



2015 Annual Report

A STAR ALLIANCE MEMBER 

2016 Y-T-D
365 APPLIED
290 GRANTED (79%)
\$ 393,088.49



12.1.16

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Who we are

Our Mission is to provide confidential, timely, short-term crisis relief to those in the United® family needing basic assistance unavailable through other resources.

United We Care is an international fund of last resort. Employees and retirees who have no other means of financial assistance may apply in the case of natural disaster, medical illness, fire, theft, accident, domestic violence or any other crisis beyond the applicant's control that causes them to lose time from work.

United We Care is funded primarily by employee payroll deductions, special fundraising events and the generous support of United Airlines.

Special thanks to:

United Airlines, Corporate Communications, Creative Services, the Employee Service Center (ESC), the golf and special events committees across the system, the family of Jim Cassady, and all of our generous United employee and retiree volunteers.

Contact information

United We Care

233 S. Wacker Drive, 25th Floor
Chicago, IL 60606

US & Guam Toll Free: 1-877-825-3729 (877-UAL-ESC9)

International: 1-847-825-3729 (847-UAL-ESC9)

Fax: 1-847-700-3114

Website

Flying Together > Employee Services > Help centers > United We Care employee relief fund

To find application forms, go to:

Flying Together > Employee Services > (under Help centers) United We Care employee relief fund > Apply for Assistance

Contact us if you need help filling out the application or have questions about the process.

A message from the administrative team

Dear Friends of United We Care,

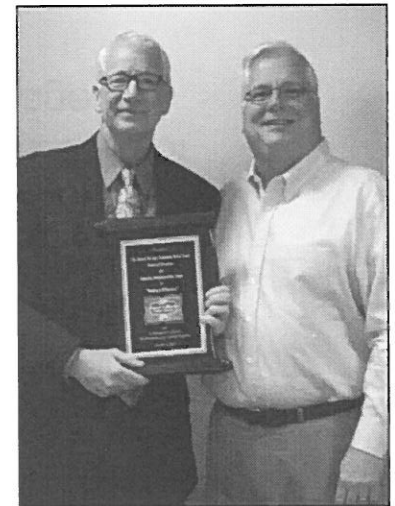
On behalf of the United We Care Employee Relief Fund, we are delighted to offer our fourth annual report.

Last October, we celebrated the 4-year anniversary of United We Care and our commitment to helping co-workers, retirees and their families in need. We'd like to take this opportunity to thank you for your kind support. Because of your generosity, in 2015, United We Care received donations totaling \$817,844.02 and awarded \$466,009.33 in grants to 225 individuals and their families to assist with basic living expenses.

Our compassionate volunteers and donors are the heart and soul of United We Care. Whether you're a director on our board, a member of the grant panel, a co-worker on the Employee Service Center's United We Care team, an awareness and fundraising ambassador, or an employee or a retiree who runs one of the many fundraisers throughout the year, **Working Together you've made a difference!**

Janice and Denise

Janice Gilligan & Denise Adamson
United We Care



Captain Bob Raskey with
Mike Bonds, EVP HR/LR/PR

Administration

United We Care is administered by a volunteer Board of Directors and Grant Review Panel.

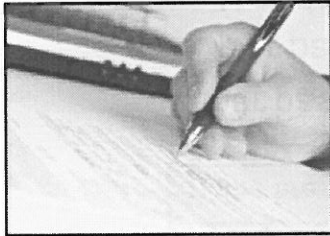
Board of Directors

- The Board of Directors has 13 members. One is the Executive Vice President of Human Resources, while the 12 remaining directors represent the major employee work groups and retirees.
- The term for half of the directors expires at the end of each year. As terms expire, United We Care will seek volunteer employees and retirees as successors, with each one elected to serve two-year terms. The Board of Directors meets quarterly, or more frequently, as required to manage the affairs of United We Care.

Grant Panel

- The volunteer Grant Panel, comprised of employees and retirees, meets twice a week to consider applications for grants of emergency assistance by United We Care.

Process at a glance



Employee Service Center (ESC): Central point of contact for applications

- Receives applications, works with applicants to complete required documentation
- Advises applicants of case decisions



Cross divisional team of volunteers serves as Grant Panel

- Receives case facts (employee identity redacted)
- Meets twice a week to review cases and vote to approve, deny or pend



Administrative team processes and sends checks to employees and retirees

- Final review of grant recommendations
- Prepares and sends grant checks

Eligibility

Active employees (except those on voluntary leaves of absence), retirees and eligible family members (up to one year after death of employee or retiree) are eligible to apply to United We Care.

