



April 23, 2012

Fellow Hawker Beechcraft Employees:

We continue to manage our way through a challenging and rapidly changing environment while implementing transformations across our company. While we have experienced success with our transformation, market conditions are requiring us to adjust our overall production cadence to help ensure the company will compete effectively in the future.

We are in the process of synchronizing our production line by making changes to previously planned schedules and resizing our work force. The necessary reductions will impact approximately 350 employees in several areas of Operations in Wichita. Affected employees are receiving a 60-day Worker Adjustment and Retraining Notification (WARN) today.

This remains a difficult, unprecedented time for our company, our employees and our industry. I ask that we all uphold our pattern of respect and care for our impacted colleagues, and remain focused on our jobs as we carry on our effort to become a smaller, more agile company that will remain competitive in the future.

Sincerely,

A handwritten signature in black ink, appearing to read "Steve Miller".

Steve Miller  
CEO  
Hawker Beechcraft, Inc.

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

Bill Boisture  
Chairman  
Hawker Beechcraft Corporation