

Your Benefits Team is notifying you of the following benefit changes that will become effective 08/01/2010. Please review these changes carefully, as you will be able to make revisions to your medical and dental benefit elections during a **special enrollment period from July 19-23**. To make your elections, log onto [www.myspiritbenefits.mercerhrs.com](http://www.myspiritbenefits.mercerhrs.com) or call our Benefits Center at 1-877-459-3345. Once you save your elections, if you need to make additional changes during this timeframe, you must do so by **calling** the Benefits Center.

Enrollment guides can be reviewed at [www.spiritbenefitsguide.com](http://www.spiritbenefitsguide.com). If you have any questions, please call our Spirit AeroSystems Benefits Center at 1-877-459-3345, Monday-Friday, 8:00am-5:00pm, Central Time.

IAM	Benefits: July 1, 2010 - July 31, 2010	Benefits: August 1, 2010 - June 30, 2011	Do I Need To Take Action?
PHS Medical Plan	<b>3 Options:</b> Core Enhanced Premier	<b>2 Options:</b> Core Enhanced	If you are currently enrolled in the <i>Premier</i> plan <u>you will need to take action</u> to enroll in one of the other plans. If no action is taken, you will default to the Enhanced Plan.
Basic Life	\$40,000	\$50,000	Automatic - <u>No Action Needed</u>
Benefit Design Changes	Prior Benefit	2010-2011 Benefit	Do I Need To Take Action?
PHS Preventive Care	\$300	\$400	No Action Needed
PHS Hearing Aid Benefit	\$600 per ear every 3 years	\$1,000 per ear every 3 years	No Action Needed
PHS Vision Benefits:			
Frames	\$70	\$82	No Action Needed
Single Lenses	\$50	\$78	No Action Needed
Bifocals	\$80	\$160	No Action Needed
Trifocal/Progressive	\$95	\$190	No Action Needed
Lenticular	\$155	\$215	No Action Needed
Contacts	\$105	\$210	No Action Needed
PHS Medical Plan Employee Contributions	Core - 10% of total mo. premium Enhanced - 10% of total mo. premium	Core - 10% of total mo. premium Enhanced - 5% of total mo. premium	No Action Needed
Delta Dental Premier Employee Contribution	20% of total mo. premium	10% of total mo. Premium	No Action Needed