Lifetime Cap: \$5,000 per applicant

Triggering Event categories	Funding categories
Substance abuse treatment (barring recidivism)	Childcare or eldercare
Crime victim	Food and clothing
Death and/or funeral	Funeral
Domestic violence	Basic utilities
Medical illness	Housing payments
Medical injury	Medical insurance premiums
Natural disaster	Transportation
Home fire	Home repairs (disaster-related)

Other basic needs:*

- Car payments
- Home Owner's Association fees when foreclosure is pending

*Note: If a crisis does not fall within these categories, individuals are still welcome to apply.

Decisions will be made on a case-by-case basis.

Grants awarded

Year	\$ Amount awarded	# Co-workers assisted
2010	\$ 1,042,665	447
2011	\$ 869,576	406
2012	\$ 1,052,830	
• Grant	\$ 484,530	235
• Hurricane Sandy	\$ 568,300	1400+
2013	\$ 827,596	353
2014	\$ 707,159	344
2015	\$466,009	225
Total to Date	\$4,965,835	3,410+

Percentage of applications by geographic locations

Geographic Location	% of Cases by Location
New York City	24%
Texas	22%
Chicago	17%
West Coast	16%
Washington, DC	5%
Other (DTW, CLE, PIT, RDU)	5%
Denver	3%
Hawaii	2%
International	2%
South	2%
Guam	1%

Grants by triggering event categories

Triggering Event	% of Cases by Event
Other Significant Crisis Beyond Applicant's Control*	43%
Medical Illness	32%
Medical Injury	14%
Death and/or Funeral	4%
Home Fire	3%
Natural Disaster-related	1%
Domestic Violence	1%
Crime Victim	1%
Addictive Behavior	1%

* **Other Significant Crisis Beyond Applicant's Control** includes furloughed to another UA job/location and could no longer work current second job; multiple on-going personal issues, etc.

Grants by funding categories

Funding Category	% of \$ Disbursed by Category
Housing	61%
Transportation-related	9%
Basic Utilities	8%
Funeral Expense	8%
Medical Expense	6%
Phone/Cable/Internet	4%
Gift Cards for Food	3%
Natural Disaster-related	1%

How you can help

Donations:

United We Care is grateful for all donations. Co-workers have raised funds by hosting golf and fishing tournaments, bake sales, picnics and silent auctions. Others have donated their pay from jury duty or speaking engagements. You can be creative in your fundraising ideas or you can contribute via credit card, check, money order or payroll deduction (form below). If every co-worker gave at least \$1 a paycheck, it would go a long way toward helping fellow co-workers in need.

Go to Flying Together > Employee Services > (under Help center) United We Care employee relief fund > Make a Donation to learn more.

Non-profit statement:

United We Care is a non-profit, tax exempt, 501(c)(3) charitable organization that files Form 990 with the Internal Revenue Service each year to maintain tax-exempt status. To the extent allowed by law, contributions are tax deductible. Specific tax questions should be directed to a tax advisor. United We Care's federal Employer Identification Number (EIN) is 36-4327744.

UNITED

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THREE PERFECT DAYS DEPARTMENTS FEATURES DOSSIER ADVERTISE CONTACT



CEO Letter

United We Care

Welcome aboard, and thanks for choosing United

Autl

February 2015



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Photos courtesy of Paula Olson

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IAH Chelsea employees raise nearly \$5,000 for employees

February 6, 2015

★ Recommend (9)

 Comment (2)

 Print

Throughout the year, IAH Chelsea Food Services employees host a variety of food-related fundraising events, including a fish fry, BBQ, bake sale and a garage sale of outdated dishes and serving pieces, to raise donations for the United We Care Employee Relief Fund.

"The turkey legs at our BBQ were better than you will get at any carnival," IAH Chelsea Managing Director Julie Schifani said. "To ensure we capture the most customers, we start selling these meals around 6 a.m. It's never too early for a turkey leg to help raise money for our United family members in need."

