

# Arrivals

A communication for the employees of American Airlines

Creating a premier global carrier

## Ready to Travel the World for Free?

Dear Co-workers:

I hope you had a wonderful holiday season and were fortunate enough to get a few days rest after a busy year. Today we're sharing details of our new travel program, which will create the best non-rev system in the business. While implementation will take some time, when complete, American Airlines will offer free coach travel across the largest and best network in the industry, improved pass privileges for family and friends, and a consistent boarding system. With more than 6,700 daily flights to over 330 destinations, let's go!

We're building the best non-rev travel program in the industry. You're going to have free access – no Coach fees for employees on all flights – to the largest network in the world, with more destinations at your doorstep than ever before. Tokyo, Buenos Aires, Athens or Tel Aviv... they're all waiting for you. We're putting parent and registered companion travel into the bucket of eligible travelers (so you no longer have to use your buddy/D3 pass bank for parent travel or your registered companion) and parents and eligible travelers can fly as much as they want. Legacy American employees will have earlier access to retiree travel – you no longer have to wait until 55 to travel if you meet the qualifications. And after we migrate to one reservation system, our travel program will be completely automated, meaning users will check for flight availability, list for flights and check in via the Web.

Beginning this summer, non-rev travelers will move to legacy American's system of boarding, which is to board by check-in time. This approach gives all employees an equal chance at every flight, and is the system that the majority of employees use now. It's also the right approach as we considered the technology platform upon which our employee travel system resides.

Before we move to a unified boarding system, there will be ample work done to ensure the right technology is in place so that any employee can check in via the Web. This will eliminate the concern that in order to check in 24 hours in advance, one must travel to the airport. Bottom line, all employees will have equal access to check in via the Web for non-rev flights.

The following information outlines our new travel program, and lays out the timeline to implement changes. I hope all employees have the opportunity to take advantage of this privilege and see the world, as well as share it with family and friends... it's always been one of the best things about working for an airline and remains so today.

Safe travels,

Elise Eberwein, Executive Vice President, People and Communications

**Curious  
how many  
people can  
non-rev  
each year?**

**500,000**

Active Employees  
& Eligible  
Travelers

**200,000**

Retirees &  
Eligible Travelers

**800,000 +**


Buddy Pass/D3  
Travelers


That's more than  
**1.5 million**  
people eligible  
to fly each year!


# The World at Your Doorstep

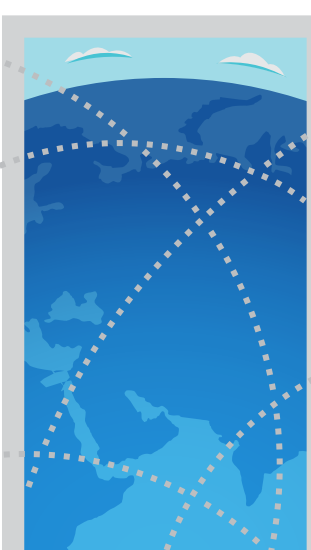
Ready to visit the Tower of London? Climb Machu Picchu? See the Great Wall of China? With a network that connects our employees to more than 330 destinations around the world, now you can. And the best part? It's free!

**January 2014**

 **330+ destinations,  
50+ countries,  
6,700+ daily flights**

 **Free lifetime,  
space-available travel  
for eligible retirees  
based on 65-point plan**


 **Minimum age in  
First Class: 6**



**\$\$\$**

**FREE coach travel  
for employees!**



**Discounted positive  
space on both carriers**

 **Unlimited travel  
for parents,  
registered companion**

**16 one-way buddy  
passes (D3) for active  
employees per year  
for use on  
your legacy airline**

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**Later in 2014**


**Boarding by  
check-in time**

<ol style="list-style-type: none"> <li>1 D1 (vacation passes)</li> <li>2 D2 (employees and eligible travelers)</li> <li>3 D2R (all retirees)</li> <li>4 D2P (parents)</li> <li>5 D3 (buddy passes)</li> </ol>	<ol style="list-style-type: none"> <li>6 AAC (active non-owned affiliate airline personnel)</li> <li>7 ONE (oneworld personal travel)</li> <li>8 D4 (OAL company business travel)</li> <li>9 ZED (routine interline personal travel)</li> </ol>
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**Still to Come**

**D1 vacation priority  
passes and D3 passes can  
be used system-wide**

**D1** 

6 for employees  
4 for retirees



**Central resource**  
One place to check flight loads,  
make flight listings,  
and check-in for all flights

## Disclaimer

Please check the American Airlines TRIP Book or the US Airways Employee Travel Guide for all official policies related to travel. This summary is not a policy document and to the extent it conflicts with the official policies related to travel, the official policies will apply. Remember, non-revenue travel is a privilege, not a benefit or a right.

