



NORTHWEST AIRLINES



Northwest Airlines, Inc.  
Department F5800  
7200 34<sup>th</sup> Avenue South  
Minneapolis, MN 55450-1101

## Reciprocal Flight Attendant Cabin Seat Agreement

Effective October 1, 2008, Northwest Airlines, Inc. and Spirit Airlines agree to the mutual provision of transportation privileges for flight attendants under the following terms and conditions.

### ELIGIBILITY

Any active, current flight attendant (not trainee, contract, or furloughed) of Northwest Airlines or Spirit Airlines shall be eligible for transportation on the other carrier's aircraft subject to all applicable government regulations, individual carrier procedures including all applicable conditions of carriage of each company, and other regulations.

Transportation is applicable on all domestic (US) flights and is contingent on space availability and/or load restrictions on a segment by segment basis. Travel outside of the domestic United States (including Canada and Mexico) is not authorized. Flights operated by Northwest Cargo, Compass, Mesaba and Pinnacle Airlines, other regional partners, or any future subsidiaries are excluded from this agreement. Priority will be given by each carrier on its own flights to its own employees and all NRSA passengers. Thereafter, crewmembers of other airlines that have entered into this or similar agreements with Northwest Airlines will be accorded transportation on a "first come, first served" basis.

Each flight attendant must produce proper identification upon check-in: a valid company photo ID displaying the word "CREW".

### PROCEDURE

Flight attendants requesting transportation under this agreement must check in at the carrier's departure gate a minimum of thirty (30) minutes before scheduled departure of a domestic flight. Listing ahead of time for a cabin seat under this agreement is not authorized.

Boarding is limited to cabin seats only. The number of seats assigned to the other carrier's flight attendants is limited only by the number of open cabin seats in the cabin. The boarded crewmember should introduce him/herself to the Captain and Purser/Lead Flight Attendant, and must comply with all directions of the Captain and the flight attendants in the cabin.

Transportation provided under this agreement is solely for travel that is strictly personal in nature. Transportation under this agreement is not to be used for business related travel and is not to be used in any way to facilitate a carrier's staffing or crew requirements.

Any crewmember utilizing transportation under this agreement while in uniform will be expected to conform to proper and complete uniform requirements. Crewmembers that are not in uniform must conform to dress code standards of conservative casual business dress and grooming.

Strict professional conduct must be observed at all times. No one utilizing the Cabin Seat Travel Agreement is allowed to consume alcoholic beverages.

**OTHER STIPLUATIONS**

The carrier receiving service under this agreement releases the carrier providing service from all liability, damages, or claims arising out of or resulting from the act or omission of that carrier receiving services or its employee in connection with the services, except to the extent caused by the gross negligence or willful misconduct of the carrier providing service.

It is understood that a carrier may deny transportation based on good faith concerns relating to flight departure schedules or times and insufficient time to process a particular employee's request under this agreement. There is no compensation or re-accommodation provided in the case of failure to be boarded, of being bumped enroute, or of lost luggage.

Each party hereto understands and agrees that the privileges granted under this agreement are granted from one company to another and confer no personal right or entitlement to any employees of the parties hereto. No party may assign its rights or the privileges of its crewmembers without the prior written consent of the other. Each party further agrees to communicate the conditions of this privilege to its crewmembers.

The parties acknowledge and agree that the reciprocal privileges described herein are sufficient consideration under this agreement, and no additional or other payment will be due under this agreement.

Any party hereto may terminate this Agreement on thirty (30) days prior written notice to the other.

This agreement shall supersede any pervious agreements relating to that subject matter. Any amendment to this agreement must be in writing and signed by an authorized representative of each party.

**IN WITNESS WHEREOF**, Northwest Airlines, Inc. and Spirit Airlines have caused this agreement to be executed by their authorized representatives.

For: **NORTHWEST AIRLINES, INC.**

By: *Suzanne Balzer*  
SuzAnne Balzer  
Director, Contract Administration  
Inflight Services

Date: 8/29/08

Carrier Code: NW

Phone: 612-725-2613

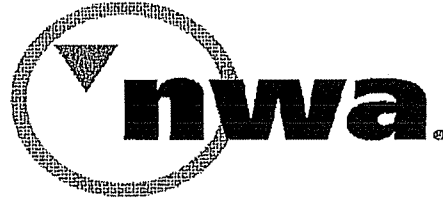
For: **SPIRIT AIRLINES**

By: *Patsy Carlin*  
Senior Director Inflight

Date: 8/27/08

Carrier Code: NK

Phone: 954-447-7922



**RECIPROCAL SPACE AVAILABLE CABIN SEAT AGREEMENT**

SPIRIT AIRLINES (NK) and Northwest Airlines (NW) agree to a reciprocal interchange of space available cabin seats for current qualified Flight Attendants of the two companies. This agreement is subject to the following restrictions:

- Flight Attendants of Spirit Airlines are prohibited from occupying the actual jumpseat aboard Northwest Airlines.
- Flight Attendants of Northwest Airlines are prohibited from occupying the actual jumpseat aboard Spirit aircraft.
- Transportation is contingent upon availability and/or load restrictions.
- Transportation is limited to commuting to/from an assigned base or for pleasure travel and will not be used for the purpose of conducting company business.
- User agrees to leave the aircraft on any stop when requested to do so by a company representative.
- If traveling to an international destination, user will carry passport, VISA or any other documents necessary to satisfy customs, immigration, public health or security at each point of entry.
- User agrees to be responsible for paying any and all international departure taxes and fees.
- User declares that they are not prohibited by any law or government regulation from receiving free transportation.
- User must be in business attire or company uniform.
- User must be on active working Flight Attendant status, and may not be a trainee, be furloughed or a contract employee.
- User must complete an ACM (Additional Crew Member) pass one at least (1) hour prior to scheduled departure. These can be obtained **ONLY AT THE TICKET COUNTER**. Signed copies will be given to the Gate Agent and to the Captain prior to boarding.
- User must provide a current, unexpired, company photo identification card.
- User agrees to assume all risk related to accident or injury, including personal injury or death, or loss or damage to property, and agrees that Spirit Airlines, Inc. will not be held liable for any such injury, death, loss or damage whether caused by Spirit Airlines, Inc. or its agents.
- Users will be boarded, beginning with the first non-revenue rider to have checked in, with priority being given to Spirit Airlines personnel.
- Luggage is not to be checked in at the ticket counter, as boarding is not assured. If luggage does not fit in available carry on space, luggage may be checked at the gate.
- Users will observe strict professional conduct and decorum at all times.
- The Captain will have final authority on the approval of any and all non-revenue riders.

Space available cabin seat travel is a "discretionary courtesy," and is subject to all applicable F.A.R.s, Company regulations and permission from the Captain. Spirit Airlines and Northwest Airlines reserve the right to cancel the agreement at any time. Changes and alterations must be approved and agreed upon by an authorized representative of each carrier.

Flight schedules are available at [www.spiritair.com](http://www.spiritair.com) and [www.nwa.com](http://www.nwa.com). This agreement will become effective on the first day of the month in which it is signed by representatives of both companies.

Accepted for Spirit Airlines, Inc.:

Patsy Carlin  
Patsy Carlin  
Senior Director of Inflight

Date: 8/27/08

Accepted for Northwest Airlines:

Stephanne Buzze  
<name>  
<title> Director Contract Admin  
Date: 8/26/08 Inflight

Please retain one (1) copy of this signed agreement for your records and return one (1) copy to:

Spirit Airlines, Inc.  
2800 Executive Way  
Miramar, FL 33025  
954-447-8030 Fax