

Voluntary In-Service Plan-to-Plan Transfer Election Form
Envoy Air Inc. 401(k) Plan

1 Participant Information *(please complete)*

Printed Name: _____ Social Security #: _____

Date Election Form Submitted: _____ Employee #: _____

2 Voluntary In-Service Plan-to-Plan Transfer Election *(check the box)*

☐ I hereby voluntarily elect to transfer 100% of my account balance and outstanding loans (including any defaulted loans) from the Envoy Air Inc. 401(k) Plan (the "Plan") to the 401(k) plan sponsored by American Airlines, Inc. in which I am currently eligible to participate (the "Receiving Plan").

3 Participant Acknowledgements and Signature

By completing this form and signing below, I voluntarily elect to transfer 100% of my account balance and outstanding loans (including any defaulted loans) from the Plan to the Receiving Plan.

In addition, I hereby acknowledge and understand the following:

- My election is completely voluntary.
- The transfer will be made in cash only (no in-kind transfers are permitted) on the next regularly scheduled transfer date. I understand that transfers are made to the Receiving Plan on a semi-annual basis. Contributions or earnings (if any) credited to my Plan account after it has been initially transferred to the Receiving Plan will be transferred on the next regularly scheduled transfer date.
- If any portion of my Plan account balance is held in the self-directed brokerage account ("SDBA"), my account will be charged a \$50 processing fee by Empower Retirement if I do not liquidate the assets held in my SDBA prior to the date the transfer occurs.
- Only the features of the Plan that the Internal Revenue Service requires to be transferred (including certain distribution options) will be transferred to the Receiving Plan with my account balance.
- If I have any outstanding loan(s) in the Plan (including any defaulted loans) on the date the transfer occurs, then I may not be able to take out a new loan from the Receiving Plan until I pay off the loan(s) transferred from the Plan.
- If I have more than two loans outstanding in the Receiving Plan as a result of the transfer, I will only be able to repay two of the loans through payroll deductions and I will need to submit ACH payments to the Receiving Plan for the other outstanding loan(s).

*Signature*_____
Date

4 Rescind/Cancel My Prior Election *(check the box, if applicable)*

Complete this section only if you want to rescind/cancel a voluntary in-service plan-to-plan transfer election that you previously submitted to the Plan.

☐ By checking the box and signing below, I hereby rescind/cancel my prior voluntary election to transfer 100% of my account balance and outstanding loans (including any defaulted loans) from the Envoy Air Inc. 401(k) Plan to the 401(k) plan sponsored by American Airlines, Inc. in which I am currently eligible to participate.

Signature

Date

5 How to Submit Your Election Form

If you have any questions about the Voluntary In-Service Plan-to-Plan Transfer Election Form prior to the transfer, please contact Empower Retirement at 1-844-465-4455. If you have questions post the transfer, please contact Fidelity Investments at 1-800-354-3412. You can also email Envoy 401k at Envoy.401k@AA.com with questions as well.

Please submit your completed Voluntary In-Service Plan-to-Plan Transfer Election Form to the Envoy Air Inc. 401(k) Plan by email

- Email at Envoy.401k@AA.com

As noted above, transfers are made to the Receiving Plan on a semi-annual basis. Your Plan account will remain invested according to your investment elections on file with the Plan until all funds have been transferred to the Receiving Plan. You can change how you invest your Plan account at any time by contacting Empower Retirement.