



From: Doug Kight
Sent: Saturday, August 30, 2008 3:52 PM
Subject: Four days until employees vote on Boeing's best and final offer

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

Four days until employees vote on Boeing's best and final offer

Thank you for participating in the webcasts that I held yesterday. We held one on first shift and one on second shift so that we could reach as many managers as possible. Our entire negotiations team was very pleased with the level of support you are showing for Boeing's best and final offer. We appreciate what you're doing to talk to your employees about the value it could bring to them and their families.

We received excellent questions and have posted two video clips from the Q&A portion on our [Web site](#). (They're posted in the vertical bar on the right-hand side of the main page.) You also can access the video clips through the [breaking-news BNN item](#) posted yesterday evening.

If you haven't yet had a chance to watch one or both of these webcasts, I strongly encourage you to do so. Click [here](#) for the morning webcast and [here](#) for the afternoon webcast. Please also make the time to share them with your teams. You can forward the links or view them together as a group. (Please note that the webcasts can only be viewed inside the Boeing firewall.)

As I mentioned in one of the webcasts, this best and final offer will come down to "kitchen-table economics." When our employees sit down and look at how this offer will increase their pay and pension and continue to provide them with outstanding health care at lower costs than most Americans pay, we hope they will vote yes. To get this message across, please encourage your employees to carefully review the offer with their families, use our [Pay & Benefits calculator](#) or do the math for themselves, and vote in their best interest.

This is a great offer, and it truly is our best and final offer, on which employees will vote on Sept. 3.

Actions for managers

- Schedule time to review the archived webcasts with your crews. This is worth investing your time and your team's time. Click [here](#) for the morning webcast and [here](#) for the afternoon webcast. (Please note that the webcasts can only be viewed inside the Boeing firewall.)
- Ensure that your employees know about the [2008 Negotiations Web site](#).
- Print and circulate the [summary](#) of the best and final offer and have copies available for meetings or informal discussions.
- Remind your employees that this truly is our best and final offer. As promised, we presented it before the Labor Day weekend so that employees can have time to review the contract with their families, use the online [Pay & Benefits calculator](#) and vote in their best interest on Sept. 3. The full text of the contract also is posted on our [Web site](#).
- Educate yourself on the issues. If you or any of your employees have questions, our Negotiations Call Center is open from 6 a.m. to 6 p.m. Pacific time. The phone number is 866-725-2180. You also can e-mail questions to ERPugetSound@boeing.com.

Thank you for continuing your efforts in support of this, our best and final offer.

Doug