



SOUTHWEST AIRLINES CO.

Michael G. Van de Ven  
Executive VP & Chief Operating  
Officer

P.O. Box 36611  
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(214) 792-4740

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June 27, 2012

J. Randolph Babbitt  
2084 Lake Audubon Court  
Reston, VA 20191

Dear Randy,

This letter will confirm our mutual intent and understanding for our plans to have you to continue your current engagement and contractual arrangement with Southwest Airlines through the summer of 2015, with extension as needed by mutual agreement.

By mutual agreement the terms and duration may be modified in the future but both parties shall retain their rights under the current agreement.

Sincerely,

Michael Van de Ven