



Frontier Airlines, Inc.
4545 Airport Way
Denver, Colorado 80239

July 31, 2020

Mayor Buddy Dyer
Mayor of Orlando
400 South Orange Ave.
Orlando, FL 32801
Buddy.dyer@orlando.gov

Mayor Jerry L. Demings
Mayor of Orange County
201 S. Rosalind Ave., 5th Floor
Orlando, FL 32801
mayor@ocfl.net

Steven K. Gustafson
State Trade & Rapid Response Coordinator
Dept. of Economic Opportunity
107 E. Madison St., Caldwell Bldg., MSC G-229
Tallahassee, FL 32399
Steven.gustafson@deo.myflorida.com

Dear Mayor Dyer, Mayor Demings and Mr. Gustafson:

Re: *Notice Regarding Frontier Airlines, Inc.*

This letter is notice that due to business disruption caused by the global COVID-19 pandemic, Frontier Airlines, Inc. (the "Company"), anticipates it may be necessary to take job actions at Orlando International Airport, 1 Jeff Fuqua Blvd., Orlando, FL 32827.

Although it is not clear whether these job actions trigger the requirements of the Worker Adjustment and Retraining (WARN) Act, we thought it appropriate to provide this advance notice to you. The information provided in this notice is based on the best information available to us at this time. We anticipate that the affected Union members (Pilot and Flight Attendant) will be furloughed with recall rights but the furloughs are expected to be permanent or last in excess of 6 months.

We anticipate that 346 employees may be placed on furlough at this location. The first job actions at this site are expected to occur during the 14-day period from October 1 to October 14, 2020.

As permitted by 20 C.F.R. § 639.7(f), and any applicable state law, the following additional information is available to you upon request (it is maintained on site and is readily accessible): The anticipated schedule for implementing these job actions; the job titles of positions to be affected, and the number of affected employees in each job classification; an indication as to whether or not bumping rights exist; the name of each union representing affected employees, if any; and the name and address of the chief elected officer of each union.



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We regret that due to circumstances beyond our control that we have found it necessary to take these steps. Please do not hesitate to contact me at 720-374-4310 or steve.schuller@flyfrontier.com if you have any questions.

Regards,

A handwritten signature in black ink that reads "Steve Schuller".

Steven Schuller
Vice President, Human Resources

Good afternoon. Please see my responses to your questions below. If you have any follow-up questions, or need additional information, please let me know.

I should note that we are actively working on voluntary programs and other means to help us avoid involuntary furloughs altogether. We should know the outcome of those efforts in the next couple of weeks.

- A list of the job titles that are being affected by this layoff for each location.
 - Flight Attendant
 - First Officer

- The number of employees affected in each job classification for each location.
 - MIA Flight Attendant: 112
 - MCO Flight Attendant: 249
 - MIA First Officer: 26
 - MCO First Officer: 97

- Statement indicating if the affected employees have bumping rights.
 - Both first officers and flight attendants may have bumping rights pursuant to their respective collective bargaining agreements

- Statement stating if affected employees are represented by a union. If so, list the name of the union, the union representative's name and telephone number.

Association of Flight Attendants
Joslynn Weise
MEC President
6250 N. River Road, Suite 4020
Rosemont, IL 60018
(970) 443-0111

Air Line Pilots Association
Brian Ketchum
MEC President
3950 Lewiston Street, Suite 210
Aurora, CO 80011
(970) 556-8463



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