



401(k) Eligible Wages

The TA2024 Retro Ratification Bonus will be based on your individual 401(k) eligible earnings from the date we first missed a pay rate increase (November 1, 2019) through March 31, 2024.

“But what qualifies as 401(k) eligible earnings?”

401(k) eligible earnings consist of annual compensation and bonuses which include:

- Your pre-tax salary
- Overtime pay
- Differential wages paid to a Member who is performing qualified military service
- Expense allowance funds

Total “Gross Pay”

| Southwest DEPOSITS MADE POSSIBLE BY YOUR SOUTHWEST CUSTOMERS | | | | | | |
|--|------------------------|------------------------|------------------|----------------|------------|--------------|
| Name | Company | Employee ID | Pay Period Begin | Pay Period End | Check Date | Check Number |
| Angela Kilbourne | Southwest Airlines Co. | 59668 | 08/01/2023 | 08/15/2023 | 08/21/2023 | |
| Flight Crew Period Begin | Flight Crew Period End | Flight Crew Check Date | | | | |
| Jul 21, 2023 | Jul 21, 2023 | Aug 21, 2023 | | | | |
| | Gross Pay | Imputed Income | Employee Taxes | Deductions | Net Pay | |
| Current | 3,834.63 | 161.65 | 900.84 | 541.92 | 2,391.87 | |
| YTD | 52,745.32 | 1,275.70 | 12,182.48 | 7,612.17 | 32,950.67 | |
| Earnings | | | Employee Taxes | | | |

Examples of 401(k) eligible wages includes:

- Regular Pay
- Overtime (1.5x)
- Sick Pay
- Vacation Pay
- Training Pay
- F/A Override
- Company Convenience
- Longevity Pay
- F/A Per Diem DAY
- F/A Per Diem Nonfly Taxable
- Jury Duty

Not included in 401(k) eligible earnings:

- Non-taxable reimbursements, such as F/A Per Diem IRS allowed and F/A Per Diem NonFly NonTax
- Imputed Income (i.e., SWAG, Guest Passes, Companion Passes)
- Third-Party Payments (i.e., California State Disability, Supplemental Insurance, and Workman’s Comp post-salary continuation)

IMPORTANT FYI: 401(k) eligible earnings are **MORE** than retroactive pay on flown TFP, which was used to calculate retroactive payments for past agreements (2004 and 2009).