation Engineers & Flight Attendants

- Election must be made **4 months in advance** of retirement date
- Online Election can be found on Jetnet on the Retirement page (Retirement eligibility link)
- Multiply number of unused sick hours by 50% of your hourly rate as of your retirement date
- If no Election, defaulted to sick leave payout at contract rate
- Account information & funds will be on [NetBenefits.com/aa](https://www.netbenefits.com/aa) approx. 2 weeks after retirement
- Your RHRA is available until funds are depleted

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# Legacy American Airlines Pension

# Legacy American Pension



Visit the Fidelity [NetBenefits.com/aa](https://www.fidelity.com/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 pension
2. **Process your Pension Estimates**, up to three estimates can be processed at one time to compare your different options and dates
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
4. **Find all Plan Information**, important plan information and pension forms are available in one place

**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**

# Pension Options



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

## Single Life Annuity

– this option pays a monthly benefit until your death

## Joint & Survivor Annuity Options – 50%, 66 2/3%, 75%, or 100%

- these options pay a reduced benefit for your lifetime, then payable to your Joint Annuitant upon your death for their lifetime

- if your Joint Annuitant dies before you, your benefit continues for your lifetime

## Guaranteed Period Options – 10, 15, or 20 Years

this option pays a reduced lifetime monthly benefit to you

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

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 remaining balance

# Options Cont.



Available Options	Scenario 1	
	You	Surviving Beneficiary
<b>Pension Benefit</b>		
<b>Age 62 Level Income Annuity</b>		
Starting benefit	\$3,088.37 Monthly	N/A
Benefit after 08/01/2031 due to SS Leveling	\$1,222.87 Monthly	N/A
<b>50% Joint and Survivor Annuity with Age 62 Level Income Annuity</b>		
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
<b>66 2/3% Joint and Survivor Annuity with Age 62 Level Income Annuity</b>		
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
<b>75% Joint and Survivor Annuity with Age 62 Level Income Annuity</b>		
Starting benefit	\$2,858.60 Monthly	\$944.72 Monthly
Benefit after 08/01/2031 due to SS Leveling	\$993.10 Monthly	\$944.72 Monthly
<b>100% Joint and Survivor Annuity with Age 62 Level Income Annuity</b>		
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

## Level Income Annuity Options –

this option is always **combined** with another option – Single Life Annuity, Joint & Survivor or Guaranteed Period

this option is designed to provide a level income during retirement by taking into account your Social Security Benefit

this option provides an **increased** monthly benefit to age 62 or your Social Security Normal Retirement Age (SSNRA)

this option then **decreases** when you reach the selected age (62 or SSNRA)

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# Pension Payments



Following your pension benefit commencement, you'll have access to [NetBenefits.com/aa](https://www.netbenefits.com/aa) to:

- View your monthly pension payment
- Edit federal tax information
- Change direct deposit information
- Print a Verification of Pension Income (used for loans, mortgages, etc.,)
- Print annual tax 1099R forms

# Other Defined Pension Plans



- PBGC (TWA or Legacy US Airways)
- 1-800-400-7242
- E-mail [mypension@pbgc.gov](mailto:mypension@pbgc.gov)
- <https://www.pbgc.gov>
  
- IAM Pension Fund
- 1-800-424-9608
- E-mail [contact@iamnpf.org](mailto:contact@iamnpf.org)
- <https://www.iamnpf.org>

## Next Steps & Contacts

# Next Steps



- Review Retirement Planning Information
- If desired, 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



- Access [Retirees.aa.com](https://Retirees.aa.com) site (same team member ID and password)
- Enroll in Cobra, as applicable
- Review final paychecks
- Watch for Retirement Gift Catalog & Yearbook (4-6 weeks via Fed-ex after retirement)
- Watch for information from MetLife and New York Life on conversion and portability rights on Life Insurance and ADD&D/VPAI coverages
- Keep American up to date on any address changes, marital status or name changes ([Retirement.Services@aa.com](mailto:Retirement.Services@aa.com))



# Contacts

- American Retirement Services
- [Retirement.Services@aa.com](mailto:Retirement.Services@aa.com)
- Fidelity Investments
- 1-800-354-3412
- [NetBenefits.com/aa](http://NetBenefits.com/aa)
- Team Member Services
- 1-800-447-2000
- [Employeeservices@aa.com](mailto:Employeeservices@aa.com)
- Payroll
- [PSC@aa.com](mailto:PSC@aa.com)
- Benefits Service Center
- 1-888-860-6178



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**American Airlines**  
You are why we fly<sup>®</sup>

Benefits into Retirement

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# Benefits into retirement

## COBRA

- Medical, Dental, Vision and HCFSAs
- Coverage is retroactive to the date of retirement
- Benefits Service Center will send a COBRA enrollment packet to you and any covered dependents
- Enroll in COBRA within 60 days of retirement
- First payment must be made within 45 days of electing COBRA

