



October 31, 2025

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

Shelley Berkley
Mayor, City of Las Vegas
495 S. Main St.
Las Vegas, NV 89101
sberkley@lasvegasnevada.gov

Re: WARN Notice – Reductions at Spirit Airlines, LAS (5757 Wayne Newton Boulevard Las Vegas, NV 89119 & 6055 Surrey Street, Suite 112 Las Vegas, NV 89119)

Dear Government Officials:

We regret to inform you that due to restructuring efforts, Spirit Airlines (FEIN: 38-1747023; the “Company”) will be conducting a Maintenance Station reduction at the maintenance facility located at 5757 Wayne Newton Boulevard Las Vegas, Nevada 89119. Additionally, the Warehouse facility reductions are located at 6055 Surrey Street, Suite 112 Las Vegas, NV 89119. As a result, 25 employees represented by Aircraft Mechanics Fraternal Association (AMFA) will be furloughed on January 1, 2026, or during the 14-day period commencing on that date. Additionally, 7 employees who are not represented by a union will be laid off on January 1st, 2026, 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. A list of the job titles affected by this layoff and the number of affected employees in each job title is attached as Exhibit 2.

The furlough of the 25 unionized employees is expected to be temporary; however, we are unsure as to the duration. Further, this furlough is subject to the terms of the Spirit Airlines Technical Operations Seniority, Scheduling and Layoff Policy (‘Agreement’) between the Company and the Union. Bumping rights (that is, the right to avoid furlough by displacing another employee), if any, for these union employees will be governed by the aforementioned Agreement

The layoff of the 7 non-union employees is expected to be permanent, and the employees to be laid off are not represented by a union. Such employees also do not have bumping rights.

The information contained in this letter, including Exhibits 1 and 2, is based on the best information available to the Company at this time.



If you have any questions or require further information, please contact Kimberly Maya, Sr Mgr, HR Business, 954-470-0555, Kimberly.Maya@Spirit.com. The Union may be contacted through its Chief Elected Officer, [Bret Oestreich], 720-744-6628. If there is any change in this information, we will update you as soon as practicable.

Sincerely,

A handwritten signature in cursive script that reads "Kimberly Maya".

Kimberly Maya
Sr Mgr, HR Business

Attachments (Exhibit 1, Exhibit 2)



EXHIBIT 1

Job Titles Affected by the Furlough (Unionized)	Number of Affected Employees	Date of Furlough
Inspector, QC	4	January 1, 2026
Lead Technician	1	January 1, 2026
Technician	20	January 1, 2026

EXHIBIT 2

Job Titles Affected by the Layoff (non-union)	Number of Affected Employees	Date of Separation
Splst, Material Log	7	January 1, 2026