



Transport Workers Union of America, AFL-CIO

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"AMERICA'S FIGHTING DEMOCRATIC UNION"

August 15, 2022

TO: TWU American Airlines and Envoy Members

RE: Equity Distribution

Dear Sisters & Brothers:

For those of you who were here and have received equity from the bankruptcy in the past, the American Airlines bankruptcy is now complete. As such, there will be one final equity distribution to eligible members that is expected to take place on, or about, August 15, 2022.

This final distribution will utilize the same historical methodology for percentage by member and the eligibility list remains the same as the previous distributions. Notice was previously provided, by TWU, informing you of the initial determination of your eligibility for equity under the TWU Plan, and the payroll data relevant to calculating your equity share that was received from AA.

This distribution will not be like those in the past, as the amounts going to the members will be somewhat de minimis since this is the remaining equity to close out the bankruptcy for the carrier. Eligible members will receive a check for the cash portion and shares deposited in their Computershare account for the remainder of the stock award.

Fraternally,

A handwritten signature in black ink, appearing to read "Gary Peterson".

Gary Peterson
International Vice President
Air Division Director

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