

Total Rewards Summary

For Nonunion Employees

At Boeing, we make a significant investment in attracting, developing and rewarding the best people. After all, people are our greatest strength. Our Total Rewards include a range of benefits designed to meet the needs of our employees as they grow their careers, and the needs of their families and communities. This summary includes information about benefits generally available to nonunion salaried employees at most Boeing locations.



Compensation

Boeing invests over \$13 billion in pay every year to recognize and reward performance.

Base Pay

Your Base Pay is influenced by a number of factors — the content and level of work you perform in your job on a daily basis, the value of the job in the external marketplace, the business environment, and the value of your contribution to the company's success over time.

Incentive Pay

Along with Base Pay, individual incentive award opportunities are one of the cornerstones of our pay-for-performance culture. Based on One Boeing metrics, the better the company does as a whole, the better your incentive award opportunity. For most salaried nonunion employees, personal performance is also a major factor in determining actual award payout.

Recognition

Recognition can take the form of Pride@Boeing points, which are awarded for performance beyond normal job requirements and can be exchanged for gifts or gift cards. And there is the Cash Award Program, which recognizes individual or team accomplishments that are the result of truly extraordinary performance.



Financial Security

Be prepared for life during and after your career through market-leading retirement savings plans, financial well-being programs, tax-advantaged accounts and insurance options currently available.

Voluntary Investment Plan (VIP)

The VIP — ranked by Bloomberg as the #2 401(k) plan for its generous company contributions and other features — offers the flexibility to choose how to save, how much to save and how to invest savings over time. The VIP provides:

- Generous company contributions made each payroll period for most employees.
- Diverse investment fund options, including Lifecycle Funds.
- Roth saving and conversion options.
- Immediate vesting.
- Supplemental Savings Plan for after reaching IRS limits in the VIP.

Well Being

- Financial Engines, an independent investment advisory company, offers complimentary Retirement Checkups (which include broad financial planning), online tools and fee-based services.
- On-site and online seminars.
- Educational videos available on demand.

Tax-advantaged Accounts

- Health Savings Accounts (only available with the Advantage+ health care plan) roll over each year and are portable.
- Flexible Spending Accounts (FSAs) pay for qualified expenses not covered by the health care plans. Both Health Care FSA and Dependent Care FSA are offered.

Life and Disability Insurances

- Short-term Disability.
- Long-term Disability.
- Basic & Supplemental Life Insurance.
- Basic & Supplemental Accidental Death & Dismemberment (AD&D) Insurance.
- Business Travel Accident Insurance.

Coming in 2019: New comprehensive student loan and college prep debt management resources to help employees manage current debt and plan for their family's education costs.

Coming in 2020: A new "pay for education" benefit for surviving dependent children in the event of an eligible employee's death.

**Health**

High-quality health care benefits and physical well-being programs to improve quality of life.

Health Care Benefits and Tools

Boeing provides comprehensive health care benefits with a full range of services — from preventive care to health improvement programs — to meet the various needs of you and your family. **Note:** Coverage begins on the first day of the following month that employees are hired.

- Medical Plans (including mental health and substance use disorder/behavioral health programs).
- Prescription drug benefits.
- Dental Benefits.
- Vision Benefits.
- Castlight offers personalized, local cost and quality information to help make the best health care decisions.

Specialty Care

- Best Doctors Second Opinion Service.
- Health Care Centers of Excellence.
- Cleveland Clinic Specialty Program.

- Primary Nurse and 24/7 Nurseline.
- Carena Urgent Care at Home (available in certain areas only).

Well Being

- Boeing on the Move — an annual physical activity challenge offered to Boeing employees around the world.
- The award-winning Quit For Life Program helps tobacco users increase their chances of quitting.
- Omada is an online program to help with achieving and maintaining a healthy weight.
- On-site fitness centers are located in certain areas.
- On-site health screenings are available limited times of the year in many locations.
- Discounts to weight management programs and community fitness centers are also available.



Life

Reach personal goals, manage life events and develop fulfilling relationships.

