

A message from Doug Parker and Robert Isom: A new vaccine incentive program

Fellow team members,

As we close out the first week of March, we remain optimistic that 2021 will be a year of recovery for American. We still don't know how quickly demand will return, but we know vaccines will be an important part of the recovery. That's why we are fully engaged in the effort to make vaccinations available to our team as quickly and widely as possible. We strongly encourage all team members to get vaccinated whenever you have the opportunity to do so, and our goal is to make that as easy as possible for you.

We are pleased to share that **U.S.-based mainline and wholly owned team members who get the COVID-19 vaccine will receive an extra vacation day in 2022 and \$50 in Nonstop Thanks recognition points.** Visit Jetnet for an FAQ on the vaccine incentive program.

While the Centers for Disease Control and Prevention has made recommendations for how airline workers should be prioritized, the actual distribution of the vaccine is up to the states and local governments, and those guidelines continue to vary greatly. Our Government Affairs, People and Operations teams have been working nonstop in recent weeks to lay the groundwork for us to offer vaccines to our team members in as many locations as possible, but how quickly we can do that will vary based on availability and logistical hurdles. We are thrilled to begin offering the Johnson & Johnson single-dose vaccine to team members at Chicago O'Hare this week. We are working on other locations as well and expect to have more to share soon.

Don't miss out on the opportunity to earn an extra vacation day next year and \$50 in recognition points. Get vaccinated as soon as possible — to protect yourself and others. More than 500,000 people in the United States have lost their lives to COVID-19, including some of our own colleagues.

Three vaccines are currently authorized for emergency use by the Food and Drug Administration, and all three have proven to be safe and effective in preventing the spread of COVID-19. The [CDC website](#) has a lot of great information on the safety of these vaccines. Our purpose at American is to care for people on life's journey. Doing everything we can to make sure our team members have timely access to this lifesaving treatment is a great way to demonstrate that purpose. The vaccine can help build a safer, healthier American, and it's an important part of the overall recovery from the pandemic.

Thank you for everything you're doing to take care of our customers and each other during this critical time.

Don

Alan

