



Via Hand Delivery

July 31, 2020

Ryan Rule, President
B.J. Moore, Midwest Director
Society of Professional Engineering Employees in Aerospace ("SPEEA")
IFPTE Local 2001 and the Wichita Technical and Professional Unit
4621 E. 47th St. S.
Wichita, KS 67210

Re: Notice of Layoff for Spirit AeroSystems, Inc.
Worker Adjustment and Retraining Notification (WARN) Act Notice ("Notice")

As a result of the most recent rate reduction on the 737 MAX, the third this year, and the ongoing global pandemic, which impacts the demand for new commercial aircraft and the airline industry as a whole, Spirit must again take action to better calibrate its employment level to the reduced demand from its customers.

We have repeatedly sought to limit the number of individuals who are impacted by these cost reduction efforts through the special temporary project to make ventilators as well as the ongoing growth of our defense work. However, based upon current and projected business plans and needs, we expect to necessarily lay off a number of employees during the coming months at our Wichita facility located at 3801 S. Oliver St., Wichita, KS 67210.

Except as may otherwise be required by these unforeseen circumstances, the planned exits are expected to begin September 4, 2020 and continue through September 29, 2020. Certain SPEEA represented employees were transferred to the special, temporary program and were previously provided with the applicable 60-day WARN notice through Spirit's May 1, 2020 WARN Act Notice. Attachment A includes the affected number of employees by job classification of both the additional employees who have not yet received notice and, for informational purposes only, those that received notice pursuant to the May 1, 2020 WARN Act Notice and are being exited through this program. For clarity, the May 1, 2020 WARN Notice still remains in effect for those additional employees who will not be exited through this exercise, consistent with the terms of the notice previously provided.

Spirit has been working diligently to identify the impacted positions and a reasonable estimate of the number of affected employees. At this time, due to the assessment that must be completed under the applicable collective bargaining agreements, which do not

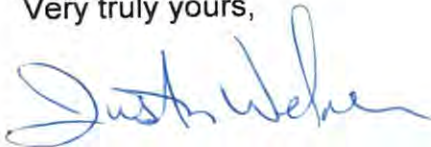
include bumping rights for affected employees, Spirit cannot precisely determine all of the affected positions or number of affected employees in each job classification. Attachment A contains a list of bargaining unit positions that Spirit currently anticipates will be subject to permanent reduction and the approximate number of employees Spirit expects to be affected in each job classification.

Spirit is working to confirm the individuals within the specific classifications that will be eliminated. All affected employees, who were not previously provided with notice, will be provided with compensation and benefits through the required 60-day notice under the WARN Act and information regarding available company benefits, continuation of group health coverage under the federal COBRA law, state dislocated worker assistance, and unemployment benefits.

This Notice is being provided pursuant to the Worker Adjustment and Retraining Notification Act of 1988 (even though such law may not apply in this case) in order to provide official notice of this future layoff. The information contained in this letter is based on the best information available at this time.

This is a difficult time, and we appreciate both the patience and continuing hard work of our valued employees — as well as support from the union and community. For further information, please contact Arlene Sokolowski, Director - Labor Relations, at 523-5676 or arlene.sokolowski@spiritaero.com.

Very truly yours,



Justin Welner,
Vice President of HR, CA & EHS&S