



2800 Executive Way  
Miramar, FL 33025

spirit.com

**Less Money. MORE GO.**

VIA FED EX and e-mail

August 1, 2020

Jimelle Howard, Manager  
Department of Labor and Economic Opportunity,  
Workforce Development  
201 N. Washington Square, 5th Floor  
Lansing, Michigan 48913  
E-mail : LEO-RapidResponseCommunications@Michigan.gov

Mayor Mike Duggan  
2 Woodward, Suite 1126  
Coleman A. Young Municipal Center  
Detroit, MI 48226

John Barden  
Mayor Pro Tem  
11111 Wayne Road  
Romulus, MI 48174  
Phone: 734-955-4506  
Email: jbarden@romulusgov.com

Warren C. Evans  
Wayne County Executive  
500 Griswold St, # 1050  
Detroit, MI 48226  
Phone: 313-224-0286  
Email: ombudsman@waynecounty.com

Dear Sir/Madam:

This letter constitutes notice pursuant to the Worker Adjustment and Retraining Notification Act (“WARN”) and state law that due to unforeseeable business circumstances beyond the Company’s control, including the rapid increase of the Covid 19 coronavirus and its recent resurgence in large parts of the country served by the Company, extensions of shelter at home guidance, slowing and reversal of reopening plans, and recent growth of quarantines on travelers, Spirit expects to temporarily furlough pilots and flight



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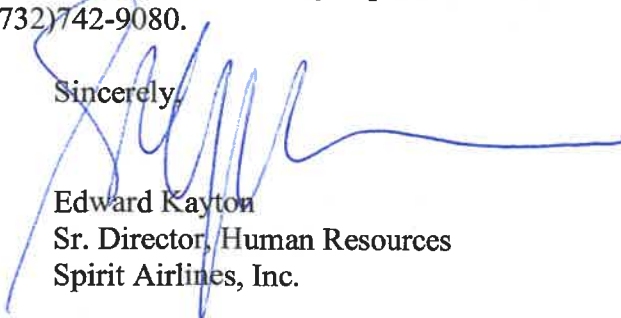
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attendants at its crew base at the Detroit Metro Wayne County Airport (“DTW”), located at the Detroit North Terminal, 601 Rogel Drive, Detroit, MI 48242 effective on October 1, 2020. Of the pilots, the number of captains affected in DTW is 0 and the number of first officers affected in DTW is 83. The number of flight attendants affected in DTW is 107. No contractual bumping rights will be triggered as a result of this furlough.

Our Flight Attendants in DTW are represented by the Association of Flight Attendants – CWA, AFL-CIO, Sara Nelson, International President, 501 Third Street, NW, Washington, DC 20001, telephone number (202)434-1300. Our Pilots in DTW are represented by the Air Line Pilots Association, Captain Joe DePete, International President, 7950 Jones Branch, Drive, Suite 400 S, McLean, VA 22102, telephone number (703)689-2270.

For further information concerning this furlough, please do not hesitate to contact me at (732)742-9080.

Sincerely,



Edward Kayton  
Sr. Director, Human Resources  
Spirit Airlines, Inc.