



Vought Aircraft Industries, Inc.
Post Office Box 655907
Dallas, TX 75265-5907

June 12, 2009

Dear Vought Nashville Employee,

You are receiving this letter because the IAM National 401(k) Plan informed us on June 5th that they would be unable to provide a 401(k) plan by July 1, 2009. That is the date your new benefit is scheduled to commence. Therefore, Vought has determined that the best thing to do was offer you the opportunity to begin investing in the same company 401(k) plan offered to all other Vought employees.

Beginning with your first paycheck in July, you will have the opportunity to use a 401(k) plan to save for your future through the Vought Aircraft Industries, Inc. Savings and Investment Plan (SIP). Over the next few weeks you will receive a significant amount of information regarding the SIP including:

- A brochure describing the investment options within SIP entitled “Connect with Your Future”
- A letter describing how to opt out of the SIP, as well as how to select a deferral amount different than the default deferral of 3%, should you desire to do so
- A copy of the Summary Plan Description
- An opportunity to attend an onsite meeting where the SIP will be explained in more detail

In addition to receiving this information in the mail, a web page on the Vought internet site is being created for you that will have the above information and other useful links. To get to the page, go to www.voughtaircraft.com and click on the Employees/Retirees banner on top. This will take you to a page with a link entitled “SIP Information for IAM Nashville”.

Key features of the SIP include:

- The ability to “defer” current income. An employee may set aside or “defer” a portion of his income until a future date. This is called a “deferral.” The deferral is a pre-tax reduction in income similar to medical contributions. By the Safe Harbor provisions of the Pension Protection Act of 2006, the initial automatic default deferral for all new accounts is 3% of eligible earnings. This means that if you take no action, you will be enrolled at 3%. You are always 100% vested in your deferrals. This means that you can take these funds with you should you terminate employment with the company.
- If you choose to continue that deferral, the company matches your deferrals weekly, according to a match schedule that you will see in later communications. This company provided match money is also not taxed when put into your SIP

account. Once you have worked at the company for two years, your company match funds are full vested. (If you already have two years of service, you are vested immediately.)

- In addition to the company match, if your pension accrual is frozen, the company automatically contributes an additional 3% of your eligible earnings or \$45 weekly, whichever is greater. This is called your Retirement Contribution Account (RCA). This money is also not taxed when put into your account. It is important to note that this money is put into your account even if you do not defer any income. Like the company match, once you have worked at the company for two years, your RCA is fully vested. (If you already have two years of service, you are vested immediately.)
- Your deferral, company match and RCA contributions are invested based on your instructions in the SIP's investment choices. You will hear more about your investment choices in later communications, including on-site meetings the week of June 22. Any earnings on your investment are also not taxable until withdrawn.
- Once you are eligible to withdraw these funds (generally speaking at age 59½ and after leaving employment with the company), you may withdraw the funds including any earnings, and it will all be taxed as ordinary income.

This is just an overview. The provisions of the Savings and Investment Plan describe how the Plan will be administered. You will receive a Summary Plan Description in the weeks to come that more fully explains the provisions of the SIP.

A few key dates to remember are:

- The on-site briefings in Nashville will be during the week of June 22.
- The last date to make a deferral other than the default deferral of 3% of eligible pay will be June 24.
- The first contribution to your account will be with your first paycheck in July.

In summary, we hope that like the rest of Vought's employees you will find the SIP a valuable tool to help you meet your financial goals.

Sincerely,



Cliff Collier
Manager - Benefits