



2024 Summary Annual Report

Delta Pilots Mutual Aid

This is the Delta Pilots Mutual Aid (“DPMA”) Summary Annual Report (“SAR”) for the 2024 plan year, which is published annually to satisfy our Department of Labor regulatory obligations. We also take the opportunity to update the membership regarding the most substantial events from the previous year up to the present.

2024 was a very positive year resulting in stable and healthy trust levels; we consider this a full recovery from COVID levels. Consequently, at the beginning of 2025, the dues rate was adjusted to a lower rate (from 0.60% to the current 0.53%) to allow for a small amount of growth in the trust and accommodate any unexpected volatility either in the investment market or pilot disability rates.

In 2024, DPMA supported 757 Delta pilot members and 15 beneficiary families, paying over \$25.6M in claims benefits and over \$500K in survivor benefits. In the first half of 2025, DPMA claim payouts consistently exceeded \$2.5 million per month, marking record highs. These peak benefit payments are due to a combination of a record number of pilots enrolled in DPMA and higher claim amounts, driven by longer claim durations and increased pilot pay rates. The Board of Directors continues to monitor the increased pilot disability durations and annually assesses for any adjustments needed, with a primary goal of the trusts’ long-term financial viability.

In January 2025, we notified the DPMA membership of our discovery in 2024 that approximately 4% of our members have an outstanding dues balance, with an average recovery amount of \$166. This is primarily due to members choosing to allocate a large percentage of their pay or profit-sharing to their retirement accounts and in some cases, it resulted in insufficient funds paid to DPMA. Impacted members can be confident that DPMA is committed to working with them to resolve these issues with minimal effort and impact on their part. If a member has a past-due balance, they can expect to receive notification via email in the next few months.

The Board vigilantly monitors all aspects of the trust to meet all financial needs for the career-entirety of approximately 17,000 members (99% of all Delta’s pilots). We partner with numerous external professionals to help us assess these needs including actuaries, financial advisors, ERISA and contract attorneys, accountants, and auditors. At our 2025 Q2 meeting, the Board of Directors, in conjunction with our ERISA attorneys and actuaries, approved new language in our [Plan Document](#). These updates offer the Board greater flexibility to manage future funds, while supporting members with long-term benefit sustainability and adaptability. We carefully manage our expenses, keeping 2024 operating costs below 6%. We are confident the current income from dues and investments is adequate to pay all future liabilities.

This is a summary of the annual report of the DELTA PILOTS MUTUAL AID, EIN 58-2308503, Plan No. 501, a disability and death benefits plan, for the period January 1, 2024, through December 31, 2024. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employer Retirement Income Security Act of 1974 (ERISA). Delta Pilots Mutual Aid has committed itself to pay certain disability claims incurred under the terms of the plan.

Basic Financial Statement

The value of plan assets, after subtracting liabilities of the plan, was \$65,534,431 as of December 31, 2024, compared to \$49,091,590 as of January 1, 2024. During the plan year, the plan experienced an increase in its net assets of \$16,442,841. This increase includes unrealized appreciation and depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year or the cost of assets acquired during the year. During the plan year, the plan had total income of \$44,555,754, including member contributions of \$39,636,573, net appreciation in fair value of investments of \$2,085,963 and earnings from investments of \$2,833,218. Plan expenses were \$28,112,913. These expenses included \$26,173,512 in benefits paid to participants and beneficiaries and \$1,939,401 in administrative expenses, of which \$566,276 was paid by Delta for the Delta Pilots Mutual Aid/Former Northwest Airline Pilots (DPMA/FNWAP) program, as required by the Pilot Working Agreement (PWA).

Your Rights to Additional Information

You have a right to receive a copy of the full annual report, or any part thereof, on request. These items are included in that report: 1. An accountant's report; 2. Financial information and information on payments to service providers; 3. Assets held for investment; 4. Fiduciary information, including non-exempt transactions between the plan and parties-in-interest (that is, persons who have certain relationships with the plan); and 5. Transactions in excess of 5% of the plan assets. To obtain a copy of the full annual report, or any part thereof, write or call the Plan Administrator at the DPMA Office: DELTA PILOTS MUTUAL AID, P.O. BOX 20883, ATLANTA, GA 30320, (404) 559-9421.

You also have the right to receive from the plan administrator, on request and at no charge, a statement of the assets and liabilities of the plan and accompanying notes, or a statement of the income and expenses of the plan and accompanying notes, or both. If you request a copy of the full annual report from the plan administrator, these two statements and accompanying notes will be included as part of that report.

You also have the legally protected right to examine the annual report at the main office of the plan located at 100 Hartsfield Center Parkway, Suite 630, Atlanta, GA 30354 and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, Room N-1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.



Christine F.L. Holliday
Chairman



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ATTENTION: If you speak English, language assistance services, free of charge, are available to you. Please contact the office at membership@dpma.org.

ATENCIÓN: si habla español, los servicios de asistencia lingüística, sin cargo, están disponibles para usted. Por favor, póngase en contacto con la oficina en membership@dpma.org.

注意：如果您會說中文，可免費獲得語言協助服務。請通過claims@dpma.org與辦事處聯繫。

PAALALA: kung Togolog nagsasalita ka , wika pagtulong na mga paglilingkod , nang walang bayad , ay magagamit sa inyo . pakiusap pagkalapat ng katungkulan sa membership@dpma.org.

DII BAA'AKONiNiZIN: Dine' (Navajo) bizaad bee ya'n ihi'go, saad bee aka'anida'awo'igii , t'aa jiiik'eh, bee na'aho'o't'i'. T'aa shoodi dadii'niigo Doodaii membership@dpma.org.