



Build Better Communities Worldwide



The Boeing Company

At Boeing, we aspire to be the strongest, best and best-integrated aerospace-based company in the world — for today and tomorrow.

- ▲ Boeing's total revenue in 2014 was \$90.8 billion
- ▲ Boeing employs more than 165,000 people across the United States and in more than 65 countries
- ▲ Boeing, for the fifth straight year, was named the No. 1 innovator among aerospace and defense companies
- ▲ Boeing has been awarded 15,573 patents around the world over the past 20 years
- ▲ Boeing has more than 21,000 suppliers and partners around the world
- ▲ Boeing is the No. 1 exporter in the United States — a position the company has held for the last decade
- ▲ Boeing has customers in 150 countries
- ▲ Boeing has established 11 research and development centers, 16 consortia and 22 joint research centers around the world



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Corporate Citizenship

We create powerful change through strategic investments, employee engagement and purposeful advocacy efforts that enable people to build better communities worldwide.

Hundreds
of **global
community
service**
events in 2014

170+
**Humanitarian
Delivery Flights**
in partnership with
more than
50
airline customers
since 1992

Engagement with
1,500+
**community
partners**
annually with our
charitable dollars

**Education
programs**
received
52%
of our **charitable
contributions**
in 2014

Boeing
employs
23,000+
veterans,
many still
serving in the
National Guard
and Reserve

Employee-led
**Green
Teams**
encourage
**recycling, employee
engagement** and
community
volunteering
companywide

Leadership Message

As a company that aspires to lead through innovation, we inspire action and opportunity to help people build better communities every day.

Since Boeing was founded as a small U.S. company nearly 100 years ago, our people have dreamed big — and have delivered on those dreams. From the dawn of flight through deep-space travel, we have sought to raise the bar and challenge the notion of what is possible in aerospace.

Today, we are a global enterprise with core strengths in technical excellence, large-scale systems integration, life cycle solutions and lean operation. As we have grown, we have retained our values, which include a commitment to helping our people and global communities realize their dreams.

Our foundational passion is to innovate — not only to advance the safety, quality and efficiency of our products and services, but also to help strengthen the communities where our people, customers and partners live and work.

So we invest in innovative organizations and programs that help people succeed. We foster a culture that encourages employee engagement through professional growth opportunities, leadership development and a commitment to community. We help advocate and raise awareness of critically important issues while supporting organizations that make a demonstrable impact.

As we approach our second century, we seek to inspire in others the same sense of curiosity, perseverance and willingness to turn dreams into reality that our founder instilled in Boeing.



Boeing helped build better communities worldwide in 2014 by investing more than **\$188 million** as well as **thousands of volunteer hours**

	\$ in millions
Employee	41
Charitable	71
Business	76

Left to right:
Lianne Stein
Vice President, Global Corporate Citizenship
Jim McNerney
Chairman and Chief Executive Officer
Tony Parasida
Senior Vice President, Human Resources and Administration

Inspiring and Preparing Young Students



Working toward a future when all students will have access to learning, can develop their skills, do what they dream and build something better.

Invest

Investing in our future extends beyond creative technologies and capabilities. It also means investing in access to quality early education, leadership development of teachers and principals, and problem-based learning opportunities for students and their families. Globally, Boeing provides grants, sponsorships and other financial support to high-impact, evidence-based education nonprofits and community partners.

Engage

How students learn matters as much as what they learn. Our ability to actively engage students and families comes from one of the company's most vital resources: our people. Boeing employees contribute their time and talents to inspire students to dream big.

Advocate

Education is fundamental to developing and sustaining healthy, productive and innovative societies and economies. By leveraging our business intellect, resources and relationships, we are able to raise awareness and drive thought leadership on education issues that are critically important to our company and global communities.

