



September 29, 2021

Spirit Negotiations Update

Dear Brothers and Sisters,

As you are aware, Spirit Airlines has advised you of their request for Meditation Services. We are disappointed that the airline has decided to take this position. The IAM and your negotiating team have been working hard on your behalf and were approaching the compensation portion of the negotiations. As the Company stated in their communication, there exist only a few remaining areas of disagreement, making the decision by the company all the more frustrating.

Rest assured that, even in meditation, the IAM will continue to seek industry-standard compensation for its members at Spirit Airlines. Any compensation offer falling below acceptable industry standards is an insult to our members and obviously unacceptable. Your continued support is needed now more than ever. We look forward to the response of the National Mediation Board, and we will respond accordingly. Your negotiating team will continue to keep you updated.

Fraternally, your IAM District 141 negotiating team:

Michael G. Klemm Tony F. Gibson

Gregory De La Cruz Almarie Jean Linda Germain Christopher Willis