

LETTER OF UNDERSTANDING

Between

SPEEA (WTPU and WEU) AND SPIRIT AEROSYSTEMS

Regarding

Supply Chain Procurement Agents and Medical Plan Options

February 17, 2017

WHEREAS, Spirit AeroSystems, Inc. ("Spirit" or "the Company") seeks to modify and enhance the medical plan options available to the SPEEA represented employees.

WHEREAS, SPEEA seeks to preserve the PO Management & Expediting position aka Supply Chain Procurement Agent from the potential of subcontracting as stated in Spirit's correspondence to SPEEA of intent to subcontract work dated December 15, 2016 ("Intent to Subcontract Work") and has proposed cost saving options relating to the Spirit benefit plan options.

NOW THEREFORE, the parties agree as follows:

1. Spirit will continue to offer the medical plan options known as Core and Enhanced. The vision rates will be reduced from the current Core and Enhanced plans and may be elected, with a separate vision election.
2. The Health Saver LOU will expire effective 6/30/2017, and the plan option known as the Health Saver will terminate 6/30/2017, and will no longer be offered.
3. Beginning with the upcoming 2017-2018 benefit year, SPEEA represented employees will also be offered the same benefit plan options (medical and vision) offered to Management and Salary employees.
4. The medical plan rates and employee contributions for those SPEEA represented individuals that elect a M&S plan will be identical to the Spirit Wichita Non-union Salaried workforce. If any changes are made to the HSA contributions to benefit another Spirit Wichita group, such changes will also be offered to SPEEA.
5. Spirit will cease its current activity relating to the Intent to Subcontract Work. The work performed by the PO Management & Expediting/Supply Chain Procurement Agent will not be subcontracted for the remainder of the WTPU Collective Bargaining Agreement.
6. SPEEA and Spirit will partner together to encourage SPEEA represented employees to consider the new plans and will work together to help SPEEA represented employees understand all choices.
7. This agreement will remain in force as to WEU employees through the duration of the WEU contract (December 1, 2018) and will remain in force as to WTPU employees through the duration of the WTPU contract (January 31, 2021)



Ryan Rule  
SPEEA President

2/17/2017



Justin Welner  
VP Human Resources

