

**FCTI AND SIMP BONUS PROGRAM  
SECOND PAYMENT OPT-OUT FORM**

On December 15, 2021 American Airlines, Inc. (“American”) and the Transport Workers Union of America, AFL-CIO (the “TWU”) entered into a Letter of Agreement establishing FCTI and SimP Bonuses (the “Bonus Program”).

By my signature below, I expressly agree that I have reviewed the Bonus Program and have been provided the opportunity to ask questions from my TWU representative. By signing this Second Payment Opt-out Form, I understand and agree that I will not be eligible to receive the second payment under the Bonus Program.

My decision to opt out of the Bonus Program second payment is completely voluntary and I understand that my decision is final once I submit this Opt-out Form to TWU Local 548. Furthermore, I agree that my decision to opt out of the Bonus Program second payment shall not be the subject of any grievance, claim, right, demand, suit, or cause of action of any nature whatsoever, in law or equity, known or unknown, against American or the TWU.

**I choose to opt out of the Bonus Program second payment.**

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Date

Acknowledged by:

\_\_\_\_\_  
Transport Workers Union of American,  
AFL-CIO

\_\_\_\_\_  
Date