

**AIRBUS NORTH AMERICA HOLDINGS, INC.
MONEY PURCHASE PENSION PLAN
SUMMARY PLAN DESCRIPTION**





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INTRODUCTION

One of the most important long-range goals for you and your family is providing for retirement income. Airbus North America Holdings, Inc., together with Airbus North America Sales, Inc., Airbus North America Customer Services, Inc. and Airbus North America Engineering, Inc. (collectively referred to as the "Company") are pleased to sponsor the Airbus North America Holdings, Inc. Money Purchase Pension Plan (the "Plan") to assist eligible North American Group employees in building for their retirement security.

This Summary Plan Description will outline for you:

- ▶ who is eligible;
- ▶ when you join;
- ▶ what the Company contributes, and when;
- ▶ vesting (ownership) of your account;
- ▶ investment options you have;
- ▶ how and when benefits are distributed; and
- ▶ your rights under the Plan.

Please read this booklet carefully. If any Plan provisions are not clear or if you have any questions, please do not hesitate to contact a representative of the Human Resources department.

This summary description of the Plan is designed to explain the Plan's provisions in everyday language.

IN THE EVENT THERE IS ANY CONFLICT BETWEEN THIS SUMMARY DESCRIPTION AND THE FULL TEXT OF THE PLAN OR IN THE EVENT THIS SUMMARY DESCRIPTION OMITTS OR FAILS TO DESCRIBE A PLAN PROVISION CORRECTLY, THE PLAN'S PROVISION WILL GOVERN.



ELIGIBILITY AND PARTICIPATION

Am I eligible to participate in the Plan?

You are eligible to participate in the Plan if you are an eligible employee of the Company and you are credited with two years of service as a Company employee.

You are not an eligible employee if you are classified as a seconded employee, a leased employee or you are a nonresident alien and you have received no United States source income.

How are years of service determined for eligibility?

You earn one year of service for each twelve (12) consecutive month period during which you are credited with at least 1,000 hours of service with the Company. The twelve-month measurement period begins on the date you begin employment and each anniversary counts as one year. If you terminate employment prior to beginning participation in the Plan and are rehired, your service before your termination of employment will be credited.

When do I become a participant in the Plan?

Eligible employees credited with at least two years of service will become participants on the first day of the payroll period after the 2nd anniversary of your hire date.

When does my Plan participation end?

You will continue to be a Plan participant until your employment terminates and your benefits under the Plan are paid to you. If your status as an eligible employee ends, but you remain an employee of a participating employer, you will become an inactive participant. An inactive participant will not receive Company contributions.

What kind of plan is this?

This Plan is a type of qualified retirement plan referred to as a money purchase pension plan.



CONTRIBUTIONS

How much does the Company Contribute?

The Company will make contributions on behalf of each Participant employed at the end of each pay period. The amount contributed will be 10.25% of each Participant's Plan Compensation. Company contributions will normally be forwarded to the Plan after each pay period.

What is Plan Compensation?

Plan Compensation generally includes all of your taxable pay from the Company. It includes salary, wages, overtime, commissions and bonuses. Amounts that are not included in your taxable pay because of a salary reduction election under other qualified plans maintained by the Company are also included. Certain expense reimbursements, deferred compensation amounts and fringe benefits are excluded from Plan Compensation. For the Plan Year beginning after January 1, 2006, your Plan Compensation is limited to \$220,000. This limit is subject to adjustment by the IRS based on changes in the cost of living. Participants whose compensation exceeds the IRS limit will not receive Company contributions based on their compensation in excess of the limit.

What is the vesting schedule for Company contributions?

All Company contributions are fully vested at all times.

Are there any overall limits on contributions to the Plan?

Yes. Although the limitations are unlikely to affect Plan Participants, the Internal Revenue Code imposes a limit on the total contributions that can be allocated to your account under this Plan (and any other defined contribution plan maintained by us, including the Airbus North America 401(k) Savings Plan). For 2006, this limit is the lesser of \$44,000 or 100% of your "section 415 compensation." "Section 415 compensation" is generally the same as Plan Compensation.

Can I roll over a distribution from a prior employer's qualified plan?

No. The Plan does not accept rollover contributions from another qualified plan or IRA.



INVESTMENTS

Who decides how to invest the amounts in my account?

