

American Airlines 2020 Workforce Demographics

Gender Diversity	Total		Female		Male		Not Declared	
	2020	2019	2020	2019	2020	2019	2020	2019
Employment Contract								
Permanent (Employees)	130,529	145,070	40%	41%	60%	59%	0%	0%
Employment Type¹								
Full-time	110,795	123,756	39%	39%	61%	61%	0%	0%
Part-time	19,734	21,314	48%	50%	52%	50%	0%	0%
Employees by Region								
US	125,811	138,792	40%	40%	60%	60%	0%	0%
Canada	179	431	48%	48%	52%	52%	0%	0%
Mexico, Caribbean, Latin America	3,555	4,221	59%	60%	41%	40%	0%	0%
Europe and Asia	984	1,626	51%	56%	49%	44%	0%	0%
Employee Category								
Directors and above	559	569	32%	33%	68%	67%	0%	0%
Management and Professionals	14,844	16,136	43%	43%	57%	57%	0%	0%
Administrative	2,867	3,803	72%	71%	28%	29%	0%	0%
Passenger Service	19,432	22,219	61%	62%	39%	38%	0%	0%
Reservations	4,090	4,385	82%	83%	18%	17%	0%	0%
Maintenance and Related	18,188	18,847	7%	6%	93%	94%	0%	0%
Fleet Services	20,327	22,385	15%	16%	85%	84%	0%	0%
Pilots	17,915	19,957	5%	5%	95%	95%	0%	0%
Flight Attendants	27,589	30,491	75%	76%	25%	24%	0%	0%
International	4,718	6,278	57%	58%	43%	42%	0%	0%
Board of Directors								
Board of Directors	11	10	18%	20%	82%	80%	0%	0%

Percentage of Female Employees	2020	2019	2018	2017	2016
Companywide	40%	41%	42%	42%	42%
US	40%	40%	41%	41%	41%
Canada	48%	48%	54%	56%	58%
Mexico, Caribbean, Latin America	59%	60%	60%	61%	62%
Europe and Asia	51%	56%	53%	54%	55%

Age Composition of U.S. Based Employees	Total		Female		Male	
	2020	2019	2020	2019	2020	2019
Employee Categories						
Less than 30 years old	16,839	19,716	45%	45%	59%	55%
From 30-50 years old	46,117	49,537	43%	40%	63%	60%
More than 50 years old	62,855	68,713	40%	39%	62%	61%

Ethnic Composition of U.S. Based Employees and Board of Directors ¹	Self Identified Minority		Self Identified Non Minority		Not Reported / Identified	
	2020	2019	2020	2019	2020	2019
Employee Categories						
Directors and Above	22.5%	21.6%	75.1%	76.4%	2.3%	1.9%
Management and Professionals	42.4%	42.1%	55.4%	55.8%	2.1%	2.2%
Administrative	49.6%	50.8%	45.9%	41.2%	4.5%	8.0%
Passenger Service	61.9%	58.3%	33.6%	32.4%	3.6%	9.3%
Reservations	56.9%	55.5%	41.6%	43.4%	1.5%	1.2%
Maintenance and Related	33.2%	31.0%	64.4%	65.9%	2.4%	3.1%
Fleet Services	63.2%	60.8%	31.4%	31.9%	5.4%	7.3%
Pilots	11.6%	10.6%	82.3%	82.6%	6.0%	6.7%
Flight Attendants	34.1%	33.1%	62.2%	62.9%	3.8%	4.0%
Board of Directors						
Board of Directors	18.0%	25.0%	80.0%	75.0%	0.0%	0.0%

¹ Diversity data is for U.S. workforce only since diversity tracking is prohibited by law in some other countries.

Ethnic Composition of U.S. Employees ¹	African American		Asian		American Indian/Alaskan Native		Hispanic/Latino		Native Hawaiian/Other Pacific Islander		Two or More Races		White		Not Specified	
	2020	2019	2020	2019	2020	2019	2020	2019	2020	2019	2020	2019	2020	2019	2020	2019
Employee Categories																
Total	21,152	23,087	7,339	7,767	883	977	19,812	20,126	991	1,088	2,383	2,857	68,164	75,340	5,087	7,550
Male	52%	51%	58%	58%	65%	65%	63%	62%	50%	53%	52%	50%	63%	62%	64%	62%
Female	48%	49%	42%	42%	35%	35%	37%	38%	50%	47%	48%	50%	37%	38%	36%	38%

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New Employee Hires	
Companywide	2020
Total	21,716
New Employee Hires by Region	
US	21,445
Canada	42
Mexico, Caribbean, Latin America	150
Europe and Asia	79
New Employee Hires by Gender	
Female	10,397
Male	11,319

Employee Turnover and Rate	Turnover	Rate
Companywide	2020	
Total	31,272	24.0%
Turnover by Type		
Voluntary	12,561	9.6%
Involuntary	18,711	14.3%
Turnover by Region		
US	30,175	23.1%
Canada	252	0.2%
Mexico, Caribbean, Latin America	586	0.4%
Europe and Asia	259	0.2%
Turnover by Gender		
Female	14,964	11.5%
Male	16,308	12.5%