

EXHIBIT C

BENEFITS

	International Union, United Automobile, Aerospace & Agricultural Implement Workers of America (UAW) Represented Employees (Active) Hired on the Effective Date of This Agreement (June 17, 2005) (excluding Boeing employees who retired before Close)	International Union, United Automobile, Aerospace & Agricultural Implement Workers of America (UAW) Represented Employees (Active) Active employees who Retire from Boeing and are hired by Spirit AeroSystems Inc. on June 17, 2005	International Union, United Automobile, Aerospace & Agricultural Implement Workers of America (UAW) Represented Employees (Active) Employees hired after day 1 and any employees hired on day 1 who were not active Boeing employees at time of close
Savings/401(k) Plan			
Employee Contributions	UAW employees eligible to participate in IAM 401(k) plan	UAW employees eligible to participate in IAM 401(k) plan	UAW employees eligible to participate in IAM 401(k) plan
Spirit AeroSystems Inc. Matching Contributions	Not Applicable	Not Applicable	Not Applicable
Additional Spirit AeroSystems Inc. Contributions (applicable for former Boeing employees actively employed as of Closing Date)	Not Applicable	Not Applicable	Not Applicable
Vesting			
Matching Contributions	Not Applicable	Not Applicable	Not Applicable
Additional Spirit AeroSystems Inc. Contributions	Not Applicable	Not Applicable	Not Applicable
Pay Definition	Per terms of IAM 401(k) plan	Per terms of IAM 401(k) plan	Per terms of IAM 401(k) plan
Payout Options	Per terms of IAM 401(k) plan	Per terms of IAM 401(k) plan	Per terms of IAM 401(k) plan
*Service includes employee's years of vesting service earned under the Boeing North American Retirement Plan.			
Spirit AeroSystems Inc. Retirement Plan			

Normal Retirement Benefit	UAW employees participate in IAM National Pension Fund for future service following Contract Date. Spirit negotiated contribution rate Year 1 \$64.09, Year 2 and 3 \$66.08, Year 4 and 5 \$68.08, Year 6 and 7 \$70.09, Year 8 \$72.09, Year 9 \$74.10, and Year 10 \$76.10. Future service benefit is in addition to prior BNA accrued benefit earned through Closing Date.	UAW employees participate in IAM National Pension Fund for future service following Contract Date. Spirit negotiated contribution rate Year 1 \$64.09, Year 2 and 3 \$66.08, Year 4 and 5 \$68.08, Year 6 and 7 \$70.09, Year 8 \$72.09, Year 9 \$74.10, and Year 10 \$76.10.	UAW employees participate in IAM National Pension Fund for future service following Contract Date. Spirit negotiated contribution rate Year 1 \$64.09, Year 2 and 3 \$66.08, Year 4 and 5 \$68.08, Year 6 and 7 \$70.09, Year 8 \$72.09, Year 9 \$74.10, and Year 10 \$76.10.
Early Retirement	Per terms of IAM National Pension Fund for future service, and per terms of BNA as in effect on Closing Date, applicable to frozen accrued benefit. Early retirement eligibility determined based on Spirit service plus service earned for retirement eligibility under BNA through the Closing Date. Early Retirement Offering – when requested by the company: -\$30,000 Graduated Cash Incentive (\$5,000 per month for 5 months) -\$25,000 Graduated Cash Incentive (\$5,000 per month for 5 months) and Mini-Med Subsidy – 30% of Medical Premium up to age 65 or medicare eligibility Early Retirement Offering – when requested by the employee: -Mini-Med will be offered in addition to Retiree Medical Access Only and Subsidized (no subsidy)	Per terms of IAM National Pension Fund for future service. Early Retirement Offering – when requested by the company: -\$30,000 Graduated Cash Incentive (\$5,000 per month for 5 months) -\$25,000 Graduated Cash Incentive (\$5,000 per month for 5 months) and Mini-Med Subsidy – 30% of Medical Premium up to age 65 or medicare eligibility Early Retirement Offering – when requested by the employee: -Mini-Med will be offered in addition to Retiree Medical Access Only and Subsidized (no subsidy)	Per terms of IAM National Pension Fund for future service. Early Retirement Offering – when requested by the company: -\$30,000 Graduated Cash Incentive (\$5,000 per month for 5 months) -\$25,000 Graduated Cash Incentive (\$5,000 per month for 5 months) and Mini-Med Subsidy – 30% of Medical Premium up to age 65 or medicare eligibility Early Retirement Offering – when requested by the employee: -Mini-Med will be offered in addition to Retiree Medical Access Only and Subsidized (no subsidy)
Payout Options	Per terms of IAM National Pension Fund for future service benefit accruals. For frozen accrued benefit as of Closing Date	Per terms of IAM National Pension Fund for future service benefit accruals.	Per terms of IAM National Pension Fund for future service benefit accruals.

