Frequently Asked Questions
August 12, 2020

PROCESS QUESTIONS / GENERAL

1. What does VEOP stand for?
   Voluntary Early Out Program

2. When will the VEOP Start?
   October 1, 2020

3. Who is eligible to participate in the VEOP?
   You must be at the 7th year pay step ($49.74)

4. What if I have 7 years of seniority but am at the 6th year pay step?
   You are not eligible to be awarded the VEOP

5. Can I be awarded a VEOP if I am on a Leave of Absence?
   Your status does not matter. You can be on a medical/maternity leave, voluntary furlough, COVID Leave, etc. and still be eligible to be awarded a VEOP. Your leave of absence will be cancelled and you will begin the VEOP on October 1, 2020.

6. When is the deadline to bid?
   The bidding window closes on August 21st at 1700 HST

7. Am I eligible for rehire if I am awarded the VEOP
   The VEOP does not prohibit you from reapplying for a position at Hawaiian Airlines.

8. How will I know if I have been awarded the VEOP?
   The awards will be posted on August 21st after 1700 HST.

9. Am I able to take back or cancel my bid for the VEOP?
   Once you have bid for a VEOP, you may take back or cancel your bid until August 21st at 1700 HST.

10. Am I able to take back or cancel my VEOP award after it is awarded?
    If you are notified that you have been awarded a VEOP on August 22nd, you will have until August 25th, 1700 HST to take back or cancel your VEOP award.
11. How come the time to consider the VEOP is only 14 days?
We recognize that this life-changing decision requires thought and time. However, the final number of VEOPs awarded (after the “take back” period) will impact the number of involuntary furloughs. Those notices will be sent out between August 29th and 31st.

12. Will the deadline to bid for a VEOP be extended?
It depends on whether the CARES ACT is renewed, and Hawaiian Airlines takes the money grants. In that case, the moratorium on involuntary furlough will be extended and the timeline to consider the VEOPs will be extended.

13. If I am awarded a VEOP, what is my status for September?
Your status will not change for September. If you are on active status, or on a leave of absence, you will remain on that status. If you are on a voluntary furlough/COVID Leave, you will remain on that status until October 1, 2020, when you will be converted to the VEOP.

14. Is there a minimum number of VEOP awards that will be awarded?
There is no minimum number of VEOPs that must be awarded.

15. Is there a maximum number of Flight Attendants who will be awarded the VEOP?
There is no maximum number of VEOP awards. Every Flight Attendant who is eligible and bids for the VEOP will be awarded a VEOP.

16. I’m interested and eligible, how do I apply?
The company posted a notice on Friday, August 7th, which includes application forms, on the In-Flight website.

17. During the 12-month severance payment period, am I considered “active” or “separated”?
To participate in the 401(k), you must be active, and you will receive medical and travel benefits as an active employee, but you cannot bid, work trips, take vacation or accrue sick leave or vacation. You will officially separate from the company on October 1, 2021.

18. What will my last official day at Hawaiian Airlines?
September 30, 2021

COMPENSATION QUESTIONS

1. How are my monthly payments calculated?
Your monthly severance payments are wages and will be the same dollar amount for the 12-month period. It is calculated by multiplying 38 hours times your hourly pay rate, including any longevity premium, as of October 1, 2020.

2. When in the month will I receive the monthly severance payment?
You will receive your monthly severance payment on the first paycheck (the 7th) of each month.
3. **How will my vacation payment be calculated and paid?**  
   The total of any unused vacation hours, including any earned vacation, as of October 1, 2020, will be multiplied by your current pay rate, including any longevity premium. The total will be divided by 12 and result of that calculation will be your monthly payment.

4. **How are the monthly payments taxed?**  
   They are wages and will be taxed as regular income.

5. **Will I receive the company’s 401(k) contribution and match on my 12 monthly severance payments?**  
   No. You will continue to participate in the 401(k), but you will not receive the 5% company contribution and/or the match up to 2 or 2.5% of your own contribution from your severance payments. However, you will receive the company contribution and match on your monthly vacation payment.

6. **Can I continue to make contributions into my 401(k) account during the 12-month severance period?**  
   Yes. You can continue your own deferrals into your 401(k) account, Roth account, etc.

7. **Are the monthly severance payments eligible for profit-sharing in 2021?**  
   Yes.

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**HEALTH BENEFITS QUESTIONS**

1. **How long will my medical insurance be continued under the VEOP?**  
   Everyone will receive full medical coverage at no cost to the employee during the first 12 months of the VEOP. Thereafter:

   a. A Flight Attendant that is at least 60 years of age with 30 years of Flight Attendant service (your original seniority date) on October 1, 2020, will have their medical insurance premiums paid by the Company until they reach the age of 65.

   b. A Flight Attendant that is over the age of 55 but less than 60 years old, with 30 years of service (your original seniority date) on October 1, 2020, will have one-half of their medical insurance premiums paid by the company.

2. **How much will I pay for medical insurance during the 12-month severance payment period?**  
   There is no cost to the Flight Attendant for medical premiums sponsored or provided by the company during the 12-month severance period.
3. At what coverage level will my medical insurance be continued? Single/+ Spouse/ Family
   Your medical coverage will remain the same as your current coverage level but may be changed if you encounter a “qualifying life event.”

4. Will I have to go through Open Enrollment in October for health insurance next year and can I change my coverage election?
   Changing plans is acceptable during open enrollment but increasing your coverage is not allowed unless you have a “qualifying life event.”

5. What happens if I become eligible for Medicare while on a VEOP?
   While you are an active employee covered by Hawaiian’s medical insurance, you do not need to enroll in Medicare.

6. Am I eligible to continue with LTD if I take a VEOP?
   Because you are actively on payroll for 12 months, you are still eligible for LTD coverage should you become ill or injured and qualify for benefits under the provisions of the plan.

7. What will happen to my life insurance?
   Life insurance continues for the 12 months on payroll the same as for an active employee. After the 12 months, at separation/retirement, coverage will change to the retiree life insurance provision for retirees.

8. When can I rollover my 401(k) into an IRA?
   If you are at least 59-1/2, you are able to roll over your 401(k) into an IRA without penalty.

TRAVEL

1. How Long will I have Pass Travel at the active rate?
   Flight Attendants with less than 30 years of service will travel as an active employee on Hawaiian Airlines for three (3) years. Flight Attendants with 30 or more years of service will travel as an active employee on Hawaiian Airlines for four (4) years. Interline travel will be allowed to the extent provided by Interline agreements during each respective period.

2. Will I have Interline pass benefits?
   Yes, to the extent allowed by Interline agreements.

3. How can I qualify for Retiree Pass Travel?
   Retiree pass travel is determined by the company. Flight Attendants with at least 10 years of service who retire at the age of 40 are eligible for some form of retiree pass travel.