Time Off

- Paid time away from work generally includes Vacation, Sick Leave and up to 12 holidays per calendar year.
- Boeing offers leaves of absence for many life events, including family and medical leave, pregnancy and adoption (both paid if using earned Sick Leave), paid parental leave for mothers and fathers (12 weeks) and military duty.
- Eligible employees receive time off with pay for jury duty and temporary military service.

Flexible Work Options

A variety of flexible work options are available in accordance with organizational guidelines and business needs. Flexible work options include Telecommuting, Alternate Work Schedules, Part-time Work Schedules and Flexible Redistribution of Hours. Managers are responsible for defining how these work arrangements enhance their team's effectiveness, collaboration and engagement.

Adoption Assistance

The company reimburses up to \$10,000 of eligible adoption expenses related to the adoption of a child under the age of 18 (for up to two adoptions).

Boeing Discount Program

Save money on a wide variety of goods and services — including automotive, dining and entertainment, electronics, home goods, services, travel and wireless phones.

Enterprise Commuter Services

Use benefits such as pretax payroll deductions and ride-matching tools for alternate commuting methods (varies by location).

Well Being

- Well Being Co-Pilot is a digital destination where users earn points and get rewarded when they achieve goals.
- The Employee Assistance Program connects Boeing employees and their families with counseling professionals for confidential help — at no cost — with personal, family, or workplace issues.
- Work/Life Solutions provides free, confidential referrals for a variety of services, such as elder care or child care services, plus resources for stress management, parenting skills, consumer issues and caregiver support.
- Total Brain is an online stress management program.
- Health assessments help people identify and prioritize risk factors.

Coming in 2019:

- Back-up elder care and child care services to support families through all caregiving stages.

Coming in 2020:

- Vacation and Sick Leave combine into a single Paid Time Off account offering eligible employees more flexibility.
- Choose from several new voluntary benefit programs (including critical illness insurance, legal services and pet insurance), paid on an after-tax basis through paycheck deductions.



Career

Boeing has long standing commitment to continuous learning and employee development.

Learning Together Program

The industry-leading Boeing tuition assistance program offers generous funding to help you enhance your skills — and learn new ones — at hundreds of accredited colleges and universities, online and across the globe.

Digital Learning Resources

Find digital learning and skill-building courses you can complete in as little as 10 minutes, from any location, using your computer, smartphone or tablet.

Enterprise Mentoring Program

Mentoring helps drive a culture of growth and accountability by helping you connect, formally or informally, with colleagues who can guide you in your career journey and empower you to reach higher.

Employee Development Programs

Find opportunities in a range programs in areas such as leadership development, project management, and business planning.

External Technical Affiliations

Through our relationships with external technical affiliations (ETAs), we develop our workforce, strengthen our reputation, and advance Boeing technical and business goals.

Boeing Leadership Center

Programs offered at the Boeing Leadership Center in St. Louis, as well as at regional locations around the world, help develop Boeing's most important resources — our people — and solve complex challenges facing the business.

Boeing Digital Campus

An online network of learning resources provides unlimited access to online lessons, certification courses and degree programs. Take charge of your professional development by accessing a personalized profile of learning experiences, recommended courses and other resources at work or even from home.

**Community**

We partner together to invest our time, our skills and our money to drive lasting improvements in the communities we call home.

Gift Match

Boeing recognizes the importance of your personal contributions to organizations that matter to you. The maximum amount that may be matched is \$10,000 in a calendar year for any combination of monetary contributions and/or volunteer hours.

Volunteer Opportunities

You fuel our ability to bring positive change to communities worldwide. We provide tools and resources to connect you to community partners seeking your time, talent, and skills to help them achieve their mission.

Employees Community Fund (ECF)

Employee owned and managed, the ECF allows members to collectively invest in their communities with 100 percent of every employee dollar contributed going to support local community nonprofits.

Annual Drives

Throughout the year, you have the opportunity to participate in ways that benefit local families and individuals in need. Annual drives allow you to share an authentic, meaningful experience with others and witness firsthand the impact of your generosity.

Environment

Build a Better Planet, the Boeing internal environment platform, provides employees with the tools and resources they need to take on an environmental challenge or improvement, share a great idea, or connect with others to build something cleaner.

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