

To: All Delta Retirees

Subject: Delta Employees Care Fund Update and Board of Directors Opportunity

We are well underway in establishing the Delta Employees Care Fund to provide assistance to eligible individuals and families who suffer severe financial hardship, including loss due to a catastrophic event. Work began when Jerry acknowledged that he would not participate in the post emergence management compensation programs and requested that Delta consider using a portion of the value of the awards he might otherwise have received to establish charitable foundations to benefit Delta people. Many employees and retirees have requested this type of program over the years. We are close to making this a reality.

The Employees Care Fund will be directed by Delta people and should begin accepting applications on October 1, 2007. Those eligible will include any Delta employee or retiree, U.S. or international, and their respective spouse or domestic partner and dependent children who are eligible for Delta pass travel benefits.

The Employees Care Fund is in addition to the existing Retiree Hardship Fund which was established during the bankruptcy process and funded with \$2 million to help pay premiums for retirees, survivors and spouses in 2007 who are hit hardest by healthcare changes.

While initial funding to establish the Employees Care Fund and the Retiree Hardship Fund has been provided, the future of both Funds will be dependent upon on-going employee and retiree contributions and fund raising events. Delta will provide a continual funding option for both Funds by offering employees and retirees with the ability to establish automatic payroll or pension deductions to contribute to the Employees Care Fund and/or the Retiree Hardship Fund. Additional information to set up automatic deductions will be distributed on Delta's employee and retiree web sites in the fall once programming is complete.

Employees Care Fund Volunteer Board of Directors Opportunity

We are currently in the process of establishing a volunteer board of directors for the Employees Care Fund. These directors will be representative of the people eligible for assistance. Retirees will be represented with three positions on the board.

Membership in a retiree organization is not required to be eligible to apply for a board position. Please see the Board of Directors job description below for additional information. Once determined, the board members will launch the program, including establishing the requirements for eligibility and setting funding levels.

Any retiree interested in serving on the board is being invited to apply for a twenty four month term. Actual duties and process to rotate board members off of the board will be determined by Fund by-laws.

"We're looking for Delta people who are passionate about helping others," said Elaine Miller, general manager-Employees Care and Scholarship Funds. "This board will work as a team to direct all aspects of the program, from raising funds to keep it growing to determining criteria and distributing awards to people in need."

To be considered for one of the three retiree board positions, please forward your resume, including volunteer activities in the public or private sector, to Delta Recruiter Artie Sposaro at artie.sposaro@delta.com by close of business on August 28th (note: this is an extension from earlier deadline of Aug 24 - all web sites are being updated to reflect this change). If selected for an interview, you will be notified by e-mail or phone listed on your resume to attend an interview in Atlanta during the first week in September. Once selected, retiree board members will be published on the Retiree Connection web site - <http://www.dlretiree.info/>.

You will have plenty of opportunities to show your generosity by donating money, time and effort to support these funds. People continue to watch the Retiree Connection web site for additional information as we prepare to launch the Employees Care Fund.

Delta Employees Care Fund Retiree Board of Directors Position

Job Summary:

The Delta Employees Care Fund Board of Directors will be responsible for the oversight of the Delta Employees Care Fund, Inc. Any Delta or DT employee or retiree and their respective spouse or domestic partner and dependent children who are eligible for Delta travel pass benefits will also be eligible for assistance from the Employees Care Fund. The Fund will provide assistance to eligible individuals who suffer severe financial hardship, including loss due to a catastrophic event.

Board responsibilities will include the determination of award criteria, oversight of funds distribution, compliance with IRS guidelines, adherence to sound financial management principles, and the initiation and oversight of fundraising events to increase fund availability for continuation of the program.

Three retiree candidates will be invited to serve as a member of the Delta Employees Care Fund Board of Directors for a twenty four month term. Actual duties and process to rotate board members off of the board will be determined by the Fund by-laws.

Each successful candidate will be expected to perform this assignment on a voluntary basis with no compensation. Travel expenses to participate in board meetings and functions will be covered.

Job Qualifications:

Candidates should have:

- excellent decision making skills

- strong interpersonal and communication skills

- ability to work effectively in a team environment

- ability to maintain confidentiality

- experience in providing and delivering support for individuals and families in need

Experience in similar non-profit organizations in either the public or private sector is preferred.

Successful candidates must be able to meet a time commitment that we estimate may require up to 3 hours weekly. They must be available to participate in regular Board meetings in Atlanta and additional Board meetings by conference call, the frequency of which will be determined by the Board. They must also support fund raising events as needed.