

February 17, 2017

Bob Ross, National President
Association of Professional
Flight Attendants
1004 West Euless Boulevard
Euless, TX 76040-5018

RE: American Airlines, Inc. Post-Pregnancy Maternity Short-Term Disability Plan

Dear Bob:

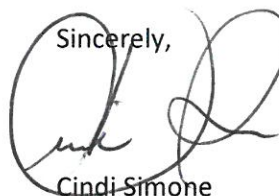
This letter will confirm our understanding and agreement regarding the above referenced American Airlines, Inc. Post-Pregnancy Maternity Short-Term Disability Plan for employees employed by American Airlines, Inc. and as represented by the Association of Professional Flight Attendants (APFA).

American Airlines, Inc. will establish the American Airlines, Inc. Post-Pregnancy Maternity Short-Term Disability Plan (Maternity Disability Plan") that will allow eligible employees, including employees represented by APFA, the opportunity to receive Maternity Disability Benefits pursuant to the terms and conditions of the Plan. The Maternity Disability Plan shall be referred to as "the Plan."

The effective date of the Plan, as to APFA's-represented employees covered by this letter, will be March 1, 2017, if this Letter of Agreement is signed on or before this date. If APFA signs this Letter of Agreement after March 1, 2017, then the Plans will be effective on such later date for the represented employees.

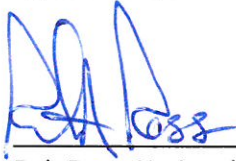
The terms and conditions set forth in the Plan shall apply and shall govern the participation of employees represented by APFA.

Sincerely,



Cindi Simone
Managing Director
Labor Relations

Agreed to by:

A handwritten signature in blue ink, appearing to read 'Bob Ross', written over a horizontal line.

Date 2/17/17

Bob Ross, National President
Association of Professional Flight Attendants

cc: Jill Surdek
Nena Martin
Marcy Dunaway
Eugenio Vargas
Vince Heyer