

LETTER OF UNDERSTANDING
Between
SPEEA-WEU; SPEEA-WTPU; AND SPIRIT AEROSYSTEMS
Regarding
Bring Your Own Device (BYOD) Cell Phone Policy

April 20, 2023

The purpose of this LOU is to memorialize the understanding of the parties, as it relates to the Company's Bring Your Own Device ("BYOD") cell phone program (POL-1233) and its applicability to SPEEA represented employees, at the Wichita site. The parties agree that, effective April 20, 2023, SPEEA represented employees will be eligible to participate in the Company's BYOD program, as it is described in POL-1233 and this agreement. Further, the Company reserves the right to amend, revise, or terminate the policy at any time. The parties agree to memorialize the following clarifications related to the application of the BYOD program to SPEEA represented employees:

- Employee participation in the BYOD program is voluntary, subject to approval by management.
- Any employee subject to a rescission of approval shall be given thirty days (30) advance notice.
- Spirit's access to employee cell phones will be through Microsoft In-Tune and will be limited to the following information: owner, device name, serial number, manufacturer, model, operating system, and Company applications.
- Employees participating in BYOD are not required to modify non-work activities.
- Any employee who believes they have been retaliated against because of their choice not to participate in the BYOD program is free to pursue their claim through existing avenues, such as the Ethics Help Line.
- Regardless of an employee's decision to participate or not in the BYOD, employees are still obligated to provide a preferred method of contact to the employer that is expedient, reasonable, and acceptable to the employer.



4/21/2023 Date

Ryan Rule
SPEEA President



4/22/2023 Date

Khalilah Iraheta
Director, Labor and Employee Relations