You do. You can direct the investment of your account, choosing among at least four investment options. Currently, there are fourteen no-load mutual funds, which have been selected by the Plan Administrator. You may invest the funds in your account in any one or more of these funds.

Once enrolled in the Plan you may redirect your investments simply by calling T. Rowe Price.

Please remember that the Human Resources department does not maintain records of your investment elections, so you must inform T. Rowe Price of any changes in your elections.

The mutual funds selected represent a broad range of investment alternatives, across a spectrum of risk/reward investment approaches. A description of the funds currently available to Plan Participants and the investment manager for each fund follows:

Product	Description
T. Rowe Price Prime Reserve Fund	A money market fund with very little risk.
T. Rowe Price Spectrum Income Fund	A mix of income oriented T. Rowe Price funds.
T. Rowe Price Treasury Intermediate Fund	U.S. Treasury Securities.
T. Rowe Price Equity Income Fund	An equity/income fund designed to give earnings both from equity appreciation and dividends.
T. Rowe Price Spectrum Growth Fund	A mix of T. Rowe Price stock funds.
Selected American Shares Fund	A long-term growth fund investing in large, blue chip companies.
Harbor Cap. Appreciation Fund	Along-term growth fund with dividend income as a secondary goal.
Legg Mason Value Trust Fund(Institutional shares)	Long-term growth in investing in companies determined by Legg Mason to be undervalued.
T. Rowe Price Small Cap-Value Fund	A stock fund investing in stocks determined by T. Rowe Price to be undervalued small cap. stocks.
T. Rowe Price New Horizons Fund	A stock fund investing in young, emerging growth companies.



Product	Description
T. Rowe Price Science and Technology Fund	An aggressive stock fund investing in companies that are expected to benefit from the development, advancement, and use of science and technology.
Oakmark International Fund	A long-term capital appreciation fund investing primarily in companies of all sizes outside of the United States
Retirement Funds 2010—2045	Seeks the highest total return over time consistent with an emphasis on both capital growth and income. This objective is pursued by investing in a diversified portfolio of T. Rowe Price stock and bond funds. The fund's allocation between T. Rowe Price stock and bond funds will change over time.
Income Fund	Seeks the highest total return over time consistent with an emphasis on both capital growth and income. We pursue this objective by investing in a diversified portfolio consisting of about 40% stocks and 60% bonds.

Extensive information and prospectuses are available for each of the different investment funds offered. It is your responsibility to read through these materials carefully and select the fund or funds that are best suited to your own investment strategies and needs. T. Rowe Price will send information on the funds prior to your enrollment. Additional information is available from investment advisors who are employed by T. Rowe Price.

How often can I change investments?

You can make unlimited investments changes to your account.

Do I have any guarantees about the value of my investments?

No. Neither the Company nor any Plan fiduciary guarantees the future value of the investment funds. You assume the risk of any decrease in your investment and will realize the benefit of any increase in value. The Plan is intended to constitute a plan described in section 404(c) of the Employee Retirement Income Security Act of 1974 and Title 29 of the Code of Federal Regulations Section 2550.404c-1. Fiduciaries of the Plan are relieved of any liability for any losses that are the direct and necessary result of investment instructions you give.

Will I receive regular statements of my account?

You will receive quarterly statements of your account balances.



LOANS AND WITHDRAWALS

Do I have access to my account while I am employed?

Yes. You can borrow from your account.

What are the rules on borrowing?

You can borrow from the Plan if the loan is to purchase your principal residence, pay college or graduate school tuition, pay for family medical expenses or to prevent eviction from your primary residence or foreclosure on the mortgage on your primary residence.

The maximum loan is the lesser of (i) \$50,000 (reduced by the amount of your highest outstanding loan balance during the prior twelve months) or (ii) 50% of the balance of your account. You may borrow from the Plan only once every five years. The minimum loan is \$1,000. In general, loans will have a term of not more than 5 years; a 15-year term is permitted if the loan proceeds are to be used for the purchase of a home. You must repay the loan by payroll deduction.

If you terminate employment, any outstanding loan balance is immediately due and payable. Interest is set at the Prime Interest Rate + 1% as published in the Wall Street Journal on the first business day of the quarter in which the loan is made. All payments of principal and interest are credited to your account.

