



November 7, 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: AMENDED WARN Notice – Reductions at Spirit Airlines, LAS (5757 Wayne Newton Boulevard Las Vegas, Nevada 89119 & 6055 Surrey Street, Suite 112 Las Vegas, Nevada 89119)

Dear Government Officials:

This Amended WARN Notice has been updated to correct the sentence in the original Notice issued on October 31, 2025, referencing the *Spirit Airlines Technical Operations Seniority, Scheduling and Layoff Policy* as an agreement between the Company and the Union. That statement was incorrect. The furlough is subject to the terms of the Company's Technical Operations Seniority, Scheduling and Layoff Policy, which is a Company policy, and not an agreement with the Union. No other details of the original Notice, including the anticipated effective date or the nature of the impact, have changed.

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 Company's Technical Operations Seniority, Scheduling and Layoff Policy. Bumping rights (that is, the right to avoid furlough by displacing another employee), if any, will be governed by the aforementioned Company policy.

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 black ink 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 Separation
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