

ALASKA AIRLINES' GROWTH FACES CHALLENGES

Alaska Airlines Needs to:

- **Retain and Attract Pilots**
The pilot hiring market is competitive and Alaska pilot attrition has increased – Company growth plans will fail without modern work rules, attractive pay, and career security.
- **Compete on a Level Field**
Bargain a pilot contract with market-based work rules and career security provisions, instead of conditions less favorable than other companies and our pilot peers.
- **Value and Respect Employee Input**
Commit to meaningful, constructive, and durable labor relations, and engage in efficient problem-solving, instead of paying lip service to those principles.
- **Restore Employee Morale**
Engagement studies and polling confirm that employees' historic support for management has declined substantially.



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