Voluntary Layoff Frequently Asked Questions
SPEEA WTPU Represented Employees

General

Q: Why is the company offering voluntary layoffs?
A: During the Q1 2020 earnings call for Boeing, they shared their market outlook and production rates. Boeing discussed in detail the reduced market outlook and production rates as well as the significant decline in demand for new airplanes as a result of the impact of COVID-19 to the airline industry. This will require us to align our costs to market demand and production levels. As a first step, we are providing an opportunity for all SPEEA represented employees in Wichita to volunteer to be laid off consistent with the terms of their applicable collective bargaining agreement.

*Please note that this opportunity is 100% voluntary.* If an eligible employee chooses not to participate in this opportunity, it will in no way be used by the Company in making future employment decisions.

Q: Who is eligible to volunteer to be laid off?
A: To be considered for voluntary layoff, employees must:
   - Be represented by SPEEA WTPU; and
   - Submit a completed form no later than 5:00 p.m. CST on Tuesday, May 5, 2020.

Q: How do I submit a Voluntary Layoff Request Form?
A: In order to be considered for voluntary layoff, you must be submit the Voluntary Layoff Request Form by 5:00 pm. CST on Tuesday, May 5, 2020 by one of the following methods:
   - Electronic submission via the Online Voluntary Layoff Request Form
     **“You will receive a “Thank you” screen upon successful submission. If you do not, you should either re-submit or submit by another form.”**
   - Email submission of the Voluntary Layoff Request Form to hrservicecenter@spirtaero.com

Q: What is the effect of submitting a Voluntary Layoff Request Form?
A: This request will ensure that you are considered for participation in the voluntary layoff. Submission of a form does not guarantee your request will be accepted.

Q: When will my last day of employment be?
A: The last day worked must be agreed upon by you and your manager, but will be no later than May 14, 2020.

Q: What is the process for taking home personal belongings?
A: You must print and complete a parcel pass. Your manager will verify that no company property has been taken and will sign your parcel pass. Present the parcel pass to the security officer when leaving.
**Benefits**

Q: What incentive benefits will I receive if I am accepted for lay off?

A: You will receive income continuation for the applicable term, set forth below based on your Years of Continuous Service pursuant to defined in Section 7.16(b) of the SPEEA WTPU collective bargaining agreement, contingent upon your execution of a Company prepared release agreement.

<table>
<thead>
<tr>
<th>Years of Service</th>
<th>Benefit</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-4.99</td>
<td>6 weeks</td>
</tr>
<tr>
<td>5-7.99</td>
<td>8 weeks</td>
</tr>
<tr>
<td>8+</td>
<td>12 weeks</td>
</tr>
</tbody>
</table>

You may obtain an estimate of your individual severance payment by submitting a request via email, with your Spirit ID #, to the HR Service Center at hrservicecenter@spiritaero.com.

Q: When will I receive the release agreement if I volunteer to be laid off?

A: The Company will notify those who volunteer to be laid off whether their offer is accepted by May 11, 2020. At that time you will be given a Voluntary Layoff Agreement and General Release. Employees will have 45 days to consider whether to sign the Release and receive the income continuation payments.

Q: Can I lose my income continuation payments?

A: If you were to be re-employed by Spirit, you would lose the income continuation. Please refer to Section 7.16(c) of the SPEEA WTPU collective bargaining agreement for other potential considerations.

Q: If I accept the voluntary layoff, am I eligible for unemployment and the $600 weekly payment provided by the CARES Act?

A: Employees who are laid off, voluntarily or involuntarily, are eligible to file for unemployment benefits. The Kansas Department of Labor determines whether a person will be paid unemployment benefits, including CARES act payments. Given the current COVID-19 situation, the KDOL has indicated that they will treat Spirit’s voluntary layoff the same as a furlough/layoff.

SPEEA-represented employees who are laid off, voluntarily or involuntarily, and receive income continuation would not be eligible to file for unemployment benefits until their income continuation is exhausted.

Q: Will my ETO balance be paid?

