

stewardess job. It is the Company's practice to consider stewardesses who give advance notice of marriage for ground jobs with the Company; however, such other employment is not guaranteed.

2. It is a condition of stewardess employment that applicants who enter training after October 1, 1965 may not continue in employment as stewardesses beyond the end of the month in which they reach their thirty-second birthday. The Company at that time will transfer such stewardesses, Company seniority unbroken, into other employment with the Company.

Such stewardesses will be paid in their new position an amount equal to their average monthly earnings during their last six months as a stewardess.

If no positions are available at the location at which the stewardess is domiciled when she reaches her thirty-second birthday, she will be transferred at Company expense to another location where a position exists.

* * * * *
I acknowledge that I have read and understand the foregoing summary of regulations pertaining to the duration of stewardess employment.

Date _____ Signed _____

Applicant for Stewardess Employment

Witness _____

EXHIBIT 4

ALLEGHENY AIRLINES,
Pittsburgh, Pa., January 28, 1966.

To Flight Attendant:

The Company policy associated with maximum age and the marital status of Flight Attendants has recently undergone a review to ascertain its necessity and adequacy.

Generally, it is believed that these policies are necessary, and certainly beneficial to all concerned. It is, however, necessary to consider the current environment, versus the circumstances in existence when the policy was initially adopted. In this regard, it has been determined that it is now feasible to increase the maximum age limit to thirty-five (35), from the current age thirty-two (32) provision.

For reasons that are obvious to all concerned, there will be no modification in the marital provision of the policy.

Relaxing the age provision should not be construed to change the current standards associated with the personal appearance, attitude, or productivity expected of Flight Attendants.

These policies do not now, or in the future, intend to terminate employees by their application. Employees so affected will be offered continued employment in another classification for which they are qualified, with full seniority credit for pay purposes.

"KEEP YOUR BEST FOOT FORWARD."

W. L. WICKHAM,
Director of Personnel.

ALLEGHENY AIRLINES, WASHINGTON, D.C.

Subject: Allegheny Airlines Hostess Personnel Policy.

In consideration for the hiring of the undersigned by Allegheny Airlines, it is agreed:

Whereas, it is the policy of Allegheny Airlines that only single girls will be assigned to flight duty as Hostesses.

Whereas, it is also the policy of Allegheny Airlines that when a Hostess becomes married or reaches the age of 32 years, she will no longer be assigned to flight duty.

Therefore, this letter and my signature will acknowledge that I understand and agree to Allegheny Airlines personnel policies relating to Hostesses as stated above and will not expect or request continued flight duty after my marriage or when I reach the age of 32 years.

Hostess Employee

Date