500
employees mentored
6,500+
students on
FIRST® teams
in 2014

Leadership
development
support for
1,000
school leaders
in underserved
school districts
across the country

85,000
teachers and
students at
1,000+
schools engaged
through Soaring
with Your Dream
in China

Fueling the Curiosity Machine

Meaningful context is a powerful tool when teaching any subject or concept. For many students, understanding complex science, technology, engineering and mathematics (STEM) concepts is made simpler when learning becomes an active exercise.

Partnering with Iridescent, an education nonprofit that trains professional engineers, scientists and parents to foster curiosity, persistence and creativity among underserved children and their families, Boeing engineers are making engineering an active learning experience by designing online learning activities.

“The moment students and families realize that science and engineering are something they are capable of doing — and excelling at — that’s what motivates me to develop compelling design challenges,” said Boeing engineer Eric Jensen. “The ability to empower others by sharing our passion is beyond gratifying.”

Accessible through Iridescent’s online curriculum and mentor platform — Curiosity Machine — students, teachers and families are guided through science and engineering design challenges, encouraging them to persist through failure and transform their ideas into reality.

“This program reinforces what we have identified as one of our unique aspects and greatest strengths — having parents work alongside their children, in partnership with trained STEM professionals to mentor and support their learning,” said Tara Chklovski, chief executive officer of Iridescent.

More than 90 percent of student participants demonstrate increased persistence when faced with challenging activities, and 65 percent of parents report doing more science-related activities at home as a result of engaging with the Curiosity Machine.





Boeing Mentors Put Students First

Every year, Boeing employees support future innovators as they discover and develop a passion for science, technology, engineering and mathematics (STEM) through *FIRST*[®] (For Inspiration and Recognition of Science and Technology).

"I didn't really grasp what STEM was when I was a student. I think *FIRST*[®] helped me grow that passion," said Ryan Dognaux, a Boeing engineer.

Dognaux is one of hundreds of Boeing employees who have supported almost 1,100 *FIRST*[®] teams as mentors, judges and volunteers since 2008.

Beyond designing and building robots for intense competition, *FIRST*[®] allows students to learn important 21st century life skills through collaboration with their team and mentors.

"The mentors dedicate their time to teach us what they love and they're passionate about doing," said Joseph Sides, a high school senior and *FIRST*[®] competitor from Missouri. "I've become passionate about engineering and I'm excited about the future of engineering."



Sparking Interest in Science

Working with educators in the Hvidovre school district and the Norwegian nonprofit organization *FIRST* Scandinavia, Boeing is supporting the incorporation of the NewtonRoom concept into the curriculum for Danish schoolchildren.

"The NewtonRoom project has been a great success in Norway, and expanding it to Denmark is a logical path considering the similarities of the school systems in the two countries," said Per-Arild Konradsen, general manager of *FIRST* Scandinavia.

Developed by *FIRST* Scandinavia in Norway, the NewtonRoom concept offers high-quality, ready-made, multidisciplinary science and curriculum-compliant courses with various themes such as renewable energy, geology and robotics. The courses are conducted in specially designed science rooms, referred to as NewtonRooms, which are designed to engage and motivate students in new ways.



A High-Flying Experience

How do you build an airplane? For more than five years, students in secondary schools across the United Kingdom have been answering this question — with the ultimate dream of experiencing flight.

“This initiative has been a fantastic learning experience,” said Oliver Vass, 16, a student at Yateley School. “It has not only increased my knowledge of the aviation industry, but also has given me valuable team-building skills.”

The Schools Build-a-Plane Challenge, co-created by Boeing and the Royal Aeronautical Society in association with the Light Aircraft Association, gives students the opportunity to build a single-engine aircraft from a kit while learning the scientific and engineering principles of flight.

While many students have decided to pursue a degree in engineering or technology, some have realized an interest in business skills, such as program management and marketing.

Launched in 2008, six schools are currently involved in the Challenge.

During the 2014 Farnborough International Airshow, students involved in the Challenge made history when two aircraft they built flew in the show. It was the first time airplanes built from kits have been featured.



Empowering Educators

Since 2005, Boeing has supported student learning by accelerating the effectiveness of teachers and school leaders through its relationship with New Leaders. A national nonprofit, New Leaders aims to train transformational school leaders who can drive academic excellence and preparation for students across the United States.

