

From the Dallas Business Journal:

<https://www.bizjournals.com/dallas/news/2016/08/29/american-airlines-president-scott-kirby-leaves-for.html>

American Airlines President Scott Kirby leaves for United; COO Isom appointed

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American Airlines President J. Scott Kirby was dropped by the Fort Worth-based company Monday and immediately took the same role at rival United Continental, the companies said today.

American (Nasdaq: AAL) named Robert Isom to succeed Kirby as president. Isom, 52, previously served as chief operating officer at American.

“Robert is a world-class executive, and extremely well-qualified to assume the role of president,” American CEO Doug Parker said in a statement. “He has played an important role in the success American has become, including leading our operational integration and building an outstanding team.”

With his exit from American, Kirby, 49, left the world's largest airline by traffic for the third largest.

“I am honored to be joining United at this important and exciting time and to have the opportunity to help accelerate the momentum the airline has achieved over the past year,” said Kirby in statement. “I see real opportunity to build on the airline’s vast global network and, along with my 86,000 United teammates, create the world’s best airline for employees, customers, and shareholders.”

American gave Kirby a severance package consisting of cash and stock even though the airline was not obligated to do so, according to an 8K regulatory filing. The Wall Street Journal valued the severance package at more than \$13 million.

Kirby entered a "Transition and Separation Agreement" with American, the 8K says.

Isom’s promotion and Kirby’s departure are the result of American’s Board of Directors succession planning efforts, Parker wrote Monday in an internal memo to employees.

“We have an exceptional leadership team at American — so exceptional that other organizations have been aggressively attempting to recruit from our ranks,” Parker wrote. “Our board chose to act proactively to establish a team and structure that will best serve American for the longer-term future.”

Parker praised Kirby's contributions at American.



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American Chairman and CEO Doug Parker praised Kirby's contributions but said Isom is "extremely well-qualified to assume the role of president."

"Scott has been a key member of our team for over 20 years," Parker said. "We would not be where we are today without his leadership. The more than 100,000 team members of American Airlines — most notably me — will be forever grateful to Scott."

Kirby and Isom were both instrumental in the 2013 merger of American and US Airways and the subsequent integration of the airlines.

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