IAH Chelsea employees recently presented the generous donation to the United We Care Employee Relief Fund at an employee appreciation event.



Photos courtesy of Julie Schifani



United We Care appreciates the Golden Eagles

February 16, 2015

★ Recommend (1) Comment (0) Print

Retired pilots from the Golden Eagles donated \$5,000 to the United We Care Employee Relief Fund. The Golden Eagles are regular contributors to the United We Care Employee Relief Fund and raised the money through a combination of their yearly raffle and individual member donations.

United We Care provides confidential, timely, short-term crisis relief to co-workers who need basic assistance unavailable through other resources. Co-workers, retirees and eligible individuals who have no other means of financial assistance may apply to the fund in the case of natural disasters, medical illnesses, house fires, thefts, accidents, domestic violence or any other crisis beyond an individual's control.



Photos courtesy of Don Gentry

St. Patrick's Day Fundraiser



You're invited

St. Patrick's Day Party and United Mixer

When: Tuesday, March 17

Time: 3:00 p.m. – 1:00 a.m.

Where: Brando's 343 S Dearborn Chicago

Details: \$20.00 per person

Proceeds benefit United We Care.

Visit In the Loop for more details



SECOND ANNUAL
**ST. PADDY'S PARTY
AND UNITED MIXER**

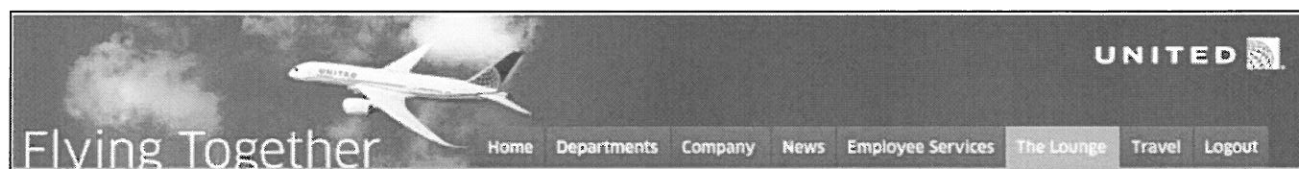
BRANDO'S - 343 S. DEARBORN
MARCH 17 - 3pm to 1am

purchase online at
www.PatricksKids.com
\$20 Admission - 2 drink tickets, food, fun.

Proceeds benefit
United We Care

Special thanks to Scott M. Winsett





United Daily

Employees may donate and apply to United We Care

Posted May 28, 2015

★ Recommend (0)

Comment (0)

Related

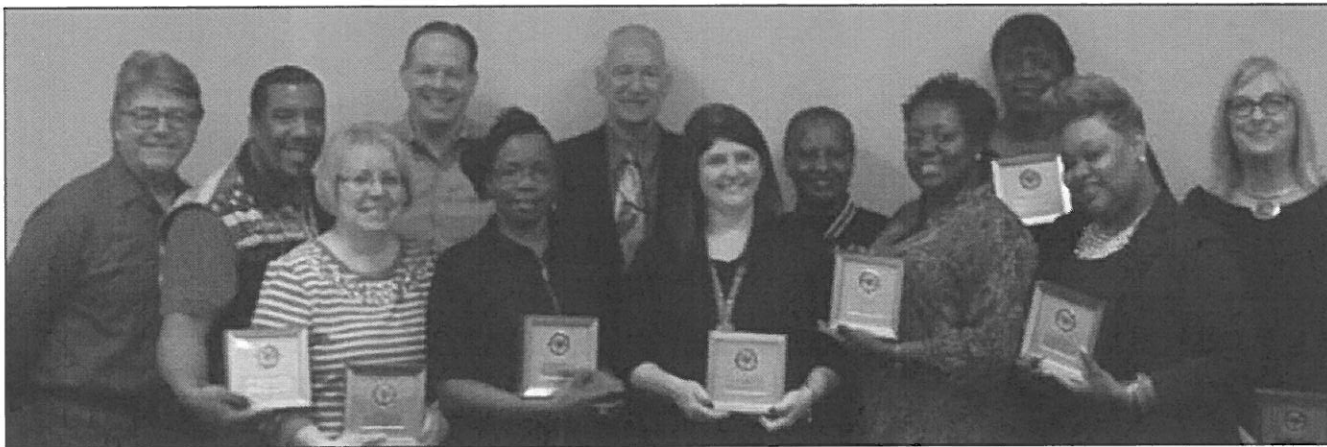
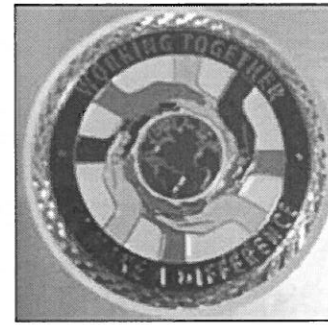
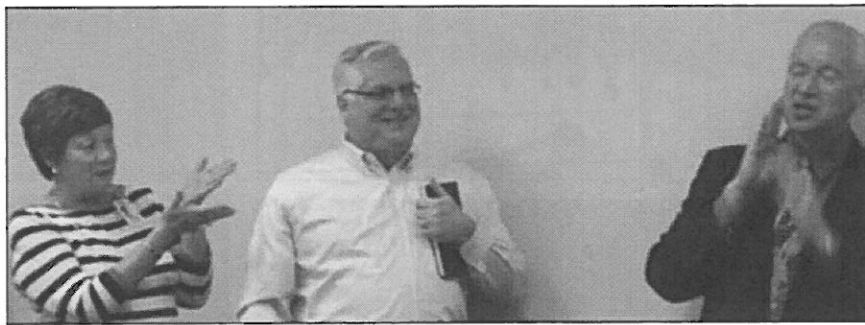


