Boeing understands that the Company’s success depends on its people. As an investment in the well-being of our employees and the future success of the Company, our pay and benefit programs are designed to:

- Attract, retain and reward employees in support of our global growth.
- Be consistent with the business environment.
- Engage employees in the achievement of our business goals.
- Be in compliance with local laws and aligned with market practices.
Pay, Performance and Incentives

**Introduction**

**Pay, Performance and Incentives**
- Base Pay
- Annual Incentive
- Recognition Programs

**Benefits**
- Managing Work and Life
- Health and Welfare
- Well Being
- Career and Development Opportunities

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**Base Pay**

Base pay is established and reviewed based on a number of factors that include the job assignment, relevant experience, applicable education, the local market value of the position and affordability to the business. Base pay ranges are supported by a classification system that enables internal equity and external competitiveness by allowing comparison of jobs and pay levels to attract and retain the very best talent needed to grow our business. Base salary is evaluated yearly during salary review.

**Annual Incentive**

Our employees’ efforts, creativity and commitment are key to Boeing’s continued growth and success. In recognition of our employees’ contributions, the Company may award annual performance-based incentives as well as other individual forms of recognition.

**Employee Incentive Plan**

The Boeing Employee Incentive Plan (EIP) asks for employees’ commitment to think and act like owners of the business – and gives them a direct stake in that success. EIP provides cash bonuses of between 1 and 20 days of additional pay to eligible employees in the first quarter of the year if the Company achieves and/or exceeds annual economic profit objectives the previous year.

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Every effort has been made to ensure the accuracy of this summary information. In the event of a conflict between this summary and any of the pay and benefit plans and policies, the terms of the plans and policies will control. The Company reserves the right to change, modify, amend, or terminate any pay and benefits plans and policies at any time for employees, former employees, retirees, and their dependents and/or beneficiaries.
Pay, Performance and Incentives – continued

Recognition Programs
Boeing recognizes employees for their superior job performance and service achievement and for going beyond the scope of their assigned duties in several ways.

Pride at Boeing
Outstanding performance and contributions of individuals and teams are acknowledged through the Pride@Boeing Program. All employees and managers may nominate a coworker, customer, contingent labor personnel or supplier to receive a Pride@Boeing award, subject to program guidelines.

E-cards
E-cards are a fun, easy way to thank or congratulate a colleague or employee by e-mail for a recent effort or personal achievement.

Cash Awards
The Cash Award Program permits timely cash payments to recognize individual or team accomplishments that are the result of extraordinary performance, or performance that exceeds job expectations. Management has the responsibility for the nomination, approval and distribution of Cash Awards. Accomplishments are to be above or apart from the regular assignment and job expectations, or be the result of an extraordinary and sustained level of performance.

Service Awards
The employees of Boeing are the creative force behind technological achievements that touch lives every day. The Service Awards Program provides a means for the Company to both acknowledge these contributions and express appreciation for each employee’s continued service to The Boeing Company.

The Boeing Service Awards Program is designed to recognize the length of service of employees through personal acknowledgement by management and by offering employees a selection of awards for every five years of service, beginning at year five.

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Benefits

Managing Work and Life
Maintaining work-life balance – as well as productivity – means having some time away from work. We offer employees a number of leave options to manage their life, including vacation leave, sick leave, hospitalization leave, bereavement leave, marriage leave, maternity leave, paternity leave, child care leave and infant care leave. We also recognize 11 yearly holidays, which are subject to change in accordance with government announcements.

Health and Welfare
A key component of overall well-being is your physical health. Boeing provides comprehensive health care programs to help ensure employees and their families are getting the care they need to maintain or improve health, including medical, dental, life insurance, accidental death and dismemberment, business travel medical insurance and health screenings.

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**Well Being**
Boeing provides services that can support physical and emotional well-being, help its employees make sound, proactive decisions about health and well-being, be more productive at work and at home, and enjoy life more in general.

**Online Health Portal**
Boeing provides employees access to an online health portal designed to provide tools, resources and lifestyle improvement programs to manage and enhance their health and well-being.

**International Employee Assistance Program**
Almost everyone, at some point, could use the support of a professional who is trained to help with life’s difficulties. Boeing employees and their dependents have confidential access to that kind of service at no cost to them through the International Employee Assistance Program (EAP). The program is prepared to assist employees and their dependents with any personal problems requiring help, including couples, parenting, family relationships and work-related issues; depression or anxiety; cultural transition and relocation adjustment issues; drug or alcohol abuse; and other mental health concerns.

**Online Health Assessment**
Offered each year, the online Health Assessment helps identify ways employees can improve their health and well-being.

**Boeing on the Move**
The Boeing on the Move physical activity challenge is an annual six-week program designed to get employees physically active and make movement a lifestyle habit.

**Quit for Life Tobacco Cessation Program**
Boeing’s free and confidential tobacco cessation program, Quit For Life®, features telephone sessions with professional Quit Coaches®, web program integration, free nicotine replacement therapy products, and help through “Weight Calls” to help employees manage their weight while quitting.

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Benefits – continued

Career and Development Opportunities
Our commitment to lifelong learning helps our employees advance their careers within the Company. We provide employees at all levels with the opportunity to learn new skills in a myriad of ways.

Employee Development Programs
From leadership development to business planning to project management, employee development programs are available across the enterprise.

Employee Rotation Programs
Each year, the Company offers a series of rotation programs that provide the opportunity to develop different skills through one or more temporary assignments.

Mentoring
A number of company-sponsored mentoring programs enable employees to develop their skills and enhance their leadership capabilities. Employees can go through a formal process or program to get a mentor or can simply ask someone who has skills or experience in an area they wish to grow.

Boeing Leadership Center
The Boeing Leadership Center (BLC) brings together all of our approaches for accelerating the development of current and future Boeing leaders, including simulations, skills development and real-world business challenges. This center of excellence helps our leaders share best practices and experiences, as well as strengthen their professional networks within the Company.

Leadership programs offered at the BLC are also customized and delivered at international locations around the world. To date, programs have been offered in China, Australia, Saudi Arabia, Russia and the United Kingdom. Additional program offerings will be communicated as they become available.

Learning Together Program
Through Boeing’s commitment to help employees pursue lifelong learning, you may receive educational assistance through the Learning Together Program.
Benefits – continued

Boeing Library Services

Boeing Library Services’ mission is to provide employees with timely and authoritative information resources, knowledge management tools, research services, and copyright guidance in support of Boeing’s vision, programs and projects.

Some of the services available through the Library Services website include:

- Access to internal and external information including reports, documents, journals and a circulating collection of books.
- In-depth research on request, including Ask a Librarian real-time, online chat reference.
- Online, full-text access to engineering, technical and business-related resources.
- Information organization and retrieval services.