

Cathy Scheu  
Managing Director  
Flight Service



August 29, 2014

Laura Glading  
President  
Association of Professional  
Flight Attendants  
1004 W Eules Blvd  
Eules, TX 76040

Dear Laura:

This letter contains the understanding between American Airlines and the Flight Attendants in the service of American Airlines, Inc., as represented by the Association of Professional Flight Attendants with respect to the application of the new the "AAAdvantage® Cash" program ("Program") to be offered to legacy American Airlines (LAA) Flight Attendants. The Company is excited to provide eligible Flight Attendants the opportunity to increase their personal income through the Program. The Program shall be offered under the following terms:

- The Program is voluntary and no Flight Attendant shall be required to participate. All Flight Attendants who successfully complete Program training will be eligible and qualified to participate.
- Flight Attendants must comply with all Program procedures, as they may change from time to time at the Company's discretion, in order to remain eligible to participate in the Program.
- Participating Flight Attendant shall receive a commission of \$50.00 per approved credit card application. Participating Flight Attendants also may be eligible for enhanced commissions, based on the Program's bonus structure, which is subject to change.
- Commissions paid pursuant to the Program are taxable;
- Commissions paid pursuant to the Program;
  - Shall not be included in the calculation for any benefits provided under Articles 26 or 36 of 2001 Agreement, as modified in 2003, as modified by the CLA, including without limitation the calculation of salary continuation or temporary total disability payments in the event of a work-related illness or injury;



- Shall not be earnings as contemplated under the Conditional Labor Agreement and thus not considered Compensation or Eligible Compensation for 401(k) contributions;
- Shall not be eligible for 401(k) deferral and/or employer contributions to other qualified retirement plan;
- The Company retains the right and discretion to modify or discontinue the Program at any time. The Company will provide notice to APFA prior to any material modification, including changes to the bonus structure or discontinuation of the Program.
- Nothing herein prevents the Company from offering the Program, or similar incentive programs, to other employee groups.

Laura, I'm pleased we're able to offer this exciting opportunity to our Flight Attendants. Please do not hesitate to contact me should you have any questions or concerns regarding the program. If APFA is in agreement with the terms of this offering as set forth herein, please return an executed copy at your earliest convenience.

Very truly yours,



Agreed to by:

  
\_\_\_\_\_  
Laura Glading  
President, APFA

09/03/2014  
Date

- cc: Hector Adler  
Marcus Gluth  
Richard Elieson  
Lucretia Guia  
Laurie Lofgren  
Cindi Simone  
Kyle Cumbie  
Keith McCarty