The United We Care Employee Relief Fund is available to employees in Texas who require short-term financial assistance due to the record-breaking storms. Employees can contact the Employee Service Center at 877-825-3729 for information about how to apply for short-term crisis relief.

Employees may make donations to the [United We Care Employee Relief Fund](#), which provides confidential, timely, short-term crisis relief to those in the United family needing basic assistance unavailable through other resources. The assistance is to pay for basic necessities such as rent, clothing, medicine and food during unexpected emergencies such as floods.

Challenge Coin

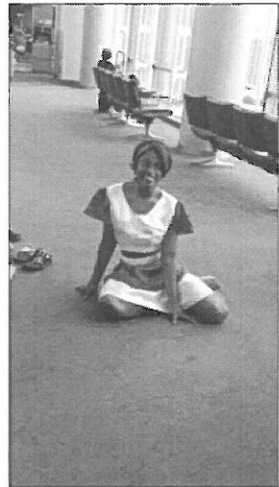
In March, Captain Bob Raskey, Retired U.S.A.F., presented recognition plaques featuring a specially minted Challenge coin to the United We Care case managers and administrative team. For the past year, while serving as a member of the United We Care Grant Panel, Captain Raskey saw firsthand the thoughtfulness and care that go into preparing each case for Grant Panel review. Captain Raskey, now a Director on the United We Care Board, wanted to say thank you and recognize the dedicated team that works tirelessly behind the scenes to make it happen.



Photos courtesy of Janice Gilligan

2015 EWR Heritage Celebrations

Thank you to the generous members of the EWR Heritage Committees

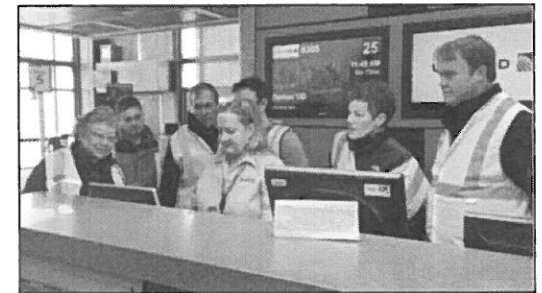
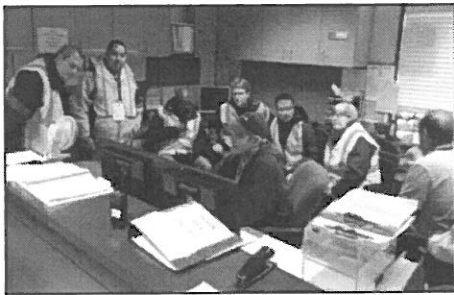


Creole Heritage Celebration

Photos courtesy of Edna Walker

Frequent Flyer Giving Mega-Do Events

Every year frequent flyers are invited to participate in events that give them an opportunity to learn about how United flies. Participating in a briefing, visiting our station operations center, checking in our customers and preparing our airplanes are just a few of the event activities. United We Care is grateful for the generous donations received from this great group of people.



