



From: Doug Kight
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Subject: Boeing reviews market salary data with SPEEA

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

Boeing reviews market salary data with SPEEA

On Thursday, we reviewed with the SPEEA compensation subcommittee the data used to support our market-based approach to compensation. This continues an ongoing process of sharing information with SPEEA. This note aims to keep managers up to date and answer questions that might arise.

Since 1995, we've consistently reviewed market data together with SPEEA. We want to continue this process in which Boeing and SPEEA use the same data to evaluate our current levels of pay, then discuss with SPEEA how we can move forward to reward employees appropriately while remaining competitive.

This annual market review provides a baseline for both Boeing and SPEEA to discuss how Boeing pays engineers and technical employees in relation to the market. Typically, this particular meeting occurs later in the process, closer to when negotiations move to the hotel. This year, we've accelerated the review by several weeks at the request of SPEEA.

Boeing compares itself across many measures with many of the world's premier companies. Our commitment to aligning our compensation with the market, supported by a comprehensive benchmarking process, reflects our desire to make sure our compensation is competitive while rewarding employees for their contribution to our success. Our market comparisons are based on factors such as industry, company size, location and, of course, the actual type of job.

One of our core beliefs is that we must offer a strong, competitive package of compensation and benefits—which includes incentive pay, pension, savings plans and health care—so that we can attract and retain the talent necessary to continue our leadership in the aerospace industry.

Reviewing the market data is one step of the comprehensive salary review process that applies to all Boeing salaried employees. We've included a link to a [fact sheet](#) that will provide you with additional details about this annual process.

Actions for managers:

- Ensure that your employees know about the [2008 Negotiations Web site](#).
- Review the fact sheet: [Focus on Salary Review Process for Salaried Employees](#). Please print copies and make them available to your teams.
- Educate yourself on the issues. If you have any questions, please e-mail them to ERPugetSound@boeing.com.

Thank you for your leadership in communicating these messages to your teams.

Doug