

LETTER OF UNDERSTANDING

Between

IAM-AW District Lodge 70 AND SPIRIT AEROSYSTEMS

Regarding Voluntary Retirement Program

February 19, 2016


WHEREAS, Spirit AeroSystems, Inc. seeks to offer a Voluntary Retirement Program to IAM represented employees within certain job classifications.

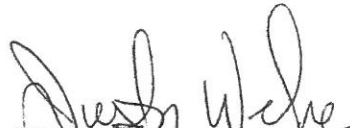
NOW THEREFORE, the parties agree that the Company will offer a Voluntary Retirement Program window before the end of 2016 that provides a supplemental retirement benefit for Spirit hourly employees who have been with Spirit since the first day of operations, are vested PVP participants, and are age 55 or older with 10 or more years of service. Employees who accept this Voluntary Retirement Program will receive a Supplemental Window Benefit of \$35,000, payable as: a lump sum cash payment, lump sum rollover into an IRA, or monthly annuity option. Payment of the Supplemental Window Benefit will begin following timely completion and return of election forms and required documentation to the Spirit AeroSystems Benefit Center. Payment will not commence until after the retirement date. Lump Sum cash payment or rollover option must be elected by November 30, 2016 and commenced prior to December 31, 2016.

The Voluntary Retirement Program will be available to the following job titles:

M01C	M02C	M04C	M07A	M11C
M12B-M	M13A	M05C	M03B	
M12B-T	M13B	M05D	M17A	

The business will set limitations on the job titles. If limits established by the business are exceeded by eligible employees seeking to participate in the Voluntary Retirement Program, participation will be determined based on seniority, with preference going to those employees with greater seniority. Seniority determination for those employees with the same hire date shall be determined by the last four digits of the employee's social security number.

  
INTERNATIONAL ASSOCIATION  
OF MACHINISTS AND  
AEROSPACE WORKERS, AFL-CIO  
Tony Blevins – IAM Aerospace Coordinator

  
SPIRIT AEROSYSTEMS, INC.  
Justin Welner – VP Human Resources