

**FIRST AMENDMENT  
TO THE  
US AIRWAYS, INC. FLEXIBLE BENEFIT PLAN**

The US Airways, Inc. Flexible Benefit Plan (the "Plan"), established effective January 1, 1992, and amended and restated effective January 1, 2013, is hereby amended effective January 1, 2014 as follows:

1. Section 1.2 of the Plan shall be amended by changing the definition of "Employee" by replacing the first paragraph with the following:


"An "Employee" effective January 1, 2014 means any active, full-time or part-time employee of the Employer, but excluding a pilot listed on the Pilots System Seniority List that is domiciled in Phoenix, Arizona. Prior to January 1, 2014, the term "Employee" had different meanings, as memorialized in prior amendments and restatements to the Plan."

2. In all other respects, the Plan is hereby ratified and affirmed.

\* \* \* \* \*

IN WITNESS WHEREOF, the Company has caused this First Amendment to be executed this \_\_\_\_ day of December, 2013.

US AIRWAYS, INC.

  
By: \_\_\_\_\_  
Elise Eberwein  
Executive Vice President  
People and Communications