

LETTER OF AGREEMENT

Between

SPIRIT AIRLINES, INC.

and

THE FLIGHT ATTENDANTS

in the service of

SPIRIT AIRLINES, INC.

as represented by

ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

BASE TRANSFERS - PROBATIONARY FLIGHT ATTENDANTS

This Letter of Agreement ("LOA") is made and entered into in accordance with the Railway Labor Act, as amended, among and between Spirit Airlines, Inc. ("Spirit") and the Association of Flight Attendants – CWA, AFL-CIO ("AFA").

WHEREAS, the Company and the Association are parties to a May 2016 Collective Bargaining Agreement that sets forth the rates of pay, rules and working conditions for the Company's Flight Attendants ("Agreement"); and

WHEREAS, the Company and the AFA desire to amend the Agreement to permit voluntary base transfers for Probationary Flight Attendants;

NOW, THEREFORE, it is mutually agreed that:

1. Section 15 of the Parties' Agreement shall be amended as follows:

Paragraph A.1. shall be amended to state: "A Flight Attendant, whether or not the Flight Attendant has completed his or her probationary period, is eligible to request a base transfer.

Paragraph B.2. shall be deleted in its entirety.

2. Except as explicitly modified herein, all of the terms and conditions of the Parties' Agreement shall remain in full force and effect.

IN WITNESS WHEREOF, the Parties have signed and entered into this Letter of Agreement on the 2nd day of January, 2019.

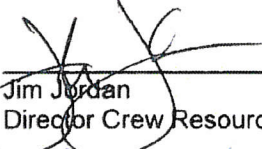
For Spirit Airlines, Inc.

For the Association of Flight Attendants

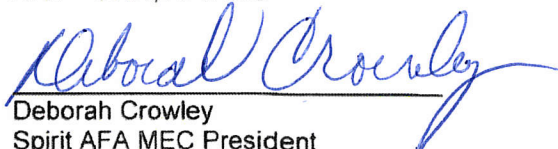


Lania Ritterhouse
VP, Inflight Experience

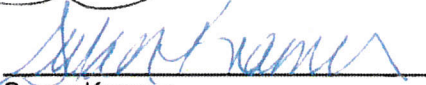
Sara Nelson
International President
AFA – CWA, AFL-CIO



Jim Jordan
Director Crew Resources



Deborah Crowley
Spirit AFA MEC President



Susan Kramer
Senior Director Labor Relations