

PRESS RELEASE

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FOR RELEASE: Wednesday, July 13, 2016

**AMERICAN AIRLINES RECEIVES THE TOP SCORE OF 100 ON THE
DISABILITY EQUALITY INDEX**

FORT WORTH, Texas – American Airlines received the top score of 100 on the 2016 Disability Equality Index[®] (DEI[®]), and was named a “2016 DEI Best Places to Work.” The DEI is a joint initiative between the US Business Leadership Network[®] (USBLN[®]) and the American Association of People with Disabilities (AAPD).

“American Airlines is proud of our 100 percent score on this year’s Disability Equality Index survey,” said Mike Waldron, managing director, Diversity and Talent Management. “After scoring 90 percent last year, we knew we could do better so we reviewed processes highlighted by our survey results and made some key changes to ensure we better serve our employees and customers. Doing well in this area of service and employment is very important to us.”

DEI points are awarded in four major categories: Culture & Leadership, Enterprise-wide Access, Employment Practices, and Community Engagement & Support Services. Companies receive points in any given area by responding affirmatively to a significant portion of the numerous best practices outlined.

The survey gives companies an opportunity to reevaluate policies and practices and determine where the company stands in regards to being a best in class organization for disability inclusion practices.

“We know that policies alone don’t always translate into inclusion,” said Jill Houghton, Executive Director, USBLN. “We are proud to see year over year growth, improvement and greater inclusion at American Airlines.”

By receiving a top score on the DEI, companies demonstrate significant business leadership, going far beyond compliance activities, driving their business success through leading disability inclusion policies and practices.

A comprehensive list of DEI top scoring companies deemed “2016 DEI Best Places to Work” can be found on the [DEI website](#) or follow the conversation using #DEI16.

About the Disability Equality Index[®] (DEI[®])

The DEI[®] is a joint initiative of the USBLN and AAPD. Developed by the [DEI Advisory Committee](#), a diverse group of business leaders, policy experts, and disability advocates, the DEI is a national, transparent, annual benchmarking tool that offers businesses an opportunity to receive an objective assessment of their overall disability inclusion policies and practices. It is an aspirational, educational, recognition tool that goes far beyond legal compliance, helping companies identify

opportunities for continued improvement, while building their reputations as organizations that value diversity and inclusion.

The DEI was first introduced in 2012 and piloted in 2013-2014 with 48 companies prior to the official go-live launch of the inaugural DEI in Fall 2014, which concluded in 2015.

About American Airlines Group

American Airlines and American Eagle offer an average of nearly 6,700 flights per day to nearly 350 destinations in more than 50 countries. American has hubs in Charlotte, Chicago, Dallas/Fort Worth, Los Angeles, Miami, New York, Philadelphia, Phoenix, and Washington, D.C. American is a founding member of the **oneworld** alliance, whose members and members-elect serve nearly 1,000 destinations with 14,250 daily flights to 150 countries. Shares of American Airlines Group Inc. trade on Nasdaq under the ticker symbol AAL. In 2015, its stock joined the S&P 500 index. Connect with American on Twitter [@AmericanAir](#) and at [Facebook.com/AmericanAirlines](https://www.facebook.com/AmericanAirlines).

About the US Business Leadership Network[®] (USBLN[®])

The [US Business Leadership Network[®]](#) (USBLN[®]) is a national non-profit that helps business drive performance by leveraging disability inclusion in the workplace, supply chain, and marketplace. The USBLN serves as the collective voice of nearly 50 Business Leadership Network affiliates across the United States, representing more than 5,000 businesses. Additionally, the USBLN Disability Supplier Diversity Program[®] (DSDP) is the nation's leading third party certification program for disability-owned businesses, including businesses owned by service-disabled veterans.

About the American Association of People with Disabilities (AAPD)

The [American Association of People with Disabilities](#) (AAPD) is a convener, connector, and catalyst for change, increasing the political and economic power of people with disabilities. As a national cross-disability rights organization AAPD advocates for full civil rights for the 50+ million Americans with disabilities.

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