

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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July 8, 2025

VIA EMAIL

Mr. Greg Anderson
CEO and President
Allegiant Travel Company
201 North Town Center Drive
Las Vegas, NV 89144

Re: Interim Agreement Memorandum and Amendment

Dear Mr. Anderson,

I previously wrote to you on behalf of the Pilots of Allegiant Air, LLC ("Allegiant") regarding pilot concerns related to the payment of the retention bonus pursuant to the Interim Agreement Memorandum of Understanding ("MOU"), including the availability of funds to pay for the retention bonus. You did not respond.

As a result of Allegiant's sale of Sunseeker Resort to Blackstone Real Estate for \$200 million after it sunk more than \$720 million into this failed venture, Pilots are demanding that Allegiant pay their retention bonus now. The company's willingness to accept 28 cents on the dollar for Sunseeker offers little confidence that this management team will fulfill its commitment and pay these bonuses.

Your public statements indicate that sale proceeds are "to repay debt and strengthen our balance sheet". This only exacerbates our pilots' concerns that they will be pushed to the back of the line and left holding the bag. Your managers have repeatedly promised an early payout to our pilots, claiming that the Union was the only obstacle. Allegiant is out of excuses.

The MOU was signed in good faith, under the reasonable assumption that a ratified contract was soon forthcoming.

Allegiant Pilots have waited long enough. Our pilots do not want to hear that the company "has the money," that it "will secure a loan," or that this issue "will be resolved through future

bargaining.” Your team has made promises to pilots; Pilots have fulfilled their obligations and rightfully demand their money now.

I have enclosed a copy of the MOU and a signed Amendment to the MOU for your review and signature. I look forward to receiving your signed copy as soon as possible.

Sincerely,

A handwritten signature in black ink, appearing to read "Greg Unterseher", with a stylized flourish at the end.

Greg Unterseher
Trustee LU 2118

Enc.