

YOU ASKED . . .

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make up the difference.

Since Piedmont pays the full amount to provide this normal level of retirement income, the compulsory contributory plan is unnecessary. Piedmont is one of the few airlines that does this without cost to the employee.

In a voluntary contributory plan the employee can make payments in addition to the company payments so that his ultimate retirement income will be higher. In effect, this type plan is nothing more than a savings account.

Since several employees had indicated an interest in a voluntary contributory plan, much consideration was given to amending the present plan or establishing a new, separate plan to accomplish this objective.

tirement for those years we worked prior to our 25th birthday?

No. An employee must have been with the company at least two years and must be at least 25 years old before he or she starts receiving credit toward retirement income.

11. Suppose an employee with ten years of service leaves the company at age 41. When will he receive his retirement benefits?

This employee can begin receiving monthly pension payments from his Piedmont Pension Plan —

- a. Anytime he becomes disabled.
- b. Upon reaching age 55 and notifying Piedmont that he wants early retirement.
- c. Upon reaching age 65.

Here's How To Determine Amount

Below is an example of how retirement benefits can be computed. The following figures show what an employee who has served 15 years would receive in retirement income from Piedmont, based on the amount of money he earns a year.

PAST SERVICE

Years creditable service prior to July 1, 1956	5 Years
Annual compensation during 1955	\$3,600.00
¼ of 1 per cent of \$3,600 equals	27.00
Creditable service (5 x \$27.00) equals	135.00
Monthly benefit*	11.25

FUTURE SERVICE

Years of service after July 1, 1956	10 Years
Average annual compensation	\$4,800.00
¾ of 1 per cent of \$3,000 equals	22.50
1-½ per cent of \$1,800 equal	27.00
	49.50
Years of creditable service (10 x \$49.50) equals	495.00
Monthly benefit*	41.25

TOTAL MONTHLY VESTED BENEFITS FOR RETIREMENT

Past creditable service (prior to 7-1-56)	\$ 11.25
Future creditable service (after 7-1-56)	41.25
Total	\$ 52.50

*See page 12 of Piedmont Employee Retirement Plan booklet.

Pension experts advised that this was impractical and, considering all factors, the employee would be better off to make whatever payments he wanted to in savings accounts, U. S. Savings Bonds or even certain high quality stocks or bonds.

7. I find the retirement booklet difficult to understand. Does Piedmont have any plans underway to revise the booklet and explain our benefits in layman's language?

Yes, the booklet will be revised soon to include the new vesting privileges and we will attempt to review it and simplify it wherever possible.

8. I started with the company when I was 20. I'm now 38. How many years do I now have credited toward retirement?

13 years. Your retirement benefits start at age 25. Thus 25 minus 38 is 13.

9. If I have ten years service with the company and leave it when I am 39, will I receive any retirement benefits from Piedmont?

No. The provision is that in order to leave the company and still get benefits upon retirement, you must have been with the company five years and be at least 40 years old.

10. Many of us started with Piedmont before age 25. Would we receive any credit toward re-

12. Will people who left the company prior to approval of the new vesting privileges receive their retirement benefits, or do the new privileges apply only to the persons who leave Piedmont after July 17, 1963, the day the Directors approved the new privileges?

The new provisions apply only to employees working for Piedmont July 1, 1963. Persons who left the company at any time prior to that date would not receive benefits upon retirement.

13. Suppose I want to retire from Piedmont at an age earlier than age 65? Can I do it?

Yes. As the retirement booklet says, if you are 55 years old or older, upon request you can retire from Piedmont and still receive monthly retirement benefits for the rest of your life. Of course your benefits will be less per month than they would have been if you had stayed with the company until you were 65. This early retirement provision applies also to your new vesting privileges. For example, if you left Piedmont (being at least 40 and having 5 years of service) and went to work for XYZ Corporation and decided to retire from XYZ at age 55 or 60, you could start getting your old retirement benefits from Piedmont at the same time.

