

August 23, 2022

Julie Hedrick, National President  
Association of Professional  
Flight Attendants  
1004 West Eules Boulevard  
Eules, TX 76040-5018

**RE: 2023 Employee Contributions for Core Option of the Medical Plan**

Dear Julie:

This letter will confirm our understanding regarding the American Airlines, Inc. Health and Welfare Plan for Active Employees ("Medical Plan") offered to eligible employees employed by American Airlines, Inc. and represented by the Association of Professional Flight Attendants (APFA).

American Airlines will reduce the employee contributions for the Core Option of the Medical Plan for plan year 2023 by 30% ("Core Option Reduction"). Specifically, American Airlines will apply this "Core Option Reduction" to the 2023 employee contribution after such contribution is calculated pursuant to Section 26.B. of the 2014 AA/APFA Joint Collective Bargaining Agreement (JCBA). Employees represented by the APFA will be eligible for this reduction provided: (1) they enroll in or are enrolled in the Core Option for the 2023 plan year; and (2) this Letter of Agreement is signed on behalf of APFA on or before September 7, 2022.

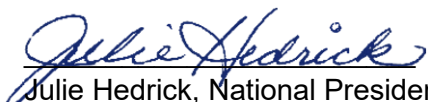
This agreement is non-precedent setting and non-referable. Also, it is understood that the provisions of the 2014 AA/APFA Joint Collective Bargaining Agreement, except as specifically modified or excepted by this letter, shall apply in all respects.

Sincerely,



Cindi Simone  
Managing Director  
Labor Relations

Agreed to by:

 Date 08/24/2022  
Julie Hedrick, National President  
Association of Professional Flight Attendants

cc: Brady Byrnes                      Larry Salas  
Misty Hambright                      Vince Heyer