



A monthly publication produced
especially for employees and
friends of Mesaba Aviation, Inc.

September, 1992 Issue
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MESABA'S NEW PLACES AND FACES

What a terrific summer for Mesaba. Here is a look at some of the cities we've added - and for those inquiring minds that want to know - there's more to come.

BGM - our first Dash 8 expansion city - took off with great inaugural loads on July 1, 1992!

Our thanks to Kris Haberstroh (YNG), Scott Rud (BJI), and Sharron Sikkema (ROA) for their help in setting up and augmenting our staffing needs in the first weeks at BGM.



Pictured above right are BGM employees working the first day (left to right); Carl Beardsley, Tonia McCoy, CSM Bob Baughn, Donna Allen, and Dan Fenton.

Above: Post departure review of the first successful departure out of BGM.

Pictured are the HTS station employees on the first day of service - July 15, 1992.



A special word of thanks to the following employees who helped get HTS off the ground in the first few weeks of operation: Pat Burke (ABR), Mike Gerwig (DTW), Julie Dunn (MQT), Sheila Hollander (MLI), Cecilia Howley (CRW), and Ron Emerson (CRW).

Cover Continued on back page.

Above: Front Row (left to right): Elizabeth Reid, Kerri Keesee, CSM Ralph Walker, Janie Billups, Christi Albright. Back Row (left to right) Mark Brewer, Brett Simmons, Frank Blizzard, Jim Deladurantey, and Rebecca Jarvis.

Bottom Right: HTS agents ready to help our first customers. Elizabeth Reid, Mark Brewer, Brett Simmons, Jim Deladurantey, and Rebecca Jarvis.

EMPLOYEE BENEFIT INFORMATION

AMERICANS WITH DISABILITIES ACT (ADA) - A BRIEF OVERVIEW

On July 26th, 1992, Title I of the American with disabilities Act became effective for employers with 25 or more employees. This new Federal Law in its entirety establishes national standards designed to give equal access for individuals with disabilities to jobs, work places, government services, commercial spaces, transportation and telecommunications.

The ADA and the extensive new rules surrounding its implementation will impact all employers in the areas of hiring practices, employee relations, facility access and public accommodations.

The ADA legislation is subdivided into the following five title sections:

Title I - Employment

- Prohibits discrimination against qualified individuals with disabilities, in such areas as job application procedures, hiring, discharge, promotion, job training, and other similar conditions of employment.
- Employers must make reasonable accommodations for individual's disabilities unless to do so would cause undue hardship for the employer.
- Employers must post notices that describe the Act.
- Complaints may be filed with the Equal Employment Opportunity Commission which will investigate and issue a determination letter.
- Became effective July 26, 1992.

Title II - Public Services

- Prohibits exclusion of disabled persons from benefits, services and activities offered by the Government.
- Requires public transportations to be accessible.
- Became effective January, 1992.
- The Justice Dept. is in charge of enforcing general provisions; the Dept. of Transportation enforces public transit provisions.

Title III - Public Accommodations

- Guarantees persons with disabilities access to privately operated places such as restaurants, banks, retail stores, etc.
- May require companies to change policies and practices to accommodate persons with disabilities by removing architectural barriers and making all areas accessible.
- This title became effective January, 1992.
- The Attorney General is authorized to investigate violators, make periodic compliance reviews and file civil suits. Guidelines and regulations are issued by the Architectural and Transportation Barriers Compliance Board.

Title IV - Telecommunications

- Requires telephone companies to provide interstate and intrastate telecommunications relay services so that hearing impaired and speech impaired individuals can communicate with others.
- Becomes effective July 26, 1993.

Title V - Miscellaneous Provisions

- Provisions in Title V refer to the administration and handling of complaints under the ADA. They include:
 1. Awarding of reasonable attorney's fees in any proceeding under the ADA.
 2. Prohibits retaliation against any person who makes a charge.
 3. Authorizes State Governments to be sued under the ADA.
 4. Provides that state laws offering greater or equal protections cannot be preempted.
 5. Amend the Rehabilitation Act to conform its coverage of drug users to the provisions.

As you can see the ADA encompasses many areas and its rules and regulations are far reaching. The above outline is to make you aware of and to acquaint you with the Act and its many provisions.

