

September 23, 2024

Jon Holden
President, IAM District Lodge 751
9125 15th PI S,
Seattle, WA 98108

Brandon Bryant
President, IAM District Lodge W24
25 Cornell Ave
Gladstone, OR 97027

RE: Best and Final Offer – Potential End of Strike

Jon and Brandon,

Attached is a complete copy of the Company's Best and Final Offer ("BAFO"). The modified terms of the offer are summarized below and reflect the Company's proposal to settle the existing strike. All other terms of the prior Tentative Agreement remain unchanged.

1. Wages – Increase the general wage increases to **30% over 4 years** (Yr. 1 - 12%, Yr. 2 - 6%, Yr. 3 - 6%, Yr. 4 - 6%)
2. Ratification Bonus – A **\$6,000 ratification bonus** (LOU 34)
3. Incentive Pay – Reinstatement of the **AMPP incentive plan**. This replaces the prior proposal to begin contributing to the IAM's Machinist Retirement Savings Plan.
4. Retirement – **Increase the company match on the Boeing 401(k) Plan to 100% of the first 8%**; also continue 4% automatic Company contribution

This offer recognizes the contributions our employees make to the Company's success and future. We request that you submit this offer to your membership for a vote as soon as possible to bring an end to the current strike and allow our employees to return to work and refocus together on the future and the Company's recovery.

This BAFO constitutes The Boeing Company's entire proposal and is contingent on ratification by 11:59 PM PT on Friday, September 27, 2024.

Regards,



Mike Fitzsimmons
Vice President, Labor Relations

