

# American Airlines

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Daniel Martinez  
Vice President  
Line Maintenance

Dear Colleagues:

In order to ensure that we communicate openly about any possible reductions, WARN notifications will be distributed throughout the system. Receiving this notification does not mean that a reduction is imminent at this time. However, it does mean that there is a possibility that your station could be affected.

Various state and federal laws govern notification periods in the event of a reduction-in-force. In California, for example, the law is more restrictive than most places and requires a minimum 60-day advance notification.

Line Maintenance needs to continue to meet the challenges placed before us in our ever increasing competitive environment. We need to be sure our resources are used productively and we support the fleet where it is most efficient. We will be working through several options in the next few weeks to ensure we meet our commitment and minimize the impact any changes might have on our people. While we hate to worry anyone unnecessarily, we would be remiss if we didn't provide you with the maximum amount of notification time so that you can plan accordingly.

Your manager will update you further just as soon as more information is available.

Sincerely,



Danny Martinez  
Vice President  
Line Maintenance