In summary, the main goal of the ADA is to allow persons with various disabilities to participate as much as possible in American society. This includes the ability to find and hold a job, shop at stores, attend cultural events, ride on public or private transportation and participate in various technological advances.

The most important thought to keep in mind is to always focus on the ABILITY of the person, not the disability.

If you have any questions or would like additional information regarding the ADA please contact the Human Resources Department in MSP.

ABOVE AND BEYOND

MESABA CUSTOMERS TOOK TIME TO TELL YOU THAT....

I recently flew on your airline for the first time and absolutely loved the whole trip. The entire crew at every airport was very friendly and helpful. I took time out to ask some names of those employees who made my trip very pleasant. First of all, Cris Green helped me book my flight at the times I needed it and the best fare possible. She took time to ensure my flights were not overbooked or canceled. Robert Nelson put us in the best seats on the plane for our trip to Minneapolis. He also showed me how to become a WorldPerks member when I asked about it. Brenda Rief had a very positive working attitude, that makes you feel at ease when you fly as often as I do (NOT MUCH). She also checked my flights and luggage carefully every time I asked to ensure no problems with my tight schedule. I cannot say enough about the job performance that the crew in Lincoln showed for my trip. I will definitely use them and Northwest again.

Thank you.

David Arkle

July 1, 1992

My wife and I are both arthritic and your equipment on Flight 3312 was difficult for us.

Flight 3283 was better than the previous; unfortunately we were up against the bulkhead. The pressure system on the aircraft was not functioning

properly which was very painful on landing and for sometime after.

Ms. Heikes, our stewardess, was most helpful to us during our discomfort and is to be commended. Before I retired, I did a lot of commercial air travel and was a member of the Admirals, Ambassadors, 100,000 Milers, and the Presidents. Good Stewards and Stewardesses seem to be few and far apart.

James W. Brooks

I am writing to applaud the service I received from one of your Detroit staff, Janet Wlosinski, after my connecting flight to Lexington was delayed several hours. Ms. Wlosinski was very helpful in averting what would have otherwise been a terrible situation for me. Over the short period I've used NWA my disgust with them had grown to such a point that I was most surprised to find a helpful, intelligent, and professional person in any way connected with them. She saved you several clients and is an asset to your company.

Philip Alderton

I thank and congratulate the baggage handlers of Northwest Airlines for special and exceptional service, particularly those who served flights OKC MEM NW 792, MEM DTW NW 957, and DTW CRW NW 3364 on Friday, May 22, 1992.

I flew on these flights on my return from Norman, OK. My suitcase was bound with fiberglass reinforced tape when I received it at the baggage claim at Yeager Airport, Charleston, WV. It was obvious that several items were missing upon lifting it. I checked at the ticket counter and it was suggested that I take my suitcase home and make a list of the missing items.

When I arrived home, a message was waiting on my answering machine from Mark Thompson that a box was found containing items from my suitcase. I picked up the box on Saturday and it contained all the missing items; two pairs of shoes, electric razor, travel clock, toilet kit, etc. including separate handkerchiefs and paper napkins.

Thank you,

Edgar Buxton

ANNUAL M.S. - RIVER ROAD RUN

350 riders traveled 600 miles from MSP to Prairie du Chien in Wisconsin. The run received pledges exceeding \$100,000. This grand total will be generously donated to the Multiple Sclerosis Society.

Pam Pankrats (Mgr. of Materials - MSP) personally received pledges in excess of \$1200. Pam and Tony Schaff (Lead Mechanic - MSP) led the Mesaba contingent, as a team of fundraisers, through the beautiful Mississippi Valley on Tony's Honda Gold Wing. Not to be outdone, Ronn Parker (Shuttle Driver - MSP) solicited pledges in the amount of \$1100. Ronn made the run on his Honda Shadow.

Mesaba congratulates these 3 community-minded employees.

GO AHEAD - THE LAUGH'S ON US!

Everyone from Mesaba Airlines, who's interested, is invited to bring along up to three guests and enjoy a complimentary show one evening during the week of Sept. 22nd through Sept. 25th.

All you have to do is call and identify yourself as a Mesaba employee and you are eligible to see a show during any of ACME Comedy Company's showtimes Tues.-Fri. 8:00pm or Friday 10:30pm.

