

Cindi Simone
Managing Director
Labor Relations, Flight Service



Rick Knuth
National Vice President
Association of Professional
Flight Attendants
1004 W. Euless Blvd.
Euless, TX 76040-5018

Re: Profit Sharing Plan

Dear Rick:

This letter will confirm our understanding regarding profit sharing for employees employed by American Airlines and as represented by the Association of Professional Flight Attendants (APFA).

American Airlines will establish a profit sharing arrangement (the "Profit Sharing Plan") that will allow eligible employees, including employees represented by APFA, the opportunity to share in the financial success of American.

The effective date of the Profit Sharing Plan, as to APFA-represented employees covered by this letter, will be the date on which the APFA has approved and you have signed this letter on behalf of APFA. The terms and conditions set forth in the Profit Sharing Plan shall apply and shall govern the participation of employees represented by APFA.

This Letter of Agreement shall supersede all prior LOAs establishing a profit sharing program for APFA-represented employees and shall remain in effect for the duration of the Collective Bargaining Agreement dated December 13, 2014.

Sincerely,

Cindi Simone
Managing Director
Labor Relations

Agreed to by:

Date 3/24/16

Rick Knuth, National Vice President
Association of Professional Flight Attendants

