



VIA EMAIL

January 31, 2022

Mr. Bob Jordan
Incoming Chief Executive Officer
Southwest Airlines Co.
2702 Love Field Dr.
HDQ Dallas, TX 75235

Captain Alan Kasher
Senior Vice President of Air Operations
Southwest Airlines Co.
2702 Love Field Dr.
HDQ Dallas, TX 75235


Dear Mr. Jordan and Captain Kasher,

We the undersigned were present in the SWAPA boardroom with Vice President of Flight Ops Bob Waltz on December 9, 2021. During that meeting, Captain Waltz appeared well-versed with the facts related to the incident under investigation. We asked Captain Waltz if he would uphold the verbal agreement to not end a Pilot's career over a compromised investigation driven by Company politics.

With a Pilot's career on the line, we all heard Captain Waltz state that he would not deny the grievance and he reassured us that there was "a path" for this Pilot to come back to flying for Southwest. Given the issues we have had with Captain Waltz and those he is responsible for in the past and a corresponding lack of trust, one board member pressed him to commit to his word. Captain Waltz affirmed, "You have my word" that the Pilot would be "back to flying by Christmas Day" without equivocation.

The Pilot was fired by Southwest Airlines on December 13, 2021, and Captain Waltz summarily denied the Pilot's termination grievance on January 18, 2022.

The SWAPA Board of Directors,


SWAPA President
Casey A. Murray


SWAPA ATL Rep
Brian Hagedorn


SWAPA DAL Rep
Matt Wright



SWAPA DEN Rep
Mark Powers


SWAPA Vice President
Mike Santoro


SWAPA ATL Rep
Kris Takle



SWAPA DAL Rep
Craig Schmidt


SWAPA HOU Rep
Rudy Hachtel


SWAPA 2nd Vice
President Tom Nekouei


SWAPA BWI Rep
Mike Piscitelli


SWAPA DEN Rep
Jon Thompson

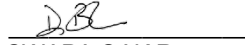

SWAPA LAS Rep
Dennis O'Leary



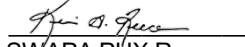
SWAPA LAS Rep
Matt Affenita



SWAPA MCO Rep
David Peck



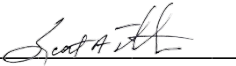
SWAPA OAK Rep
Doug Booher



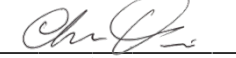
SWAPA PHX Rep
Kevin Reece




SWAPA LAX Rep
Chris Hall



SWAPA MCO Rep
Scott Thatcher



SWAPA PHX Rep
Chris Davis



SWAPA LAX Rep
Mike Callaghan



SWAPA MDW Rep
Mike Anzalotti



SWAPA PHX Rep
Luke LeBeau

*Three BOD members were not in the room at the time of Captain Waltz's visit and were therefore not present at the time of his statement.