
Non-Rev Travel – Free Of Charge

Loral Blinde

Vice President – People and Employee Services

December 15, 2015

Dear Fellow Employees,

Travel is one of the best privileges of working at an airline. As the largest airline in the world with the best network, it's an even more compelling benefit at American. It's our goal to have the best travel program in the business, and each year we review our travel program and compare it to our peers to make sure that statement remains true.

In 2016, once all the necessary system updates can be programmed, we are excited to announce that non-rev travel for **both** main and premium cabins will be **free of charge**.

Here's how it will work:

- Employees, eligible retirees and your eligible dependents (spouse, domestic partner, registered companion and kids) will enjoy Main Cabin, Business and First Class travel at no charge. If the seats are available, you will be in them.
- Just like some popular credit cards, there's no annual fee! Some carriers waive premium upgrade fees yet require eligible travelers to pay an annual fee for their travel benefits. That's not the case here. American's program is ALL free of charge, NO fee travel. **Note:** Some taxes when traveling internationally will still apply; they're required by certain countries and airports, and are out of any airline's control. Similarly, under IRS rules, an employee is subject to imputed income for travel by domestic partners or registered companions.

As you might expect, we're excited to bring these changes online and begin putting them to use. And although we can't implement them system-wide January 1, 2016, we anticipate we'll be able to have them up and running by **June 1, 2016**.

We are the world's largest airline, and we're building the best team in the business by offering the best travel program in the business. Watch for more information in the year ahead. In the meantime, if you're traveling over the next several weeks, be sure to thank a frontline colleague. It's a stressful time of the year for many travelers and our team is doing a fantastic job of taking care of them as they make their way home for the holidays.



Loral