## Retiree Standard Medical (only if ages 55-65)

- 2026 rate: \$2,563.00 per person per month
- Plan information is available at [my.aa.com/retiree-benefits](http://my.aa.com/retiree-benefits)
- The Benefits Service Center will mail a letter to your address on file if you are eligible

# COBRA



## What to Expect

- You'll receive a COBRA enrollment packet 1 to 2 weeks after your separation
- You can enroll before receiving the packet by calling the **Benefits Service Center** at **888-860-6178**, or by visiting <http://digital.alight.com/american-airlines>
- You have **60 days** to enroll in COBRA from your separation date
- Once enrolled, coverage will be retroactive to the day after retirement date

# COBRA

## Enrollment



- You can enroll yourself and any covered dependents, or your dependents can enroll without you
- You may elect to continue all or some of your current coverages, however, you are not eligible to elect new coverage during the COBRA enrollment period
- You can switch between medical and dental options during the cobra enrollment period

### **Other Considerations**

- If you or your spouse/domestic partner is 65 or older, COBRA will be secondary to Medicare even if you are not enrolled in Medicare
- You will receive a letter with your COBRA packet showing coverage termination date if you need documentation for other health coverage

# 2026 Cobra Rates



Medical	Core	Standard	Plus	High-Cost Coverage	DFW <u>ConnectedCare</u>
You Only	\$857.11	\$964.20	\$951.14	\$2,087.65	\$588.74
You + Spouse	\$1,971.34	\$2,217.62	\$2,187.60	\$4,801.62	\$1,354.09
You + Child(ren)	\$1,542.79	\$1,735.55	\$1,712.07	\$3,757.75	\$1,059.71
You + Family	\$2,657.06	\$2,988.98	\$2,948.49	\$6,471.71	\$1,825.06

Dental	Plus	Basic
You Only	\$39.76	\$28.63
You + Spouse	\$82.30	\$59.25
You + Child(ren)	\$89.09	\$64.13
You + Family	\$140.76	\$101.35

Vision	Coverage
You Only	\$7.19
You + Spouse	\$13.93
You + Child(ren)	\$13.68
You + Family	\$19.56

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# Medicare

## Required Enrollment Eligibility and Instructions

- If you or your spouse/domestic partner are eligible for Medicare but have not yet enrolled in Part B, you will need to enroll now unless you move to a different creditable plan
- You will need a completed Medicare L-564 form to avoid a late enrollment penalty
- o To request this form, contact the Benefits Service Center and **allow up to 4 weeks** for the form to be returned to you with the employer section completed
- Reminder: COBRA is secondary coverage if you are eligible Medicare, even if you have not enrolled

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# Benefits into retirement



## Via Benefits

- Private insurance marketplace offered through Willis Towers Watson
- Available at no cost to retirees
- Licensed advisors can help you find coverage on the individual marketplace or Medicare coverage
- Pre-65 phone number: 844-287-9947
- Post-65 phone number: 844-686-0483
- Advisors are available Monday – Friday, 7 a.m. to 8 p.m. CT

## Retiree dental

- Offered directly through MetLife
- Upon retirement, MetLife will send a letter with information on rates and how to enroll
- Enrollment can be deferred until COBRA has been exhausted

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# Spending and savings accounts



## Flexible Spending Accounts (FSA)

- Health Care FSAs and Limited Purpose FSAs are eligible to continue under COBRA. Please note that **FSAs are “use-it or lose-it” funds**. If you do not continue your HCFA through COBRA, claims incurred after separation, are not payable, and you forfeit any contributions that were made and not used before your date of retirement
- Dependent Care FSAs are not eligible to continue under COBRA

## Health Savings Account (HSA)

- The HSA is not sponsored or maintained by the Company. Rather, it is your own account to which you can contribute pre-tax or post-tax dollars. You can use the money in your HSA on a tax-free basis to pay for any qualified medical expenses, including your annual Deductible if you choose. Furthermore, unused dollars roll over from year to year and therefore can be saved or invested and accumulate through retirement. The account will remain with Fidelity unless you choose to move the account

## Health Reimbursement Arrangement (HRA/RHRA)

- HRAs can continue to be accessed if you enroll in medical under COBRA. After the coverage period ends, HRA credits will be forfeited back to American unless you are 65-point plan retirement eligible then the money will transfer into your RHRA account

# Spending and savings accounts

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# Access to your RHRA if elected – Most Common Questions (Page 1)



## When will my account be funded?

After your final paycheck is cut, you will see the RHRA balance on your pay stub. It will take about two to three weeks from your retirement date to have access to your funds.

