

Proposed Prescription Drug Program

Rx for improving health care

Boeing is committed to providing a comprehensive health care and insurance package that is offered at an affordable cost to our employees. The company wants to do what it can to help control or reduce health care expenses by improving existing offerings like the prescription drug program.

Prescription drug enhancements for Traditional Medical Plan*

- **You no longer pay the full cost of prescription drugs at a retail pharmacy**

Instead, you'll pay only your share of the cost, as outlined below.

- **Prescription drugs are no longer subject to an annual deductible**

- **New retail pharmacy copayment minimums and maximums**

Generic drugs remain 10% of the cost but with a new \$5 minimum and \$25 maximum

Brand-name formulary** drugs remain 20% of the cost but with a new \$15 minimum and \$75 maximum

Brand-name nonformulary drugs remain 30% of the cost but with a new \$30 minimum and no maximum

*Mail order program copayments remain the same

**A list of preferred generic and brand name drugs

Generic Prescription Drug Incentive Program

To better manage costs, Boeing is also proposing a Generic Prescription Drug Incentive Program effective for SPEEA-represented employees on January 1, 2010.

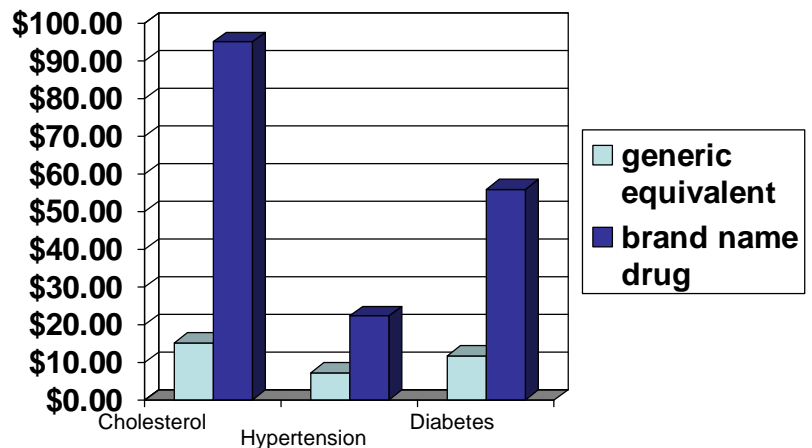
Before generic drugs can be approved for sale in pharmacies, the federal Food and Drug Administration must certify they are as safe and effective as their brand-named counterpart. They simply cost consumers less.

Under the Generic Drug Incentive Program, if you choose a brand-name drug when a generic equivalent is available you will have to pay the generic copayment **plus** the cost difference between the brand-name and generic drug.

If your prescription drug does not have a generic equivalent, the Generic prescription Drug Incentive Program does not apply.

Cost of generic vs brand name*

30 day supply at retail pharmacy



* Based on actual costs of prescription drugs purchased by SPEEA members

Exemption

- ✓ If your physician believes that for clinical reasons you must use a brand-name drug instead of an available generic, he or she can request a coverage review. The prescription drug service provider will review your doctor's request. If coverage is approved, you simply pay the copayment for the brand-name drug and Boeing pays the rest.

Boeing believes that when employees are aware of services such as generic drugs, they are better able to make decisions with their doctors to help keep medical costs down. The Generic Prescription Drug Incentive Program does not go into effect for SPEEA-represented employees until January 1, 2010, so you have time to work with your physician on what is most appropriate for you and your family.