

Beechcraft



Hawker

TEXTRON AVIATION

April 23, 2014

Fellow Employees:

Throughout the past several weeks, leaders have been working diligently to combine the Beechcraft and Cessna businesses within the Textron Aviation segment.

As a part of bringing together these businesses, we have identified redundancies in our global work force that have ultimately led to some very difficult decisions that affect the sizing of our business. We have carefully considered each organization, understanding how each team operates and how each person fits into the organization, to ensure fairness and consistency with this process.

Today, where appropriate, affected U.S. employees are being issued a 60-day Worker Adjustment and Retraining Notification (WARN). This reduction affects all areas of the Beechcraft and Cessna businesses, including salaried and hourly employees in positions spanning from management to non-management levels. We will reduce our work force by approximately 750 full-time and contract employees.

This is an extremely difficult, yet necessary, step in order to realign the combined businesses with a vision for strengthening the new Textron Aviation segment. During this time, continue to be respectful and considerate to your colleagues. As always, please also remain focused on serving our customers and delivering best-in-class aircraft.

We will continue to inform you of key business decisions that affect our future and each of you personally.

Sincerely,

A handwritten signature in black ink that reads 'Jim Walters'.

Jim Walters
Senior Vice President
Human Resources & Communications