

FRONTIER

Flight Attendant Uniform

Image & Style Guide

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INTRODUCTION TO THE APPEARANCE STANDARDS

The Frontier Airlines uniform collection provides flight attendants with a professional, stylish, and comfortable look. The standards contained in this Uniform Image & Style Guide complement the uniform collection and serve as a resource to assist flight attendants in wearing the collection as it is intended. The flight attendant uniform represents Frontier's corporate brand/image and identifies crewmembers to the traveling public. Each flight attendant's responsibility is to adhere to all uniform and appearance standards outlined in this guide.

All appearance standards are subject to change as styles change. The Inflight leadership team will periodically review and update Frontier's uniform appearance standards to ensure a professional, comfortable, and stylish uniform look is always maintained by crewmembers while on duty or when wearing the uniform.

The standards contained in this guide apply to all uniformed Inflight Service team members while on duty or when wearing the uniform. Compliance with these standards is the responsibility of each flight attendant, and all Frontier flight attendants are expected to have read, understand, and agree to the standards. The Inflight leadership team will determine compliance with these standards when questions arise.

If, for any reason, a flight attendant is unable to adhere to the uniform and appearance standards published in this guide, she/he should contact a member of the Inflight leadership team or Human Resources team. Religious, ADA, and other accommodations may be available pursuant to Frontier policies or applicable laws.

PROFESSIONAL STANDARDS

- When in public view, the uniform must be in full compliance and professional in appearance.
- Chewing gum is not permitted in public view while in uniform.
- The use of tobacco, including e-cigarettes and vape pens, is only permitted while seated in designated smoking areas.
- Consuming alcoholic beverages or any action potentially observed by customers to involve the consumption of alcohol (e.g., sitting at a bar, including to consume food, entering a liquor store) is not acceptable at any time while in uniform. Also, flight attendants may not gamble while in uniform.
- Personal Electronic Devices (PEDs) (e.g., FlyTab, cell phones, tablets) may be used during non-critical phases of flight to review monthly Bid Packets and other company-related communications and information. PEDs may never be used during critical phases of flight, including boarding and deplaning (except for use of FlyTab devices to conduct cabin counts or access customer or flight information in accordance with published policies and procedures.) Headphones & earpieces should not be worn in the view of customers. Please refer to the Flight Attendant Manual (FAM) for a complete PED policy.
- Current uniform accessories or garments may not be sold or donated to non-Frontier employees. Outdated collection pieces from previous programs no longer permitted to be worn may be donated to charity only after removing Frontier logos or references.

UNIFORM EXPECTATIONS

- Uniform collection pieces and outerwear provided by the current Company uniform vendor are the only uniform pieces permitted to be worn while on duty.
- Other garments with logos purchased in Company stores are not considered part of the approved flight attendant uniform.
- Uniforms must be clean, freshly pressed, and presentable always.
- Flight attendants must be in full compliance with uniform and appearance standards when wearing the uniform (on or off duty), including while deadheading, commuting, and when in airport terminals, hotels, and while traveling on ground transportation.
- When in crew room locations and out of public view, uniform and appearance standards may be relaxed for the purpose of comfort. Flight attendants must be in full compliance before entering public spaces.
- Flight attendants sitting ready reserve must wear their uniform (standards may be relaxed when in crew room location and out of public view).
- Appropriate shoes must be clean, polished, and in good condition.
- All uniform collection pieces must be worn in the way they were designed and may not be significantly altered, monogrammed, or embroidered. The uniform should not be worn for personal use.
- Flight attendants may only wear the uniform collection pieces for the gender with which they identify.
- When a face covering or other protective device is required to be worn, flight attendants must comply with the published policy's standards.

GROOMING AND APPEARANCE

- Personal cleanliness and hygiene must always be maintained.
- Aftershave, cologne, and perfume may be used if applied sparingly.
- Appropriate undergarments must be worn but not visible. White, nude, or flesh undergarments or undershirts must be worn with white shirts.
- Hosiery and/or socks must be worn.
- Tattoos must never be visible and may not be covered with bandages or a tattoo sleeve when wearing the Flight Attendant uniform.
- All forms of body piercing (except earrings) must not be visible when wearing the Flight Attendant uniform and on duty or traveling to/from duty in uniform.
- Dental retainers must be gum tone, or clear and braces should be clear or silver in color.
- Hair must be clean, deodorant must be used, and teeth must be clean and in good condition.

HAND AND NAIL CARE

- Hands and fingernails must always be kept clean and well-manicured.
- Nails should be kept trimmed short and even in length and style. Nails should not exceed 1/2 inch in length. Nails may not be shaped into a sharp point.
- A tasteful and professional color (females) or clear (females and males) nail polish is permitted.

HAIR STANDARDS AND ACCESSORIES

- To ensure the safe use of emergency equipment and that health standards are met, the following hair standards are required when wearing the flight attendant uniform:
- Hair must always be clean and kept neat.
- Hair should be styled appropriately for business and appear professional.
- Hair may be of a natural look, including styles that are tightly coiled or curled, worn in dreadlocks, cornrows, twists, braids, Bantu knots, or Afros.
- Extreme hairstyles or colors and/or exaggerated root growth (e.g., Ombre hairstyle) are not permitted.
- Hair that is no more than eight (8) inches below the top of the uniform collar or shorter may be worn down if the hair is styled/pulled away from the face.
- Hair longer than eight (8) inches below the top of the uniform collar must be neatly tied back (e.g., ponytail, bun, or braid) when in view of customers.
- Bangs must be no longer than the top of the brow.
- Side ponytail and pigtail styles are not permitted.
- If a wig or hairpiece is worn, it must be natural in color, good quality and professional, and meet all hairstyle standards.
- Hairstyle/length must not interfere with a flight attendant's duties and responsibilities or in the use of emergency equipment.
- Appropriately sized hair accessories should be silver, pearl, tortoiseshell, or black tones in color.
- Gemstones, hair clamps, athletic headbands, or do-rags are not permitted.

MAKEUP STANDARDS

- If worn, makeup should be professional, tasteful, and complementary to the flight attendant uniform.
- A fresh appearance should always be maintained while in uniform and, if makeup is worn, it should be freshened as necessary out of view of customers.
- Makeup may be worn by male flight attendants to cover blemishes.

