

Delta Air Lines, Inc. Stock Ownership Guidelines for Executive Officers

The Board of Directors of Delta Air Lines, Inc. ("Delta") believes that Delta's executive officers should own and hold Delta common stock to further align their interests with the interests of Delta's stockholders. Therefore, the Personnel & Compensation Committee of the Board has adopted these Stock Ownership Guidelines for Executive Officers (the "Executive Officer Guidelines") effective July 24, 2009.

Participation

The Executive Officer Guidelines apply to the following executive officers:

- Chief Executive Officer
- President
- Executive Vice Presidents
- Senior Vice Presidents who are designated as "officers" of Delta within the meaning of Rule 16a-1(f) of the Securities Exchange Act of 1934 (the "Section 16 SVPs")

Ownership Guidelines

The Executive Officer Guidelines require the following executive officers to beneficially own shares of Delta common stock in the amounts specified below:

CEO	100,000
President	75,000
Executive Vice Presidents	50,000
Section 16 SVPs	40,000

Individuals who are subject to the Executive Officer Guidelines at the time of their adoption are required to achieve their individual stock ownership guideline by July 24, 2012. Individuals who later become subject to the Executive Officer Guidelines are required to achieve the applicable ownership level within three years of the date they become subject to the Guidelines. If an individual becomes subject to a greater ownership amount due to promotion, the individual is expected to meet the higher ownership amount within the later of the original period or two years from the effective date of the promotion.

Qualifying Shares

Shares that count toward satisfaction of the Executive Officer Guidelines include:

- Shares owned outright or held in trust by the executive officer or his or her immediate family members residing in the same household
- Restricted stock

Shares of stock that an executive officer has the right to acquire through the exercise of stock options (whether or not vested) are not included for the purpose of satisfying the Executive Officer Guidelines.

Delta Air Lines, Inc. Stock Ownership Guidelines for Non-Employee Directors

The Board of Directors (the "Board") of Delta Air Lines, Inc. ("Delta") believes that non-employee directors should own and hold Delta common stock to further align their interests with the interests of Delta's stockholders. Therefore, the Board has adopted these Stock Ownership Guidelines for Non-Employee Directors (the "Non-Employee Director Guidelines") effective July 24, 2009.

Participation

The Non-Employee Director Guidelines apply to members of the Board who are not employees of Delta.

Ownership Guidelines

The Non-Employee Director Guidelines require non-employee directors to beneficially own 10,000 shares of Delta common stock.

Individuals who are subject to the Non-Employee Director Guidelines at the time of their adoption are required to achieve their individual stock ownership guideline by July 24, 2012. Individuals who are first elected to the Board after July 24, 2009 are required to achieve the applicable ownership level within three years after their initial election to the Board.

Qualifying Shares

Shares that count toward satisfaction of the Non-Employee Director Guidelines include:

- Shares owned outright or held in trust by the non-employee Board member or his or her immediate family members residing in the same household
- Restricted stock

Shares of stock that an executive officer has the right to acquire through the exercise of stock options (whether or not vested) are not included for the purpose of satisfying the Non-Employee Director Guidelines.