



Fred Abbott
Senior Vice-President
Flight Operations

July 2, 2012

Dear Pilots:

As I am sure you are aware, following three weeks of negotiations in New York and the direct involvement of the National Mediation Board Chairman, we have been unable to finalize agreement on a joint collective bargaining agreement with your union. During the most recent round of negotiations, the company provided a framework for an agreement that contained extensive improvements in pilot pay and benefits.

I am disappointed that while Delta pilots just ratified their tentative agreement, we were unable to reach an agreement. As Jeff Smisek said in his recent letter, Delta has set a new competitive standard for pilot compensation. Since the mediated meetings commenced in early June, and through the framework for an agreement provided by the company in late June, we have directly addressed the Delta standard in our proposals.

The union will continue to claim that the company is dragging its feet in reaching an agreement. This is simply not true. It is in all of our interests to reach agreement now. I remain hopeful that following our status meeting with the National Mediation Board the week of July 9, we will be able to quickly return to the negotiating table to reach an agreement that is competitive with the market and allows the company to respond appropriately to industry developments, while at the same time offering protections for you and your careers.

I am well aware that the negotiations to reach a joint collective bargaining agreement have been long and frustrating. While many pilots have moved up in longevity, status and/or larger aircraft over time, many have not received an increase in pay for over 10 years. This is unacceptable, and we need to get this fixed, and fixed promptly. I am also aware that your expectations were high that an agreement would be reached in June; we shared those expectations, and are just as disappointed as you. We will continue to work on ways to get to an agreement, and get it promptly.

I appreciate your continued professionalism in providing safe and reliable air transportation to our customers.

Respectfully,

A handwritten signature in black ink, appearing to be "Fred Abbott", written in a cursive style.

Fred