

## WTPU Represented Employees

<b>Savings/401(k) Plan</b>		
Employee Contributions	Up to 50% of Base Salary, up to federal limits	
Matching Contributions	75% match on first 8% of employee contributions (per pay period)	
Additional Contributions (Contributions will be made no later than April 15 <sup>th</sup> of the applicable year)	<u>Age + Service*</u>	<u>Contribution</u>
	<60	1.5%
	>60 but <80	3.0%
Transition Contributions** (Contributions will be made no later than April 15 <sup>th</sup> of the applicable year)	<u>Service at Closing</u>	<u>Contribution***</u>
	5-9 years	1.5%
	10-14 years	2.5%
Vesting:	Employee Contributions	100% Immediate
	Matching Contributions	100% Immediate
	Additional Contributions	25% after 2 years, 50% after 3 years, 75% after 4 years and 100% after 5 years of service, separation at or after normal retirement age or terminates employment due to Total and Permanent Disability.**
	Transition Contributions	100% at completion of 3 years of service (Spirit service only), separation at or after normal retirement age or termination of employment due to Total and Permanent Disability.**
Pay Definition	Base salary	
Payout Options	Lump sum Installment payout Direct Rollover	
	* Service includes employee's years of vesting service earned at Boeing and Spirit. ** Transition Contributions are provided only to employees hired on June 17, 2005. Boeing retirees are not eligible for Transition Contributions. ***Contribution continues for the lesser of 15 years or completed years of Boeing service at the Closing Date (June 17, 2005).	
<b>Spirit Retirement Plan</b>		
Normal Retirement Benefit	Accrued benefit determined under Boeing Company Employee Retirement Plan (BCERP) and Pension Value Plan (PVP) as of the Closing Date (June 17, 2005).	
Early Retirement	Early retirement provisions under BCERP/PVP as in effect on the Closing Date (June 17, 2005), applicable to frozen accrued benefit. Early retirement eligibility determined based on	

	Spirit service plus service earned for retirement eligibility under BCERP/PVP through the Closing Date (June 17, 2005).
Payout Options	Same options as available to BCERP/PVP participants as of the Closing Date (June 17, 2005).
<b>Medical</b>	
Plan Design	Two plans, Core and Enhanced
Employee Premium Contribution	<p><b>All Years: Current Contribution continues until 7/1/12</b></p> <p><b>Core</b> - 12% of medical premium cost – 7/1/12 to 6/30/13  14% of medical premium cost – 7/1/13 to 6/30/14  16% of medical premium cost – 7/1/14 to 6/30/15  18% of medical premium cost – 7/1/15 to 6/30/16  20% of medical premium cost – 7/1/16 to 6/30/21</p> <p><b>Enhanced</b> – 5% of medical premium cost beginning on 7/1/12.  Company and Union are committed to reviewing plan design and other cost savings through the JCC to achieve the lowest total premium  Premium contribution moving up by 1% on each plan year anniversary if premium cost on the low-cost option (CCP) increases by more than 10% over the prior year.</p>
Contribution to FSA	Employees contribute at own discretion up to plan maximum, which will be the greater of \$4,500 or the Federal Maximum.
<b>Dental</b>	
Plan Design	Refer to Plan Summary
Employee Premium Contribution	Free from premium contributions for employees and their eligible dependents.
<b>Vision</b>	
Plan Design	Refer to Plan Summary
Employee Premium Contributions	Included in medical plan.
<b>Retiree Medical</b>	
Retire at Age 62 & 10 Years of service, if a former Boeing employee hired by Spirit on June 17, 2005.	Same medical benefit options and employee cost as provided to active employees. Employees with at least 10 years of service who are laid off by Spirit up to 30 months prior to meeting eligibility for this benefit will be eligible for this benefit upon reaching age 62. Subsidized coverage will be provided until the earlier of age 65 or Medicare eligibility. Subsidized retirees (not Medicare eligible) upon turning age 65 will become eligible for Access only retiree medical coverage to Medicare eligibility.
Retire at Age 55 & 10 Years of service	Same medical benefit options as active employees; retiree pays full cost of benefits (based on retired population costs). Employees with at least 10 years of service who are laid off by Spirit up to 30 months prior to meeting eligibility for this benefit will be eligible