All loans must be secured by your account in the Plan. Furthermore, if you are married, your spouse must consent to using your account balance as security for the loan. No loan may be extended without your spouse's consent. Your spouse's consent must be received within the 90-day period before you receive a loan from the Plan and must be witnessed by a notary public.

Can I use my account as security for loans from another source?

No. Except in the case of a Qualified Domestic Relations Order, your interest in the Plan is not assignable and may not be used as security for any debt other than a loan from the Plan. A Qualified Domestic Relations Order is a domestic relations order under state domestic relations law involving child support, alimony or marital property rights and that is determined by the Plan Administrator to meet other legal requirements. If you receive or obtain a domestic relations order that affects your interest in the Plan, you should provide a copy to the Plan Administrator.

You may obtain a copy of the Plan's procedures regarding Qualified Domestic Relations Orders, free of charge, by making a request to the Plan Administrator.



BENEFITS

What events permit payment of benefits?

Payment of benefits can be made upon retirement, death, disability or other termination of employment. You are entitled to the full value of your account if one of these events occurs. In the event of your death, your beneficiary will be entitled to the full value of your account.

How do I name a beneficiary?

If you are married, your spouse is automatically your primary beneficiary unless you designate another primary beneficiary. If you are married, you may not name a primary beneficiary other than your spouse prior to the first day of the Plan Year during which you attain age 35 or the date you terminate employment. If you are married and are eligible to designate a different primary beneficiary, you may designate a beneficiary other than your spouse only if your spouse consents to the designation, in writing. Your spouse's written consent to a different beneficiary must be witnessed by a notary public. If you marry or remarry, a prior beneficiary designation will no longer be valid.

What happens if a loan is outstanding when I become entitled to payment?

If you have a loan outstanding, you can repay the loan and receive your full benefits. If you do not repay the loan, you (or your beneficiary) will not receive in cash the part of your account securing the loan, but instead will receive a canceled note representing the loan. Your account is then treated as having been distributed to you, and you are subject to tax on the full amount of your account. See page 10 for a discussion of deferring taxation by making a direct rollover contribution to an IRA or qualified plan. You may not make a direct rollover of the portion of a loan that is not repaid.

When will payment be made?

Benefits normally will be paid to you as soon as practicable after the final Company contribution to your account following the date you terminate employment, retire or become disabled, provided you have completed any necessary forms to authorize payment.

Can I defer payment of my benefits?

Yes. If your account balance exceeds \$1,000 you can elect to defer payment of your benefits. Unless you and your spouse elect to receive payment of your benefits, you are treated as electing to defer payment. You will continue to be able to direct the investment of your account. If your account balance is \$1,000 or less at the time you terminate employment, retire or become disabled, your benefits automatically will be paid to you in a lump sum.

How long can I leave funds in the Plan after becoming eligible for distribution?

The Plan complies with applicable government regulations. In general, your distribution must begin not later than April 1 following the later of the Plan Year when you retire or reach age 70



½. This means that you can generally leave your funds in the Plan even after you are no longer an employee of the Company. The rules also include additional limits on payment of benefits after your death and the time period over which benefits may be paid. Special rules apply if you own more than 5% of the Company.

How will benefits be paid if my vested account balance exceeds \$1,000?

Your benefits will be distributed in any one of the following ways:

- ▶ A 50% Qualified Joint and Survivor Annuity.
- ▶ A lump sum.
- ▶ Payments over a certain period in monthly, quarterly, semiannual or annual cash installments.
- ▶ An annuity contract with payments for your lifetime or the lifetimes of you and your designated beneficiary.

If you are married on the date your benefits are scheduled to commence, you must obtain the consent of your spouse to payment of any form other than a Qualified Joint and Survivor Annuity. Your spouse's consent must be received within the 90-day period prior to the date benefits are scheduled to commence. Your spouse's consent to payment in other than a Qualified Joint and Survivor Annuity form of payment must be notarized by a notary public.

What is the Qualified Joint and Survivor Annuity?

A Qualified Joint and Survivor Annuity is the amount of annuity that can be purchased with your current balance from a commercial insurance company. A Qualified Joint and Survivor Annuity pays a monthly amount for your life at least 50%, but no more than 100%, of such amount payable after your death to your surviving spouse for his or her lifetime. For this purpose, your surviving spouse is the individual who was your spouse at the time of the annuity purchase.



