

TENTATIVE AGREEMENT

LETTER OF UNDERSTANDING NO. 14 RELATING TO JOINT BENEFITS DISCUSSION GROUP *(Engineering and Technical Units)*

The Company and the Union are committed to ensuring that employees have access to cost effective, quality health care coverage. Because of their ongoing concern about the quality of health care and costs, the parties agree to continue their Joint Benefits Discussion Group. The group will have an equal number of representatives, including a co-chair, from each party. When appropriate, health care experts and representatives from the Company's health plans will be invited to attend group meetings. Each party may have their benefits consultants and advisors attend group meetings. The group will meet at least twice each year to discuss issues related to the health care program. The group also will meet with health care providers to express the parties' interest in obtaining quality health care at affordable prices. Among the topics the parties will consider and discuss are:

Medical Plan experience, costs and trends.

Cost management programs, health plan and health care provider accountability for quality and efficiency .as well as prescription drug initiatives.

Measurement tools for evaluating health plans, including accreditation from a nationally recognized group such as the National Committee for Quality Assurance (NCQA).

Benchmark data from other employers.

Promotion of patient safety, care management and wellness initiatives designed to improve the health of employees and thereby reduce overall medical costs with the understanding that such health care initiatives will embrace certain medical plan design principles.

Roth 401(k) and investment fund options.

The Company agrees to share the interest that take into account the advice of this Group in the decisions it makes relative to these issues.

Other benefit issues including Article 15, Voluntary Investment Plan and Article 17, Retirement Plan, may be discussed from time-to-time at the request of either party.

Dated: December 2, 200~~8~~⁵

**Society of Professional Engineering
Employees in Aerospace**

The Boeing Company

By _____

By _____

Dated _____

Dated _____