JEWELRY AND ACCESSORIES

- Jewelry and accessories must be conservative and appropriate in size.
- A wristwatch is required and must always be worn while in uniform. The watch face should be no larger than two (2) inches in diameter.
- Two (2) rings may be worn on each hand (engagement/wedding rings count as one).
- A single bracelet or multiple bracelets may be worn up to one (1) inch in diameter. Medic Alert bracelets and fitness trackers are also permitted.
- Dangling objects or charms attached to bracelets are not permitted.
- Female earrings may be worn as either a single earring in one ear lobe or a pair of matching earrings, one in each ear lobe. No more than two (2) earrings may be worn in each ear lobe. Earrings may not be larger than one (1) inch in diameter, and large hoop earrings are not permitted. Gold, silver, pearl, or gemstone studs are recommended.
- Men may only wear a single earring (stud-style or small hoop-style up to ½ inch in diameter) in one ear lobe or a pair of matching earrings, one in each ear lobe.
- Ear gauges and ear cuffs are not permitted.
- A single strand of pearls or a single chain of gold, silver, or mixed metal may be worn inside the shirt/blouse or dress collar.
- Dangling objects or adornments more than one (1) inch in diameter attached to a necklace are not permitted.

FACIAL HAIR

- Facial hair must be at least ¼ inch but no more than one (1) inch in length and must be maintained in a clean, neat, and well-groomed condition.
- Facial hairstyle and length must not interfere with the donning of emergency equipment (e.g., life vest, PBE, demand oxygen mask, etc.).

EYEWEAR STANDARDS

- Eyeglasses and sunglasses must be plain or business-like. Extreme colors or designs in frames are not permitted.
- Sunglasses or dark-tinted eyeglasses may only be worn outdoors.
- Sunglasses should not be worn on top of the head when in airport terminals or on the aircraft.
- Contact lenses must be a natural color.
- Glasses may be suspended from the neck by a thin, black or silver cord or chain.

LEGWEAR AND SOCKS

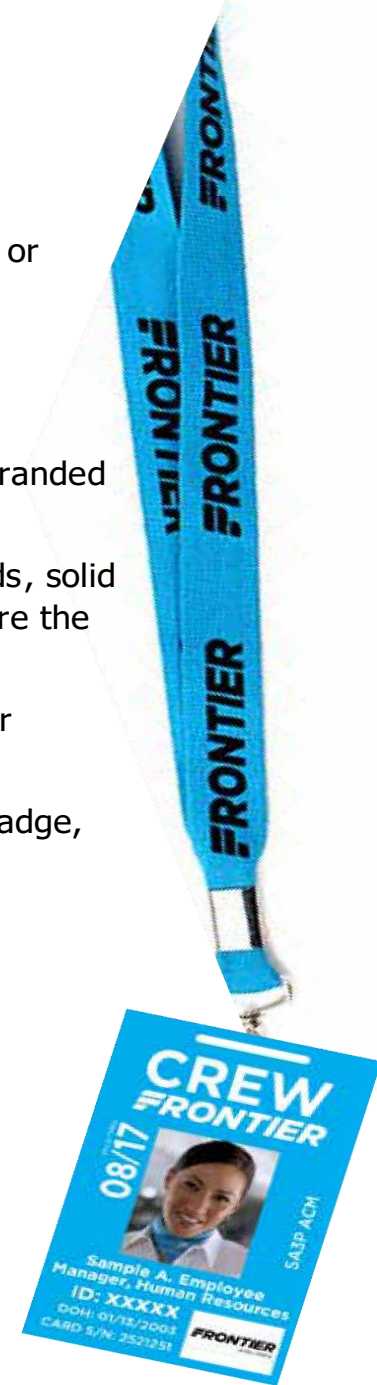
- Legwear (hosiery) or socks must always be worn while in uniform. “Fun” socks are acceptable if tasteful and professional and may not reference religious, political, environmental, ideological views or contain objectionable content. “Fun” socks may only be worn with the uniform pants.
- Sheer support hose, skin tone or black in color, must be seamless and without pattern or texture.
- Black in color socks may also be worn and worn only with uniform pants.

ALTERATIONS, CARE, AND CLEANING

- Alterations must adhere to the uniform and appearance standards and not alter the uniform collection pieces' intended design.
- Hemming of pants is available through HPI for a small fee and must be requested at the time of ordering. The hemming fee may be deducted from the uniform allowance. All other alterations to uniform pieces are at the expense of the flight attendant. Hemmed and altered items may not be returned to HPI.
- Short and long-sleeve shirts may be altered only to sleeve length.
- Pants may be altered in the waist, seat, inseam, and length (hemmed). They may not be cuffed, significantly tapered, or pegged.
- Vests may be altered for side seams.
- Skirts and dresses may be altered in the waist and hemmed no more than two (2) inches above or below the knee.
- Outerwear, jackets, and winter coats may be altered only to sleeve length.
- Care instructions are provided for each uniform collection piece. Flight attendants should follow the recommended care instructions to ensure garments remain in excellent condition.
- Garments that do not fit properly must be replaced accordingly.

CREW ID BADGE AND LANYARD

- A valid Frontier Airlines identification badge must always be worn on the outermost garment at or above waist level when in secure SIDA areas.
- The Crew ID Badge must be worn in a readable and upright position.
- Crew ID Badges should be worn under the apron during service.
- A clear plastic, black fabric ID holder or pouch may be worn. Holders made of leather, or any branded material are not permitted.
- The Cyan Blue Frontier breakaway lanyard, AFA lanyard with cyan blue lettering, Airbus lanyards, solid black or grey lanyards or other aviation-related lanyards of a professional and tasteful design are the only acceptable lanyards. All lanyards must breakaway.
- Up to three (3) pins may be worn on the lanyard. Pins must be Company-issued, AFA-issued, or approved holiday pins. No more than one (1) AFA pin may be worn.
- Items permitted to be worn on the lanyard include Crew ID Badge, KCM Badge, SIDA/Access Badge, compact pairing printout, 30-second review card, whistle, and a flashlight.
- A badge clip is permissible.



WINGS AND PINS

- Frontier Airlines-issued wings are part of the uniform collection and must be worn upright and visible on the outermost garments' left-hand side, excluding outerwear.
- Wings should be worn at the grommet hole placement on garments.
- Inflight Support Coaches may wear the Inflight Support Coach pin attachment.
- Newly hired flight attendants will be provided with one (1) set of wings. Additional sets of wings may be purchased through HPI.
- Up to three (3) pins may be worn on the lanyard and uniform. Only Company-issued, AFA-issued, or approved holiday pins may be worn on the uniform or lanyard. No more than one (1) AFA pin may be worn on the uniform or lanyard. The total number of pins on the uniform and lanyard may not exceed three (3).



