

From: Doug Kight

Sent: Tuesday, August 12, 2008 3:31 PM

Subject: Negotiations Web site update – new fact sheet on retirement added

****This message is being sent by Doug Kight, vice president of Human Resources, to all managers and HR employees in Washington, Oregon and Kansas ****

Negotiations Web site update – new fact sheet on retirement added

A new fact sheet focusing on [income replacement](#) was added to the 'Retirement' section of the [2008 Negotiations Web site](#) today. Two other [fact sheets](#) already have been posted, the first focuses on cost of living adjustments (COLA) and the second on health care.

Additionally, we reorganized the "[Issues](#)" section of the Web site. By clicking on any of the four issues pages, you will see the company's offer-history in that particular area. For example, in the 'Pay proposals' section, you can read the incentive pay proposals, the first on July 21 and the second on Aug. 4. We will continue to update this page with the highlights as our discussions continue. This replaces the overview information that now can be found in the right-hand navigation bar.

Actions for managers

You can now **subscribe to the Web site** to receive a text-message or e-mail alert when new items are added to the Web site. To [subscribe](#), click on the links and follow the directions.

Please read and share this information with your teams. You will notice many of the items, such as the fact sheets, are posted on the Web site as PDF files. This will make it easier to print and pass out at meetings or post on bulletin boards. The information in the "[Connecting with your Team](#)" page will help you better understand your role as a manager and how best to discuss these important issues with your team. Also, if you haven't visited the Negotiations Web site in a while, please take a few minutes to review the, "[Questions & Answers](#)", and the "[Messages](#)" pages.

Ask your team to follow the progress of negotiations at www.boeing.com/2008negotiations; review these offers with their families; and encourage them to vote on Sept. 3.

Finally, for more information about negotiations or to comment on an issue or process, visit my blog, [innerViews](#).

Thanks for your continued involvement and support of Boeing's 2008 negotiations with the IAM.

Doug