



September 27, 2024

VIA E-MAIL

Greg Unterseher
Trustee, APA Local 2118
25 Louisiana Avenue, N.W.
Washington, D.C. 20001

Dear Mr. Unterseher:

I am writing in response to your September 23, 2024 letter regarding the July 2023 agreement between Allegiant Air and the Teamsters, which you refer to as the Retention Bonus MOU. As your letter points out, pursuant to the terms of the Retention Bonus MOU, the parties agreed that during negotiations for a successor collective bargaining agreement, Allegiant will accrue certain amounts, which will be paid to eligible Pilots following ratification of the amended contract. We have accrued and continue to accrue these amounts, and we remain prepared and fully committed to fulfill our obligations under the Retention Bonus MOU. Any requests to modify that agreement should be handled at the negotiating table as part of the ongoing CBA discussions between the Union and the Company.

I look forward to the successful ratification of the amended contract and paying out these retention bonuses to our pilots.

Sincerely,

Gregory Anderson
President and CEO
Allegiant Travel Company