



March 14, 2019

Hello Cameron,

Congratulations! On behalf of American Airlines, Inc., (the “Company”), I am excited to offer you the position of Technology Co-Op. You will be paid a biweekly salary of \$1,848 payable in accordance with American Airlines’ biweekly pay periods.

To help you get settled in, we also offer a relocation allowance in the amount of \$2,000 less applicable taxes and payable within thirty (30) days of your start date, subject to the terms set forth in the Relocation Letter of Commitment which will be forthcoming. In addition, you will receive two round trip positive space passes on AA to be used for a house hunting trip and for transportation to and from your work location.

Your journey begins here, but first:

This offer is a result of a successful match of your background with our company and is aligned with our aspiration to hire the best. It is, of course, contingent upon meeting all pre-employment requirements for the position, which could include (but are not limited to) the following:

- Background check
- Fingerprint check
- American Airlines and/or FAA drug screen
- Verification of rehire eligibility (previous team members only)

Once you have successfully completed all pre-employment requirements for your position, we can then determine a start date.

Life at American Airlines is rewarding:

Your experience at American Airlines will be your opportunity to see your career take you to new heights, literally! Our company offers you an opportunity to put your experience, abilities, dedication, energy and creativity to excellent use as we drive to be the best at everything we do. We believe you can make a significant, positive contribution to the success of American Airlines.

As a valued American Airlines team member, you are eligible for our comprehensive [benefits package](#) which includes paid vacation, sick time, holidays, a 401(k) program, and health benefits. We also have awesome travel privileges!

Caring for our team members is one of our top priorities, and we will work hard every day to show you, so you can be your very best! In fact, at American Airlines, you will have access to ongoing career development and support, zealous recognition and you will be a driving force in helping us maintain our valued commitment to our customers and our community. Additionally, we thrive on maintaining a diverse and inclusive workplace, recognizing it is critical to our success.

Next steps:

Please respond with your decision by selecting “accept” or “decline” by March 28, 2019. Upon acceptance of the offer details, we will contact you to schedule an appointment for your pre-employment requirements, or we will be in touch with next steps. If you need

additional time to make a decision or have any questions, please contact Kristalynn Jamison.

Your employment at American Airlines is on an at-will basis, meaning you or American Airlines can end your employment with or without notice or cause. This letter should not be construed as a basis for establishing any contract of employment.

We are excited and hope you accept this offer to join our team of dedicated team members. We're looking forward to working with you as you begin your journey.

Your first day:

There will be a lot of things to think about on your first day. But please remember to bring the appropriate documents that verify your identity and show you are authorized to work in the United States. Documents appropriate for this purpose are located in the [I-9 List of Acceptable Documents](#).

With over 100,000 team members sharing our journey, each one of us at American Airlines has a unique story to tell. Whether we're helping business customers fly across the globe, reuniting families with loved ones, doing the work to make sure the planes fly, or powering the business behind the scenes, our stories involve thousands of opportunities to touch millions of lives.

Cameron, this is the moment when our story connects with yours—congratulations and welcome to American Airlines!

Should you have any questions, please contact Kristalynn Jamison at Kristalynn.Jamison@aa.com.

Welcome aboard!

Regards,

Justin Fuller

Senior Manager

Shared Assets Engineering