Rollovers of Distributions and Tax Consequences

What are the federal income tax consequences of payment of my benefits?

In general, all distributions from the Plan are subject to income tax in the year of payment. Furthermore, payment may be subject to mandatory or voluntary income tax withholding depending on the form in which payments are being made. If your distribution is an eligible rollover distribution, you may defer taxation of your benefit payments and income tax withholding by making a direct rollover of your benefit payment.

What is an eligible rollover distribution?

Lump sum benefits paid from the Plan are eligible rollover distributions. An eligible rollover distribution does not include a payment that is part of a series of installment payments that will last for:

- ▶ your lifetime (or your life expectancy), or
- ▶ your lifetime and your beneficiary's lifetime (or life expectancies), or
- ▶ a period of ten years or more.

In addition, when you reach age 70 ½ or retire, whichever is later, you cannot roll over the portion of your benefits that is a "required minimum payment" under section 401(a)(9) of the Code. Special rules apply if you are a participant who owns more than 5% of the Company.

Can I elect a direct rollover to an IRA or qualified plan?

Yes. You can choose a direct rollover of all or any portion of your payment that is an "eligible rollover distribution," as described above. In a direct rollover, the eligible rollover distribution is paid directly from the Plan to an IRA or another plan that accepts rollovers. (The term "IRA," as used in this summary, includes individual retirement accounts and individual retirement annuities.) If you choose a direct rollover, you are not taxed on a payment until you later take it out of the IRA or the employer plan.

Direct Rollover to an IRA

You can open an IRA to receive the direct rollover. If you choose to have your payment made directly to an IRA, contact an IRA sponsor (usually a financial institution) to find out how to have your payment made in a direct rollover to an IRA at that institution. If you are unsure of how to invest your money, you can temporarily establish an IRA to receive the payment.

However, in choosing an IRA, you may wish to consider whether the IRA you choose will allow you to move all or a part of your payment to another IRA at a later date, without penalties or other limitations. See IRS Publication 590, Individual Retirement Arrangements, for more information on IRAs (including limits on how often you can roll over between IRAs).

Direct Rollover to a Plan

If you are employed by a new employer that has an eligible employer plan, and you want a direct rollover to that plan, ask the administrator of that plan whether it will accept your rollover.



An employer plan is not legally required to accept a rollover. If your new employer's plan does not accept a rollover, you can choose a direct rollover to an IRA. If the employer plan accepts your rollover, the plan may provide restrictions on the circumstances under which you may later receive a distribution of the rollover amount or may require spousal consent to any subsequent distribution. Check with the plan administrator of that plan before making your decision.

Direct Rollover of a Series of Payments

If you receive a payment that can be rolled over to a traditional IRA or an eligible employer plan that will accept it, and it is paid in a series of payments for less than ten years, your choice to make or not make a direct rollover for a payment will apply to all later installment payments until you change your election. You are free to change your election for any later installment payment.

Can I have the money paid directly to me?

If payment is made directly to you, the payment is subject to income tax in the year you receive it unless, within 60 days, you roll it over to an IRA or another plan that accepts rollovers. Additionally, the payment may be subject to federal and state income tax withholding. Whether withholding is required and, if so, the amount that is to be withheld, is determined by the type of distribution you receive. If you do not roll it over, special tax rules may apply.

Mandatory Withholding

If any portion of the payment to you is an eligible rollover distribution, the Plan is required by law to withhold 20% of that amount. This amount is sent to the IRS as income tax withholding. For example, if your eligible rollover distribution is \$10,000, only \$8,000 will be paid to you because the Plan must withhold \$2,000 as income tax.

However, when you prepare your income tax return for the year, unless you make a rollover within 60 days of your receipt of the distribution, you will report the full \$10,000 as a payment from the Plan. You will report the \$2,000 as tax withheld, and it will be credited against any income tax you owe for the year.

Voluntary Withholding

If any portion of your payment is not an eligible rollover distribution but is taxable, the mandatory withholding rules described above do not apply. In this case, you may elect not to have withholding apply to that portion. To elect out of withholding, ask T. Rowe Price for the election form and related information. For example, payments made in a qualified joint and survivor form or for a period of ten years or more are not eligible rollover distributions and are subject to voluntary withholding.

