

Beechcraft



Hawker

TEXTRON AVIATION



September 22, 2014

Fellow employees:

Building on the progress we have made in the integration of Beechcraft and Cessna within Textron Aviation, we have partnered with our union – the International Association of Machinists and Aerospace Workers (IAM) – and begun discussions in order to get to a single, unified and coordinated labor contract.

The two separate agreements do not reflect the unification of our companies within the new Textron Aviation segment and also prevent us from leveraging the combined skills and talents of bargaining unit employees. Under one contract, we will be able to operate as a competitive and flexible unit in order to position the Beechcraft, Cessna and Hawker brands for further success in the global marketplace.

The labor negotiating team, comprised of company and union representatives, has been meeting. Initial discussions have included updates from the company on financials, competitive landscape, product and business strategy, and the Integrated Supply Chain/Operations organization.

We have exchanged initial proposals on non-economic topics and are pleased with the early progress of this process.

We are committed to continued investments in Beechcraft and Cessna products and in service capabilities to support Beechcraft, Cessna and Hawker owners. We believe a new generation of aircraft can be built in Wichita. Exploring the many options, while working together with the union on identifying the best solutions, provides us with the opportunity to grow and strengthen our business for the future.

Sincerely,

A handwritten signature in black ink, appearing to read 'Jim Walters'.

Jim Walters  
Textron Aviation

A handwritten signature in black ink, appearing to read 'Frank Molina'.

Frank Molina  
International Association of Machinists