Photos courtesy of Evan Gray

United Daily

We Care founder passes

Posted August 26, 2015

★ Recommend (40) Comment (33) |  

Jim Cassidy, a former Continental employee who founded the We Care fund (now known as the United We Care Employee Relief Fund), passed away on Aug. 21.

Jim began his airline career in November 1954 with Trans-Texas Airways, which later was renamed Texas International, which purchased Continental Airlines in 1933. Jim retired from Continental in 2003 as Manager of Employee Services.

Jim founded the We Care program in 1984 after an employee in the Accounting department became ill and couldn't work and therefore couldn't buy food for her two small children. The team had been selling computer paper to raise funds for the department's holiday party but instead gave the proceeds to their fellow employee. As the funds grew, employees became aware of other assistance needs and We Care was born.

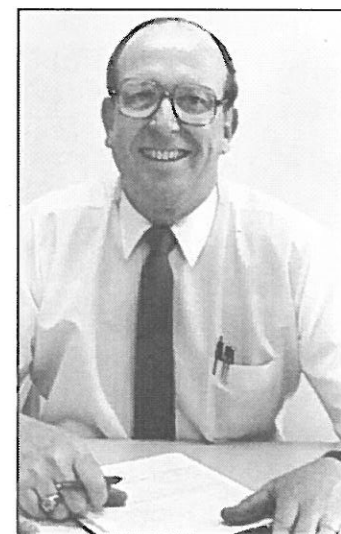
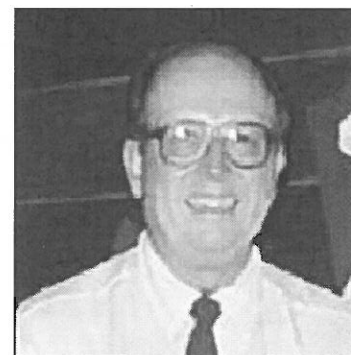
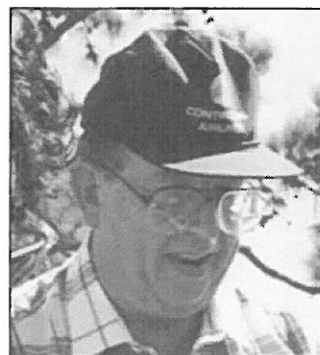
"Jim was instrumental in starting the We Care program in Houston. He was always there to help in any crisis," said Operations Engagement and Leadership VP Donna Towle. "He was a phenomenal human being."

Janet Sampson, a United retiree who oversaw the United We Care Employee Relief Fund, said, "Jim was there to help wherever he could and was always volunteering during the holidays. He had a great smile that was contagious."

Director of IT Application Development Sandy Kraus said, "Jim Cassidy was a true gentle spirit. He made the world a kinder and gentler place."

A memorial service for Jim will be held on Aug. 29 at 2 p.m. at John Wesley United Methodist Church, 5830 Bermuda Dunes Dr., Houston. In lieu of flowers, Jim's family has asked that donations be made to United We Care. Please send a check to the United We Care Employee Relief Fund, c/o WHQHR, 233 S.

Wacker Dr., 25th Floor, Chicago, IL 60606 and write "Jim Cassidy" in the note section. Or, you may make donations by credit card through crowdrise.com/unitedwecare.



Photos courtesy of Tim Cassidy

Hole-in-one at O'Hare We Care

September 28, 2015

★ Recommend (7)  Comment (0)  Print

The annual O'Hare We Care golf tournament raised an impressive \$37,000, which the team will donate to the United We Care Employee Relief Fund. Golfers at the event included co-workers from across the system.

In addition to raising money for a great cause, CLE Administration and Payroll Manager (and self-described avid golfer) Diane Stanley achieved what all golfers hope for - a hole in one!