Sixty-day Rollover Option

If you have an eligible rollover distribution paid to you, you can still decide to roll over all or part of your distribution to an IRA or another employer plan that accepts rollovers. If you decide to roll over the distribution, **YOU MUST MAKE THE ROLLOVER WITHIN 60 DAYS AFTER YOU RECEIVE THE PAYMENT.** The portion of your payment that is rolled over will not be taxed until you take it out of the IRA or the employer plan.

You can roll over up to 100% of the eligible rollover distribution, including an amount equal to the 20% that was withheld. If you choose to roll over 100%, you must find other money within



the 60-day period to contribute to the IRA or the employer plan to replace the 20% that was withheld. On the other hand, if you roll over only the 80% that you received, you will be taxed on the 20% that was withheld.

Example: Your eligible rollover distribution is \$10,000, and you choose to have it paid to you. You will receive \$8,000, and \$2,000 will be sent to the IRS as income tax withholding. Within 60 days after receiving the \$8,000, you may roll over the entire \$10,000 to an IRA or employer plan. To do this, you roll over the \$8,000 you received from the Plan, and you will have to find \$2,000 from other sources (your savings, a loan, etc.). In this case, the entire \$10,000 is not taxed until you take it out of the IRA or employer plan.

If you roll over the entire \$10,000, when you file your income tax return you may get a refund of the \$2,000 withheld.

If, on the other hand, you roll over only \$8,000, the \$2,000 you did not roll over is taxed in the year it was withheld. When you file your income tax return you may get a refund of part of the \$2,000 withheld. (However, any refund is likely to be larger if you roll over the entire \$10,000).

What are the federal income tax consequences of payment of my benefits that I do not roll over?

If you receive a payment and you do not roll it over, you are subject to income tax on the payment, as described above. In addition, you may have to pay an extra tax equal to 10% of the taxable portion of the payment. The additional 10% tax does not apply to your payment if it is (1) paid to you after you reach age 59 ½ (2) paid to you because you separate from service with your employer on or after you reach age 55, (3) paid because you retire due to disability, (4) paid to you as equal (or almost equal) payments over your life or life expectancy (or your and your beneficiary's lives or life expectancies), (5) paid directly to the government to satisfy a federal tax levy, (6) paid to an alternate payee under a Qualified Domestic Relations Order, or (7) used to pay certain medical expenses. See IRS Form 5329 for more information on the additional 10% tax.

Are there any special rules for lump sum payments?

Depending on your date of birth and other IRS requirements, you may be able to take advantage of special tax rules upon receiving a lump sum distribution from the Plan. A lump sum distribution is a payment, within one year, of your entire balance under the Plan (and certain other similar plans of the Company) that is payable to you because you have reached age 59 ½ or have separated from service from the Company. For a payment to qualify as a lump sum distribution, you must have been a participant in the Plan for at least 5 years. You will receive a notice from the Company at the time of your distribution that discusses these rules in detail. You should also consult IRS Form 4972, which contains more information on lump sum distributions and how you elect the special tax treatment if it is available to you.

Are there special tax rules for surviving spouses, alternate payees and other beneficiaries?



In general, the rules summarized above that apply to payments to employees also apply to payments to surviving spouses of employees and to spouses or former spouses who are "alternate payees." You are an alternate payee if your interest in the Plan results from a Qualified Domestic Relations Order. Some of the rules summarized above also apply to a deceased employee's beneficiary who is not a spouse. However, there are some exceptions for payments to surviving spouses, alternate payees, and other beneficiaries that should be noted.

If you are a surviving spouse or an alternate payee, you may choose to have an eligible rollover distribution paid in a direct rollover to an IRA or an eligible employer plan or paid to you. If you have the payment paid to you, you can keep it or roll it over yourself to an IRA or to an employer plan. Thus, you have the same choices as the employee.

If you are a beneficiary other than the surviving spouse or an alternate payee, you CANNOT choose a direct rollover, and you CANNOT roll over the payment yourself.

If you are a surviving spouse, an alternate payee or another beneficiary, your payment is not subject to the additional 10% tax even if you are younger than age 59 ½.

Where can I get more information on the tax rules applicable to my benefit payment?