## Just the Facts: Jan. 4

What's new Jan. 4?	Who does this affect?	What information do you need to know?
<ul style="list-style-type: none"> <li>Free Coach travel for employees across the network</li> </ul>	<ul style="list-style-type: none"> <li>All employees</li> </ul>	<ul style="list-style-type: none"> <li>Using your legacy system, you can now book free Coach travel on your legacy carrier's flights, and use myIDTravel to book travel on your non-legacy carrier's flights. Fees have been waived for travel across carriers on myIDTravel.</li> <li>For now, boarding priorities are unchanged, and travel on the "new" carrier will be at the same priority as in our interim travel program.</li> </ul>
<ul style="list-style-type: none"> <li>Unlimited travel for parents and registered companion</li> </ul>		<ul style="list-style-type: none"> <li>There is no limit on travel by parents and your registered companion – a new privilege for legacy American Airlines employees. In addition, there will no longer be fees in Coach for registered companion.</li> </ul>
<ul style="list-style-type: none"> <li>D3 buddy passes</li> </ul>		<ul style="list-style-type: none"> <li>All active employees will receive 16 one-way D3 buddy passes each year that can be used on their legacy carrier. Buddy pass usage on the opposite carrier won't be enabled until after we are on a single reservation platform. Retirees will receive eight one-way D3 buddy passes on their legacy carrier.</li> </ul>
<ul style="list-style-type: none"> <li>New employee travel</li> </ul>		<ul style="list-style-type: none"> <li>There will be no waiting period for new employees to be eligible for D3 buddy passes.</li> </ul>
<ul style="list-style-type: none"> <li>Retiree travel eligibility</li> </ul>		<ul style="list-style-type: none"> <li>Employees who leave the company on or after Dec. 9, 2013 will be eligible for lifetime non-rev, space-available retiree travel for themselves and eligible family members based on a 65-point plan. To qualify, you must have a minimum of 10 years of active service, and your age plus years of service must equal or exceed 65. The plan applies only to travel privileges, not to other retirement benefits or programs.</li> <li>Employees who left legacy American Airlines before the merger closed are eligible for the new travel privileges if they qualified for retiree travel when they separated from the company.</li> </ul>
<ul style="list-style-type: none"> <li>Minimum age for First Class travel</li> </ul>		<ul style="list-style-type: none"> <li>The minimum age for First Class non-rev and pass travel is now six years at both American and US Airways.</li> </ul>
<ul style="list-style-type: none"> <li>Discounts on positive space personal travel across a larger travel network (Jan. 7)</li> </ul>		<ul style="list-style-type: none"> <li>Effective Jan. 7, book confirmed tickets for your personal travel on any flight operated by legacy American Airlines and legacy US Airways and their affiliates at a 20 percent discount off most published fares. The discount applies to employees, retirees and eligible dependents. Book the same way you did prior to the merger to get the 20 percent discount.</li> </ul>

