

SMOKING AND USE OF NICOTINE PRODUCTS

Alaska Airlines is committed to providing a healthy work environment for all employees. We recognize the long term effects that tobacco products have on those who use them and those who must work in close proximity of their use. For that reason the Company chose to eliminate nicotine from the workplace on October 17, 1985.

Work Environment

In general, employment openings will be filled by non-users of nicotine products except where prohibited by law. Applicants must be nicotine free for a six month period prior to seeking employment and will be screened during the pre-employment testing. Any applicant who states orally or in writing that they do not use nicotine, and is subsequently determined to have been untruthful, will not be considered further for employment.

Where prohibited by law, use of nicotine products will not be considered during the screening process. Employees are expected to remain nicotine free. Where smoking is permitted, it is restricted to limited areas on company property, to be designated by the local managers.

Assistance to Stop Using Nicotine Products

Employees who use nicotine products and would like to stop are encouraged to do so. Alaska Airlines will support a one-time smoking cessation program. Reimbursement for one-half the cost of the program (up to \$250) is available after six months of being nicotine free. After one year of being nicotine free, the Company will reimburse the remaining cost of the program (up to an additional \$250).

Assistance

The Employee Relations Department is available to assist any employee with questions relating to the use of nicotine products or assistance with stopping smoking. They may be reached at (206) 433-3336.