



Delta Air Lines, Inc.
Post Office Box 20706
Atlanta, Georgia 30320-6001

1030 Delta Boulevard
Department 877
Atlanta, Georgia 30354
Phone (404) 715 2544
Fax (404) 773 2028
John.Head@Delta.com

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Reference: Supplier Diversity Program at Delta Air Lines

Delta Air Lines supports communities through many different channels. Within the Seattle community, Delta has purchased and installed new playgrounds, built Habitat for Humanity homes, as well as monetary donations to many different charities. Delta's outreach to diverse suppliers is another means by which Delta seeks to strengthen our ties to the communities we serve while promoting the goods and services of diverse suppliers. To qualify as a diverse supplier companies must be owned, operated, and controlled by a member of one of the following groups:

- Women
- African American
- Asian American
- Hispanic American
- Native American
- Disabled Veterans
- Gay, Lesbian, Bisexual, & Transgender

Ownership by any of these groups' means that the business is at least 51% owned by such individuals, or in the case of a publicly owned business, at least 51% of the stock is owned by one or more such individuals. The management and daily operations must be controlled by those women or minority group members.

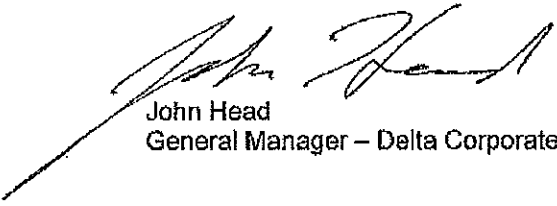
All candidates who wish to be considered as small, small disadvantaged, small veteran-owned, small HUB zone, minority, or women-owned suppliers to Delta must be certified by a valid council or government agency such as National Minority Supplier Development Council (NMSDC), Women's Business Enterprise National Council (WBENC), or Small Business Administration (SBA).

Delta is proud to have expanded diversity recognition through the second tier initiative. The second tier initiative augments our Supplier Diversity program and increases our ability to include MWBE's in our supply chains by requiring Delta's primary contractors to utilize and report their spending with diverse suppliers. By doing so, our Supplier Diversity efforts are greatly enhanced and meaningful business opportunities are extended even more so to MWBEs.

Delta continuously updates our supplier database with new small businesses, diverse providers, and disadvantaged companies. Each year, Delta honors our top small, minority and women-owned suppliers who bring value to our partnership by providing quality products and services. Delta's small, minority and women-owned award recipients are selected based on the following criteria:

- performance
- innovation
- cost reduction/savings
- outreach/community involvement

Being a good corporate citizen is important to Delta. The program is sponsored at the executive level where all diversity spend reporting is presented. Our supplier diversity team works with numerous MWBE's locally and nationally, sponsoring and participating in various activities and events to expand business opportunities and relationships within the MWBE communities in which it serves.

A handwritten signature in black ink, appearing to read "John Head". The signature is fluid and cursive, with a long, sweeping underline that extends to the left.

John Head
General Manager – Delta Corporate Real Estate