

February 5, 2016

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

RE: PIT Satellite Base Test for PHL-based LUS Flight Attendants

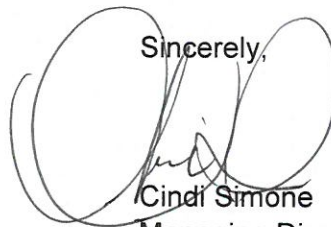
Dear Marcus:

This letter will confirm our understanding and agreement regarding the PIT Satellite Base Test for Legacy US Airways (LUS) Flight Attendants. As a result of our recent discussions, the Company has agreed to this test using the following guidelines:

1. The test period will begin for trips originating in February 2016.
2. Due to current CATS programming, PIT trips will include a surface deadhead leg worth 0:00 hours at the beginning and end of the trip sequence, but the flying portion will originate and terminate in PIT.
3. Only PHL-based LUS Flight Attendants will be eligible to bid for PIT satellite trips in PBS and the pay protections in the Legacy US (LUS) "Red Book" will apply.

It is understood that the provisions of the AA/APFA Joint Collective Bargaining Agreement, except as specifically modified or excepted by this letter, shall apply in all respects. The above-referenced test may be terminated by either party during the trial period.

Sincerely,



Cindi Simone
Managing Director
Labor Relations

Agreed to by:

Marcus Gluth Date 2-5-16

Marcus Gluth, National President
Association of Professional Flight Attendants

cc: Laurie Lofgren
JC Gulbranson
Rick Knuth
Jaimie McNeice
Vince Heyer