For Susan Kilbane, principal of New Field Primary School in Chicago, the skills she learned at New Leaders are helping her to maintain a clear vision for the school — to honor children’s individual strengths while developing their areas of need and empowering them to reach their full academic, creative, physical and social-emotional potential.

“Being a New Leader means being part of an amazing group of individuals who believe strongly in the capacity of all children to achieve at high levels,” said Kilbane.



Finding an Artistic Advantage

Recognizing the value of arts education in the classroom, Boeing and the Center of Creative Arts in St. Louis are supporting teachers who integrate arts into hands-on science, technology, engineering and mathematics (STEM) learning.

The program coaches elementary school teachers to integrate arts and science education in their classrooms so students can develop habits of mind, through the creative process, that are essential for future scientists and engineers.

“In addition to developing technical skills in an art form, learning in the arts helps develop individuals who are creative, collaborative, confident and critical thinkers,” said Kelly Pollock, executive director for Center of Creative Arts. “Simply put, the arts are critical to creating individuals who can thrive in our increasingly complex society.”

In its second year, the program has expanded to seven schools across five school districts and includes financial support from Boeing as well as engagement with Boeing employees.

Flight Aptitude

The history of cooperation between Boeing and China's aviation industry traces back more than 40 years. Today we continue to support the development of China's air transport system by bringing aviation to life for Chinese youth from elementary school to college through multiple programs.

Since 2009, Boeing's aerospace education program Soaring with Your Dream has been inspiring middle school science teachers and students through instructional courses as well as aviation-themed summer camps and activities.

"The aviation industry plays a very important role in the development of Sichuan province and Soaring with Your Dream will inspire enthusiasm and encourage students to embrace new challenges," said Mu Wenhui, president of the Sichuan Science and Technology Museum.

Collaborating with Beijing Youth Foundation and Beijing Student Activity Center, Boeing has also brought real-world engineering experience to Chinese students at the high school level through sponsorship of 40 *FIRST*® Tech Challenge teams.

At the college level, Boeing is working with four universities to support a range of activities from scholarships and faculty training to funding student competitions and developing course curriculum.

In 2010, Boeing launched six student aviation clubs at as many Chinese universities that continue to foster aviation education as well as collaboration and teamwork.





Photo: Foundation For Excellence

Laying a Foundation for Excellence

With one of the largest populations in the world, India has become a leading economy ripe with possibilities. Yet, only 10 percent of local youth have access to higher education.

Through merit-based scholarships, Foundation For Excellence (FFE) enables exceptionally talented students in India from low-income families to achieve their dream of pursuing engineering, technology and medical degrees.

“For more than 20 years, we have been serving the talented youth of India,” said Dr. Kaillash Joshi, president of FFE. “Our goal is to transform generations of lives by identifying, nurturing and encouraging gifted students to pursue their dreams of professional education.”

Through a grant with FFE’s Adopt a Scholar Program, Boeing is supporting 200 FFE-Boeing Scholars who are pursuing professional degrees in engineering or technology.



Photo: Boeing

A Lesson to Remember

It started with a pencil drawing of an airplane concept by a 9-year-old British boy named Andrew Newberry.

Inspired by the correspondence, Boeing executive Pete Hoffman leveraged a scheduled trip to London during National Engineers Week to surprise Newberry’s class and teach a lesson on the role of Boeing engineers.

“When I got this letter, it took me back to my childhood,” said Hoffman. “It really means something to know that what we’re doing here is making a connection in someone’s life. Who knows, maybe Andrew will end up designing the next-generation aircraft.”

Since 1951, thousands of Boeing engineers have participated in National Engineers Week to inspire future engineers and advance engineering as a global profession. Throughout the week, volunteers at various locations visit schools to talk to students about the rewards of engineering as a profession and career.

Investing in Environmental Innovation



As a committed, responsible environmental leader, Boeing partners with local communities in programs that work toward environmental protection and preservation.

