

LETTER OF UNDERSTANDING

Between SPEEA (WEU) AND SPIRIT AEROSYSTEMS, INC.

Regarding Dental Implant Benefits

WHEREAS, Spirit AeroSystems, Inc. and SPEEA seek to modify Attachment A of the 2024 – 2028 WEU SPEEA Collective Bargaining Agreement.

NOW THEREFORE, the parties agree as follows:

Effective 7/1/2025, the following language in Attachment A:

1. Medical plans will cover surgical procedures for the placement or removal of dental implants or attachments to implants, up to a maximum of \$10,000 per plan year. The medical plan will coordinate with the dental plan and pay secondary.

Will be deleted and replaced with the following:

1. The Spirit Premier Dental plan will cover surgical procedures for the placement or removal of dental implants or attachments to implants, up to a maximum of \$10,000 per plan year. The new \$10,000 additional benefit per person per plan year will be subject to the dental plan deductible, reimbursed at 80% for network providers and will not affect the normal Dental plan year maximums. Surgical removal of teeth would continue to fall under normal plan maximum, not the new implant plan maximum.

For the Company:



Khalilah Iraheta
Director, Human Resources

For the Union:



John Dimas
President, SPEEA IFPTE Local 2001