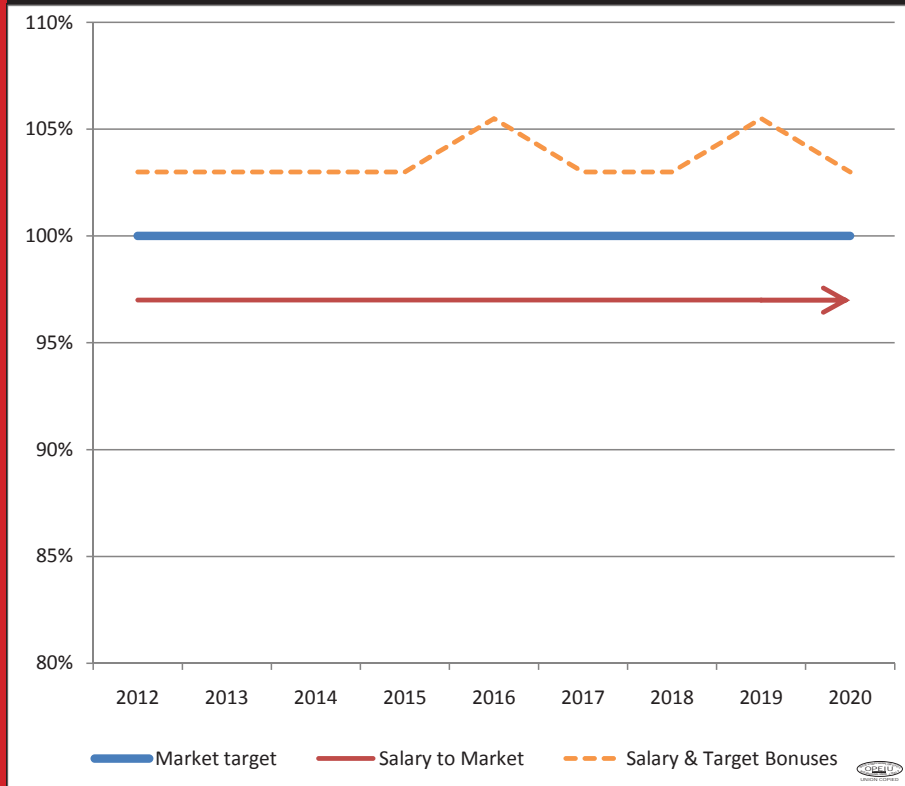


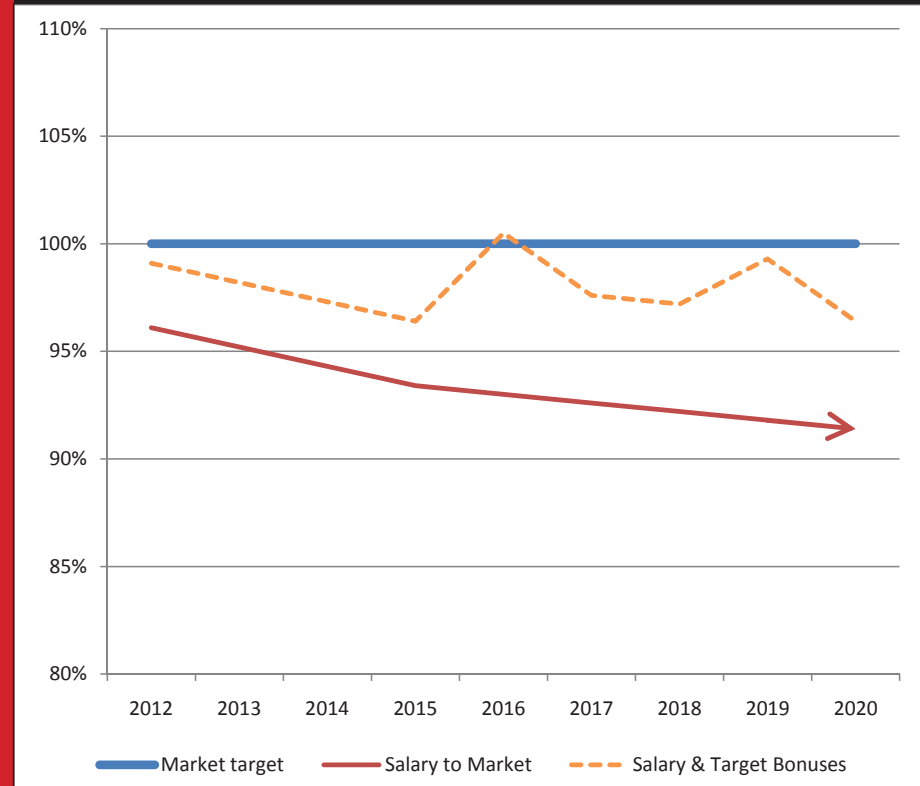
Spirit's Compensation Philosophy

Spirit says they want to pay us a base salary slightly below "market" and then provide bonuses to bring us slightly above "market."

SPEEA'S PROPOSAL



SPIRIT'S OFFER



Market forecast based upon Congressional Budget Office's 2011 Long Term Budget Outlook

Which one truly meets those goals?