Invest

Boeing strives to educate communities about the importance of changing behaviors and creating habits that will last a lifetime. Boeing invests in community-based programs that encourage environmental education, energy efficiency or reduction, and conservation efforts that protect, restore and manage critical lands and water systems.

Engage

Using their passion to improve environmental performance, Boeing employees are taking action to positively impact our operations and their communities. Through Employee Involvement and Green Teams, employees work hard to improve business processes that help Boeing increase its environmental performance and create opportunities for other employees to get involved with company and community environmental activities.

Advocate

United by a deep sense of environmental stewardship, we partner with research institutions, customers, universities and governments to build better communities worldwide and effect positive change across the globe. As a business and citizen of the global community, we are innovating with fresh approaches toward sustainable aviation biofuel, more efficient flight, environmental preservation and cleaner operations.



Growing Sustainable Fuel—and a Sustainable Income

Helping farmers in South Africa's Limpopo province, Boeing is collaborating with the Roundtable on Sustainable Biomaterials (RSB), South African Airways (SAA) and other partners to create a sustainable income through the development of sustainable aviation biofuel.

Through the partnership, called Project Solaris, farmers with small plots of land are able to grow and market a nicotine-free, energy-rich tobacco plant that can be used to make jet fuel.

A key partner in the project is RSB, which certifies that crops meet strict sustainability criteria, such as net carbon emissions reduction and ensuring no adverse effect on local food and freshwater supplies.

“By teaching local South Africans how to grow, harvest and sell this plant in line with globally recognized principles of sustainability, we are creating the potential for thousands of new jobs in rural areas while protecting the environment,” said Rolf Hogan, executive director for the Roundtable on Sustainable Biomaterials. “Starting in Limpopo province, we are laying the basis for a new regional bio-jet fuel supply chain and bringing economic and rural development to the region in a sustainable way.”

Project Solaris is part of a broader initiative by Boeing and SAA to develop and implement a sustainable aviation biofuel supply chain in southern Africa. The project is intended to expand economic opportunities for South Africa's small landholders while meeting government goals for the environment and public health, as well as SAA's commitment to a better way of conducting business.

Project Solaris partners also include SkyNRG, a joint venture created in 2009 by KLM Royal Dutch Airlines and others to supply and make the market for sustainable jet fuels, and Sunchem, an Italian company that developed and patented the hybrid tobacco plant as an energy crop that farmers could grow instead of traditional tobacco.



