

LETTER OF UNDERSTANDING

Between

SPEEA-WEU; SPEEA-WTPU AND SPIRIT AEROSYSTEMS

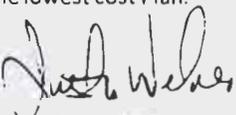
Regarding

HealthSaver Medical Plan with Health Savings Account (HSA) April 27, 2015

The purpose of this LOU is to address SPEEA's concerns relating to locking in certain elements of the HealthSaver Medical plan. The parties agree to the following:

1. Spirit agrees to maintain the established set percentage (5%) for the employee's share of the HealthSaver Medical Plan costs for the remainder of the contractual period of the applicable CBA. All medical plan options will continue to have employee contributions reduced by any applicable individual and/or group Healthy Spirit activities, in accordance with the terms of the parties' previous LOU's and agreements.
2. Spirit agrees that it will not unilaterally make any material changes to the HealthSaver Medical plan design (with the exception of legally, Federal, State or otherwise, mandated changes) for the remainder of the applicable CBA. If any material changes are made to the HealthSaver Medical plan to benefit another Spirit Wichita group, such changes will be offered to SPEEA.
3. Spirit agrees that its third party administrator will utilize the same methodology to determine the plan costs for SPEEA represented non-union, and other union populations, as utilized for the existing plan offerings. Spirit agrees that its third-party administrator will calculate employee costs in the similar manner utilized for the existing plan offerings (Core and Enhanced).
4. Spirit agrees to continue employer HSA auto matching payroll deduction contributions under the HealthSaver Medical plan for the remainder of the applicable CBA. If any changes are made to the HSA contributions to benefit another Spirit Wichita group, such changes will also be offered to SPEEA.
5. A Spirit representative and Spirit's third party administrator will hold a meeting with SPEEA's benefits director and Midwest Director to provide a general overview of the methodology utilized in determining plan costs.
6. The default plan for SPEEA represented employees will be the lowest cost Plan.


Ryan Rule
SPEEA President


Justin Welner
Vice President, Human Resources