This summary covers only the federal (not state or local) tax rules that might apply to your payment. The rules described above are complex and contain many conditions and exceptions that are not included in this summary. Therefore, you should consult with a professional tax advisor BEFORE you take a payment of your benefits from the Plan. Also, you can find more specific information on the tax treatment of payments from qualified employer plans in IRS Publication 575, Pension and Annuity Income, and IRS Publication 590, Individual Retirement Arrangements. These publications are available from your local IRS office, or on the IRS's Internet Web Site at www.irs.gov or by calling 1-800-TAX-FORMS.



ADMINISTRATION OF THE PLAN

Who administers the Plan?

The Plan Administrator is a committee of not less than three persons appointed by Airbus North America Holdings, Inc., and is responsible for the general administration of the Plan, including the following:

- ▶ interpreting provisions of the Plan;
- ▶ adopting rules and regulations for administration of the Plan;
- ▶ determining eligibility of Participants;
- ▶ directing the Trustee with respect to payment of benefits; and
- ▶ selecting the investment alternatives made available to participants.

The Plan Administrator is authorized to employ the services of attorneys, actuaries, accountants and other advisers. Decisions of the Plan Administrator are binding and conclusive and the Plan Administrator has discretionary authority to perform its duties under the Plan.

All requests, claims and other correspondence with the Plan Administrator (including requests for additional information about the Plan or its administration) should be addressed to:
Airbus North America Holdings, Inc.

198 Van Buren Street, Suite 300
Herndon, Virginia 20170-5335
Attn: Pension Plan
(703) 834-3400

Who are the Trustees?

The Trustee of the Plan is T. Rowe Price Trust Company. The Trustee is responsible for the custody and disbursement of Plan assets and the investment of assets.

All correspondence with the Trustee should be addressed to the Trustee:

T. Rowe Price Trust Company
100 East Pratt Street
Baltimore, MD 21202

Who is the Agent for Service of Process?

Service or legal process in any court proceeding brought to enforce your rights under the Employee Retirement Income Security Act of 1974 should be made upon Airbus North America Holdings, Inc., 198 Van Buren Street, Suite 300, Herndon, Virginia 20170-5335, (703) 834-3400. In addition, service of process may be made upon the Plan Administrator or the Trustee.



GENERAL INFORMATION

The Airbus Money Purchase Plan is a defined contribution plan (one in which individual Participants' accounts are maintained). The Plan is filed with the Internal Revenue Service and the Department of Labor under Airbus North America Holding Inc.'s, Employer Identification Number 13-3243459, Plan Number 001. All records are kept on the basis of the Plan Year (January 1 – December 31).

The other participating employers are Airbus North America Sales, Inc. (EIN: 06-0909502), Airbus North America Customer Services, Inc. (EIN: 13-2902359) and Airbus North America Engineering, Inc. (EIN: 75-3015134).

Under this Plan, there is no fixed dollar amount of retirement benefits. Your actual retirement benefit will depend on the amount of your account balance at the time of retirement. Your account balance will reflect the annual allocations, the period of time you participate in the Plan and your investment decisions. Neither your employer nor the Plan guarantees your account balance or the rate of earnings or growth of the investment funds that the Plan offers.

A governmental agency known as the Pension Benefit Guaranty Corporation (PBGC) insures the benefits payable under plans that provide for fixed and determinable retirement benefits. This Plan does not provide a fixed and determinable retirement benefit. Therefore, the PBGC does not include this Plan within its insurance program.



AMENDMENT AND TERMINATION

Airbus North America Holdings, Inc. has reserved the right to amend the Plan by action of its Board of Directors or the Plan Administrator at any time they may deem necessary. Action of the Board of Directors or the Plan Administrator may be evidenced by action of an authorized officer of Airbus North America Holdings, Inc. No amendment will reduce any benefit in which you have a vested interest at the time of the amendment's adoption.

Airbus North America Holdings, Inc. is under no contractual obligation to continue this Plan. Airbus North America Holdings, Inc. reserves the right to discontinue contributions to the Plan or to terminate its participation in the Plan without terminating the Plan with respect to any other employer. The Plan itself has no termination date.

In the event Airbus North America Holdings, Inc. decides that it is advisable to discontinue contributions to the Plan, the Plan's assets will continue to be held, invested, administered and distributed in accordance with Plan provisions. The Plan Administrator will determine the time and manner of distribution of benefits in the event of the Plan's termination.