	for this benefit upon reaching age 55. Upon retiree election, coverage will continue up to Medicare eligibility.
<b>Ancillary Benefits (2080 hrs/yr)</b>	
Company Paid Life Insurance	1.25 times annual base wage
Optional Life Insurance	Additional benefit is available on an employee pay all basis
Company Paid Short Term Disability	The plan will pay 80% of weekly base wage for weeks 2 - 13 and 60% of weekly base wage for weeks 14 – 26, irrespective of ETO balance.
Company Paid Long Term Disability	40% of base monthly wage up to a maximum of \$5,000 per month following a 26 week elimination period.
Optional Long Term Disability	Additional 20% benefit (\$2,500 monthly maximum) is available on an employee pay all basis
Company Paid AD&D	2 times annual base wage
Company Paid Business Travel Accident	2 times annual base wage

## Core Plan Benefits at a Glance

1/1/2012

Benefit Summary	In-Network	Self - Referral
Deductible		
Individual	None	\$600
Employee+1 (Employee & Spouse or Employee & Child(ren))	None	\$1,200
Family	None	\$1,800
Annual Out-of-Pocket (OOP) Maximum <i>(does NOT include deductible)</i>		
Individual	N/A	\$1,500
Employee+1 (Employee & Spouse or Employee & Child(ren))	N/A	\$2,250
Family	N/A	\$3,000
<b>Outpatient Care</b>		
Surgery/Diagnostic Tests/X-Rays	\$0 or \$25 copay	60% after deduct
Physician Office Visit	\$0 or \$20 copay	60% after deduct
<b>Inpatient Care</b>		
Hospital Room & Board	\$100	60% after deduct
Physician Services	100%	60% after deduct
<b>Emergency Room &amp; Ambulance</b>		
Emergency Room (waived if admitted)	\$50 copay	\$50 - outside service area
Ambulance or other emergency related charges	\$20 copay	\$20 copay
<b>Mental Health/Chemical Dependency</b>		

Inpatient -		
Hospital Room and Board	\$100 Copay	60% after deduct
Diagnostic Tests/X-Rays/Physician Services	100% Covered	60% after deduct
Physician Services	100% Covered	60% after deduct
Outpatient		
Physician Office Visit	\$0 or \$20 copay	60% after deduct
<b>Other</b>		
Home Health Care/Private Duty Nursing - <i>\$10,000 annual max</i>	\$20 per visit	60% after deduct
Maternity		
Initial Visit	\$20 Copay	60% after deduct
Pre-Natal Visits After Initial Visit	\$0	60% after deduct
Delivery/Hospital Services/Doctor Visits While in Hospital	\$100 Copay	60% after deduct
Post-Natal Visits	\$0	60% after deduct
Therapy		
Occupational/Physical Therapy	\$20	60% after deduct
Speech Therapy	\$20	60% after deduct
Chiropractic Care	\$20	60% after deduct
Preventative	100%	Not Covered
<b>Pharmacy</b>	<b>In Network</b>	<b>Out-of-Network</b>
Retail (30 day supply)		
Generic (mandatory chemically equivalent generic)	\$8 copay (\$5 with special network)	100% of allowed amount after copay
Formulary	\$15 copay	100% of allowed amount after copay
Non-Formulary	\$30 copay	100% of allowed amount after copay
Mail Order (90 day supply)		
Generic (mandatory chemically equivalent generic)	\$16 copay (\$10 with special network)	Not Covered
Formulary	\$30 copay	Not Covered
Non-Formulary	\$60 copay	Not Covered