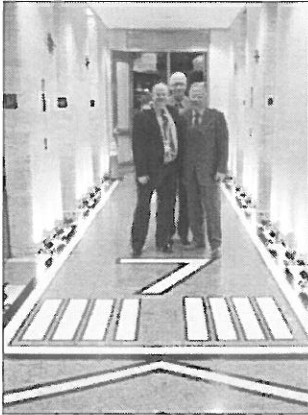
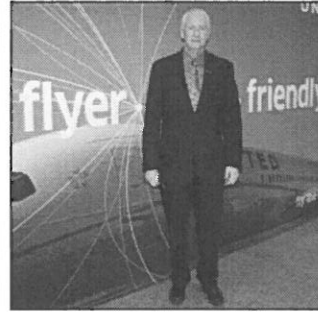
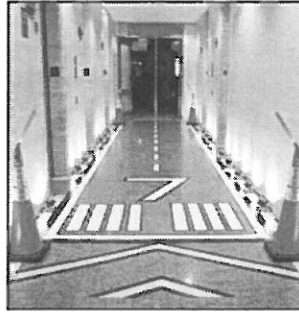
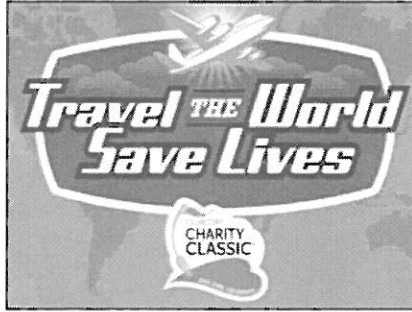
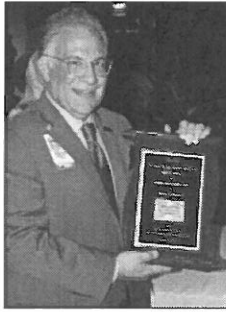
"It was magical," said Diane. "What made it even more special was being able to share that with colleagues and friends at this fundraising event. The hole-in-one was great, but it's really about helping co-workers through United We Care."

To learn more about United We Care and to make a donation, click [here](#).



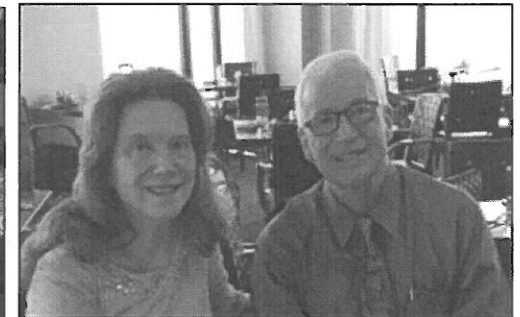
Diane (in the orange shirt) with co-workers Dana Morrow, Tom Reardon, Kim Kerr, Cris Minard, Carla Alexander and Connie Mutch.

Travel the World, Save Lives



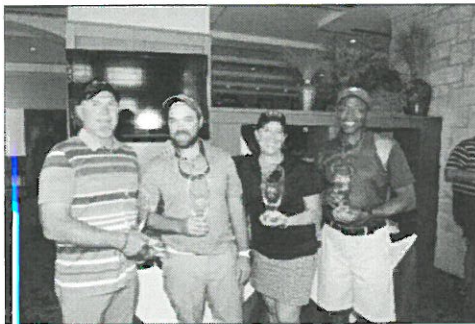
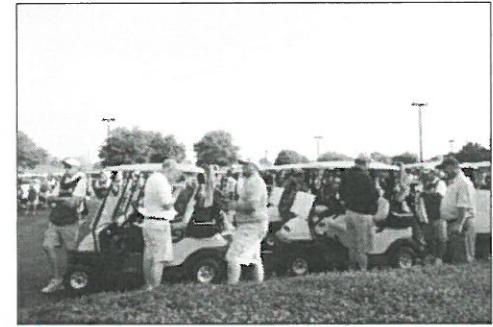
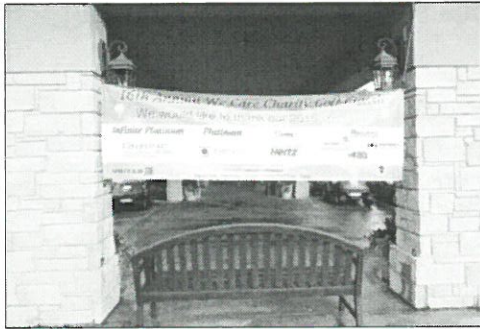
Special Thanks to **Steve Arroyo, Bob Raskey and Grace Okuyama** for going above and beyond to support the **Travel the World, Save Lives** charity classic and auction fundraiser that was held on October 1 at The Metropolitan Club.

