



July 20, 2010

Dear Hawker Beechcraft Employees:

Last week, we confirmed to the news media that we are continuing a series of conversations with Union leadership to discuss the serious challenges that the company faces during these unprecedented economic times.

As we've communicated with you in all hands meetings and leadership meetings, the market's demand for business and general aviation products has decreased significantly over the last 18 months. As a result we believe it is necessary to adjust our cost structure in order to remain competitive in this smaller market. To make these adjustments, the company is developing a spectrum of possibilities for the size and functions of our business in all our locations.

The development of these possibilities has included exploring other locations both within and outside the U.S. that might be suitable for parts of our business. We have narrowed the possibilities over the last several months. Contrary to recently published information, I want to confirm to you that no decisions have been made at this time regarding an alternate U.S. location. However, we do expect to analyze alternatives and make a series of decisions over the next six months.

Since my arrival here, we have made a point to have clear, open conversations with each of you. We have used the same approach in the discussions we've had with union leaders over the last several months. We intend to continue doing this over the next several months as we make critical business decisions.

Sincerely,

A handwritten signature in black ink, appearing to read "Bill Boisture".

Bill Boisture  
Chairman and CEO