THERE IS ABSOLUTELY NO COST INVOLVED, NOT EVEN A DRINK MINIMUM.

ACME Comedy Company presents.... Joe Vespasiani Headlining: Tues. - Sat., Sept 22-26. Get up-close and personal with this witty, young comedian. Originally from Canada, he's endeared himself to America in clubs from The Punch Line to The Improv. Called "intellectual but not highbrow", his fresh, satiric talent will leave you roaring for more!

Featured act **David Goldmand & ripsnorter Gary Johnson**

ACME Comedy Co. and STICKS Restaurant have recently opened in the Historic Itasca building in MSP MN.

For tickets call (612) 338-6393.

**Suggestions, comments
or ideas for the
Newsletter?**

**Call Molly Bergren
MSP/GO-EXT 123**

For Sale:

1963 Piper Colt PA22108

- 108HP Lyncoming Engine
- Electric Start
- Wings Recently Recovered and Repainted
- Seats Recovered
- W/ New Carpet
- 36 Gal Fuel Capacity
- All Records Since New.

Contact Scott (906) 346-9643.

TRANSFERRING OR MOVING?

Employee's of Mesaba Airlines can receive up to a **45% discount** on interstate moves. All inquiries should be directed to Bob Kane at the Mohawk Agency of United Van Lines, (612-784-1000 or 800-328-2995). Moves can be coordinated through this agency regardless of the origin.

EMPLOYEE INFORMATION

Welcome Aboard and Good luck to the following employees who were hired in . . .

. . . July, 1992

Derek Bitter CSA MSP
 Linda Craig CSA ROA
 Julie Frazier CSA ROA
 Jeffrey Humphreys CSA ROA
 Leah Haats ACCT MSP
 Ann Hastings CSA DTW
 Bonnie Gramsky FA DTW
 Erin Flanagan FA DTW
 Kimberly Tosh CSA DTW
 Andrew Fisher CSA LEX
 Kerry Smolinsky CSA BGM
 Rhonda Walker FA DTW
 Iliia Muniz FA DTW
 William Pelotte FA DTW
 Katherine Carr FA DTW
 Karin Ferrel FA MSP
 Theresa Utter FA DTW
 Linda Haney ACCT MSP
 Crystal Barth CSA TVF
 Suzanne Pillarelli CSA DTW
 Laine Papke CSA DTW
 Jackie Maaske CSA LNK
 George Small CSM MKG
 Scott Wright CSA DTW
 Derek Endres CSA MKG
 Julia Heuser CSA DTW
 Mary Benes CSA LNK
 Randal Vadasy CSA DTW
 Richard Freiberg CSA DTW

Kimberly Keadle CSA CRW
 Nicole Hillman CSA DTW
 Lori Sarazin CSA DTW
 Todd Ratzlaff ACCT MSP
 Matthew Washburn CSA GPZ
 Gaylene Gilbertson ACCT MSP
 Jimmy Pallone CSA DTW
 Michael Lindstrom CSA BGM
 Mary Lundholm CSA LNK
 Thomas Brewer CSA DTW
 David Bilkey CSA DTW
 Philip Sutherland CSA LEX
 Amy Marsh CSA BGM
 Jina Speweik CSA DTW
 Darlene Canales CSA DTW
 William Zink STOCK CLERK DTW

. . . and August

Mark Burling CSA MSP
 Jon Engstrand F.B.O. GPZ
 Judith Tonsk CSA YNG
 Sara Earnest CSA LAF
 Eric Anderson PILOT DTW
 Mark Wright CSA LAF
 James Cushing PILOT DTW
 Ray Goekerman PILOT DTW
 Scott Carew PILOT DTW
 Mark Nichols PILOT DTW
 Tony Jacobson PILOT DTW
 Michael Dockman PILOT DTW
 Lori Choules CSA LAF
 Scott Koepl PILOT DTW
 Brian Abington CSA LAF
 Jennifer Donhauser CSA DTW