## Just the Facts: Coming Later

What's coming later?	Who does this affect?	What information do you need to know?
<ul style="list-style-type: none"> <li>• <b>Spring 2014: Admirals Club/ US Airways Club Access</b></li> </ul>	<ul style="list-style-type: none"> <li>• All employees</li> </ul>	<ul style="list-style-type: none"> <li>• Employees will be able to purchase an annual Admirals Clubs pass, with reciprocal access to US Airways Clubs. Certain restrictions may apply (we'll need to make sure employees aren't in uniform in the clubs so that it's not confusing to customers) and we'll share full details soon.</li> </ul>
<ul style="list-style-type: none"> <li>• <b>Mid-2014: Boarding priority</b></li> </ul>	<ul style="list-style-type: none"> <li>• All employees and retirees</li> </ul>	<ul style="list-style-type: none"> <li>• Employees will board by check-in time.</li> <li>• The boarding priority will be:               <ul style="list-style-type: none"> <li>• D1 (vacation passes)</li> <li>• D2 (employees and eligible travelers)</li> <li>• D2R (all retirees, including TWA)</li> <li>• D2P (parents)</li> <li>• D3 (buddy passes)</li> <li>• AAC (active non-owned affiliate airline personnel)</li> <li>• ONE (oneworld® personal travel)</li> <li>• D4 (OAL company business travel)</li> <li>• ZED (routine interline personal travel)</li> </ul> </li> <li>• In all categories, travelers with connections will have higher boarding priority, designated by a "T" for "through" (D1T, D2T, etc.). This helps prevent people from getting stuck in our hubs. More details, including length of connection time, will be explained before the policy is implemented.</li> <li>• "Eligible travelers," including spouse/domestic partner/registered companion or eligible children, will fly at a D2 or D2R priority whether or not they are traveling with the employee or retiree.</li> <li>• Parents will board at D2P unless they are traveling with the employee, in which case they will also board at D2 priority.</li> <li>• Buddy passengers will board as D3 priority regardless of whether or not they are flying with the employee.</li> </ul>
<ul style="list-style-type: none"> <li>• <b>Mid-2014: Fees for travel in premium cabins</b></li> </ul>		<ul style="list-style-type: none"> <li>• Fees for premium class travel will be based on mileage domestically and flat fees for long-haul international flights, in keeping with the legacy American Airlines policy.</li> </ul>
<ul style="list-style-type: none"> <li>• <b>Integrated Passenger Service System (PSS), anticipated 2015: D1 vacation priority passes and D3 passes across the network</b></li> </ul>		<ul style="list-style-type: none"> <li>• Active employees/eligible travelers will receive six D1 vacation priority passes per eligible traveler each year to use across the network and those eligible for retiree non-rev travel will receive four D1 vacation priority passes per eligible traveler for system-wide use.</li> <li>• D3 buddy passes can be used across the network.</li> </ul>
<ul style="list-style-type: none"> <li>• <b>Integrated Passenger Service System (PSS), anticipated 2015: One website</b></li> </ul>		<ul style="list-style-type: none"> <li>• One web site to check flight loads, make flight listings and check in.</li> </ul>

# FAQ

## 1. What's changing on Jan. 4?

Starting Saturday, employees can enjoy free Coach travel across the network; your parents and registered companion will have unlimited travel; active employees will receive 16 one-way D3 buddy passes (to be used on their legacy carrier until the end state travel program is implemented) and retirees will receive eight; new hires will no longer have to wait to be eligible to receive D3 passes; we'll align retiree eligibility for travel privileges to the 65-point-plan; and the minimum age for premium cabin travel will be six years old. On Jan. 7, employees will be eligible for a 20 percent discount on positive space travel across the network on both carriers.

## 2. How did the company decide the boarding priority process?

Boarding by check-in time gives all employees an equal chance at every flight, and is the system that the majority of employees use now. It's also the right approach as we considered the technology platform upon which our employee travel system resides.

## 3. When will the new boarding priority go into effect?

This summer, employees will begin boarding by check-in time. The boarding priority will be D1, D2 (employees and eligible travelers), D2R (retirees), D2P (parents), D3 (buddy passes), AAC (active non-owned affiliate airline personnel), ONE (oneworld personal travel), D4 (OAL company business travel), ZED (routine interline personal travel). If travelers have connections, they'll have a higher boarding priority designated with a "T" for "through" so they don't get stuck in our hubs. We'll share much more detail well in advance of the new boarding priority taking effect.

## 4. With the new boarding priority, will people traveling with me board at my priority?

Your spouse/domestic partner/registered companion and eligible children are able to board at the employee's or retiree's boarding priority if traveling D2 or D2R, regardless of whether or not they're traveling with the employee/retiree; parents will travel at a D2P priority unless they are traveling with the employee, in which case they, too, will board at a D2 priority; buddy passengers will board as D3 priority regardless of whether or not they are flying with the employee.

