

June 27, 2008

Dear Fellow Hawker Beechcraft Employee:

During the last several days, misinformation has been circulating concerning Hawker Beechcraft's manufacturing plans in Mexico. There are misleading conclusions being drawn and confusion created as a result of this document. I want to personally address these issues with you.

When we became a private company just over a year ago, teams of HBC employees and consultants developed numerous proposals and analyses that contemplated various ways for our new company to become more efficient and remain competitive. Many recommendations were acted upon and many were not.

Here are the facts:

- I understand that some of the confusion stems from the printed date on each page of the document. The actual proposal was developed in May 2007, but the copy being circulated has a print date of May 19, 2008, on each page, implying that this is a recent proposal. This is simply not accurate.
- We only acted on a portion of the recommendations that were included in the proposal – the addition of our sheet metal facility in Chihuahua, Mexico. When we decided to expand into Mexico, we immediately communicated to you, the union and the media. And over the past year we have continued with that plan.
- At this time we do not have plans for full aircraft assembly in Mexico. If we decide to further expand our Mexico operations, we will promptly and fully communicate this to all employees. However, you need to know that our company has been significantly slower in growing operations in Mexico than our competition.
- The fact is that our jobs are not leaving Wichita, and actually over the past twelve months, we have grown by more than 1,200 employees in Wichita alone. Additionally, Little Rock and Salina have added approximately 460 employees combined. We are continuing to grow here and currently have more than 700 open positions.
- HBC is committed to being Wichita based for the long-term, as evidenced by our recent investment of millions of dollars in facility improvements and expansions including upgrading and expanding our current facilities; creating a new employee training center; and breaking ground on a new manufacturing logistics center to support our aircraft assembly operations that will open later this year. This is the first new building we've constructed on the campus in many years.
- To survive in today's highly competitive market, we must continuously examine and evaluate opportunities to increase efficiency, improve productivity and reduce costs. Our owners expect and demand this from us. We not only have strong U.S. based competition but also aggressive and well-funded global competitors including Embraer in Brazil and Honda in Japan.

Please take the time and carefully review these facts when hearing rumors or speculation around our growth strategy. As always, you have my commitment to open and honest communication.

Sincerely,



Jim Schuster  
Chairman & CEO