

DELTA DELIVERS MORE FOR YOU. JUST CHECK THE RECORD.

Consider this example of an ACS agent who joined us ten years ago and worked a full-time schedule during their career (2,080 hours/year).

TOTAL ANNUAL COMPENSATION

All total annual compensation numbers reflect actual hourly rates (assuming full time at 2,080 hours/year), Shared Rewards and profit sharing for those respective years.



DELTA

Year 1 (2013)	\$26,720.29
Year 2 (2014)	\$28,942.35
Year 3 (2015)	\$38,182.10
Year 4 (2016)	\$43,466.93
Year 5 (2017)	\$44,722.06
Year 6 (2018)	\$49,610.96
Year 7 (2019)	\$56,838.48
Year 8 (2020)	\$61,799.17
Year 9 (2021) ¹	\$56,558.60
Year 10 (2022) ²	\$66,970.80
Year 11 (2023) ³	\$77,931.24



American Airlines

	AA NET VS DL
\$21,216.00	-\$5,504.29
\$24,532.14	-\$4,410.21
\$27,377.20	-\$10,804.90
\$38,648.80	-\$4,818.13
\$42,298.19	-\$2,423.87
\$45,496.05	-\$4,114.90
\$47,960.66	-\$8,877.82
\$52,083.20	-\$9,715.97
\$56,867.20	\$308.60
\$65,041.60	-\$1,929.20
\$71,638.01	-\$6,293.23



UNITED

	UA NET VS DL
\$25,663.02	-\$1,057.27
\$27,472.01	-\$1,470.34
\$29,940.24	-\$8,241.86
\$35,015.98	-\$8,450.95
\$43,661.83	-\$1,060.23
\$45,945.50	-\$3,665.45
\$50,098.96	-\$6,739.52
\$54,644.76	-\$7,154.40
\$57,470.40	\$911.80
\$65,480.00	-\$1,490.80
\$74,774.88	-\$3,156.36

Total Comp

\$551,742.96

\$493,159.05

\$510,167.59

Total Comp vs DELTA

\$58,583.91 LESS

\$41,575.37 LESS

Delta's track record of providing industry-leading pay for industry-leading performance speaks for itself.

¹ Includes special profit sharing / bonus payments paid in 2022 (DL: \$1,250 | UA: \$1,000) ² DL ACS agent reaches top of scale at 10.5 years of service ³ AA and UA agent reaches top of scale at 11 years



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DELTA DELIVERS MORE FOR YOU. JUST CHECK THE RECORD.

An ACS agent who joined Delta ten years ago and worked a full-time schedule during their career (2,080 hours/year) has earned between **\$40,000 - \$58,000 more in total compensation** than their union-represented counterparts at American and United. Delta historically comes out on top, delivering industry-leading total compensation for industry-leading performance.

Pay raises periodically occur across the industry, and the fact is in the last 15 years, **Delta has delivered 12 base pay increases** that add up to an average of 80% increase in base pay. Absent our COVID years, pay scale increases have taken place about every year.

That's not all. Delta also kept Shared Rewards fully intact throughout the pandemic while **United and American suspended their shared rewards programs** in April 2020 — and they have yet to reinstate them.



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