David Stanek PILOT DTW
 Michael Hays CSA LAF
 Renee Nickerson CSA CAK
 Theodore Green CSA LAF
 Darlene Swain CSA CRW
 Aimee Marshalek CSA YNG
 Heidi Stroeing RECORDS MSP
 Debra Ensign ACCT MSP
 Loren Miller ACCT MSP
 Kelly Poppler RECORDS MSP
 Ron Steel CSA GPZ
 Brian Kozma CSA DTW
 Lowell Henry CSA DTW
 Teresa Gerky CSA DTW
 Norma Langdo CSA DTW
 John Beaty CSA DTW
 Jeffrey Otto CSA BMI
 Lisa Leake CSA BMI
 James Allen CSA DTW
 Robert Bullerman CSA BMI
 Thomas Manor CSA BMI
 Kirk Monroe CSA DTW
 Timothy Schaub CSA BMI
 Lisa Derhake CSA BMI
 Jodi Worrick CSA BMI
 Charles Allen AVION DTW
 Cheryl Ross CSA DTW
 Laura Turnock AVION DTW
 Connie Hall CSA DTW
 Holly Steimert CSA CRW
 Robin Perry CSA DTW
 Michelle Charboneau CSA DTW
 Dina Moore CSA DTW
 Cyndi Carter FA DTW

Congratulations to the following Mesaba employees...

- Brookes Cone and his wife on the birth of their son Spencer.
- Steven Faulk on his marriage to Susan.
- Dennis Mulvihill and his wife on the birth of their daughter Corbin.
- Amy Soper on the birth of her daughter Kayleigh.
- Jay Substad and his wife on the birth of their daughter Allison.

Employee A			Employee B		
Age	Contribution	Yr-end	Age	Contribution	Yr-end
21	\$1,000	\$1,080	21	\$0	\$0
22	1,000	2,246	22	0	0
23	1,000	3,506	23	0	0
24	1,000	4,867	24	0	0
25	1,000	6,336	25	0	0
26	1,000	7,923	26	0	0
27	1,000	9,637	27	0	0
28	1,000	11,488	28	0	0
29	1,000	13,487	29	0	0
30	0	14,565	30	1,000	1,080
31	0	15,731	31	1,000	2,246
32	0	16,989	32	1,000	3,506
33	0	18,348	33	1,000	4,867
34	0	19,816	34	1,000	6,336
35	0	21,401	35	1,000	7,923
36	0	23,114	36	1,000	9,637
37	0	24,963	37	1,000	11,488
38	0	26,960	38	1,000	13,487
39	0	29,116	39	1,000	15,645
40	0	31,446	40	1,000	17,977
41	0	33,961	41	1,000	20,495
42	0	36,678	42	1,000	23,215
43	0	39,613	43	1,000	26,152
44	0	42,782	44	1,000	29,324
45	0	46,204	45	1,000	32,750
46	0	49,901	46	1,000	36,450
47	0	53,893	47	1,000	40,446
48	0	58,204	48	1,000	44,762
49	0	62,860	49	1,000	49,423
50	0	67,889	50	1,000	54,457
51	0	73,320	51	1,000	59,893
52	0	79,186	52	1,000	65,765
53	0	85,521	53	1,000	72,106
54	0	92,362	54	1,000	78,954
55	0	99,751	55	1,000	86,351
56	0	107,731	56	1,000	94,339
57	0	116,350	57	1,000	102,966
58	0	125,658	58	1,000	112,283
59	0	135,711	59	1,000	122,346
60	0	146,568	60	1,000	133,214
61	0	158,293	61	1,000	144,951
62	0	170,956	62	1,000	157,627
63	0	184,633	63	1,000	171,317
64	0	199,403	64	1,000	186,102
65	0	215,356	65	1,000	202,070
Less Contributions	(\$9,000)			(\$36,000)	
Equals Net Earnings	\$206,356			\$166,070	
Money Grew	23-fold			5-fold	

Power of Compound Interest

What is the power of compound interest all about? It is the power of money when given the time to grow.

In order to emphasize the power of compounding, an illustration is provided. In this illustration, \$1,000 is contributed by employee, A, beginning at age 21 (including the employers contribution). The employee continues to contribute this same dollar amount for nine consecutive years, up through age 29.

A second employee, B makes no contribution until age 30, the year after Employee A has finished making contributions. Contributions continue faithfully by Employee B until age 65 (\$1,000 including employers contribution).