SERVICE APRON

- Only the Frontier branded black apron with cyan blue embroidery is permitted.
- The apron may be worn in-flight but not during boarding, deplaning, or the safety demonstration.
- Up to three (3) pins or buttons may be worn on the service apron. Pins and buttons must be Company-issued, AFA-issued, or approved holiday pins or buttons. No more than one (1) AFA pin or button may be worn on the service apron. Pins worn on the service apron are in addition to the maximum of three (3) pins allowed on the lanyard/uniform.

LUGGAGE AND BAGS

- Flight attendants can select where to purchase luggage and are responsible for all expenses associated with the purchase, replacement, or repair of luggage.
- All luggage, luggage wheels, and lunch totes must be solid black and may not have flashing or lighted wheels.

PURSE, TOTE, BACKPACK

- Backpacks are allowed and should be solid black material with black, silver, or gold zippers and trim.
- Backpack-style purses, and fanny packs are not permitted.
- Female purses must be of a professional style, black in color, and in good condition. Purses should be made of smooth leather or leather-like materials, and hardware should be black, gold, or silver.
- The purse should be medium or smaller in size.
- Totes must be black in color.
- Excessive “bling” hardware (e.g., studs, fringe, clasps, or large decorative hooks), brand labels embossed on the purse or tote (e.g., Chanel, Coach, etc.), patent leather or fabric are not permitted.

LUGGAGE EMBROIDERY AND TAGS

- Black is the only approved color for uniform luggage.
- Professional crew luggage identification tags are recommended.
- Stickers, decals, buttons, adornments, etc. may not be placed on the luggage.

OUTERWEAR AND INCLEMENT WEATHER GEAR

- Outerwear uniform collection pieces include the Trench Coat, Soft-Shell Jacket, Peacoat, and Puffer Jacket.
- Outerwear may be worn beginning September 1 through May 31.
- Knee or ankle-high inclement weather boots (black in color) are permitted during inclement weather conditions. Fur-trimmed, lace-up boots and over the knee boots are not permitted.
- Weather appropriate footwear may be only worn when transitioning to the airport terminal or to/from the aircraft. The weather appropriate footwear must be removed once inside the airport terminal.
- Gloves, earmuffs, knit winter hats, and umbrellas must be black in color and be free of all logos.
- Inclement weather gear should only be worn outside.



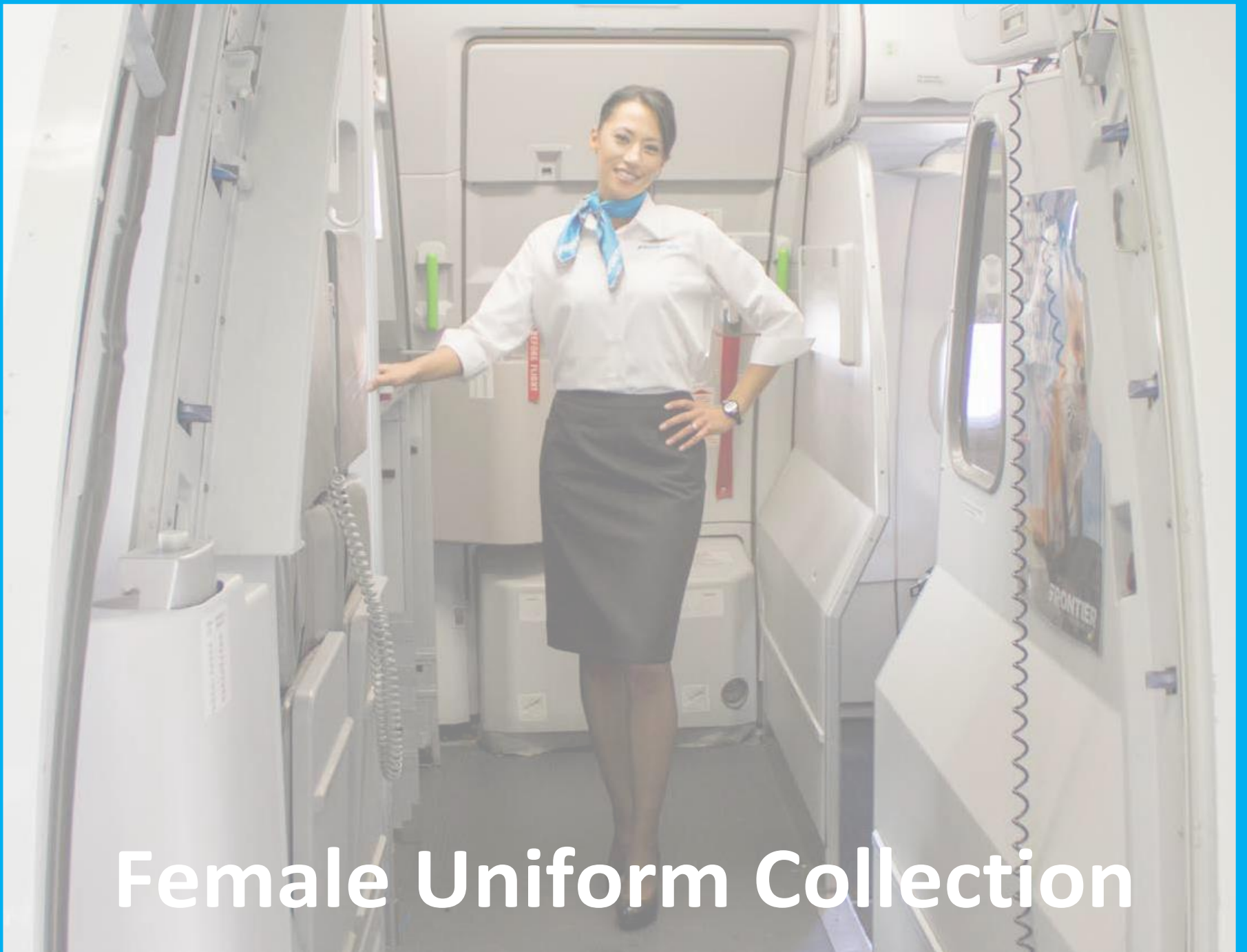
HOLIDAY ATTIRE AND ACCESSORIES

A crewmember must be easily identified as a flight attendant, and accessories may not be of a style that could interfere with routine safety and cabin duties (e.g., large fairy wings or clown shoes).