Highlights of the pilot-sponsored program are to include eight solo flight scholarships yearly to be awarded to outstanding cadets for achievement and leadership. Thirty minutes orientation flying per cadet will be provided each month.

Funds are allocated to cover the expenses of local high school teachers while attending USAF-CAP-sponsored workshops, in order that the educational portion of the program may be taught in the local high schools.

PILOTS AID . . .
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civic duty the pilot group should assume."

Idea Accepted

Encouraged by Piedmont pilots, Ivey attend Council meetings of each airline group. More information concerning the project was given pilots through a series of fact sheets. After three months of talks, letters, calls, and coffee shop sales pitches, the individual airline Councils accepted the idea.

Around The System

PROMOTIONS

- Katherine Cox to Sr. Steno.
- Katharyn Spainhour to Jr. Sec.
- T. M. Kersey to Ld. Mech.
- W. H. Poindexter to Sr. Spec.
- L. L. Hubbard to Sr. Spec.
- T. F. Sizemore to Jr. Mech.
- D. A. Griffin to Sr. Spec.
- A. S. Rinehardt to Sr. Mech.
- R. D. Williams to Mech.
- R. R. Belsick to Mech. Spec.
- W. F. Edwards to Jr. Mech.
- D. P. Holloman to Jr. Mech.
- H. V. Chambers to Jr. Mech.
- H. W. Kelly to Jr. Mech.
- A. E. Peoples to Jr. Mech.

TRANSFERS

- L. T. Ramsey, ATL to CLT
- P. R. Bostick to CRW
- W. L. Downey to ATL
- T. W. Steelman to DCA
- J. T. Treadway to TYS

NEW EMPLOYEES

- E. W. McKinney, Oper. Agt., RIC
- Dorothy Muller, Res. Agt., FAY
- Carole Roub, Agt., DCA
- Harold Carter, Oper. Agt., ROA
- William Thomas, Ramp Agt., ROA
- J. T. Burger, Oper. Agt., SDF
- E. P. Capps, Lineman, ORF-FB
- W. O. Radford, Oper. Agt., PHF
- M. L. Thesing, Res. Agt., CVG
- C. J. Thomas, Oper. Agt., SDF
- W. A. Wirt, Oper. Agt., DCA
- J. P. Angel, Acct. Clrk., INT-A
- W. N. Horn, Jr. Mech., INT
- J. C. Howard, Jr. Mech., INT-FB
- D. C. Martin, Comm., ROA
- William McFalls, Oper. Agt., DCA

Congrats

20 YEARS SERVICE

- Herbert J. Brendle, Sr. Mech., INT-M, September 15
- Jason F. Rowe, Forem., INT-FB, September 22
- Kee C. Rowe, Asst. Supt., INT-FB, September 22
- John F. Johnson, Sales Rep., INT-FB, September 30

15 YEARS SERVICE

- Compton K. Lane, Sr. Spec., INT, August 16
- Arthur M. Whittaker, Sta. Mgr., ORF, August 16
- Paul S. Snell, F/O, INT, September 16
- William C. Cook, Sta. Chf. Mech., ATL, September 27
- Joseph D. Hoots, Supt., Acc. O'Haul, INT, September 28

10 YEARS SERVICE

- Laura A. Talbert, Comm., INT, August 3
- Alfred R. Cumbie, Agt., ROA, August 10
- Barney L. Padgett, Sr. Mech., ILM
- Edward L. McMillan, F/O, ORF, August 31
- Dixie Holt, Sec., INT, September 8
- Joel Baum, Porter, ORF, September 9
- Donald M. Shanks, Sta. Mgr., DCA, September 27

5 YEARS SERVICE

- James Y. Spencer, F/O, INT, August 5
- J. B. Ramey, Sr. Spec., INT, August 11
- Nettie B. Coe, Key Punch Oper., INT, August 25
- Margaret J. Calhoun, Agt., ORF, September 4
- James W. Starr, Agt., TRI, September 15
- Howard B. Crites, Agt., DCA, September 16
- Marilyn R. Eastes, Comm., DCA, September 16
- Russell J. Holliday, Sr. Mech., ROA-M, September 16
- C. H. Widener, Asst. Crew Coordn., INT, September 16
- Thomas F. Young, Ld. Agt., ATL, September 18



R. L. McAlphin (left), Manager-Schedules, and J. A. Shulley, Manager-Tariffs.

Two Positions Created From One

Two new positions were created out of one department at INT recently and R. L. McAlphin and J. A. "Al" Shulley were named to fill the posts.