A: Yes. You will receive a payment for any remaining, less applicable taxes and/or withholding, within thirty days of your separation date.
Q: Where do I find information on health benefits available to me following my separation of employment?
A: Several sources are available to you:
- To access the current rate guide, click here: SPEEA Rate Guide.
- Benefit plan documents are accessible on the Benefits website: https://myhr.web.spiritaero.com/SPDS/index.asp
- Packets regarding COBRA and (if eligible) retiree medical coverage will be delivered 2-4 weeks after your separation of employment.

Q: If I am younger than age 62, can I bridge to company “subsidized” retiree medical coverage?
A: If you take a voluntary layoff, are age 59½ with 10+ years of service and have been continuously employed by Spirit since June 17, 2005 ("Day 1 employee"), you are eligible for a bridge to company “subsidized” retiree medical coverage. You must contact the Benefits Center at 1-877-459-3345 to request enrollment during the month in which you turn age 62. If you miss this window, you will not be eligible to enroll upon reaching age 62.

Q: Will company “subsidized” retiree medical coverage be offered to employees hired after Day 1 (June 17, 2005)?
A: No. To be eligible for “subsidized” retiree medical coverage, participants must have been employed continuously by Spirit since June 17, 2005.

Q: If I am laid off, what will happen to the savings in my Spirit 401(k)/Savings account?
A: Upon the effective date of your lay off, employees are eligible to take a distribution of their accrued benefit under the Spirit AeroSystems Holdings, Inc. Retirement and Savings Plan (“RSP”). Distributions from the RSP may be received in cash or may be rolled over to another qualifying retirement plan or IRA. For more information about your options under the RSP, please contact Voya at https://myrsp.voyaplans.com or at 1-877-459-3345, option 4.

Plan participants who have account balances greater than $5,000 (excluding rollover amounts) are permitted to delay distribution of their benefits from the RSP at least until age 70 1/2.

Note: Retirement plan distributions can have significant tax consequences. You are encouraged to consult a qualified tax adviser if you have any questions regarding the tax treatment of your benefit under the RSP.

Q: I have a balance in the Spirit Pension Value Plan. How will my benefit be affected if I choose to be laid off?
A: To determine how a layoff will impact your PVP, please contact the Benefits Center at: http://www.myspiritbenefits.com/ or 1-877-459-3345, option 3.
Voluntary Layoff FAQs: SPEEA WTPU Represented Employees

Q: If I have a balance of hours in Boeing Reserved Sick Leave, what happens to it?
A: Spirit will treat you as eligible for a payout of Boeing Reserved Sick Leave if you are at least 55 years old and have at least 10 years of Company service by your termination date. If eligible, you will receive a payout for 50 percent of your Boeing Reserved Sick Leave credits. Such credits will be paid (less withholdings and deductions) at your current base rate, up to a maximum of $40 per hour.

Tuition Reimbursement/Relocation/Bonuses

Q: If I choose to participate in the voluntary layoff and it is accepted, will I be required to pay back any tuition reimbursement, relocation, or sign-on bonuses received including those for which I signed a repayment agreement?
A: Employees who participate in this voluntary layoff will not be required to repay Spirit for any tuition reimbursement, relocation, or sign-on bonuses they have received.

Q: If I am currently enrolled in classes through Spirit’s Tuition Reimbursement Program (TRP), will Spirit still reimburse me for the classes I already have started?
A: Spirit will reimburse you for current classes that already have been approved by the TRP office, provided that you meet the mandatory requirements described in the TRP guidelines: minimum grades, submission of itemized receipts within 60 days and annual cap limits. Classes which start after your separation date will not be eligible for reimbursement.

Q: If 2019 company STIP and/or Gain Share payouts are triggered for payment in 2020, will I receive payment?
A: No, you will not receive this payment as you must be a direct employee of Spirit on December 31st to be eligible.

Recall

Q: Am I eligible for recall rights?
A: No. Per section 7.5(a) of the SPEEA-WTPU collective bargaining agreement, employees will not be placed on the recall list.

Q: Am I eligible to apply to openings?
A: You may apply to jobs posted at www.spiritaero.com/careers. Please ensure that you are using an updated resume to reflect your qualifications for the posted position.