Holiday accessories (including ties, socks, jewelry, and pins) are permitted on the following holidays:

- Valentine's Day (February 14)
- St. Patrick's Day (March 17)
- Easter (from the Monday before Easter through Easter Sunday)
- Memorial Day
- Independence Day (July 4)
- Frontier Airlines' Birthday (July 5)
- Breast Cancer Awareness Month (October)
- Halloween (October 31)
- Veteran's Day (November 11)
- Thanksgiving (November 18-30)
- Winter holiday season (December 1 – January 1)





Female Uniform Collection

FEMALE UNIFORM COLLECTION PIECES

FEMALE SHIRTS

The Female Shirts collection includes:

- ¾ Sleeve White Shirt
- Long-Sleeve White Shirt
- Short-Sleeve White Shirt
- ¾ Sleeve Pincheck Shirt
- Short-Sleeve Pincheck Shirt
- Polo Shirt



FEMALE SWEATERS AND VESTS

The Female Sweaters and Vests collection includes:

- Black Cardigan Sweater (Button)
- Charcoal Open Cardigan (No Buttons or Zip)
- Charcoal Unisex Zip-Up Sweater
- Charcoal Unisex Quarter-Zip Pullover Sweater
- Charcoal Unisex V-neck Sweater Vest
- Gray with Cyan Piping Sweater Shell
- Gray with Cyan Piping Sweater (Button or Zip)
- Soft-Shell Vest
- Puffer Vest

FEMALE PANTS

The Female Pants collection includes:

- Low-Rise Lined Pants
- Mid-Rise Lined Pants
- Mid-Rise Straight Leg Pants
- Low-Rise Slim Leg Pants

FEMALE SKIRT & DRESSES

The Female Skirt and Dresses collection includes:

- Black Skirt
- Black with Cyan Piping Dress
- Black Belted Dress



CYAN BLUE SCARF

Only the Frontier Airlines approved cyan blue scarf may be worn.

The scarf is required with all uniform collection pieces, in any combination except for the $\frac{3}{4}$ and Short-Sleeve Pincheck Shirt and the Polo.

Only one current uniform scarf may be worn at a time.

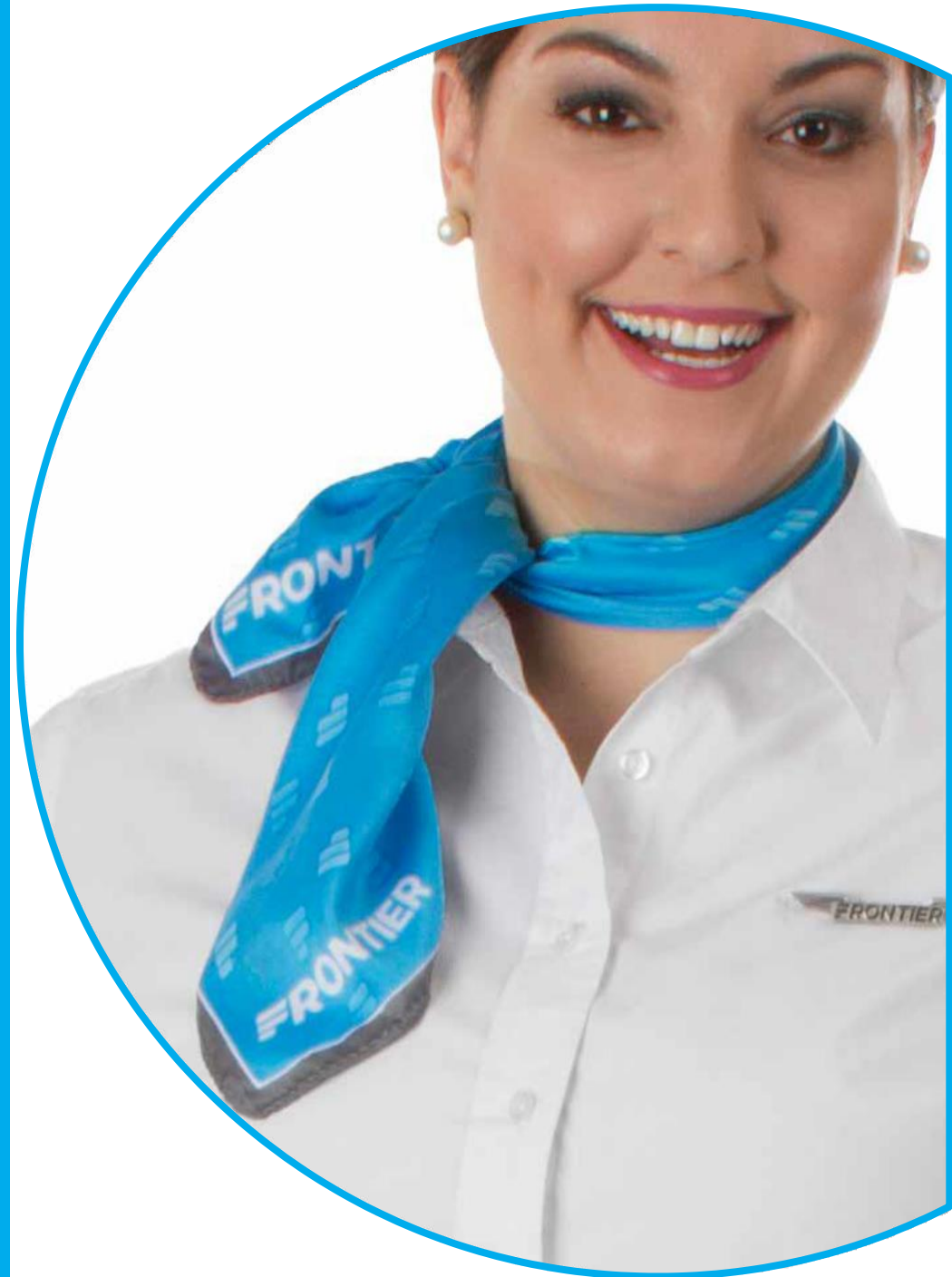
The scarf may only be worn tied around the neck or under the blouse's collar and must be tied conservatively.

Scarves are to be worn only with the female uniform collection.

Seasonal holiday scarves or pink breast cancer awareness scarves may be worn during designated periods, as outlined in this guide, or communicated by the Inflight Leadership team.

