

In 2016 AA to UA Wage Disparity was \$1.70 for All Pay Scales

Wage Scale Step Year	2016 American Wage Scale	2016 United Wage Scale	Hourly Wages Difference	2016 Percentage Difference
0 to 1	\$22.35	\$20.65	\$1.70	7.90%
1 to 2	\$25.79	\$24.09	\$1.70	6.80%
2 to 3	\$27.47	\$25.77	\$1.70	6.30%
3 to 4	\$27.90	\$26.20	\$1.70	6.20%
4 to 5	\$28.93	\$27.23	\$1.70	6.00%
5 to 6	\$31.12	\$29.42	\$1.70	5.60%
6 to 7	\$33.33	\$31.63	\$1.70	5.20%
7 to 8	\$37.94	\$36.24	\$1.70	4.50%
8 to 9	\$41.76	\$40.06	\$1.70	4.10%
2016 Average Difference	\$30.73	\$29.03	\$1.70	6%

No Wage Disparity ALL Scales are \$1.70 Below AMR

2021 AA to UA Wage Disparity was \$4 to \$16 Dollars Per Hour

Wage Scale Step Year	2021 American Wage Scale	2021 United Wage Scale	Hourly Wage Difference	2021 Percentage Difference
0 to 1	\$29.26	\$23.14	\$6.12	23%
1 to 2	\$31.78	\$26.99	\$4.79	16%
2 to 3	\$33.82	\$28.88	\$4.32	16%
3 to 4	\$36.06	\$29.36	\$6.70	20%
4 to 5	\$38.57	\$30.51	\$8.56	23%
5 to 6	\$48.91	\$32.97	\$15.94	39%
6 to 7	\$49.01	\$35.44	\$13.57	32%
7 to 8	\$49.11	\$40.60	\$8.51	19%
8 to 9	\$50.18	\$44.89	\$5.29	11%
2021 Average Differences	\$40.74	\$32.53	\$8.20	22%

2021 IBT United Techs earn \$153,000.00 less over their first 9 years than American Airlines Peers