



September 22, 2025

Re: WARN Notice re furloughs at Spirit Airlines

Nevada Dept. of Employment, Training, and Rehabilitation
Attn: Rapid Response
500 E. Third St.
Carson City, NV 89713

Re: WARN Notice re furloughs at Spirit Airlines
Harry Reid International Airport
6055 Surrey St. Ste 112
Las Vegas, NV 89119

Dear Government Officials:

We regret to inform you that Spirit Airlines (FEIN: 38-1747023); the “Company”) will be conducting a furlough at Harry Reid International Airport located at 6055 Surrey St. Ste 112 Las Vegas, NV 89119. As a result, 393 employees, represented by the Association of Flight Attendants (the “Union”) will be furloughed on December 1st, 2025, or during the 14-day period commencing on that date. A list of the job titles affected by this furlough and the number of affected employees in each job title is attached as Exhibit 1.

This furlough is expected to be temporary; however, we are unsure as to the duration. Further this furlough is subject to the terms of the applicable Collective Bargaining Agreement (“CBA”). Bumping rights (that is, the right to avoid furlough by displacing another employee), if any, for union employees will be governed by the applicable CBA between the Company and the Union.

The information contained in this letter, including Exhibit 1, is based on the best information available to the Company at this time. If you have any questions or require further information, please Nick Bartolotta at 1731 Radiant Drive, Dania, FL 33004, Nick.Bartolotta@spirit.com. The Union may be contacted through its chief elected officer, Michael Harris, 501 3rd Street, NW, Washington, DC 20001. If there is any change in this information, we will update you as soon as practicable.

Sincerely,

A handwritten signature in black ink, appearing to read "Nick Bartolotta", with a horizontal line extending to the right.

Nick Bartolotta
SVP, Guest Experience & Crew Operations

Attachment (Exhibit 1)



EXHIBIT 1

Job Titles Affected	Number of Affected Employees	Date of Furlough
Flight Attendant	393	12/1/2025