



This confirms your participation in American Airline's current Voluntary Leave of Absence Program (VLOA Program). As previously communicated, American implemented the VLOA Program because of the unprecedented impact the COVID-19 pandemic has had on the demand for air travel. This demand decrease has resulted in significant schedule reductions, which began in March and will continue into the summer. Your participation in this VLOA Program will assist American in addressing significant financial challenges and potentially avoiding more dramatic cost-savings measures. As such, for purposes of unemployment benefit eligibility, American views your voluntary participation in the VLOA Program because of the COVID-19 pandemic and the effect on the Company's business as constituting good cause connected with the work for taking temporary leave from American.

Thank you for playing a key part in American's efforts during this challenging time.

A handwritten signature in black ink that reads "Cornelius Boone". The signature is written in a cursive, flowing style.

Cornelius Boone
Vice President of Team Member Services