



Four-year agreement

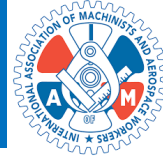
June 24, 2023 to June 20, 2027

Offer Highlights:

- 34% Increase in Pay
 - General wage increases
 - COLA rolled into base
 - Guaranteed annual bonus
- Continued Core and Enhanced Health Insurance
- Overtime on Sundays now voluntary
- Job Security Enhancements
- 14.7% Increase in Retirement Benefits
- Increased paid time off



Wages and Cash



The contract delivers significant wage growth with COLA rolled into base, along with a guaranteed annual bonus and one-time ratification bonus

34% Pay Growth Before Yearly Compounding

	Rolled into Base		+	Guaranteed Annual Bonus	=	Total
	Wage Increase	COLA (at cap)*				
Year 1	6%	2.5%	+	2%	=	10.5%
Year 2	3%	2.5%	+	2%	=	7.5%
Year 3	3%	2.5%	+	2%	=	7.5%
Year 4	4%	2.5%	+	2%	=	8.5%

+\$7,500 Ratification Bonuses

* Assumes maximum COLA adjustment

TOTAL 34.0%

Example of Pay + COLA + Annual Bonus Growth

Current	\$59,280 (\$28.50 per hour)		
2023	\$65,605 ↑\$5038 wage + bonus		+\$7,500 Ratification Bonuses
2024	\$69,213 ↑\$3537 wage + bonus		
2025	\$73,020 ↑\$3732 wage + bonus		
2026	\$77,766 ↑\$4657 wage + bonus		

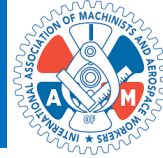
**Total Pay Increase
\$18,486**

Does not include OT

GWI and COLA compounded yearly;
Annual guaranteed bonus as lump sum



Wages and Cash



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Guaranteed Annual Wage Increase

General Wage Increases total 16%

- Year 1 (2023): 6%
- Year 2 (2024): 3%
- Year 3 (2025): 3%
- Year 4 (2026): 4%

COLA Rolled into Base Wage

- **Annual COLA rolled into base wage with a 2.5% cap.** Calculation applies \$.01 for every .2 increase in Bureau of Labor Statistics index

Bonus Structure

- **One-time \$7500 ratification bonus** (\$2500 cash and \$5000 in Company stock) **if contract is ratified on initial vote.** Stock may be converted to cash or held for future return.
- **2% guaranteed annual bonus** replaces STIP and Gainshare, effective June 23. Annual payout in late November / early December.

Job Code Modifications

Assembly / Underwing Mechanic Job Code

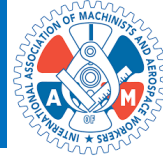
- **All M01C/M02C/D01C/D02Cs promoted to B level** (raise of two I-codes = \$1.12/hour)
- M01A/M02A/D01A/D02A raises from I-3 to I-2 (56¢/hour)
- M01B/M02B/D01B/D02B raises from I-5 to I-4 (56¢/hour)

Other Job Codes

- Overhead Crane Operator (M23A/D23A) from I-4 to I-2 (\$1.12/hour)
- Transportation Specialist (M25A/D25A) from I-4 to I-2 (\$1.12/hour)

Pay Additives

- **Quarterly progressions raise to 30¢**
- **Second shift premium raises to 80¢**



Continuing your best-in-class Core and Enhanced plans, along with the introduction of a lower-cost Core+ with Concierge Primary Care option.

Changes do not take effect until July 1, 2024.

Core Plan Highlights – Effective 7/1/24

- Core plan maintains current employee cost share percentage of 20% for duration of agreement and caps employee premium increases at 5% (reduction from 7% in current agreement).
- No deductibles or coinsurance
- Reduced out of pocket maximums
- Continued access to your primary care physician
- Minimal increase in copays still below market
- Maintain retail pharmacy copays for generic drugs
- Minimal increase to copays for retail preferred / non-preferred drugs, specialty and mail order drugs
- Transition from select to premium formulary with patient protection programs.

No change to best-in-class dental and vision insurance plans.