# Enhanced Plan (CDHP)

## Benefits at a Glance

1/1/2012

Benefit Summary	In-Network	Out-of-Network
Deductible (In and Out-of-Network accumulate separately)		
Individual	\$1,000	\$2,000
Employee+1 (Employee & Spouse or Employee & Child(ren))	\$1,750	\$3,500
Family	\$2,500	\$5,000
Employer Funded Personal Care Account		
Individual	\$500	
Employee+1 (Employee & Spouse or Employee & Child(ren))	\$1,000	
Family	\$1,500	
Annual Out-of-Pocket (OOP) Maximum <i>(does NOT include deductible or copays, In and Out-of-Networks are separate)</i>		
Individual	\$1,000	\$2,000
Employee+1 (Employee & Spouse or Employee & Child(ren))	\$1,500	\$3,000
Family	\$2,000	\$4,000
<b>Outpatient Care</b>		
Surgery/Diagnostic Tests/X-Rays	90% after deduct	60% after deduct
Physician Office Visit	90% after deduct	60% after deduct
<b>Inpatient Care</b>		
Hospital Room & Board	90% after deduct	60% after deduct
Physician Services	90% after deduct	60% after deduct
<b>Emergency Room &amp; Ambulance</b>		
Emergency Room	90% after deduct	90% after deduct- outside service area
Ambulance or other emergency related charges	90% after deduct	90% after deduct
<b>Mental Health &amp; Chemical Dependency</b>		
Inpatient -		
Hospital Room and Board	90% after deduct	60% after deduct
Diagnostic Tests/X-Rays/Physician Services	90% after deduct	60% after deduct
Physician Services	90% after deduct	60% after deduct
Outpatient		
Physician Office Visit	90% after deduct	60% after deduct
<b>Other</b>		
Home Health Care/Private Duty Nursing - \$10,000 annual max	90% after deduct	
Maternity		

Initial Visit	90% after deduct	60% after deduct
Pre-Natal Visits After Initial Visit	90% after deduct	60% after deduct
Delivery/Hospital Services/Doctor Visits While in Hospital	90% after deduct	60% after deduct
Post-Natal Visits	90% after deduct	60% after deduct
Therapy		
Occupational/Physical Therapy	90% after deduct	60% after deduct
Speech Therapy	90% after deduct	60% after deduct
Chiropractic Care	90% after deduct	60% after deduct
Preventive	100%	Not Covered
<b>Pharmacy</b>	<b>In Network</b>	<b>Out-of-Network</b>
Retail (30 day supply)		
Generic (mandatory chemically equivalent generic)	\$10 (\$7 copay for special network)	100% of allowed amount after copay
Formulary	\$20	100% of allowed amount after copay
Non-Formulary	\$35	100% of allowed amount after copay
Mail Order (90 day supply)		
Generic (mandatory chemically equivalent generic)	\$25 (\$17 copay for special network)	Not Covered
Formulary	\$50	Not Covered
Non-Formulary	\$85	Not Covered

## Dental Benefits at a Glance

Benefit Summary	In Network	Out-of-Network
Deductible	\$50	\$100
Annual Benefit Maximum per Individual	\$2,000	\$2,000
Coinsurance		
Preventative (deductible waived in network)	100%	80%
Basic	80%	70%
Major	50%	50%
Orthodontia		
Coinsurance	50%	50%
Lifetime Maximum	\$1,750	\$1,750

## Vision Benefits at a Glance

Benefit Summary	In Network	Out-of-Network
Exam - Limited to one exam per Benefit Period	\$20	Deductible and coinsurance
Hardware - Limited to one pair of lenses/frames or contact lenses per Benefit Period.		
Frames		\$82
Lenses:		
Single		\$78
Bifocal		\$160
Progressive		\$190
Trifocal		\$190
Lenticular		\$215
Contacts		\$210