The event raised \$38,000, which was split amongst United We Care, ClubCorp Employee Partner Care Foundation, and Augie's Quest to Cure ALS.



Photos courtesy of Savannah Raskey Peterson

16th Annual NHC Charity Golf Classic



Photos courtesy of Allison Lunsford

Thanks to the NHC
Charity Golf Classic
Committee for
donating \$15,000



2015 Annual Report

United Daily

And the winner is...

Posted November 5, 2015

★ Recommend (21)  Comment (13)  

IAD Ramp Service employee Frank Williams' name was randomly selected from among more than 6,000 employee entrants in the [Co-workers Helping Co-workers](#) drawing for a free trip.

"I thought somebody was playing a prank on me. I was very surprised," Frank said. He said he's still deciding where he'll go with his round-trip plane tickets and \$500 United Vacations gift card. "I've always wanted to go to Australia, but I've been to Cabo San Lucas [Mexico] and that's one of my favorite beaches, so I'd love to go back there."

The co-workers helping co-workers campaign aimed to raise awareness of two longtime programs -- the [United We Care Employee Relief Fund](#) and the [United Scholarship Fund](#) -- that are funded by employees and help fellow employees and their families. Donations were not required to enter the drawing, but about 300 employees added payroll deduction donations for these programs during the campaign.

"Thank you to all the employees who generously donated to these important funds," said Employee Relations Managing Director Penny Thomas. "Supporting each other is a big part of what makes United a special place to work."

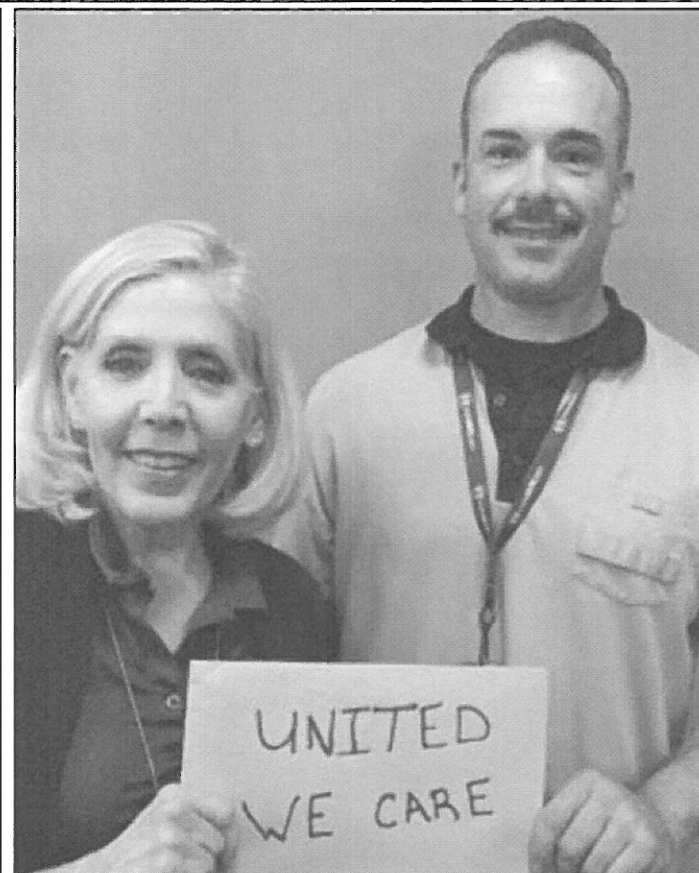


Photo: Flight Attendant and UWC Board member Martha Mizroch with Frank Williams, IADCG Ramp Service Employee. Photo courtesy of Martha Mizroch

Wreaths Across America

Thank you to all of our employees and retirees who generously support
Wreaths Across America and United We Care



Wreaths Across America-Houston
Our Mission: Remember, Honor, & Teach
281.540-9444 info@waahouston.com

Honoring America's Military
One Wreath At A Time

www.waahouston.com



UNITED We Care
Employee Relief Fund

Wreaths Across America Houston/United We Care wreaths are \$15 each. For every wreath purchased United We Care receives \$5.

Direct link to our page:
<http://waahouston.donorpages.com/HoustonWreathProject/UnitedWeCareERF/>

Special thanks to Peggy Slay

