

Your safety requirements

Team member,

We hope this note finds you healthy, safe and well. We want to follow up on the initial approval letter you received via email related to your reasonable accommodation request to American's requirement that team members present proof of COVID-19 vaccination.

To help ensure we maintain a safe and healthy environment for all team members, there are required guidelines you must follow in order to continue working with an approved accommodation. This means that while you are excused from the vaccine requirement, you are required to do the following:

- Complete a weekly self-health declaration.
- Practice social distancing when possible.
- Wear a mask at all times, except when outside and social distancing can be maintained. Flight crews should continue to follow current flight deck mask protocols.

You will receive your first Well for Work self-declaration email the week of Jan. 17 and you are responsible for reviewing and completing it prior to reporting for your first day of work each week. By completing the Well for Work self-declaration, you are acknowledging that you are aware of the symptoms of COVID-19 and are affirming you are not experiencing any symptoms. It's critical for you to complete the weekly Well for Work declaration to ensure compliance with your accommodation.

With our team, customers and business top of mind, please know we will continue to assess your accommodation and may make adjustments, including the addition of a testing requirement, based on operational need or if anything changes related to the COVID-19 pandemic, such as new variants or spread rates. Please note that certain state and local ordinances may include additional requirements for team members at those locations.

Your accommodation is now in place for your current duties and position. If you have any questions about the accommodations process, please send an email to accommodations@aa.com.

Please continue to keep your health top of mind and practice COVID-19 safety and well-being measures. We must all stay vigilant and safe while at work and at home. It's our shared responsibility and a commitment we all must make to each other.

As we have done throughout the pandemic, we will continue to monitor COVID-19 case rates and evaluate the guidance from medical experts and regulatory bodies as conditions evolve.

Thank you for doing your part to take care of yourself, your colleagues and our customers.

The People Team