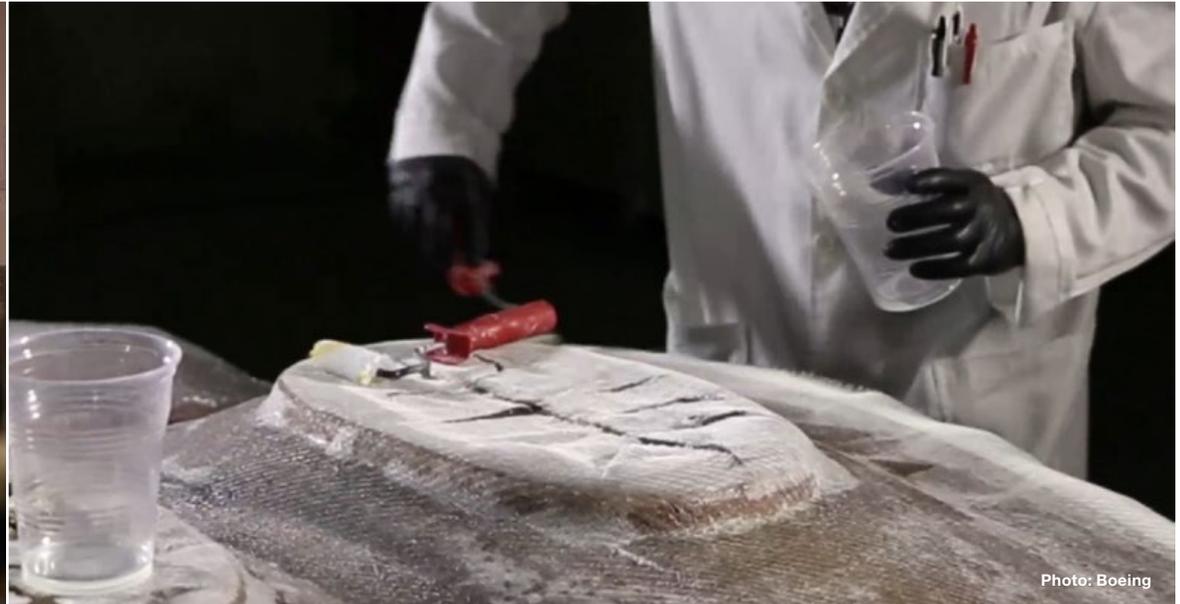


Teaching That Energy Matters

Due in part to a new Boeing-funded curriculum being incorporated into public school science classes in Everett, Washington, students are learning about clean energy and energy conservation.

“This is a great opportunity to show the students how daily household items — computers, lights and heaters — use energy,” said Keith Warner, senior manager of Boeing Environment and Utilities Services. “It also lets them spend the day working alongside professionals in the utility and energy fields.”

Partnering with nonprofit Washington Green Schools, Everett Public Schools and the Snohomish Public Utility District, Boeing helped to create and teach an education curriculum focused on energy efficiency and renewable energy for middle school students. Launched at North Middle School in Everett, more than 650 students participated in a series of energy demonstrations and critical-thinking exercises to further encourage energy efficiency.



From Plants to Planes

Using a sustainable composite material made of flax, a Boeing team in Spain is improving the environmental performance of airplane interiors.

Boeing researchers are developing aircraft interior cabin sidewalls made with flax, which is treated with a harmless flame retardant, and a natural resin. When panels are replaced or retired, they can be disposed of without harming the environment.

“We have developed novel materials from scratch, tailoring their properties to meet the requirements of the application,” said Nieves Lapeña Rey, a senior materials scientist at Boeing Research & Technology Europe.

In addition to the panels' fire resistance and light weight, the team has optimized most mechanical and acoustical properties, as well as the manufacturing process, so the sustainable panels can be made by conventional manufacturing methods at the same rate as current sidewalls.



Photo: The Great Barrier Reef Foundation

Preservation Down Under

Representing the company's largest operational presence outside the United States, Boeing is also an active part of the community supporting environmental causes in Australia. Working with The Great Barrier Reef Foundation, Boeing has established the Great Barrier Reef Citizen Science Alliance that focuses on the protection and preservation of the Great Barrier Reef.

“Citizen science provides an opportunity for everyone to contribute to scientific research,” said Claire Hanratty, managing director of The Great Barrier Reef Foundation. “With tens of thousands of plant and animal species, the Great Barrier Reef is a rich natural environment ideal for volunteers to explore and to collect valuable data for professional scientists, reef managers, communities or conservation groups.”

Through citizen science, community members participate in scientific work often in collaboration with or under the direction of professional scientists and scientific institutions. Focused on generating benefits for science, communities and the Reef, the Alliance aims to raise the profile of citizen science, optimize the use of citizen science data, and enhance education of the environmental importance of the Reef.

Through grants from Boeing, the Great Barrier Reef Citizen Science Alliance is enhancing its ability to raise awareness of and engagement with the Reef's unique environments.

During 2014 National Science Week, the Alliance hosted a range of interactive citizen science day events at six locations along the Queensland coast. Sponsored by Boeing and coordinated by The Great Barrier Reef Foundation, almost 3,000 people participated in activities.



Photo: Korea Green Foundation

Bringing Climate Change Into the Classroom

Working with the largest environmental nongovernmental organization in the Republic of Korea, Boeing and the Korea Green Foundation are demonstrating that you're never too young to learn about your effect on the environment.

