

DELTA AIR LINES, INC.
POLICIES REGARDING SERVICE CREDITS,
ACCELERATED VESTING AND
SUPPLEMENTAL EXCESS RETIREMENT PLANS

1. Policy

It is the Policy of the Personnel & Compensation Committee (“Committee”) of the Board of Directors of Delta Air Lines, Inc. (the “Company”) that, after the Effective Date, the Company will not agree with any Senior Executive:

- To grant service credit or vesting credit (or accelerate vesting) under a Retirement Plan for any period that the Senior Executive was not actually employed by the Company or any subsidiary of the Company for purposes of determining the Senior Executive’s retirement benefits; or
- To make any contribution to any employee grantor trust established by a Senior Executive in connection with the 2002 Delta Excess Benefit Plan or the 2002 Delta Supplemental Excess Benefit Plan or contribute to any employee grantor trust established by a Senior Executive in the future in connection with such plans or any successor plans.

2. Definitions

For purposes of this Policy, the following terms shall have the following meanings:

“*Effective Date*” means January 26, 2005.

“*Retirement Plan*” means any pension benefit plan of the Company, regardless of whether such plan is a tax qualified plan or a non qualified plan.

“*Senior Executive*” means a person who is an officer of the Company or a subsidiary who is required to file reports pursuant to Section 16 of the Securities Exchange Act of 1934.

3. Exception

This Policy shall not apply if the additional service or vesting credit (or accelerated vesting) is part of a broad based early retirement window program or the result of an amendment which applies to the broad based Retirement Plan(s) in general.

4. Amendments

The Committee shall have the right to amend, waive or cancel this Policy at any time if it determines in its sole discretion that such action would be in the best interests of the Company, provided that any such action shall be promptly disclosed.