

More money, more flexibility, live well in retirement



Boeing's top-ranked 401(k) plan*

- ✓ Automatic 4% Boeing contribution
- ✓ Boeing match: 75% of first 8% you contribute from base pay
- ✓ Employee contribution: 8% of base pay to maximize the match



NEW! Automatic Boeing contributions to the union's 401(k) plan

Boeing will automatically contribute **up to \$4,160 per employee per year** to the Machinists Retirement and Savings Plan, giving you even more savings for your future.

NEW! Annuity option provides "income stream for life"

Boeing will pay the transaction fee for assets used from your Boeing 401(k) account to buy an annuity at retirement through Hueler Income Solutions, a trusted Boeing partner.

NEW! Lump sum retirement option

Employees with a Boeing Company Employee Retirement Plan (BCERP) benefit can choose to take a lump sum payment at retirement for additional flexibility in financial planning.



Have a question? Send an email to:
ContractQuestions@boeing.com

*Sources: Bloomberg, Forbes

All content is for informational purposes only. Federal labor law prohibits Boeing from bargaining directly with employees. We will only negotiate with union officials.

Two 401(k) plans to boost your retirement savings

Boeing's new annual contribution to the union's 401(k) plan in addition to Boeing's top-ranked 401(k) plan help you save even more for retirement.

NEW! Automatic Boeing contributions to the union's 401(k) plan

Boeing will automatically contribute **up to \$4,160 per employee per year** to the Machinists Retirement and Savings Plan.

- Boeing will pay \$2 per paid hour, up to 80 hours per pay period



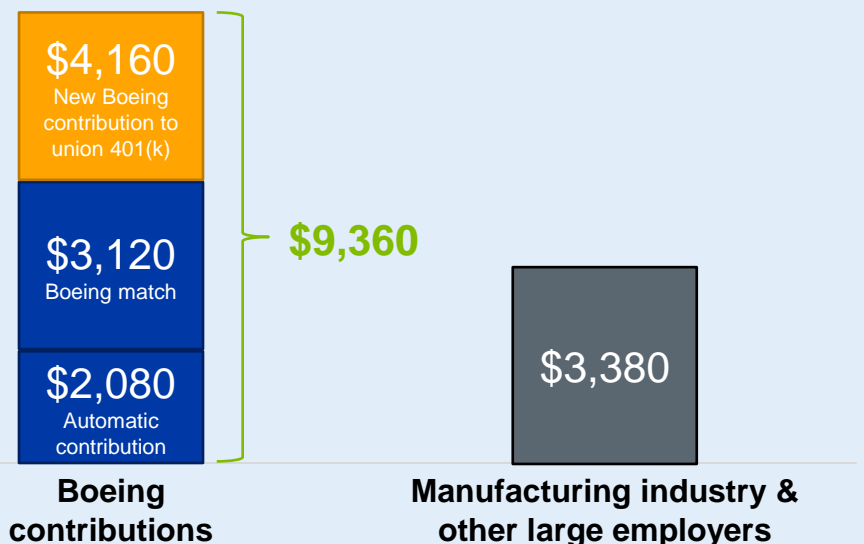
Boeing's top-ranked 401(k) plan

- ✓ Generous contributions by Boeing allow you to save 18% per year when you maximize the company match
- ✓ Diverse investment options
- ✓ 100% immediate vesting
- ✓ Access to free retirement consultations with a financial planner
- ✓ Tools to help you manage your income in retirement

Boeing's contributions to 401(k) plans far exceed market average

The overall value of Boeing's 401(k) contributions is **more than 2x higher** than the manufacturing industry and other large employers.

Here's an example of what Boeing's contributions would look like for a Boeing employee just hired, making \$52,000 a year and maximizing the match.



Source: Willis Towers Watson



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New retirement features give you more flexibility to plan for the future



Annuity option provides “income stream for life”

When you’re ready to retire, you have the option of buying an annuity through Hueler Income Solutions, a trusted Boeing partner. Boeing will pay the transaction fee for assets used from your Boeing 401(k) account to purchase the annuity.

Here’s how:

- Step 1:** Register and receive quotes from Hueler Income Solutions
- Step 2:** Select a vetted insurer and fill out application
- Step 3:** Transfer funds from your Boeing 401(k) account
- Step 4:** Boeing will pay the transaction fee
- Step 5:** Annuity payments commence

See how it works in this example:

- Male Boeing employee resides in Washington state
- Born June 27, 1962
- Begins collecting benefits at age 62
- Takes advantage of annuity option through Hueler Income Solutions, based on real-time quotes
- Uses \$250,000 pre-tax from Boeing 401(k) account
- In this scenario, Boeing would pay the transaction fee or \$2,500

Annuity Type	Monthly Payment Quote
Single Life Only	1,504.97

To use the Hueler Income Solutions estimator, visit: <https://goboeing.co/annuity>.



Lump sum retirement option

At retirement, employees who participate in the Boeing Company Employee Retirement Plan (BCERP) can:

- ✓ Choose a lump sum payment.
- ✓ Rollover some or all of the lump sum payment to their Boeing 401(k) account or another retirement plan (employer plan or IRA).



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