The Climate Change Classroom program engages students ages 11 to 13 in multifaceted learning experiences that help them and their families to become more environmentally aware global citizens and cultivate environmentally friendly habits.

“Throughout this program, these future environmental leaders will recognize the importance of eco-friendly management of businesses and the importance of building a sustainable future to set an example for generations to come,” said Choi Yul, president of the Korea Green Foundation.

Since the program began in 2009, more than 1,500 elementary school students have participated in lectures, presentations and outdoor activities.



Photo: TreePeople

Creating a Healthier City

Working together, Boeing and TreePeople are highlighting the benefits of eco-friendly behavior in two California communities to create a healthier and more sustainable Los Angeles.

Models of Mobilization — an 18-month pilot project in Huntington Park and Pacoima, California — is focused on implementing simple eco-projects and educating community members about practical ways to alleviate the area's urgent and longer-term environmental needs.

“TreePeople provides tools and resources that enable people to take action in their neighborhood and be an active manager of the urban water supply,” said Chris Imhoff, senior director of Programs. “This joint project is designed to both empower and educate the local community.”

For more than 40 years, TreePeople has been uniting the power of people, trees and nature-based solutions to grow a sustainable future for Los Angeles.

Building Communities Through Engineering

Since 2008, Boeing and the nonprofit Engineers Without Borders-USA (EWB-USA) have worked together to implement deep-rooted engineering solutions that solve critical community problems. Through support of professional and student chapters, Boeing supported 55 projects in 24 countries, positively affecting the lives of 322,500 people in 2014.

With our support, the EWB-USA University of Arizona (EWB-USA UA) chapter is working on a sanitation project building showers and latrines in the community of Marquirivi, Bolivia.

“Through collaboration with our Bolivian-based nongovernmental organization, Engineers in Action, and the community members, EWB-USA UA successfully constructed the first solar-heated shower structure in an Andean community called Marquirivi, leading us to the next step of the project, fulfilling the community’s sanitation needs of family-owned latrines,” said Vasiliki Karanikola, EWB-USA UA project manager.

The students plan to return to the community to build three latrines and train the community for latrine construction assessment.

Almost 2,500 miles away, in the mountainous northern region of Nicaragua, a rural community called Tierra Nueva (New Land) is thriving, thanks to some small-scale engineering projects implemented by an EWB-USA professional chapter.

“Working with our partner Agros International, and with support from Boeing, we designed a coffee processing plant and wastewater treatment facility that will lead to a sustainable source of income for these families,” said Brad Nielsen, a Boeing environmental engineer for Environment, Health & Safety and a member of the EWB-USA Puget Sound Professional Chapter.

The project will allow multiple families to use a coffee processing method that does not pollute their local environment.





Photo: Boeing

Green Teams

For five years, a collaborative, multisite, multibusiness unit team has been leading local conservation efforts and inspiring others.

Part of a companywide effort to support employee environmental involvement, The Sustainables are one of almost 30 volunteer-based Green Teams at Boeing.

Completely managed and led by employees, Green Teams focus on environmentally innovative business process improvements, resource conservation, employee engagement and community volunteering.

Since 2010, The Sustainables have completed almost 80 site-based projects in the Puget Sound region, contributing to a 74 percent increase in recycling and environmental education initiatives at the local sites.

“I have a personal commitment to make things better and being part of a Green Team allows me to do that,” said Chiara Zaratkiewicz, team lead of The Sustainables. “Our team has had a huge opportunity to create and be involved in making environmental improvements and raising awareness of all the ways employees can get involved.”

Through persistence, partnerships and passion, Green Teams provide environmentally active employees with the opportunity to play a critical role in making strides toward improving environmental performance in our operations and the communities in which we live and work.

Recognizing the Value of Military Service



Recognizing their unique value, Boeing creates opportunities and invests in partnerships that create new pathways for service members and veterans, their families and communities.

