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July 18, 2013

TO: All AA Presidents and Board

RE: AA Equity Distribution Decision

Dear Brothers:

First, I was hoping to attend the Presidents' Council meeting on Tuesday with David Rosen. I was unable as I am being treated for a relapse of acute bronchitis and an upper respiratory infection. The purpose of my visit was first to tell the Committee I appreciated their difficult decisions in making sure all of our members are being treated fairly in the process, and taking into consideration all of the disciplines that make-up our TWU Agreements. I related through our counsel the concerns I have with the determination that effected those that were impacted over the last years, and accepted an early out either after ratification, or at a future date based on each individual work area as decided by American Airlines.

Since I negotiated the equity and the 1.7% "Me Too" which I consider a major plus for the members, I strongly recommend that it should be divided up equally to all those that ratified and accepted an early severance then or at a later date. I am disappointed that a decision was made to cut out from the 1.7% those who

are probably senior members that have made life decisions, and were TWU members through some of the darkest times. I ask you my brothers to reconsider; it is not too late to do the right thing.

Fraternally,

A handwritten signature in cursive script, appearing to read "James C. Little". The signature is written in black ink on a white background.

James C. Little
International President

JCL:tt
opeiu-153

c: Harry Lombardo
Joseph C. Gordon
Gary E. Maslanka
John Samuelsen
IEC
David Rosen
Richard Edelman