Shulley, former Assistant Director-Tariffs and Schedules, has assumed the title Director-Tariffs, and McAlphin, previously Manager-Space Control, will now act as Director-Schedules.

McAlphin has been with Piedmont since 1955 when he was hired as an Agent in Charlotte. He was subsequently promoted to Chief Agent, and in 1960 transferred to Winston-Salem where he was promoted to Manager-

Space Control. A native Tarheel, before coming to Piedmont he attended the National School of Aeronautics in Kansas, and before that served with the U. S. Air Force in Korea, and was discharged as a Staff Sergeant.

Shulley joined Piedmont early in 1956 as an Agent at Charlotte. Late in 1959 he was promoted to Chief Agent and served in that capacity at Washington. In the fall of 1961 he was transferred to Winston-Salem and promoted to Assistant Director-Tariffs and Schedules, a position he has held until the present.

POTTER'S OPINION . . .

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cent of all passengers boarding their flights in eastern North Carolina.

"What advantages are to be gained by Wilson and Greenville? Wilson will derive little if any. From Wilson to the present Rocky Mount airport is 23 miles; it will be 22.3 miles to Toddy.

The requirements of Goldsboro passengers and the Department of Defense at Seymour Johnson Air Force Base in relation to an airport at Toddy were dealt with and, said the decision, "Considering the superior quality of airline transportation now available at Raleigh-Durham as opposed to what could reasonably be expected at Toddy, considering also a difference in driving time of only 20 minutes and that it will be substantially cheaper to fly from Raleigh, it is difficult to understand what circumstance one would choose to fly from Toddy.

From Raleigh

"Accordingly, it is not found reasonable to assume that 80 per cent of the Goldsboro passengers now using the Seymour Johnson Air Force Base will go to Toddy; it appears more reasonable to assume that they will all go to Raleigh."

Examiner Potter cited the financial effect to Piedmont of centralization of service at Toddy, and noted that Piedmont estimated it would result in a loss in revenue of \$70,421, increasing the company's "Break-Even-Need" by that amount.

Eight Recommendations

On the basis of the entire record of the proceedings, Examiner Potter issued the following findings in his recommendation to the Civil Aeronautics Board:

(1) A centrally-located area airline service airport would not be accessible to most users of airline service in eastern North Carolina, the Toddy proposal

would impose substantial inconvenience upon approximately 80 per cent of the airline passengers in eastern North Carolina;

(2) The proposed airports at Toddy and Town Creek would not be "all-weather airports, their capability to provide reliable airline service would be less than that of Stalling Field and Seymour Johnson Air Force Base, and neither would provide for use of larger, more modern equipment;

(3) It is not established that a centrally-located area airline airport for eastern North Carolina would provide greater frequency or greater quality of airline service;

(4) Fewer passengers would use a centrally-located airport than presently use the three local airline service airports in eastern North Carolina, it being estimated that only two-thirds of the present traffic would patronize the Toddy airport;

(5) Centralization of air service at one airport would not provide for more economical airline operation; it is estimated that Piedmont would lose over \$70,423 if eastern North Carolina service were centralized at Toddy;

(6) Centralization of air service at one airport will substantially increase the cost of ground transportation and airline fares for most of those now using airline service in eastern North Carolina;

(7) The public convenience and necessity do not require the amendment of the certificate held by Piedmont Aviation, Inc., so as to provide scheduled airline service to eastern North Carolina at one or more centrally-located airports.

Potter's decision is of course not the final CAB decision, and the matter is subject to further procedural steps, including oral argument before the Board and issuance by the CAB itself of a final decision in the matter.