## 5. How will retirees fare in the new program?

Effective January 2014 retirees will have free lifetime, space available Coach travel on a broader network that will now offer 6,700 daily flights to 330 destinations in more than 50 countries. More opportunities to explore! Fee-waived travel across carriers through myIDTravel with boarding priority the same as it is currently until later in 2014 and discounted positive space travel on both carriers and no fees on first and second checked bags. Retirees will receive eight one-way D3 buddy passes available for use on their legacy carrier. Effective mid-2014 a new boarding priority goes into effect. Retirees will board after D1 (vacation passes) and D2 (employees and eligible travelers such as spouse, registered companion and children). Several factors went into making this change, including that this process is consistent with retiree travel privileges across the industry, because retirees often have more flexibility in their travel plans than active employees. Retirees will still continue to be eligible for vacation passes at a D1 priority.



Vittal Shetty, a senior analyst in Cargo Revenue Management at American, prepares to scuba dive the seas in Hawaii on a recent non-rev trip.



Tom Swan, American Eagle First Officer, and his family travel often to Cincinnati for top-notch medical care. The three boys have Eosinophil Esophagitis.



Michael Flake, a flight attendant with US Airways, took advantage of the Interim Reciprocal Travel Program to visit Cambodia.



Kepi Peterson, administrator, Emergency Planning & Response at US Airways, enjoyed a non-rev trip to Washington, D.C. for the 4th of July!

## Disclaimer

Permission to use quotes is neither sought nor obtained. American Airlines and US Airways do not, by their reference to or distribution of these statements, imply their endorsement of or concurrence with the opinions, conclusions or recommendations quoted above.

### Cautionary Statement Regarding Forward-Looking Statements

This document includes forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. These forward-looking statements may be identified by words such as “may,” “will,” “expect,” “intend,” “anticipate,” “believe,” “estimate,” “plan,” “project,” “could,” “should,” “would,” “continue,” “seek,” “target,” “guidance,” “outlook,” “forecast” and other similar words. These forward-looking statements are based on AMR’s and US Airways’ current objectives, beliefs and expectations, and they are subject to significant risks and uncertainties that may cause actual results and financial position and timing of certain events to differ materially from the information in the forward-looking statements. The following factors, among others, could cause actual results and financial position and timing of certain events to differ materially from those described in the forward-looking statements: the lawsuit filed by the Antitrust Division of the U.S. Department of Justice and certain states seeking to enjoin the planned merger of AMR and US Airways on antitrust grounds and the intention of AMR and US Airways to contest such lawsuit vigorously; the challenges and costs of the proposed transaction, including integrating operations and achieving anticipated synergies; the price of, market for and potential market price volatility of common stock

of the ultimate parent entity following the closing of the proposed transaction; significant liquidity requirements and substantial levels of indebtedness of the combined company following the closing; potential limitations on the use of certain tax attributes following the closing; failure of the proposed transaction to be completed; and other economic, business, competitive, and/or regulatory factors affecting the business of the combined company after the closing and the businesses of US Airways and AMR generally, including those set forth in the filings of US Airways and AMR with the SEC, especially in the “Risk Factors” and “Management’s Discussion and Analysis of Financial Condition and Results of Operations” sections of their respective annual reports on Form 10-K and quarterly reports on Form 10-Q, their current reports on Form 8-K and other SEC filings, including the registration statement and the proxy statement/prospectus related to the proposed transaction. Any forward-looking statements speak only as of the date hereof or as of the dates indicated in the statements. Neither AMR nor US Airways assumes any obligation to publicly update or supplement any forward-looking statement to reflect actual results, changes in assumptions or changes in other factors affecting these forward-looking statements except as required by law.

#### Stay in the Know

We’ll continue sending you updates to keep you informed. In the meantime, please visit:

**New Jetnet** ([newjetnet.aa.com](http://newjetnet.aa.com)) or **Wings** ([wings.usairways.com](http://wings.usairways.com))

**[www.newAmericanarriving.com](http://www.newAmericanarriving.com)** – a website dedicated to the new American Airlines

**Follow us** on Twitter at @AmericanAir, @USAirways & @USEmployees, and on Facebook (AmericanAirlines & US Airways)

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