Invest

Throughout their career, service members face many challenging situations—including the transition to civilian life. Boeing recognizes and invests in the unique value that former service members bring to their civilian careers and communities. Through strategic investments and partnerships, Boeing is creating pathways for new careers and new possibilities.

Engage

Supporting military members and veterans goes beyond delivering products, capabilities and services. It is woven into everything we do, from our hiring and employment programs to our grants and volunteer activities. It means strengthening military families, engaging with the military community, and creating connection points for veterans and reservists throughout our company.

Advocate

We recognize and respect that service on behalf of a nation is an enduring mission. We honor that service every day within the company and advocate on behalf of service members for more jobs and training programs among industry, government and communities.

Boeing and its employees supported

730

military- and veteran-related organizations and events in 2014

Boeing leaders have engaged with **U.S. service academies** for almost

10

years in leadership training

11

nationwide chapters of the **Boeing Employees Veterans Association**, an affinity group

RECOGNIZING THE VALUE OF MILITARY SERVICE

Ensuring the Mission Continues

Established to empower veterans to keep serving and succeeding, The Mission Continues focuses on encouraging veterans to find new missions in their communities so that their shared legacy will be one of action and service.

Veterans find new ways to serve by tackling civic needs both individually through The Mission Continues' Fellowship Program and in teams, which are organized into volunteer Platoons.

Motivated by the belief that those who have served our country can also be leaders in our communities, Boeing will support a total of 90 fellows in the program designed to assist the veterans' transition into careers.

"The Mission Continues provides [U.S.] veterans with opportunities to build positive transitions [at] home through continued service," said Tristan Williamson, a service platoon specialist for The Mission Continues. "So far, Boeing has made it possible for 60 veterans to find meaningful new missions here at home through six-month service fellowships at nonprofit organizations. Our shared communities benefit from the skills and leadership of veterans while the veterans build new networks and pathways to post-military careers."

Beyond investing in The Mission Continues' programs, Boeing and our employees are using skills and knowledge to increase the organization's technology infrastructure and explore new ways to scale its model for positive impact.



RECOGNIZING THE VALUE OF MILITARY SERVICE



Serving Together as a Community

Since 2011, the Serving Together program has been providing a sustained, coordinated system of information and resources to the 50,000 veterans living in Maryland's Montgomery County.

"This program aims to transform the fragmented network of services currently available to transitioning military [members], veterans and their families into one that offers clear guidance and assistance to the brave men and women who have served our nation," said Jessica Fuchs, Serving Together project director.

With support from Boeing, the program is expanding to northern Virginia. Building on the program's previous success, veterans and their families across the region will now have access to comprehensive services, such as housing, education and the personalized support they deserve.

With help from the Montgomery County government, local organizations and businesses, the Mental Health Association of Montgomery County aims to increase awareness of resources for service members, veterans and their families through Serving Together.



Leading with Integrity

In partnership with the U.S. Military Academy, U.S. Naval Academy and U.S. Air Force Academy, Boeing is inspiring a strong culture of ethical leadership among future military leaders.

"When it comes to developing leadership qualities, imparting and developing a strong sense of integrity and ethics is at the heart of the matter," said Col. Arthur J. Athens, director of the Vice Admiral James B. Stockdale Center for Ethical Leadership at the Naval Academy in Annapolis, Maryland.

Through participation in engagements such as those with the U.S. Naval Academy's Stockdale Center for Ethical Leadership and other similar service academy seminars like the Service Academy Consortium on Character Assessment, Boeing leaders support midshipmen and cadets as they learn about leadership, integrity and best practices in ethical business conduct.

Additionally, Boeing has opened its Leadership Center to various leaders, including the military, to promote continued ethical discussions and mutual growth.



Photo: USO of Metropolitan Washington-Baltimore

Strong Support

Boeing and its employees support USO centers and programs around the world. Across the country, multiple Boeing leaders serve on USO boards, and many employees are volunteers.

