



Voluntary Pledge to APA's Membership

✓ Special trust and responsibility for protecting the membership is placed in all who serve in official positions within the Allied Pilots Association including National Officers, Domicile Officers, and members of National Committees (standing and ad hoc). In recognition of that special trust and responsibility and to preserve the membership's confidence that all who serve in APA positions are pursuing their duties solely to protect the membership's best interest, those listed in this paragraph shall be asked to sign the following voluntary pledge of their word of honor to their fellow pilots:

✓ "I recognize the special degree of trust and special responsibility to protect the membership placed in me as an APA National Officer or Domicile Officer or National Committee member. I also recognize the membership's right to have complete confidence in those who have accepted APA positions of trust and who have accepted responsibility for protecting the membership's interests."

Replace
"twenty-four
months"
with
"FOREVER"

"Therefore I, Edward Siche pledge my word of honor to the membership of APA that for a period of ~~twenty-four months~~ after my official APA responsibilities end for any reason including, but not limited to resignation, retirement, termination, or recall, I will not accept any position with American Airlines Group, Inc. (AAL) or its subsidiaries, counsel, advisors, or consultants for which total compensation is not defined in the American Airlines Pilot Contract (which establishes total compensation for line pilots, check airmen and maintenance test pilots). I am making this voluntary personal pledge to APA's membership, knowing that it is not a legally enforceable restriction or prohibition on any current or future employment opportunities that may arise, and knowing it is not a condition of my APA service or employment."

Edward Siche
Print Name

[Signature]
Signature

- MIA CH -
APA Title

8/17/21
Date