



## LETTER OF UNDERSTANDING

Between SPEEA-WEU AND SPIRIT AEROSYSTEMS

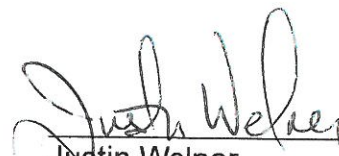
Regarding Section 7.5 of the Collective Bargaining Agreement

March 9, 2016

The parties have previously entered into an LOU regarding Section 7.5 of the Collective Bargaining Agreement (CBA). After several discussions amongst the JCC members, and after giving serious consideration to SPEEA Leadership's reservations for transitioning to a performance only retention rating system, it is agreed by both parties to amend the LOU as follows:

1. The provisions of Section 7.5 in the 2009 WEU collective bargaining agreement shall remain in effect through the duration of the current WEU collective bargaining agreement (currently December 1, 2018).
2. The JCC will continue to have the ability to review and make recommendations regarding modifications, training, and communications that would be helpful in the implementation of Section 7.5; and the JCC will continue to have the ability to engage in open dialogue that could make both parties better prepared for future negotiation activities pertaining to the content of Section 7.5.

  
On behalf of SPEEA

  
Justin Welner  
Vice President  
Human Resources