



Option	\$ 7.68	11/24/2020		M			4,350	12/02/2011	12/02/2020	\$.01 PV Com Stk	4,350	\$ 7.68	0	D
Option	\$ 7.68	11/24/2020		M			7,701	12/02/2011	12/02/2020	\$.01 PV Cl B Stk	7,701	\$ 7.68	0	D
Option	\$ 13.59							12/01/2012	12/01/2021	\$.01 PV Com Stk	3,200		3,200	D
Option	\$ 13.59							12/01/2012	12/01/2021	\$.01 PV Cl B Stk	4,859		4,859	D
Option	\$ 9.2							11/29/2013	11/29/2022	\$.01 PV Com Stk	5,700		5,700	D
Option	\$ 9.2							11/29/2013	11/29/2022	\$.01 PV Cl B Stk	6,783		6,784	D
Option	\$ 28.45							12/11/2014	12/11/2023	\$.01 PV Com Stk	2,330		2,330	D
Option	\$ 28.45							12/11/2014	12/11/2023	\$.01 PV Cl B Stk	1,922		1,923	D
Option	\$ 30.83							12/11/2015	12/11/2024	\$.01 PV Com Stk	2,720		2,720	D
Option	\$ 30.83							12/11/2015	12/11/2024	\$.01 PV Cl B Stk	1,417		1,417	D
Option	\$ 27.72							12/03/2016	12/03/2025	\$.01 PV Com Stk	3,500		3,500	D
Option	\$ 27.72							12/03/2016	12/03/2025	\$.01 PV Cl B Stk	1,129		1,129	D
Option	\$ 31.76							12/14/2017	12/14/2026	\$.01 PV Com Stk	3,670		3,670	D
Option	\$ 31.76							12/14/2017	12/14/2026	\$.01 PV Cl B Stk	551		551	D
Option	\$ 35.61							12/12/2018	12/12/2027	\$.01 PV Com Stk	5,340		5,340	D
Option	\$ 35.61							12/12/2018	12/12/2027	\$.01 PV Cl B Stk	801		801	D

Restricted Stock Unit	(2)						(3)	(3)	\$.01 PV Com Stk	920		920	D
Restricted Stock Unit	(4)						(3)	(3)	\$.01 PV Cl B Stk	138		138	D
Option	\$ 31.57						12/13/2019	12/13/2028	\$.01 PV Com Stk	7,060		7,060	D
Restricted Stock Unit	(2)						(5)	(5)	\$.01 PV Com Stk	929		929	D
Option	\$ 30.04						12/09/2020	12/09/2029	\$.01 PV Com Stk	13,600		13,600	D
Restricted Stock Unit	(2)						(6)	(6)	\$.01 PV Com Stk	6,100		6,100	D

## Reporting Owners

Reporting Owner Name / Address	Relationships			
	Director	10% Owner	Officer	Other
KRAMER JAMES S 130 COMMERCE WAY EAST AURORA, NY 14052			Executive Vice President	

## Signatures

/s/Julie Davis, as Power of Attorney for James S. Kramer		11/27/2020
<small>Signature of Reporting Person</small>		<small>Date</small>

## Explanation of Responses:

\* If the form is filed by more than one reporting person, *see* Instruction 4(b)(v).

\*\* Intentional misstatements or omissions of facts constitute Federal Criminal Violations. *See* 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).

(1) Represents shares held by James Shore Kramer Cust for Leah Jane Kramer. The beneficiary is the reporting person's immediate family.

(2) Each restricted stock unit represents the right to receive, at settlement, one share of common stock.

Vesting of these restricted stock units depends on Astronics Corp.'s average annual adjusted EBITDA for the period of January 1, 2018- December 31, 2020. The "target" number of

(3) restricted stock units is reported. Between 75% and 115% of the target number of units may vest on December 31, 2020, with the vesting percentage determined based on actual performance.

(4) Each restricted stock unit represents the right to receive, at settlement, one share of Class B stock.

Vesting of these restricted stock units depends on Astronics Corp.'s average annual adjusted EBITDA for the period of January 1, 2019-December 31, 2021. The "target" number of

(5) restricted stock units is reported. Between 75% and 115% of the target number of units may vest on December 31, 2021, with the vesting percentage determined based on actual performance.

Vesting of these restricted stock units depends on Astronics Corp.'s average annual adjusted EBITDA for the period January 1, 2020- December 31, 2022. The "target" number of

(6) restricted stock units is reported. Between 75% and 115% of the target number of units may vest on December 31, 2022, with the vesting percentage determined based on actual performance.

Note: File three copies of this Form, one of which must be manually signed. If space is insufficient, *see* Instruction 6 for procedure.

Potential persons who are to respond to the collection of information contained in this form are not required to respond unless the form displays a currently valid OMB number.