



Equal Employment Opportunity Policy For Persons With Disabilities and Covered Veterans

Southwest Airlines Co. is firmly committed in our efforts to provide employment and advancement opportunities for Qualified Persons with Disabilities, Disabled Veterans, Armed Forces Service Medal Veterans, Other Protected Veterans, and Recently Separated Veterans. If you are a person with a disability or are a Covered Veteran, and you would like to be considered under our Goals for Success Program, please advise our People & Leadership Development Department now or at any time in the future. This information will assist us in our hiring and internal transfer processes or in making accommodations if you are disabled and an accommodation is necessary. Submission of this information is voluntary, and your refusal to provide it will not cause you to be subjected to discharge or other disciplinary treatment. Information obtained concerning your disability will be kept confidential with the exception of Supervisors and Managers who may be informed about necessary restrictions on your work or duties as a result of your disability and any necessary accommodations or to fulfill the objectives of this Policy.

If you have a disability, it would assist us if you would tell us about (1) any special methods, skills, and procedures which qualify you for positions which you might otherwise not be able to hold because of your disability, and (2) any reasonable accommodations that would enable you to perform any job properly and safely, including special equipment, changes in the physical layout of the job, or other types of accommodations.

A handwritten signature in cursive script that reads "Gary C. Kelly".

Gary C. Kelly
Chairman of the Board, President & Chief Executive Officer

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