

American Airlines

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AMR Corporation Commitment to Underserved Areas

American Airlines and its parent, the AMR Corporation, are dedicated to finding opportunities for employment and investment in economically disadvantaged areas of the country where we do business. Our objective is to train and hire more inner-city workers, provide job sites with access to public transportation, and offer a healthy mix of wages, health care, and long-term retirement benefits.

Our program began in 1993 when the AMR Travel Academy launched a travel career training program in Puerto Rico – a program that is now offered to economically disadvantaged students across the United States. Since 1996, AMR has hired over 1,200 welfare recipients for career jobs at its airports and reservations centers.

To achieve our goal, AMR has forged strong relationships with community and educational organizations in the cities we serve. For example:

- In New York, American is involved in a unique program that brings inner-city foster children to a suburban school for training in travel industry careers ✓
- In Chicago, American works with the Chicago Jobs Council and Chicago City Colleges to train welfare recipients for job opportunities ✓
- In California, American teamed with Santa Monica Community College to develop a travel industry curriculum geared toward training for low income students ✓
- At our Dallas-Fort Worth headquarters, the Travel Academy program is gaining momentum and is now used widely in schools and communities in Texas and nationwide to prepare welfare recipients and others for travel industry careers
- American has partnered with SER-Jobs for Progress on a national project to create opportunities for unemployed and underemployed Hispanics. The project now operates travel industry training programs in Los Angeles, Miami, and Puerto Rico
- In Miami, American is a major corporate participant in the WAGES project which helps economically disadvantaged Floridians find jobs in the airline industry

Most recently, in January 1999, American opened a new reservations office in the southern sector of Dallas where economic development is sorely needed. The location of the center was selected because of its access to public transportation and in order to attract employees from the local community which has a predominantly minority population. With an annual payroll of \$5 million, the office will employ about 350 people. About 95 percent of those hired initially were from the local community.

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