



2800 Executive Way  
Miramar, FL 33025

March 27, 2020

spirit.com

**Less Money. MORE GO.**

Sara Nelson  
International President  
Association of Flight Attendants - CWA, AFL-CIO  
501 3rd Street NW  
Washington, DC 20001

-and-

Jason Kachenmeister  
Spirit AFA MEC President  
Association of Flight Attendants - CWA, AFL-CIO  
501 3rd Street NW  
Washington, DC 20001

Re: Meet and Confer regarding CARES Act Payroll and Benefits Grant

Dear Ms. Nelson and Mr. Kachenmeister:

This letter memorializes our recent discussions and agreement regarding CARES Act Payroll and Benefits Grants. Specifically, we have agreed as follows:

If the Company applies for and is granted financial assistance to pay its Flight Attendants' pay and benefits pursuant to Section 4112 of the "Coronavirus Aid, Relief and Economic Security Act of 2020" ("CARES Act"), it will timely notify the Spirit AFA MEC President of the receipt of such financial assistance and meet and confer with the Spirit AFA MEC regarding a reasonable apportionment to the Spirit Flight Attendants consistent with the terms of such financial assistance and the CARES Act.




2800 Executive Way  
Miramar, FL 33025


spirit.com

**Less Money. MORE GO.**

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

  
\_\_\_\_\_  
Spirit AFA MEC

3/27/2020  
Date

  
\_\_\_\_\_  
Sara Nelson, Int'l President - AFA

3/27/2020  
Date

  
\_\_\_\_\_  
John Bendoraitis  
Executive Vice President & Chief Operating Officer  
Spirit Airlines, Inc.

3/27/2020  
Date