

January 21, 2015

Laura R. Glading, National President  
Association of Professional Flight Attendants  
1004 W. Euless Blvd.  
Euless, TX 76040-5018

Dear Laura:

This letter will confirm our agreement that within (45) forty-five days of a successful ratification of the JCBA, a one-time "Transition Payment" of \$3,000 (less applicable taxes and withholding) will be provided to each Legacy US flight attendant who is in active status (i.e., in regular active pay status with American Airlines or on a FMLA, Military, Maternity, Adoption, or Paternity leave and not on any other unpaid leave of absence) as of January 15, 2015. In addition, any LUS flight attendant that was placed onto a Medical Leave of Absence on or after January 1, 2014 and remains inactive as of January 15, 2015 will be eligible for the "Transition Payment".

Sincerely,

Cindi Simone  
Managing Director  
Labor Relations

Agreed to by:

\_\_\_\_\_ Date \_\_\_\_\_  
Laura R. Glading, National President  
Association of Professional Flight Attendants

cc: Paul Jones  
Lucretia Guia