CYAN BLUE TIE

The Cyan Blue Tie may be worn in lieu of the scarf for all female uniform collection pieces, in any combination except with the Polo, Dresses, and Grey with Cyan Piping Sweater Shell.



FEMALE UNIFORM WEARING STANDARDS

3/4 SLEEVE WHITE SHIRT

The 3/4 Sleeve White Shirt may be worn untucked. White, nude or flesh undergarments or undershirts must be worn with the white shirt. This 3/4 Sleeve White Shirt may be worn using the following uniform collection pieces:

- Frontier Female Uniform Pants (Low-Rise Lined Pants, Mid-Rise Lined Pants, Mid-Rise Straight Leg Pants, Low-Rise Slim Leg Pants)
- Black Skirt
- Black Cardigan Sweater (Button)
- Charcoal Open Cardigan (No Buttons or Zip)
- Charcoal Unisex Zip-Up Sweater
- Charcoal Unisex Quarter-Zip Pullover Sweater
- Charcoal Unisex V-neck Sweater Vest
- Gray with Cyan Piping Sweater (Button or Zip)
- Soft-Shell Vest
- Puffer Vest
- Cyan Blue Scarf or Cyan Blue Tie (required)



LONG-SLEEVE WHITE SHIRT

The Long-Sleeve White Shirt must be worn tucked when reporting for duty and while on duty in customer view (concourse, boarding, deplaning, and walking through the airport). White, nude or flesh undergarments or undershirts must be worn with the white shirt. The Long-Sleeve White Shirt may be worn with the following uniform collection pieces:

- Frontier Female Uniform Pants (Low-Rise Lined Pants, Mid-Rise Lined Pants, Mid-Rise Straight Leg Pants, Low-Rise Slim Leg Pants)
- Black Skirt
- Black Cardigan Sweater (Button)
- Charcoal Open Cardigan (No Buttons or Zip)
- Charcoal Unisex Zip-Up Sweater
- Charcoal Unisex Quarter-Zip Pullover Sweater
- Charcoal Unisex V-neck Sweater Vest
- Gray with Cyan Piping Sweater (Button or Zip)
- Soft-Shell Vest
- Puffer Vest
- Cyan Blue Scarf or Cyan Blue Tie (required)



SHORT-SLEEVE WHITE SHIRT

The Short-Sleeve White Shirt must be worn tucked when reporting for duty and while on duty in customer view (concourse, boarding, deplaning, and walking through the airport). White, nude or flesh undergarments or undershirts must be worn with the white shirt.

The Short-Sleeve White Shirt may be worn with the following uniform collection pieces:

- Frontier Female Uniform Pants (Low-Rise Lined Pants, Mid-Rise Lined Pants, Mid-Rise Straight Leg Pants, Low-Rise Slim Leg Pants)
- Black Skirt
- Black Cardigan Sweater (Button)
- Charcoal Open Cardigan (No Buttons or Zip)
- Charcoal Unisex Zip-Up Sweater
- Charcoal Unisex Quarter-Zip Pullover Sweater
- Charcoal Unisex V-neck Sweater Vest
- Gray with Cyan Piping Sweater (Button or Zip)
- Soft-Shell Vest
- Puffer Vest
- Cyan Blue Scarf or Cyan Blue Tie (required)



POLO SHIRT

The Polo Shirt may be worn untucked. The Cyan Blue Scarf or Cyan Blue Tie is not to be worn with the Polo shirt. The Polo shirt may be worn with the following uniform collection pieces:

- Frontier Female Uniform Pants (Low-Rise Lined Pants, Mid-Rise Lined Pants, Mid-Rise Straight Leg Pants, Low-Rise Slim Leg Pants)
- Black Skirt
- Black Cardigan Sweater (Button)
- Charcoal Open Cardigan (No Buttons or Zip)
- Charcoal Unisex Zip-Up Sweater
- Charcoal Unisex Quarter-Zip Pullover Sweater
- Charcoal Unisex V-neck Sweater Vest
- Gray with Cyan Piping Sweater (Button or Zip)
- Soft-Shell Vest
- Puffer Vest

3/4 SLEEVE AND SHORT-SLEEVE PINCHECK SHIRT

The 3/4 Sleeve and Short-Sleeve Pincheck Shirt may be worn untucked. White, nude or flesh undergarments or undershirts must be worn with the shirt. The 3/4 Sleeve and Short-Sleeve Pincheck Shirt may be worn with the following uniform collection pieces:

- Frontier Female Uniform Pants (Low-Rise Lined Pants, Mid-Rise Lined Pants, Mid-Rise Straight Leg Pants, Low-Rise Slim Leg Pants)
- Black Skirt
- Black Cardigan Sweater (Button)
- Charcoal Open Cardigan (No Buttons or Zip)
- Charcoal Unisex Zip-Up Sweater
- Charcoal Unisex Quarter-Zip Pullover Sweater
- Charcoal Unisex V-neck Sweater Vest
- Gray with Cyan Piping Sweater (Button or Zip)
- Soft-Shell Vest
- Puffer Vest
- Cyan Blue Scarf or Cyan Blue Tie (optional)

GRAY WITH CYAN PIPING SHELL

The Gray with Cyan Piping Shell may be worn alone or with the Gray with Cyan Piping Sweater. The Gray with Cyan Piping Shell may not be worn over any other uniform shirt. The Cyan Blue Tie is not to be worn with the Gray with Cyan Piping Shell.

The Gray with Cyan Piping Shell may be worn with the following uniform collection pieces:

- Frontier Female Uniform Pants (Low-Rise Lined Pants, Mid-Rise Lined Pants, Mid-Rise Straight Leg Pants, Low-Rise Slim Leg Pants)
- Black Skirt
- Gray with Cyan Piping Sweater (Button or Zip) - Required
- Cyan Blue Scarf (required)



GRAY WITH CYAN PIPING SWEATER (BUTTON OR ZIP)

The Gray with Cyan Piping Sweater may be worn over a female uniform shirt or Gray with Cyan Piping Shell but may not be worn alone, draped over/across shoulders or tied around the waist.