In both of these examples, the Employee has made Before-Tax contributions (tax deferred) and leaves the money in the Plan until age 65 with no withdrawals. It is also assumed that the contributions for both employees are earning a return of 8% a year, each year. (This 8% growth every year is used for illustration purposes only).

The results are incredible! Employee A, who made contributions earlier, and made only nine annual contributions, ends up with more money than Employee B who made 36 consecutive annual contributions but didn't begin saving until age 30. The keys to this amazing illustration are: 1) start saving as early as possible in a disciplined way, 2) leave your savings in the Plan to grow, and 3) the power of time.

How can you prepare for the kind of retirement you will want? Whether your thoughts are of a blessed state of leisure or glorious pursuit of personal goals or public achievement, your hopes will not be realized without planning.

PLANNING FOR A HEALTHY RETIREMENT

Planning for retirement is a lifelong process. How healthy you will be at retirement age will have much to do with the kind of life you lead during your working years.

Smoking and excessive drinking take a toll on the body. The sooner you reduce or cease your smoking or drinking, the healthier you'll be.

Good exercise habits also contribute to a body's health. If you haven't already, begin a healthy program of exercise now. Begin slowly, and consult your doctor.

Keep alert by learning something new every day. Being socially active will help. A wide circle of friends of different ages is stimulating insurance against becoming isolated. Starting new hobbies, doing volunteer work, and joining clubs and social groups can keep you mentally and socially sound—or may lead to a satisfying second career.

Financial planning for retirement starts long before your last day on the job. Learning to budget your earnings and expenditures should begin very early on. Social Security and pensions provide nice supplements to your savings, but won't give you the financial freedom you'll desire. A rough rule of thumb is that your combined income from Social Security, pension and investment earnings should be equal to 75% of your pre-retirement income. Learning to take advantage of a variety of types of investments will help you build a nest egg. Before retiring, you'll want to carefully examine

your health insurance coverage from work and the benefits you will be receiving from Medicare to make sure you will be adequately covered. You will also need an estate protection plan and a well-prepared, up-to-date will.

Questions To Ask Yourself

As you are nearing retirement and have determined how your finances are shaping up, you can think about where you will want to live. Will you want to live near your family and current friends, or would you prefer to move to a retirement community, possibly in a warmer climate? Are you going to keep your home, rent an apartment, purchase a condominium? Consider the alternatives and ask yourself which best suits your situation.

Once you're situated, how are you going to spend your time? Retirement means leaving a job; it does not mean retirement from life. Sitting in a rocking chair may appeal to you at first, but the novelty of inactivity soon wears off. Boredom is a real danger. Seeking and finding employment for your interest and energies is part of a healthy retirement.

When To Seek Help

You will want expert help figuring how to utilize your resources wisely. Signing up for classes or workshops for people planning their retirement can be helpful. At the very least, you'll want to visit a Social Security office to learn how your age and pre-retirement income affect your benefits. You'll want to find out when and how

to apply for those benefits. An accountant can advise you on how to protect your finances against unnecessary taxation. Your company's personnel department will go over your work-related benefits with you.

If, as you approach retirement, you find yourself becoming depressed, over-anxious, or very frightened, you might benefit from professional individual or group counseling.

Plan ahead and prepare yourself for a healthy, satisfying retirement of your own choosing. You will have earned it.

This message was brought to you by T.E.A.M. - Mesaba's 24 hour free counseling and referral service. T.E.A.M. may be reached at 612-642-0182 or toll free at 1-800-634-7710 by all employees and family members.

Mesaba's Retirement Saving Plan, 401(k), is available to all employees who have worked for Mesaba for one continuous year, have worked 1000 hours and are at least age 21. If you meet this criteria, you are eligible to enroll. The next enrollment date for the 401(k) is October 1, 1992.

Any questions about enrollment may be directed to the Personnel Department in either DTW or MSP.

Cover from first page

ROA came on line with all DH8 service to DTW on August 1, 1992.



Watching over the shoulders of ROA CSM Sharon Sikkema are: (left to right) Jeff Humphreys, Reggie Stevens and Jeff Staashelm.



Going over pre-arrival briefing are ROA employees (left to right) - Gloria Ferguson, Jeff Straashelm, and Linda Craig.

"Bits & Pieces"

One of the quickest ways to meet new people is to pick up the wrong ball on a golf course.

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