

May 19, 2022

Tom Regan
Airline Coordinator
Transportation Department IAMAW

Gary Peterson
International Vice President
Air Division Director
Transport Workers Union of America

2022, 2023 Profit Sharing Years

Dear Tom/Gary:

In March 2020 American Airlines, Inc. (“American”) and the TWU/IAM Association entered into Joint Collective Bargaining Agreements covering Fleet, M&R, MLS, MCT, and MTS (the “JCBA’s”). Article 17 of the JCBA’s sets forth profit sharing benefits for TWU/IAM Association represented employees, which are calculated based on a calendar profit sharing year.

This letter sets forth the agreement between American and the TWU/IAM Association to define the profit sharing year under Article 17 for the years 2022 and 2023 as follows:

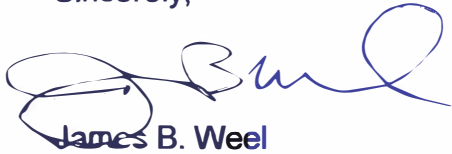
- The 2022 profit sharing year will be defined as the 12-month period beginning on April 1, 2022 and ending on March 31, 2023. Profit sharing award payments for the 2022 profit sharing year shall be made by June 30, 2023.
- There is no change to 2023 profit sharing calculation, i.e., the 2023 profit sharing year will continue to be defined as the 12-month period beginning January 1, 2023 and ending on December 31, 2023.

This agreement does not modify the terms of profit sharing benefits contained in Article 17 – Profit Sharing, except as specifically identified herein. The parties have agreed to enter into this agreement on a one-time non-precedent setting basis.

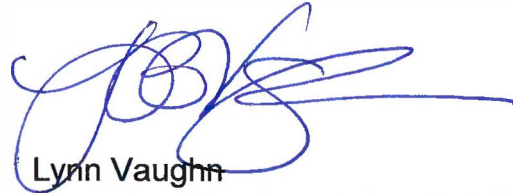
If the above accurately reflects your understanding of our agreement, please indicate by signing below.

If you have any questions, please contact Lynn at 682-278-0718 or me at 682-278-0723.

Sincerely,



James B. Weel
Managing Director – Labor Relations
American Airlines, Inc.



Lynn Vaughn
Managing Director – Labor Relations
American Airlines, Inc.

Agreed to:



Tom Regan
Airline Coordinator
Transportation Department IAMAW



Gary Peterson
International Vice President
Air Division Director
Transport Workers Union

cc: L. Guia
A. Garcia
R. Johnsen
M. Mayes
E. Fraser