



2800 Executive Way

Miramar, FL 33025

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spiritair.com

VIA CERTIFIED MAIL, RETURN RECEIPT REQUESTED

September 26, 2007

Deborah E. Hennessey, Section Chief
Rapid Response Section
Bureau of Workforce Programs
Michigan Department of Labor & Economic Growth
Victor Office Center - 5th Floor
201 N. Washington Square
Lansing, Michigan 48913
(517) 373-4648 (fax)

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OCT 04 2007

**RAPID RESPONSE
WORKFORCE PROGRAMS**

Dear Ms. Hennessey:

This letter will serve as notice pursuant to the Worker Adjustment Retraining Notification Act (WARN) that Spirit Airlines, Inc. will be permanently closing its pilot base at Detroit Metropolitan Airport, L.C. Smith Terminal, Detroit, Michigan 48242 on January 1, 2008. All affected employees will be given the option of relocating to Spirit's Pilot base in Ft. Lauderdale, Florida. Exhibit B attached to this letter contains information regarding the number and job titles of individuals who will be displaced on January 1, 2008.

You may recall that in a letter to you dated July 31, 2007, we notified you pursuant to the Worker Adjustment Retraining Notification Act (WARN) that Spirit Airlines, Inc. would be permanently closing this pilot base on October 1, 2007. Due to operational needs, this closure is now expected to occur on January 1, 2008. However, this letter will also serve as notice that eight Detroit based Captains and eight Detroit based First Officers who were originally expected to be displaced on October 1, 2007 will now be displaced on November 1, 2007. These sixteen pilots will be displaced pursuant to the terms of section 24 of the Spirit ALPA Collective Bargaining agreement ("CBA"). Specifically, section 24.G.4 of the CBA provides that "when awarding reductions, the Company will offset the reductions by the number of displacees who have been awarded new positions, and award the voluntary displacements first. If reductions still remain, pilots will be involuntarily displaced in reverse seniority order." All affected employees will be given the option of relocating to Spirit's base in Ft. Lauderdale, Florida. Exhibit C attached to this letter contains information regarding the number and job titles of individuals who will be extended in their current positions in Detroit until November 1, 2007.

Also attached for your convenience is the list of the job titles and numbers of employees in each position originally expected to be affected by the October 1, 2007 base closing (see Exhibit A attached which was also attached to the original July 31, 2007 WARN notification letter). In total, 31 Captains and 29 First Officers will now be displaced on October 1, 2007. Additionally, two First Officers have already relocated to Ft. Lauderdale prior to the October 1, 2007 originally anticipated closure date. It should also be noted that some Pilots listed on Exhibit A attached to the July 31 WARN notification have already voluntarily left or have had their employment terminated for disciplinary reasons. Also, one Detroit Captain originally expected to be displaced on October 1, 2007 has volunteered to hold a First Officer position as of October 1, 2007 and will therefore not be displaced on that date (but will be displaced on January 1, 2008). Another Captain will be displaced on October 1, 2007 to fill the aforementioned Pilot's position (that person is included in the 30 Captains to be displaced on October 1, 2007 discussed above).

Pilots at this base are represented by the Air Line Pilots Association. The President of ALPA is Captain John Prater. ALPA is located at 1625 Massachusetts Avenue, N.W., Washington, D.C. 20036.

For further information concerning this base closing, please do not hesitate to contact me at (954) 447-7941.

Sincerely,

A handwritten signature in black ink, appearing to read 'JEFF CARLSON', with a long horizontal flourish extending to the right.

JEFF CARLSON
Vice President of Operations
Spirit Airlines, Inc.

EXHIBIT A¹

List of job titles of the positions and the number of employees that will be affected by the pilot base closure on October 1, 2007:

<u>JOB TITLE</u>	<u>NUMBER OF AFFECTED EMPLOYEES</u>
Captain(s)	113
First Officer(s) ²	120

¹ Original list of Pilots to be displaced on October 1, 2007. This list was provided to you in Spirit's July 13, 2007 WARN notification letter. This information has been updated as will be seen in Exhibits B and C on pages 4 and 5 of this letter.

² Two First Officers on this list have already voluntarily left the Detroit Pilot base prior to the October 1, 2007 closure date and are currently reassigned to the Ft. Lauderdale base.

EXHIBIT B

List of job titles of the positions and the number of employees that will be affected by the pilot base closure on January 1, 2008 :

<u>JOB TITLE</u>	<u>NUMBER OF AFFECTED EMPLOYEES</u>
Captain(s)	75
First Officer(s)	71

EXHIBIT C³

List of job titles of the positions and the number of employees who will be extended until November 1, 2007:

<u>JOB TITLE</u>	<u>NUMBER OF AFFECTED EMPLOYEES</u>
Captain(s)	8
First Officer(s)	8

³ As previously mentioned, these Pilots will be determined pursuant to section 24 of the CBA.



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VIA CERTIFIED MAIL, RETURN RECEIPT REQUESTED

December 20, 2007

Deborah E. Hennessey, Section Chief
Rapid Response Section
Bureau of Workforce Programs
Michigan Department of Labor & Economic Growth
Victor Office Center - 5th Floor
201 N. Washington Square
Lansing, Michigan 48913
(517) 373-4648 (fax)

Dear Ms. Hennessey:

You may recall that in a letter to you dated July 31, 2007, we initially notified you pursuant to the Worker Adjustment Retraining Notification Act (WARN) that due to operational needs, Spirit Airlines, Inc. would be permanently closing its pilot base at Detroit Metropolitan Airport, L.C. Smith Terminal, Detroit, Michigan 48242 on October 1, 2007. We further notified you in a letter dated September 26, 2007 that due to operational needs, this closure was delayed and expected to occur on January 1, 2008. This letter will serve as notice pursuant to the Worker Adjustment Retraining Notification Act (WARN) that due to operational needs, Spirit Airlines, Inc. will no longer be closing its Detroit Pilot base on January 1, 2008. We will notify you as appropriate under the WARN Act of any further reductions in the Detroit Pilot base.

For further information concerning this notice, please do not hesitate to contact me at (954) 447-7941.

Sincerely,

A handwritten signature in black ink that reads "Jeff Carlson". The signature is fluid and cursive, with the first name "Jeff" and last name "Carlson" clearly distinguishable.

JEFF CARLSON
Vice President of Operations
Spirit Airlines, Inc.

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