## How do I access my account and use my funds?

You can access your RHRA by visiting Fidelity NetBenefits at [netbenefits.com/aa](https://netbenefits.com/aa).

If you have ever had a FSA, HSA or DCFSAs account with American in 2024-2025, you will use the same Fidelity debit card you currently have, if not, you will be sent a new Fidelity debit card. You can also submit manual claims with receipts for reimbursement or set up auto-reimbursement with Fidelity.

## What expense are eligible for reimbursement from a RHRA?

Most medical, prescription dental and vision expenses and health care insurance premiums are eligible for reimbursement. This means you can submit claims for reimbursement of medical insurance premiums you have paid, including those for Medicare Part B and Part D, Medicare Supplement plans, as well as Cobra premiums. You can find a complete list of eligible expense on the IRS Website.

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# Access to your RHRA if elected – Most Common Questions

## (Page 2)

### What expenses are NOT eligible for reimbursement from a RHRA?

- Pre-tax health premiums (e.g. coverage with another employer)
- Other insurance premiums (e.g. life insurance, disability, auto, short or long -term disability)
- Health club and social activity fees and memberships
- Long-term care facility fees (long-term care insurance premiums are eligible)
- Vacation and travel for health reasons.
- Certain health care items and services such as cosmetic procedures, personal use toiletries, cosmetics, vitamins and nutrition supplements.

### What happens if I don't use all the money by the end of the year?

- Your RHRA is available to use until your funds are depleted. If you have money left over at the end of the year, it will still be available the following year.

### What if I die before the RHRA balance has been depleted?

- In the event of your death, a family member or loved one should contact the American Airlines Service Center at Fidelity at 800-354-3412, to report our death. If you have a surviving spouse or domestic partner, an account will be created for them and your RHRA balance will be transferred to that new account for their use. If you do not have a spouse or domestic partner at the time of your death, the remaining RHRA balance will be forfeited.

# Benefits into retirement

## Basic and voluntary life insurance

Coverage ends on the date of retirement, but you can convert or port some or all of your coverage.

### Conversion

- All or part of your basic and/or voluntary life coverage can be converted to an individual life insurance policy with MetLife. This applies to coverage for yourself and spouse or domestic partner.
- MetLife will send a conversion packet with information and rates.
- You have **60 days** from the date of retirement to convert your policy *and* make the first payment.

### Portability

- Only voluntary life insurance can be ported to another group policy.
- MetLife will send a portability packet with information and rates.
- You have **60 days** from the date of retirement to convert your policy *and* make the first payment.

For more information, contact MetLife at 877-275-6387.

## Benefits into retirement

### Accidental death and dismemberment (AD&D) and voluntary personal accident insurance (VPAI)

Conversion is available for both AD&D and VPAI (Pilots and Flight Attendants Only).

#### AD&D

- You can convert \$10,000 in basic AD&D to an individual policy.
- You must contact New York Life (formerly Cigna) to request conversion.

#### VPAI (Pilots and Flight Attendants Only)

- You can convert up to \$250,000 in VPAI to an individual policy.
- You must contact New York Life (formerly Cigna) to request conversion.

New York Life can be reached at 800-238-2125,

# Benefits into retirement

## Added Benefits

Any Added Benefit you are currently enrolled in can be continued into retirement

Contact AA Added Benefits or more information on how to continue:

- Critical illness
- Accident insurance
- Hospital indemnity
- Legal plan
- Long term care
- Auto & home coverage
- Pet insurance
- Lifelock identity theft protection
- Dental discount program

**Dedicated Customer Care Team**  
support at **855-550-0706**

# Resources

Health Benefits	When to call	Hours	Phone number
Blue Cross Blue Shield/United Health Care	Questions on medical plans, options and claims.	Monday – Friday 8 a.m. to 5 p.m. CT	877-235-9258 – BCBS 800-213-5755 – UHC
Benefits Service Center	Questions on enrollment process and details on disability benefits with American	Monday - Friday 8 a.m. to 5 p.m. CT	888-860-6178
Fidelity	Questions on RHRA, Spending Accounts or Savings Accounts	Monday – Friday 7:30 a.m. to 7:30 p.m. CT	800-354-3412
Added Benefits	Questions on continuing Added Benefits into retirement	Monday – Friday 7:30 a.m. to 5 p.m. CT	855-550-0706
Via Benefits	Questions on retirement benefits	Monday – Friday 7 a.m. to 8 p.m. CT	Pre-65: 844-287-9947 Post-65: 844-686-0483
MetLife – Dental	Questions on dental coverage	Monday – Friday 8 a.m. to 11 p.m. ET	866-838-1072
MetLife - Disability	Questions on disability OSTD and LTD claims	Monday – Friday 8 a.m. to 11 p.m. ET	800-638-6420

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