	under BNA, same options as available to BNA participants as of the Closing Date.		
Medical			
Plan Design	3 options {2 traditional plans: PPO and coordinated care/HMO; 1 Consumer Driven Healthcare Plan (CDHP)} - refer to Plan Summaries; Employees who show proof of alternative medical coverage may waive the Company's coverage	Employees are eligible for Boeing retiree medical benefits. Otherwise, 3 options {2 traditional plans: PPO and coordinated care/HMO; 1 Consumer Driven Healthcare Plan (CDHP)} - refer to Plan Summaries; Employees who show proof of alternative medical coverage may waive the Company's coverage	3 options {2 traditional plans: PPO and coordinated care/HMO; 1 Consumer Driven Healthcare Plan (CDHP)} - refer to Plan Summaries; Employees who show proof of alternative medical coverage may waive the Company's coverage
Employee Cost	<p>Years 1 thru 3: Premier Plan (PPO) – 10% of medical premium cost Enhanced Plan (CDHP) – 10% of medical premium cost Core Plan (coordinated care/HMO)- low cost contribution plus 90% of the difference between the total medical premium cost of the two plans</p> <p>Years 4 thru 6: Premier Plan (PPO) – 15% of medical premium cost Enhanced Plan (CDHP) – 10% of medical premium cost Core Plan (coordinated care/HMO)- low cost contribution plus 90% of the difference between the total medical premium cost of the two plans</p> <p>Years 7 thru 10:</p>	<p>Years 1 thru 3: Premier Plan (PPO) – 10% of medical premium cost Enhanced Plan (CDHP) – 10% of medical premium cost Core Plan (coordinated care/HMO)- low cost contribution plus 90% of the difference between the total medical premium cost of the two plans</p> <p>Years 4 thru 6: Premier Plan (PPO) – 15% of medical premium cost Enhanced Plan (CDHP) – 10% of medical premium cost Core Plan (coordinated care/HMO)- low cost contribution plus 90% of the difference between the total medical premium cost of the two plans</p> <p>Years 7 thru 10:</p>	<p>Years 1 thru 3: Premier Plan (PPO) – 10% of medical premium cost Enhanced Plan (CDHP) – 10% of medical premium cost Core Plan (coordinated care/HMO)- low cost contribution plus 90% of the difference between the total medical premium cost of the two plans</p> <p>Years 4 thru 6: Premier Plan (PPO) – 15% of medical premium cost Enhanced Plan (CDHP) – 10% of medical premium cost Core Plan (coordinated care/HMO)- low cost contribution plus 90% of the difference between the total medical premium cost of the two plans</p> <p>Years 7 thru 10:</p>

