



Health Care Overview

Boeing offers health care plans that provide employees and their families with excellent medical, dental and vision care at lower costs to employees than many other large companies. In 2007, Boeing employees' portion of health care costs was approximately 12 percent on average, while employees of similar large manufacturing companies paid about 30 percent of the cost. We're committed to continuing to provide high-quality, comprehensive health care benefits and working with our unions to find ways to manage the rising cost of health care.

In 2007, Boeing spent nearly \$2 billion — the equivalent of about 33 new Boeing 737s — on employee and retiree health care. The company's health care costs are projected to increase approximately 6.5% in 2008. To remain competitive, we need to work together to manage health care costs.

Nearly 40% of Boeing's health care costs are related to conditions that are frequently linked to preventable health risks. Boeing offers a variety of tools and resources to help employees and their family members lead healthy lives. An emphasis on wellness and prevention at Boeing can help keep employees healthier and more productive — and can help minimize the impact of rising health care costs over time.

Following are some of the wellness programs, tools and resources available to Boeing employees:

www.BoeingWellness.com: provides reliable health information about hundreds of diseases and conditions, online healthy lifestyle programs for stress, exercise, smoking cessation, weight management and information about the wellness program offerings at your site. In 2007, there were 230,000 registered users of this [website](http://www.BoeingWellness.com).

The online Mayo Clinic Health Risk Assessment: offered annually, most Boeing employees (and spouses or domestic partners enrolled in a Boeing health plan) are eligible to participate and receive a fifty dollar gift card for participation. In 2007, 117,000 employees and spouses/domestic partners completed the HRA. More than 28,000 people took advantage of follow-up coaching with a Mayo Clinic Healthy Lifestyle Coach.

Free onsite wellness screenings: offered at many locations in 2007, these screenings help identify potential health conditions and give employees the opportunity to "know their numbers" — blood pressure, cholesterol, glucose and so forth. 20,000 employees participated in 2007, and screenings will be offered again in 2008.

Free flu shots: to help stay healthy, 50,000 employees received flu shots in 2007.

Quit For Life Program: offers telephonic coaching, free nicotine replacement therapy (patch or gum), access to interactive web site, and weight calls. An additional 1,600 people enrolled in this free quit-tobacco program in 2007.

Employee Assistance Program: this confidential service connects Boeing employees and their families with experienced counseling professionals at no cost for up to six sessions per year. In 2007, the EAP helped more than 7,700 employees and provided more than 14,500 hours of face-to-face counseling to employees and their families.