

Equal Employment Opportunity Policy for Persons with Disabilities and Covered Veterans

Effective: 01/01/2019

Issued by Southwest Airlines January 2019; Effective Until/Unless Reissued

Part of Southwest Airlines' Affirmative Action Program

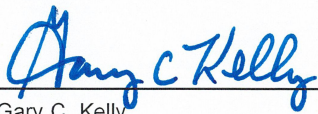
Southwest Airlines is firmly committed to our efforts to provide employment and advancement opportunities for Qualified Persons with Disabilities, Disabled Veterans, Armed Forces Service Medal Veterans, Active Duty Wartime/Campaign Badge Veterans, and Recently Separated Veterans ("Covered Veterans"). Employees may voluntarily self-identify as disabled and/or as a veteran at any time on SWALife>About Me>My Personal Info>Personal Profile>Edit. This information will assist us in our efforts to recruit, hire, train, and promote based only on valid job requirements, qualifications, and without regard to disability or veteran status. Self-identification of any disability or covered veteran status is voluntary, and any self-identification or refusal to self-identify will not cause an Employee to be disciplined, terminated, or retaliated against; all such discrimination or retaliation being prohibited.

The Vice President and Chief People Officer is responsible for establishing and monitoring Southwest Airlines' personnel procedures to guide our Affirmative Action Program including this Policy. The Director People Employment is responsible for overseeing the Company's outreach efforts to the disabled and veterans. All Southwest Airlines Officers, Directors, and Managers are responsible for supporting efforts working towards Southwest Airlines' disabled utilization goal and the Company's veteran hiring benchmark in their respective departments. Providing equal employment opportunity is an important part of Southwest Airlines Leaders successfully fulfilling their obligations to our Employees, current and future, and to the Company as a whole.

If, due to a disability, you need a reasonable accommodation to perform essential job duties or to enjoy equal benefits and privileges of employment, please contact Southwest Airlines' Accommodations & Career Transitions (ACT) Team at HDQ, ACT.Team@wnco.com (see Southwest Airlines' Workplace Accommodation Policy on SWALife).

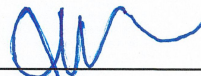
Employees and applicants shall not be harassed, intimidated, threatened, discriminated, or retaliated against for filing any complaint, for assisting or participating in an investigation, audit, compliance evaluation, hearing, or any other protected activity related to this Policy, Southwest Airlines' Affirmative Action Program, or any other applicable law requiring equal opportunity for individuals with disabilities or for covered veterans. Any concerns regarding discrimination or retaliation under this Policy should be shared with your Leader or Employee Relations in General Counsel at HDQ.

Southwest Airlines' Chairman of the Board and Chief Executive Officer and Vice President and Chief People Officer endorse and support this policy and Southwest Airlines' Affirmative Action Program for Persons with Disabilities and Covered Veterans.



Gary C. Kelly

Chairman of the Board & Chief Executive Officer



Julie Weber

Vice President and Chief People Officer

Southwest Airlines is an Equal Opportunity Employer.