	<p>Premier Plan (PPO) – 20% of medical premium cost</p> <p>Enhanced Plan (CDHP) – 10% of medical premium cost</p> <p>Core Plan (coordinated care/HMO)- low cost contribution plus 90% of the difference between the total medical premium cost of the two plans</p> <p>Premium contribution moving up by 1% on each plan year anniversary if premium cost on the low-cost option (CCP) increases by more than 10% over the prior year.</p>	<p>Premier Plan (PPO) – 20% of medical premium cost</p> <p>Enhanced Plan (CDHP) – 10% of medical premium cost</p> <p>Core Plan (coordinated care/HMO)- low cost contribution plus 90% of the difference between the total medical premium cost of the two plans</p> <p>Premium contribution moving up by 1% on each plan year anniversary if premium cost on the low-cost option (CCP) increases by more than 10% over the prior year.</p>	<p>plans</p> <p>Years 7 thru 10: Premier Plan (PPO) – 20% of medical premium cost</p> <p>Enhanced Plan (CDHP) – 10% of medical premium cost</p> <p>Core Plan (coordinated care/HMO)- low cost contribution plus 90% of the difference between the total medical premium cost of the two plans</p> <p>Premium contribution moving up by 1% on each plan year anniversary if premium cost on the low-cost option (CCP) increases by more than 10% over the prior year.</p>
Contribution to HCFSa (FSA) and DCFSa	Employees contribute at own discretion up to plan maximums	Employees contribute at own discretion up to plan maximums	Employees contribute at own discretion up to plan maximums
Dental			
Plan Design	2 different options - refer to Plan Summaries	2 different options - refer to Plan Summaries	2 different options - refer to Plan Summaries
Employee Cost	Preferred Plan -20% of dental premium cost; Premier Plan -10% of dental premium cost	Preferred Plan -20% of dental premium cost; Premier Plan -10% of dental premium cost	Preferred Plan -20% of dental premium cost; Premier Plan -10% of dental premium cost
Vision			
Plan Design	Included in medical plan.	Included in medical plan.	Included in medical plan.
Employee Cost	Included in medical plan.	Included in medical plan.	Included in medical plan.
Retiree Medical (coverage ends at age 65)			
Retire at Age 62 & 10 Years	Same medical benefit options and employee cost as provided to active employees.	Same medical benefit options and employee cost as provided to active employees.	Not applicable.

Retire at Age 55 & 10 Years	Same medical benefit options as active employees; retiree pays full cost of benefits (based on retired population costs).	Same medical benefit options as active employees; retiree pays full cost of benefits (based on retired population costs).	Same medical benefit options as active employees; retiree pays full cost of benefits (based on retired population costs).
Ancillary Benefits (2080 hrs/yr)			
Company Paid Life Insurance	\$50,000	\$50,000	\$50,000
Optional Life Insurance - Employee Paid	Employee 1 - 5 times annual base wages, Spousal 100% or 50% of company paid (Basic) amount, Child \$10,000 per child	Employee 1 - 5 times annual base wages, Spousal 100% or 50% of company paid (Basic) amount, Child \$10,000 per child	Employee 1 - 5 times annual base wages, Spousal 100% or 50% of company paid (Basic) amount, Child \$10,000 per child
Company Paid Short Term Disability	80% of base weekly wages up to a maximum benefit of \$750 per week; for a maximum of 26 weeks; 5 calendar day waiting period before benefits begin	80% of base weekly wages up to a maximum benefit of \$750 per week; for a maximum of 26 weeks; 5 calendar day waiting period before benefits begin	80% of base weekly wages up to a maximum benefit of \$750 per week; for a maximum of 26 weeks; 5 calendar day waiting period before benefits begin
Company Paid AD&D	25% - 100% of Principal sum up to \$40,000	25% - 100% of Principal sum up to \$40,000	25% - 100% of Principal sum up to \$40,000
Optional AD&D - Employee Paid	Employee 1 - 5 times annual base wages, Spousal 50% of employees election, Child 10% of employees election (25% - 100% of principal sum depending on type of claims - dismemberment vs. death)	Employee 1 - 5 times annual base wages, Spousal 50% of employees election, Child 10% of employees election (25% - 100% of principal sum depending on type of claims - dismemberment vs. death)	Employee 1 - 5 times annual base wages, Spousal 50% of employees election, Child 10% of employees election (25% - 100% of principal sum depending on type of claims - dismemberment vs. death)
Company Paid BTA	2 times annual base wages	2 times annual base wages	2 times annual base wages