

**PENSION
FREQUENTLY ASKED QUESTIONS**

Q. It is my understanding that my Boeing pension was transferred to Spirit AeroSystems upon the divestiture and was frozen to future growth. Does this mean that the monthly benefit will be the same regardless of what age I retire from Spirit AeroSystems? How will the monthly benefit be determined?

A. The amount of accrued benefit payable at normal retirement is frozen. The benefit payable upon early retirement may be subject to a reduction for early commencement. The basis for reducing benefits will be the same as they were under the Boeing pension plan.

Q. What is the Frozen Pension Plan?

A. The frozen pension plan is the pension benefit earned while employed at Boeing and was transferred to Spirit at divestiture for all Day 1 employees who did not retire from Boeing on or before August 1, 2005.

Q. Are there any age restrictions on when I can begin drawing my pension?

A. You will be eligible to receive your earned pension upon retirement from Spirit AeroSystems. The frozen pension plan mirrors the Boeing plan provisions in determining how much is payable upon retirement.

Q. How can I find out what my benefit is?

A. You can find the Summary Plan Descriptions on the Spirit website located on myHR Home page under Human Resources. You can also review your own pension benefit by logging on to the Spirit AeroSystems Benefits Center website at <https://myspiritbenefits.mercerhrs.com>.

Q. When can I retire?

A. You can retire at or after age 55 with 10 years of vesting service after termination of employment with Spirit.

Q. Why can't I retire and still work at Spirit?

A. The plan guidelines (in accordance with ERISA and PPA) did not change when the pension benefit was transferred from Boeing to Spirit. Now that the pension benefit is actually a Spirit benefit, termination of employment is required.

Q. Is the IAM National Pension Plan part of this benefit?

A. No, the IAM National Pension Plan is administered by the IAM National Pension Fund.

Q. Would employees have two pension benefits, the frozen pension plan and the IAM National Pension Plan?

A. If you did not retire from Boeing and were a Day 1 employee, your Boeing pension would have transferred to Spirit AeroSystems. Additionally, if you are an IAM employee, you may be eligible for the IAM National Pension Plan benefit.

Q. If I turned age 55 this month, could I retire from Boeing and still work at Spirit?

A. If you were a Day 1 employee and did not retire from Boeing, your pension benefit is now with Spirit so you will be retiring from Spirit, not Boeing. Termination from Spirit must occur to begin receiving your pension benefit.

Q. Why can't I be allowed to draw my Boeing retirement and continue to work at Spirit like some Day 1 employees did?

A. Day 1 employees who were age 55 and retirement eligible on 6/16/05 were allowed to retire from Boeing. Benefits for Day 1 employees who were not eligible to retire from Boeing were transferred to Spirit, are now Spirit benefits and requires termination from Spirit to commence the benefit.

Q. If I retired this month, would I receive \$60 or \$81 per month from Boeing for my Boeing service?

A. The pension benefit earned at Boeing was transferred to Spirit for employees who did not retire from Boeing on or before August 1, 2005. Since this is a frozen benefit, the basic benefit is based on \$60 per month per year of credited service. In addition to the frozen pension plan, IAM employees are also earning a defined benefit of \$60.07 per month per year of service through the IAM National Pension Plan for credited service earned at Spirit.

Q. Will we still follow Boeing's retirement language for Boeing service after June 25th 2010?

A. No. This is a frozen plan. There will be no changes to the plan except for changes required to maintain compliance with ERISA and PPA.

Q. I'm eligible to retire with the 30 and out pension provision on the IAM National Pension Plan. If I terminate from Spirit and commence my IAM National Pension Plan benefit, does this affect my frozen pension plan benefit?

A. If you terminate from Spirit prior to age 55 and are retirement eligible, your frozen pension benefit may experience a larger reduction than if you retired from active employment.

Q. Will I be eligible for Retiree Medical?

A. When you terminate from Spirit between the ages of 55 or older, but under age 65 with 10 or more years of vesting service, you are given the opportunity to enroll in the "Access Only" retiree medical plan. If you are a Day 1 employee and terminate from Spirit at or after age 62, you may enroll in the "Company Subsidized" retiree medical plan. Coverage generally continues to 65 or Medicare eligibility.