

**2008 IAM Negotiations
Questions & Answers for Boeing employees**

VOLUNTARY INVESTMENT PLAN (VIP)

Q. What will happen with an employee's Voluntary Investment Plan (VIP) loan payments during the strike? Are the monthly payments still required?

A. VIP loans must be repaid within their original loan term. If on strike, employees can keep their loan current by making manual payments or they may make up the missed payments any time before the end of their original loan. Interest will accrue on late or unpaid payments. Please see below for payment instructions while on strike.

Q. If an employee has an existing VIP loan, will the term of the loan be extended due to a strike?

A. No. Plan rules prohibit loans from being extended beyond their original due date. Payments continue to be due according to the original loan schedule, and checks may be sent in manually. Any missed payments plus accrued interest will need to be made up before the end of the original term of the loan. Otherwise, the remaining loan balance will default and be reported as taxable distribution. If you default on your VIP loan, you will not be allowed to request another loan from the plan until the defaulted loan's balance is paid in full.

Q. How do employees process VIP transactions while on strike?

A. You may call Boeing Total Access at 1-866-473-2016 and say "Savings". You may also access online at www.boeing.com/express. You will need your BEMS or SSN and your TotalAccess password to access your account.

Q. How do employees make manual payments on their VIP loan or process VIP transactions while on strike?

A. Employees should send a check with their name, Social Security number, and loan number payable to State Street Bank to the following address:

CitiStreet
Boeing Savings Plan Administration
P.O. Box 5166
Boston, MA 02206-5166

For expedited delivery:
CitiStreet
Attn: Boeing Plan Administration
One Heritage Drive
North Quincy, MA 02171-7422

Payment may be made by money order or personal check. However, if employees do send a personal check, there will be a 21-day hold placed on their account that prohibits any new loan or withdrawal transactions. To get their loan number, payment amount, or further

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information on their loan, or to process other transactions in their VIP account, employees should call Boeing TotalAccess at 1-866-473-2016 and request Savings when prompted. Employees can access their accounts on the Savings Plans Online Web site at <http://www.boeing.com/express> and on the My Savings & Pension page, click on Boeing Savings Plans. Employees will need their BEMSID (or SSN) and their TotalAccess password to access their account.

Q. Can an employee still apply for a withdrawal or a new VIP loan while on strike?

- A. Yes. Employees can process most transactions that they would normally process, including fund transfers, loans, after-tax withdrawals, rollover contribution withdrawals, employer matching withdrawals (if they have 5 years of service), and hardship withdrawals.

Hardship withdrawals may be requested once an employee has been absent without pay for 15 consecutive business days or more. The maximum an employee may request is based on regular wages (at 40 hours per week) for the time period that the application covers. An employee may not request additional funds for time to be missed in the future beyond the withdrawal processing date.

The employee must exhaust all other financial resources before requesting a hardship withdrawal, including a withdrawal from the VIP of after-tax, rollover, or employer matching contributions; or the employee may request a loan from the plan, as long as the loan itself does not cause a financial hardship.

All in-service withdrawals except the hardship withdrawal can be requested from Boeing Savings Plans Online or by calling the Boeing Savings Service Center through TotalAccess at 1-866-473-2016. Hardship withdrawal requests must be made by completing a Hardship Withdrawal application form, available from the Forms section of Boeing Savings Plans Online or by request from the Boeing Savings Service Center.

Q. Is there a limit on how many VIP withdrawals a participant can request or a waiting time between withdrawals?

- A. No, there is no limit or waiting time. As long as employees meet the requirements for a withdrawal, they may apply as often as needed.

Q. If an employee is on strike, can contributions be made to the VIP?

- A. No. Federal regulations prohibit making additional manual contributions to qualified plans such as the VIP. Contributions can only be made as a deduction from current earnings.