



Manufacturing Managers and IAM Shop Stewards,

As 2011 initiatives get underway, we would like to update you on last year's partnership activities in support of the 2010 IAM/Spirit contract agreement. We have started on a long-term journey and are completely committed to ensuring this enhanced partnership is successful.

The members of your newly formed Joint Partnership Committee have been identified:

<u>IAM</u>	<u>Spirit Management</u>
Ron Eldridge	Buck Buchanan
Steve Rooney	Mike King
Mark Love	Sam Marnick

In addition, the Committee held its first meeting on December 15. Attached are the highlights of that meeting as well as 2010 accomplishments and planned future activity for the beginning of 2011.

We are asking that shop Managers and Stewards review this information together and conduct a crew meeting jointly to share it with your crews. We will continue to provide regular information for you to share in this manner so that all employees are kept up to date on partnership activities.

As a Joint Partnership Committee, we will continue to meet and work closely together for the common goals of Spirit and the IAM Union. We want to thank each of you on the front lines for your efforts put forth this year and encourage you to continually look for ways to personally enhance that partnership. Improved relationships and collaboration together improve the performance and bottom line for everyone at Spirit. When Spirit succeeds, we all succeed.

Sincerely,

Buck Buchanan
Spirit Sr. VP and Chief Operating Officer

Ron Eldridge
IAM Aerospace Coordinator

Mike King
Spirit Sr. VP/GM, Fuselage Segment

Steve Rooney
IAM District 70 President/Directing Bus. Rep

Sam Marnick
Spirit VP Labor Relations & Workforce Strategies

Mark Love
IAM District 70 Business Representative



Joint Partnership Committee Meeting, December 15, 2010

Notes:

- Contract Implementation Update – reviewed accomplishments and opportunities for further improvements
- IAM Gain-Sharing and Company Incentive Plans – reviewed current performance and scrap, rework and repair challenges experienced in 2010. Discussed metrics for 2011. Committee will meet early in January to solidify IAM Gain Sharing Metrics for 2011.
- Workforce Planning – Discussed hiring forecast and potential impact of employee retirements. Also discussed the importance of educating Spirit's workforce on the confidential nature of information we are sharing. Everyone needs to recognize that information on hiring, internal movement between programs, and internal rate changes needs to be treated confidentially. We want to be open with employees and in turn we must let the Corporate Communications group handle communication on our business to the external world.
- Discussed needed actions going forward. At the next meeting, two priorities will be 2011 Gain Sharing metrics and identification of Joint Programs Steering Committee members.

Accomplishments July – December 2010:

- Joint Contract Training Phase I
- Grievance Training
- Company Short Term Incentive and IAM Gain Sharing Visibility
- New Joint IAM/Spirit Website
- Draft contract
- Training videos
- FAQs
- New Processes
- Joint Partnership Committee Formed
- Stewards and First Level Management Climate Surveys Completed
- Weekly IAM/Labor Relations meeting on issues or concerns
- Union/Company fundraising support at local and national events for Guide Dogs of America

Upcoming Activity

- January 2011
 - Joint Contract Training Phase II
 - Contract Books Completed
 - 2nd Joint Programs Committee Meeting
 - Identification of Joint Programs Steering Committee Members
- First Quarter 2011
 - Dialogic Leadership Training Phase II – working together for stewards and first level managers (crew meetings and conflict resolution)
 - Continue training on Short Term Incentive and Gain Sharing Visibility to reach all areas