



OGLETREE, DEAKINS, NASH,
SMOAK & STEWART, P.C.

Attorneys at Law

One Ninety One Peachtree Tower
191 Peachtree St. NE, Suite 4800
Atlanta, GA 30303
Telephone: 404.881.1300
Facsimile: 404.870.1732
www.ogletreedeakins.com

Todd Duffield
404.870.1701
Todd.Duffield@ogletreedeakins.com

April 30, 2014

Via E-mail and Certified Mail

Lawrence Meadows
PO BOX 4344
Park City, UT 84060

RE: *September 26, 2013 Claim for Benefits*

Dear Lawrence:

In response to your September 26, 2013 Claim for Benefits under the American Airlines, Inc. Pilot Long Term Disability Plan, American Airlines, Inc. ("American") researched: (1) your claim that you were not placed in the active employee medical plan when your disability benefits were approved under the 2004 Pilot Long Term Disability Plan ("2004 PLTD plan"); and (2) your claim that you should be reimbursed for premiums and contributions that you paid for COBRA continuation of coverage in 2008 and 2009, and the medical insurance you purchased after your COBRA continuation of coverage was exhausted.

After researching the first issue, American discovered that an inadvertent administrative error occurred when you were granted benefits under the 2004 PLTD plan. On December 13, 2011, American granted you retiree medical benefits instead of active medical and dental benefits. The Pilot Collective Bargaining Agreement between American and the Allied Pilots Association states that pilots receiving benefits under the 2004 Pilot LTD Plan are to receive medical and dental benefits under the pilot active medical plan. Thus, American has made the necessary corrections that support the enrollment of you and family members, including Ann Marino and Monique ~~Hinerman~~ Meadows, in the active medical plan. As I mentioned in my prior email, you need to select one of the three Plan options: Value, Standard, or Core. Plan documentation, cost details, and other information can be accessed on my.aa.com under the "Benefits" tab. Please let me know as soon as possible which plan you would like to select, and the company will implement the change.

Second, in the Claim for Benefits, you request reimbursement for medical costs incurred from December 27, 2007 through December 31, 2011, totaling \$37,687.90. The documentation you provided, however, only supports \$33,224.82 worth of medical expenses. Despite this variance, to finally resolve this matter with you, American has agreed to reimburse you the

\$37,687.90 you requested. Your acceptance of this payment will constitute your agreement that it is in full satisfaction of your claimed additional medical costs. Kindly return to me a signed copy of this letter acknowledging your agreement and I will instruct American to process the payment immediately.

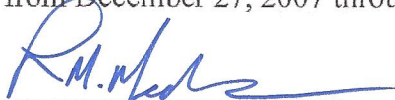
American appreciates your bringing these issues to their attention, and trusts that the terms of this letter are acceptable to you and that we can resolve this matter. If you have any questions, please feel free to contact me.

Sincerely,



Todd Duffield

I agree that \$37,687.90 will fully compensate me for the out-of-pocket medical costs I incurred from December 27, 2007 through December 31, 2011.*



Lawrence Meadows

Dated: 5/5/14

* I hereby sign this agreement for the limited purpose of fully resolving the above referenced claim for out-of-pocket medical costs referenced above. However, I reserve my rights to all other legal, contractual, and administrative claims against American Airlines. 17750417.1

