

# American Airlines®

October 30, 2009

The Honorable Tom Harkin  
Chairman  
Committee on Health, Education, Labor & Pensions  
United States Senate  
428 Dirksen Senate Office Building  
Washington, DC 20510

The Honorable George Miller  
Chairman  
Committee on Education and Labor  
U.S. House of Representatives  
2181 Rayburn House Office Building  
Washington, DC 20515

The Honorable Michael Enzi  
Ranking Member  
Committee on Health, Education, Labor & Pensions  
United States Senate  
428 Dirksen Senate Office Building  
Washington, DC 20510

The Honorable John Kline  
Ranking Member  
Committee on Education and Labor  
U.S. House of Representatives  
2101 Rayburn House Office Building  
Washington, DC 20515

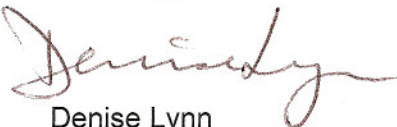
Dear Chairman Harkin, Chairman Miller, Ranking Member Enzi and Ranking Member Kline:

On behalf of our 80,000 employees, American Airlines is proud to express our strong support for S. 1584 and H.R. 3017, the Employment Non-Discrimination Act (ENDA), which would extend basic job protections to gay, lesbian, bisexual and transgender Americans. We are proud to have been the first major airline to implement same-sex domestic partner benefits, first to implement both sexual orientation and gender identity in our workplace non-discrimination policies, and first to have a recognized LGBT employee resource group – GLEAM.

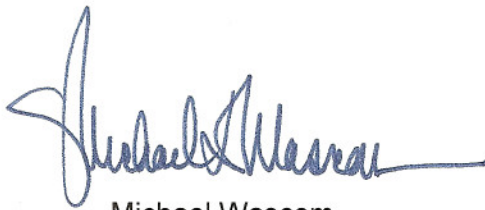
Our endorsement of ENDA is consistent with our longstanding Statement of Equal Opportunity, which reads, "It is the expressed policy of American Airlines to provide equal employment opportunity to everyone without regard to age, race, sex, gender, gender identity, color, religion, national origin, sexual orientation, citizenship status, disability, or veteran status."

The principles fostered by ENDA are consistent with our corporate principles in treating all employees with fairness and respect. We appreciate your consideration and encourage Congress to enact this important legislation.

Sincerely,



Denise Lynn  
Vice President  
Diversity & Leadership Strategies



Michael Wascom  
Managing Director  
Int'l & Government Affairs



George Carrancho  
National Sales & Marketing Manager  
LGBT Community

cc: The Honorable Jeff Merkley