CLAIMS PROCEDURE

If you believe that you are entitled to a distribution that has not been made, or if you disagree with the amount of any distribution, you should file a written claim for benefits with the Plan Administrator. You should also file a claim if you believe your application for a loan has been improperly denied or if you otherwise believe the Plan is not properly administered with respect to you.

The Plan Administrator will normally respond to your claim in writing within ninety (90) days after your claim is received. In special circumstances, a decision on a claim may be deferred for up to one hundred eighty (180) days. If your claim is denied, the Plan Administrator will tell you in writing (1) why your claim is denied; (2) the specific Plan provisions on which the denial is based; (3) what material or information necessary to perfect your claim and why such information is necessary; and (4) the steps that you must take to submit your claim for review.

If you do not receive notification regarding the decision on your claim or a notice of extension of the time period to act on your claim within the initial ninety (90) day time period, your claim is deemed to be denied. If your claim is denied, you may appeal that determination by filing a written request for review within sixty (60) days of the denial. You have the right to review pertinent documents related to your claim and to submit your comments regarding the claim to the Plan Administrator. Your request for appeal should be addressed the Plan Administrator. The Plan Administrator will decide whether your claims should normally be granted or denied on appeal within sixty (60) days after receiving your request for review, but not later than one hundred twenty (120) days. If your claim is denied, the Plan Administrator will tell you in writing why your claim has been denied and what specific Plan provisions the denial is based on.



YOUR ERISA RIGHTS

As a Participant in the Plan you are entitled to certain rights and protections under the Employee Retirement Income Security Act of 1974 ("ERISA"). ERISA provides that all Plan Participants shall be entitled to:

1. Examine without charge, at your employer's offices, all Plan documents, including copies of all documents filed by the Plan with the U.S. Department of Labor, such as detailed annual reports and Plan descriptions.
2. Obtain copies of all Plan documents and other Plan information upon written request to the Administrator. A reasonable charge will be made for the copies.
3. Receive a summary of the Plan's annual financial report. The Administrator is required by law to furnish each Participant with a copy of this summary annual report.
4. Obtain a statement of your total benefits earned and your nonforfeitable (vested) benefits (if any) or the earliest date on which your benefits will become nonforfeitable (vested). You will receive this statement free upon a written request; it is not required to be given more than once a year.



ERISA REQUIREMENTS

In addition to creating rights for plan participants, ERISA imposes duties upon the people who are responsible for the operation of the employee benefit Plan. The people who operate your Plan, called "fiduciaries" of the Plan, have a duty to do so prudently and in the interest of you and other plan participants and beneficiaries. No one, including your employer or any other person, may fire you or otherwise discriminate against you in any way to prevent you from obtaining a pension benefit or exercising your rights under ERISA.

If your claim for a pension benefit is denied or ignored, in whole or in part, you have a right to know why this was done, to obtain copies of documents relating to the decision without charge, and to appeal any denial, all within certain time schedules.

Under ERISA, there are steps you can take to enforce the above rights. For instance, if you request materials from the Plan and do not receive them within 30 days, you may file suit in a federal court. In such a case, the court may require the Administrator to provide the materials and pay you up to \$110 a day until you receive the materials, unless the materials were not sent because of reasons beyond the control of the Administrator. If you have a claim for benefits that is denied or ignored, in whole or in part, you may file suit in a state or federal court. In addition, if you disagree with the Plan's decision or lack thereof concerning the qualified status of a domestic relations order, you may file suit in a federal court. If it should happen that Plan fiduciaries misuse the Plan's money, or if you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor, or you may file suit in a federal court. The court will decide who should pay court costs and legal fees. If you are successful the court may order the person you have sued to pay these costs and fees. If you lose, the court may order you to pay these costs and fees, for example, if it finds your claim is frivolous.

If you have any questions about your Plan, you should contact the Plan Administrator. If you have any questions about this statement or about your rights under ERISA, you should contact the nearest Area Office of the U.S. Department of Labor-Employee Benefits Security Administration, U.S. Department of Labor, listed in your telephone directory or the Division of Technical Assistance and Inquiries, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue N.W., Washington, D.C. 20210. You may also obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the Employee Benefits Security Administration.