EQUAL EMPLOYMENT OPPORTUNITY POLICY

January 1, 2014

TO EMPLOYEES AND APPLICANTS FOR EMPLOYMENT:

The promotion of equal employment opportunity in the workplace enhances basic human dignity and the welfare of the society upon which the success of our business depends. It is the policy of American Airlines to affirmatively ensure that all employment decisions made are based upon ability, experience and achievement of the individuals affected, without regard to race, color, religion, sex, gender identity, sexual orientation, national or ethnic origin, citizenship, age, disability, protected veteran status, genetic information or any other factors prohibited by applicable law, rule, or regulation. This policy extends to all aspects of recruiting, hiring, promotion, training, compensation and benefits. The commitment of American Airlines to these policies is reaffirmed each year to underscore their importance as an integral part of our structure.

American Airlines’ policies regarding equal employment opportunity and diversity in the workplace have been and will continue to be based upon principles of respect for each individual. American Airlines has developed and continues to implement Diversity Business Plans that enhance and enrich our workforce, and that embrace the industry’s changing mosaic of people, customers, strategies, and environment.

While each manager and supervisor is accountable for the execution of strategies aimed at achieving the Company’s objectives of equal employment opportunity and workforce diversity in her or his area, the overall responsibility for implementation and monitoring of this policy has been assigned to the Executive Vice President, People and Communications. The corporate Talent Services Government Compliance organization, local Chief Facility Officer, and designated local Equal Employment Opportunity Coordinators administer American Airlines’ affirmative action program and equal employment opportunity policies and procedures and monitor personnel activities to ensure that all actions support these principles. Non-confidential portions of American Airlines’ Affirmative Action Programs are available for review during regular business hours.

W. Douglas Parker
Chairman and CEO, American Airlines

Elise Eberwein
EVP, People and Communications