MEMORANDUM OF UNDERSTANDING

between

SPIRIT AIRLINES, INC.

and

THE FLIGHT ATTENDANTS

in the service of

SPIRIT AIRLINES, INC.

as represented by the

ASSOCIATION OF FLIGHT ATTENDANTS – CWA,

AFL-CIO

NOVEL CORONAVIRUS (COVID-19) MOU

This Memorandum of Understanding is made and entered into under the provisions of the Railway Labor Act, as amended, between Spirit Airlines, Inc. (the "Company"), and the Association of Flight Attendants-CWA, AFL-CIO (the "AFA") (jointly, the "Parties").

WHEREAS, the Company and the AFA are parties to a Collective Bargaining Agreement setting forth the rates of pay, rules, and working conditions for the Company's Flight Attendants ("Agreement") effective May 5, 2016;

WHEREAS, the Company seeks to amend the Bidding and Awarding Timetable set forth in Section 8.G of the Parties' Agreement for the April 2020 bid month in response to market conditions caused by the novel coronavirus ("COVID-19"), first detected in Wuhan City, Hubei Province, China;

WHEREAS, the Parties wish to provide a procedure to protect the health, safety, and security of its Flight Attendants who may be affected by COVID-19;

NOW, THEREFORE, the Parties agree as follows:

1. Any Flight Attendant who is non-symptomatic, but who is directed by qualified medical, governmental or Company personnel; or by any governmental or legal order; to receive medical evaluation, treatment, or quarantine based on concerns, conditions or events related to COVID-19 must notify the Company immediately. Upon proper notification, such Flight Attendant shall be placed in a Management Removed Paid ("MGP") status and such Flight Attendant's trips will be dropped and pay-protected for the duration of such evaluation, treatment, or quarantine. Such Flight Attendant shall provide the Company, in a timely manner, with documentation specific to the COVID-19 matter only, considered sufficient by the Company, documenting and supporting any such medical evaluation, treatment or quarantine. If the Flight Attendant fails to do so, the Flight Attendant's MGP status shall be rescinded and the Flight Attendant will be re-coded as SICK. Any such re-coding will not prevent the Flight Attendant from applying for Family Medical Leave if the Flight Attendant is otherwise eligible.
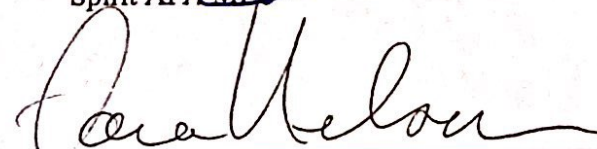
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2. Any Flight Attendant who displays symptoms of COVID-19 shall call in sick. If the Flight Attendant tests positive for COVID-19 and he/she provides the Company with sufficient supporting documentation, the Flight Attendant shall be re-coded and placed in a MGP status for the duration of any resultant medical treatment or quarantine. Further, any hours deducted from such Flight Attendant's sick bank(s) initially used to cover such illness, treatment or quarantine shall be restored.

3. The Section 8.G Bidding and Awarding Timetable for the April 2020 bid month will be moved four (4) days and commence on March 16, 2020 (rather than March 12th).

4. The Company will drop and pay protect the AFA Scheduling Committee member(s) for trips dropped, as MGP, for the purpose of revising the April 2020 line build. If an AFA Scheduling Committee member previously has been coded as AFA Flight Pay Loss ("FPL") for those days/trips, the Company will not bill the AFA for the FPL associated with those days/trips.

5. Should the Company decide not to utilize the adjustments to the Bidding and Awarding Timetable for the April 2020 bid month as described in Paragraph 3 above, the provisions of Paragraphs 1 and 2 of this MOU shall, nevertheless, remain in full force and effect.

6. This Memorandum of Understanding shall remain in force and effect for a period of six (6) months from the date of execution, and shall, by its own terms, automatically expire unless explicitly extended by the written mutual agreement of the Parties.

Accepted and Agreed on behalf of the AFA and Spirit Airlines, Inc., respectively:
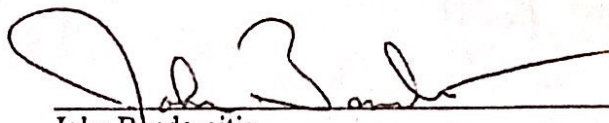

_____   3/9/20
Spirit AFA MEC   Date

_____   3/9/20
Sara Nelson, Int'l President - AFA   Date

_____   3/9/20
John Bendoraitis   Date
Executive Vice President & Chief Operating Officer
Spirit Airlines, Inc.