The Gray with Cyan Piping Sweater may be worn with the following uniform collection pieces:

- Frontier Female Uniform Shirts (3/4 Sleeve White Shirt, Long-Sleeve White Shirt, Short-Sleeve White Shirt, Polo Shirt, 3/4 and Short-Sleeve Pincheck Shirt)
- Frontier Female Uniform Pants (Low-Rise Lined Pants, Mid-Rise Lined Pants, Mid-Rise Straight Leg Pants, Low-Rise Slim Leg Pants)
- Black Skirt
- Gray with Cyan Piping Shell



BLACK CARDIGAN SWEATER

The Black Cardigan Sweater may be worn over a female uniform shirt or dress but may not be worn alone, draped over/across shoulders or tied around the waist. The Black Cardigan Sweater may be worn with the following uniform collection pieces:

- Frontier Female Uniform Shirts (3/4 Sleeve White Shirt, Long-Sleeve White Shirt, Short-Sleeve White Shirt, Polo Shirt, 3/4 and Short-Sleeve Pincheck Shirt)
- Frontier Female Uniform Pants (Low-Rise Lined Pants, Mid-Rise Lined Pants, Mid-Rise Straight Leg Pants, Low-Rise Slim Leg Pants)
- Black Skirt
- Black Belted Dress
- Black with Cyan Piping Dress



CHARCOAL OPEN CARDIGAN (NO BUTTONS OR ZIP)

The Charcoal Open Cardigan Sweater may be worn over a female uniform shirt or dress but may not be worn alone, draped over/across shoulders or tied around the waist.

The Charcoal Open Cardigan may be worn with the following uniform collection pieces:

- Frontier Female Uniform Shirts (3/4 Sleeve White Shirt, Long-Sleeve White Shirt, Short-Sleeve White Shirt, Polo Shirt, 3/4 and Short-Sleeve Pincheck Shirt)
- Frontier Female Uniform Pants (Low-Rise Lined Pants, Mid-Rise Lined Pants, Mid-Rise Straight Leg Pants, Low-Rise Slim Leg Pants)
- Black Skirt
- Black with Cyan Piping Dress

CHARCOAL UNISEX ZIP-UP SWEATER

The Charcoal Unisex Zip-Up Sweater may be worn over a female uniform shirt but may not be worn alone, draped over/across shoulders or tied around the waist.

The Charcoal Unisex Zip-Up Sweater may be worn with the following uniform collection pieces:

- Frontier Female Uniform Shirts (3/4 Sleeve White Shirt, Long-Sleeve White Shirt, Short-Sleeve White Shirt, Polo Shirt, 3/4 and Short-Sleeve Pincheck Shirt)
- Frontier Female Uniform Pants (Low-Rise Lined Pants, Mid-Rise Lined Pants, Mid-Rise Straight Leg Pants, Low-Rise Slim Leg Pants)
- Black Skirt

CHARCOAL UNISEX QUARTER-ZIP PULLOVER SWEATER

The Charcoal Unisex Quarter-Zip Pullover Sweater may be worn over a female uniform shirt but may not be worn alone, draped over/across shoulders or tied around the waist.

The Charcoal Unisex Quarter-Zip Pullover Sweater may be worn with the following uniform collection pieces:

- Frontier Female Uniform Shirts (3/4 Sleeve White Shirt, Long-Sleeve White Shirt, Short-Sleeve White Shirt, Polo Shirt, 3/4 and Short-Sleeve Pincheck Shirt)
- Frontier Female Uniform Pants (Low-Rise Lined Pants, Mid-Rise Lined Pants, Mid-Rise Straight Leg Pants, Low-Rise Slim Leg Pants)
- Black Skirt

CHARCOAL UNISEX V-NECK SWEATER VEST

The Charcoal Unisex V-Neck Sweater Vest may be worn over a female uniform shirt but may not be worn alone or draped over/across shoulders. The Charcoal Unisex V-Neck Sweater Vest may be worn with the following uniform collection pieces:

- Frontier Female Uniform Shirts (3/4 Sleeve White Shirt, Long-Sleeve White Shirt, Short-Sleeve White Shirt, Polo Shirt, 3/4 and Short-Sleeve Pincheck Shirt)
- Frontier Female Uniform Pants (Low-Rise Lined Pants, Mid-Rise Lined Pants, Mid-Rise Straight Leg Pants, Low-Rise Slim Leg Pants)
- Black Skirt

SOFT-SHELL VEST

The Soft-Shell Vest may be worn over a female uniform shirt but may not be worn alone, over a uniform sweater or draped over/across shoulders. The Soft-Shell Vest may be worn year-round with the following uniform collection pieces:

- Frontier Female Uniform Shirts (3/4 Sleeve White Shirt, Long-Sleeve White Shirt, Short-Sleeve White Shirt, Polo Shirt, 3/4 and Short-Sleeve Pincheck Shirt)
- Frontier Female Uniform Pants (Low-Rise Lined Pants, Mid-Rise Lined Pants, Mid-Rise Straight Leg Pants, Low-Rise Slim Leg Pants)
- Black Skirt



PUFFER VEST

The Puffer Vest may be worn over a female uniform shirt but may not be worn alone, over a uniform sweater or draped over/across shoulders. The Puffer Vest may be worn year-round with the following uniform collection pieces:

- Frontier Female Uniform Shirts (3/4 Sleeve White Shirt, Long-Sleeve White Shirt, Short-Sleeve White Shirt, Polo Shirt, 3/4 and Short-Sleeve Pincheck Shirt)
- Frontier Female Uniform Pants (Low-Rise Lined Pants, Mid-Rise Lined Pants, Mid-Rise Straight Leg Pants, Low-Rise Slim Leg Pants)
- Black Skirt



FEMALE PANTS

The Female Pants must be hemmed to a length that touches the top of the shoe. These uniform pieces may not be cuffed, significantly tapered, or pegged. The Female Pants may be worn with the following uniform collection pieces:

- Frontier Female Uniform Shirts (3/4 Sleeve White Shirt, Long-Sleeve White Shirt, Short-Sleeve White Shirt, Polo Shirt, Long-Sleeve Pincheck Shirt)
- Black Cardigan Sweater (Button)
- Charcoal Open Cardigan (No Buttons or Zip)
- Charcoal Unisex Zip-Up Sweater
- Charcoal Unisex Quarter-Zip Pullover Sweater
- Charcoal Unisex V-neck Sweater Vest
- Gray with Cyan Piping Sweater Shell
- Gray with Cyan Piping Sweater (Button or Zip)
- Gray with Cyan Piping Set (Shell and Sweater)
- Soft-Shell Vest
- Puffer Vest
- Black Belt (Required)

BLACK BELTED DRESS & BLACK WITH CYAN PIPING DRESS

The Black Belted Dress and Black with Cyan Piping Dress may not exceed two (2) inches above or below the knee. These uniform collection items may be worn with the following uniform collection pieces:

- Black Cardigan Sweater (Button)
- Charcoal Open Cardigan (No Buttons or Zip) – Black with Cyan Piping Dress only
- Cyan Blue Scarf (required)



BLACK SKIRT

The Black Skirt may not exceed two (2) inches above or below the knee. This uniform piece may be worn with the following uniform collection pieces:

- Frontier Female Uniform Shirts (3/4 Sleeve White Shirt, Long-Sleeve White Shirt, Short-Sleeve White Shirt, Polo Shirt, 3/4 Sleeve Pincheck Shirt)
- Black Cardigan Sweater (Button)
- Charcoal Open Cardigan (No Buttons or Zip)
- Charcoal Unisex Zip-Up Sweater
- Charcoal Unisex Quarter-Zip Pullover Sweater
- Charcoal Unisex V-neck Sweater Vest
- Gray with Cyan Piping Sweater Shell
- Gray with Cyan Piping Sweater (Button or Zip)
- Gray with Cyan Piping Set (Shell and Sweater)
- Soft-Shell Vest
- Puffer Vest



MATERNITY GARMENTS

In addition to the Maternity Fit 3/4 Sleeve White Shirt, the following garments may be worn with the approval of Inflight leadership during pregnancy only:

- A plain, black maternity dress that does not exceed two (2) inches above or below the knee.
- A solid, black skirt or pants that adheres to the female skirt and pant standards.
- The Frontier cyan blue scarf or cyan blue tie is required with all maternity garments.
- Please see your Inflight Regional Manager for maternity garment approval and instructions on reimbursement of the garment/s.
- The Company will reimburse up to \$100, and receipts must be provided to the appropriate Inflight Regional Manager.



BELT

- As a female belt option is not currently offered by Frontier's uniform provider, a solid, black leather type belt with silver/pewter or gold buckle must be worn with pants that have belt loops.
- Belt buckles should not be larger than two (2) inches in width.
- Suspenders are not permitted.

FEMALE SHOES & BOOTS

SHOES

- Shoes must be of a professional style, with a closed-toe and heel, made of solid black leather (or leather-like), patent leather, polished, and in good repair.
- Shoes may have a buckle on the top of the shoe as an adornment in black, pewter, or silvery tone and no larger than one (1) inch, including Mary Jane style shoes.
- Shoe heels must be the same color as the shoe. Heel height is a minimum of ½ inch and a maximum of three (3) inches.
- Loafers and dress half-boots are permitted when wearing uniform pants.
- Suede, ankle strap, athletic/tennis shoes, or cowboy boots are not permitted.
- Boots or Dansko shoes may not be worn with the tapered pants.

ORTHOPEDIC SHOES

- Orthopedic shoes must be certified, as necessary, by a medical doctor and approved by a member of the Inflight leadership team.
- Orthopedic shoes should be worn with the uniform pants.
- Orthopedic shoes must be black in color.

ONBOARD SERVICE SHOES

- Onboard service shoes are optional and must be of a professional style, with a closed toe and heel, made of solid black leather (or leather-like), polished, and in good repair.
- Onboard service shoes must have a minimum heel of ½ inch and a solid, rubber sole/bottom. Skid-resistant sole is preferred.

- Onboard service shoes must be plain (no adornment) and may only be worn inflight (after take-off and before landing).
- Ballerina-style flats or slipper-type shoes, regardless of minimum heel height, are not permitted.
- Athletic style shoes/boots, open heel clogs, and mules are not permitted.

BOOTS

- Boots may be worn with pants, dresses, or skirts from Labor Day until Memorial Day.
- Boots must be of a professional style, with a closed toe and heel, made of plain, black leather (or leather-like), and no higher than the bottom of the knee. Zippers must be concealed on the inside of the bootleg.
- Boot heels must be the same color as the boot. Heel height is a minimum of one (1) inch and a maximum of three (3) inches.
- Suede, embossed leather, knee-high, animal texture, patent leather, brand logos, or exotic leather boots are not permitted.
- Boots may not have prints, imprints, or patterns. Boots may only have a buckle on the side of the boot in black, pewter, or silvery tone and no larger than two (2) inches. No other adornments (e.g., bows, buttons, tassels, etc.) are permitted.
- Cowboy boots, combat-style, wedge-style, chunky heels, riding-style, work boots, Ugg-style, rain boots, or lace-up boots are not permitted.
- Boots must be worn under the uniform pant legs and not with the pants tucked into them.
- A dressy mid-calf boot or shorter boots may only be worn with the pants and not with the dress or skirt.

FEMALE OUTERWEAR COLLECTION

The Female Outerwear Collection consists of the Trench Coat, Soft-Shell Jacket, Peacoat, and Puffer Jacket. The Outerwear Collection may be worn over all female uniform collection pieces but may not be draped over/across shoulders or tied around the waist. Outerwear may be worn beginning September 1 through May 31.





MALE UNIFORM COLLECTION PIECES

MALE SHIRTS

The Male Shirts collection includes:

- Long-Sleeve White Shirt
- Short-Sleeve White Shirt
- Long-Sleeve Pincheck Shirt
- Short-Sleeve Pincheck Shirt
- Polo Shirt

MALE PANTS

The Male Pants collection includes:

- Male Flat Front Pants
- Male Black Pants

MALE SWEATERS & VESTS

The Male Sweater & Vests collection includes:

- Charcoal Unisex Zip-Up Sweater
- Charcoal Unisex Quarter-Zip Pullover Sweater
- Charcoal Unisex V-neck Sweater Vest
- Soft-Shell Vest
- Puffer Vest

BELT

- A Frontier issued black leather belt and Flying F buckle must be worn with the male pants.
- Suspenders are not permitted.



CYAN BLUE TIE

Only the Frontier Airlines approved cyan blue tie may be worn.

The tie is required to be worn with the white long-sleeve and short-sleeve shirts and should be tied in a conservative knot. The tie is not to be worn with the polo shirt and is optional for the Pincheck shirt.

When wearing a tie, the top button of the shirt must remain buttoned, with the tie always pulled snugly to the neckline.

Bow ties are not permitted.

Seasonal holiday ties or pink breast cancer awareness ties may be worn during designated time periods, as outlined in this guide or communicated by the Inflight leadership team.

A plain, conservative-style tie bar or tack may be worn in silver or gold.



