

Team Member Pay

In Dec. 2013, American Airlines and US Airways created the largest airline in the world. And we've been busy ever since.

We've used that time to work toward making culture a competitive advantage at American. Take a look at a few ways we've provided competitive compensation and new ways we've rewarded our team.



1

On average, **team member pay has increased 44% since the merger.** American's salary and related expenses have increased by \$4 billion since our two airlines became one.

2

A piece of the profit...sharing. **American has paid team members more than \$555 million in profit sharing** since re-establishing the program in 2016. It's one way American's 130,000 team members share in the company's success.

3

Say hey to 1K. In 2018, **all team members received a \$1,000 bonus** in recognition of their hard work and as a result of the 2017 U.S. tax reform.

4

Two tickets to paradise – or wherever our team members wanted to go. To say thanks for making American *Air Transport World's* 2017 Airline of the Year, **every team member received two roundtrip tickets to anywhere we fly.** Anywhere. No, really.

5

Standby travel got an upgrade. Thanks to the merger, every team member and their eligible dependents get to **fly free of charge in any cabin** in the aircraft.