Core+ with Concierge Primary Care (CPC) Option – Effective 7/1/24



Reduces employee cost sharing percentage to 17% with same copays as Core Plan

- Caps employee premium increases at 5%

Virtual visits

- 24/7 access to your CPC doctor



Unlimited access to your doctor

- Doctors are dedicated to treating Spirit employees and their dependents

Health coaching / navigation

- Personalized care plans



Same day/next day scheduling at two current locations

- Prioritizing your time and needs

Basic procedures / diagnostics at no extra cost

- Includes many labs and imaging



Extended, relaxed appointments

- 30-45 minute appointments

Convenient medications at no extra cost

- No pharmacy visit for basic medications



Rainbow Health Care Plans

Increased Health Savings Account (HSA) seed money:

- Year 1 (7/1/24): 70% of green or blue plan deductible cost
- Year 2 (7/1/25): 70% of green or blue plan deductible cost
- Year 3 (7/1/26): 60% of green or blue plan deductible cost
- Year 4 (7/1/27): 50% of green or blue plan deductible cost

HSA dollars roll over annually with no limit and grow on tax-free basis



Overtime, Paid Time Off



Employees work Sunday overtime only if they volunteer. With improvements in paid time off, there is more flexibility for employees to have a better work / life balance.

Voluntary Sunday Overtime / Paid Time Off



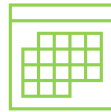
- **No designated overtime on Sunday.** Sunday overtime will be worked on a voluntary basis.
- Employees scheduled to work overtime may use paid time off to cover an absence and avoid discipline.
- **Additional notice will be given to employees requested to work overtime.** Six hours notice must be given for daily overtime and 24 hours for overtime to be worked on a day of rest.



- **Paid Time Off.** Your vacation and sick leave combined into Earned Time Off (ETO) accrued and available to use.
- **Increased accrual rates.** 10% increase in bi-weekly accrual rate after five years of company service.
- **New employees will receive a 40-hour ETO advance.**



- **Floating Holiday.** A 13th holiday added to the calendar and can be used at your discretion.



- **Alternative Work Week (AWW).** New shift alignments for shift B (Sunday-Monday-Tuesday 6pm-6am) and shift D means no Saturday night shift.



Job Security

The Spirit IAM-represented workforce continues to grow and now has more than 7,500 employees.

Job Security for our IAM-Represented Employees

- **Lowered threshold from 25 to 15** requiring union involvement in subcontracting discussions
- **Addition of 25 Facilities apprentices** over life of the contract



Retirement Benefits



Commitment to enhancing retirement benefits that allow our employees to generate long-term wealth.

Pension, 401(k) and Day 1 Employee Medical Bridge

Annual pension increases. Spirit will increase contributions to your IAM National Pension Fund account as follows:

- Currently: \$1.95/hour for monthly benefit of \$83.59
- Year 1: \$2.00/hour for monthly benefit of \$85.46
- Year 2: \$2.05/hour for monthly benefit of \$87.33
- Year 3: \$2.10/hour for monthly benefit of \$89.20

- **401(k) Contribution (new).** Match 50% up to first 4% of employee contribution.

- **Medical Bridge for Day 1 Employees.** Eligibility lowered from 62 to age 59.5.



Other Enhancements

- **Elected political positions.** Unpaid leave when requested while holding a full-time political office.
- **Full-time union officials.** Increase of two positions (total of seven)
- **Grievance process.** Streamlined with reasonable time frames from step to step.
- **Incentive for employees who travel of \$7.50 / hour.**
- **Jury / Witness duty.** Excused, unpaid time off.

- **Recall rights** from layoff extended to ten years

Safety Program

- Fire / Hazmat training for USAs
- USAs and Safety Focals may work overtime

Team Leader

- Election process adopted as standard practice
- Employees with single discipline are eligible for Team Leader election

- **Training opportunities.** Bargaining unit employees eligible for full time training roles.

Master Mechanic. Pilot program to be implemented allowing senior skilled mechanics to provide on the job training to the next generation of aerospace employees. Those selected will receive a \$1.75/hour pay additive.