MALE UNIFORM WEARING STANDARDS

SHORT AND LONG-SLEEVE WHITE SHIRTS

The Short and Long-Sleeve White shirts must be worn tucked when reporting for duty and while on duty in customer view (concourse, boarding, deplaning, and walking through the airport). White undershirts must be worn with all shirt styles. The Short and Long-Sleeve White Shirt may be worn with the following uniform collection pieces:

- Frontier Male Uniform Pants (Male Flat Front Pants, Male Black Pants)
- Charcoal Unisex Quarter-Zip Pullover Sweater
- Charcoal Unisex Zip-Up Sweater
- Charcoal Unisex V-Neck Sweater Vest
- Soft-Shell Vest
- Puffer Vest
- Cyan Blue Tie (Required)



SHORT AND LONG-SLEEVE PINCHECK SHIRT

The Short and Long-Sleeve Pincheck shirts must be worn tucked when reporting for duty and while on duty in customer view (concourse, boarding, deplaning, and walking through the airport). White undershirts must be worn with all shirt styles. The Short and Long-Sleeve Pincheck shirts may be worn with the following uniform collection pieces:

- Frontier Male Uniform Pants (Male Flat Front Pants, Male Black Pants)
- Charcoal Unisex Quarter-Zip Pullover Sweater
- Charcoal Unisex Zip-Up Sweater
- Charcoal Unisex V-Neck Sweater Vest
- Soft-Shell Vest
- Puffer Vest
- Cyan Blue Tie (Optional)

POLO SHIRT

The Polo Shirt must be worn tucked when reporting for duty and while on duty in customer view (concourse, boarding, deplaning, and walking through the airport). White undershirts must be worn with all shirt styles. The Cyan Blue Tie is not to be worn with the Polo shirt.

The Polo Shirt may be worn with the following uniform collection pieces:

- Frontier Male Uniform Pants (Male Flat Front Pants, Male Black Pants)
- Charcoal Unisex Quarter-Zip Pullover Sweater
- Charcoal Unisex Zip-Up Sweater
- Charcoal Unisex V-neck Sweater Vest
- Soft-Shell Vest
- Puffer Vest



CHARCOAL UNISEX QUARTER-ZIP PULLOVER SWEATER

The Charcoal Unisex Quarter-Zip Sweater may be worn over a over a male uniform shirt but may not be worn alone, draped over/across shoulders or tied around the waist.

The Charcoal Unisex Quarter-Zip Pullover Sweater may be worn with the following uniform collection pieces:

- Frontier Male Uniform Shirts (Long-Sleeve White Shirt, Short-Sleeve White Shirt, Pincheck Shirt, Polo Shirt)
- Frontier Male Uniform Pants (Male Flat Front Pants, Male Black Pants)



CHARCOAL UNISEX V-NECK SWEATER VEST

The Charcoal Unisex V-Neck Sweater Vest may be worn over a male uniform shirt but may not be worn alone or draped over/across shoulders. The Charcoal Unisex V-Neck Sweater Vest may be worn with the following uniform collection pieces:

- Frontier Male Uniform Shirts (Long-Sleeve White Shirt, Short-Sleeve White Shirt, Pincheck Shirt, Polo Shirt)
- Frontier Male Uniform Pants (Male Flat Front Pants, Male Black Pants)



CHARCOAL UNISEX ZIP-UP SWEATER

The Charcoal Unisex Zip-Up Sweater may be worn over a male uniform shirt but may not be worn alone, draped over/across shoulders or tied around the waist.

The Charcoal Unisex Zip-Up Sweater may be worn with the following uniform collection pieces:

- Frontier Male Uniform Shirts (Long-Sleeve White Shirt, Short-Sleeve White Shirt, Pincheck Shirt, Polo Shirt)
- Frontier Male Uniform Pants (Male Flat Front Pants, Male Black Pants)

SOFT-SHELL VEST

The Soft-Shell Vest may be worn over a male uniform shirt but may not be worn alone or draped over/across shoulders. The Soft-Shell Vest may be worn year-round with the following uniform collection pieces:

- Frontier Male Uniform Shirts (Long-Sleeve White Shirt, Short-Sleeve White Shirt, Pincheck Shirt, Polo Shirt)
- Frontier Male Uniform Pants (Male Flat Front Pants, Male Black Pants)

PUFFER VEST

The Puffer Vest may be worn over a male uniform shirt but may not be worn alone or draped over/across shoulders. The Puffer Vest may be worn year-round with the following uniform collection pieces:

- Frontier Male Uniform Shirts (Long-Sleeve White Shirt, Short-Sleeve White Shirt, Pincheck Shirt, Polo Shirt)
- Frontier Male Uniform Pants (Male Flat Front Pants, Male Black Pants)



MALE PANTS

The Male Flat Front Pants and Male Black Pants must be hemmed to a length that touches the top of the shoe. Both pant styles may be worn with the following uniform collection pieces:

- Frontier Uniform Shirts (Long-Sleeve White Shirt, Short-Sleeve White Shirt, Pincheck Shirt, Polo Shirt)
- Charcoal Unisex Zip-Up Sweater
- Charcoal Unisex V-Neck Sweater Vest
- Charcoal Unisex Quarter-Zip Pullover Sweater
- Soft-Shell Vest

MALE OUTERWEAR COLLECTION

The Male Outerwear Collection consists of the Trench Coat, Soft-Shell Jacket, Peacoat, and Puffer Jacket. The Outerwear Collection may be worn over all male uniform collection pieces but may not be draped over/across shoulders or tied around the waist. Outerwear may be worn beginning September 1 through May 31.



SHOES AND BOOTS

- Shoes and boots must be of a professional style, with a closed-toe and heel, made of solid black leather (or leather-like), polished, and in good repair.
- Shoe heels must be the same color as the shoe, and the and bottoms of shoe soles must be black or neutral color. Heel height is a minimum of ½ inch and a maximum of two (2) inches.
- Embossed leather, animal texture, patent leather, brand logos, and suede are not permitted.
- Stitching on shoes and boots must not be embellished, ornamental, or in contrasting color.
- Shoes may have a buckle on the top or side of the shoe as an adornment in black, pewter, or silvery tone and no larger than one (1) inch in diameter.
- Eyelet wingtips, penny or kiltie-style loafers, and dress boots are permitted.
- Athletic/tennis shoes, cowboy boots, and clogs are not permitted.

ORTHOPEDIC SHOES

- Orthopedic shoes must be certified, as necessary, by a medical doctor and approved by a member of the Inflight leadership team.
- Orthopedic shoes must be black in color.