“Our support of various projects and activities allows us to express our sincere and deep appreciation for the significant sacrifices military families make every day and make a lasting contribution that strengthens our communities and our people,” said Maureen Cragin, vice president of Communications for Boeing Defense, Space & Security; chairman of the board of directors of the USO of Metropolitan Washington-Baltimore; and graduate of the U.S. Naval Academy.

Additionally, since 1996, Boeing and its employees have given to the USO through charitable grants as well as contributions through the Employees Community Fund (ECF) of The Boeing Company. This includes a large grant from the ECF in Puget Sound to USO Northwest to support the construction of a new USO Welcome Center at Seattle-Tacoma International Airport, which will serve more than 10,000 military personnel and their families each month.

“On our way to Korea in 1973, we had a stopover at Sea-Tac [airport] in the middle of the night,” said Colette Ogle, program officer of the ECF in Puget Sound and member of a U.S. Air Force family. “We were exhausted, it was dark and most of the airport was shut down, but we felt at home as soon as we found the USO Club, which was filled with other families and soldiers on their way to Asia.”

Through volunteerism, employee giving and corporate support, Boeing is helping the USO “lift the spirits of America’s troops and their families.”

RECOGNIZING THE VALUE OF MILITARY SERVICE



Home & Away

Recognizing that a shared love of community and local sports can bring people together, Boeing's Home & Away campaign connects fans and troops with their local USO chapters.

Through Home & Away, Boeing, the St. Louis Rams and the USO of Missouri are partnering to help service members and their military families thrive.

"Boeing is dedicated to supporting our nation's military personnel, veterans and their families," said Jeff Wieringa, vice president of Engineering & Technology for Boeing Phantom Works. "Partnering with the Rams and the USO of Missouri on worthwhile endeavors to support those who have given so much is just one small way for us to say thank you."

Designed to encourage support for active and retired military members and their families, Home & Away allows sports fans to connect with their local USO chapter by donating online or through mobile pledge programs activated at in-stadium venues.



Going Mobile

The USO of Metropolitan Washington-Baltimore (USO-Metro) provides signature services, including the Boeing-sponsored Mobile USO unit, to nearly 300,000 military members and their families in the region.

"Thanks to Boeing's continued support, we have been able to increase the scope of the programs we provide to active-duty military families, as well as the wounded, ill and injured, and their caregivers," said Elaine Rogers, USO-Metro president and CEO.

First deployed in 2008, the Mobile USO brings social programs, events and activities to those who don't have access to a traditional USO location. Equipped with a lounge, kitchen and an Internet café, the unit brings local communities and organizations together to show their support for troops and their families.

RECOGNIZING THE VALUE OF MILITARY SERVICE

Establishing a Rally Point

For veterans who are seeking employment, educational opportunities, benefit assistance, housing or transition advice, having a centralized source of information and ability to make real-time connections to these resources is critical.

“Today we are in a time of downsizing our military; many service members have less than 90 days to figure out, ‘What’s my next step?’. Our goal is to provide connections to targeted resources and assist the service member with developing an action plan and setting goals. This helps the service member and their family members to focus on priorities essential to their reintegration into the community. Part of the military ethos is knowing that no one is left behind; when a service member walks into RallyPoint/6; they have an instant connection with a ‘Scout.’ ‘On the path forward, we’ve got your back’ is core to the RallyPoint/6 ethos,” said Anne Sprute, retired CW4 helicopter pilot and founder and CEO of RallyPoint/6.

RallyPoint/6 serves as a critical place in the community where veterans or members of the military are connected with community organizations that will assist on their next steps forward to their new objective.

Working with Boeing in the Puget Sound region of Washington state, RallyPoint/6 opened a comprehensive center that has developed a coordinated network of public and private partners near Joint Base Lewis-McChord. RallyPoint/6 assists the military community in connecting them to employment, education, benefits, housing, finance, legal, wellness and family program opportunities.

Since the center opened in March 2014, RallyPoint/6 has supported more than 1,750 military, veterans and their families.

With more than 675,000 veterans living in Washington state and 13,000 service members worldwide projected to transition into the state, the center’s staff is focused on comprehensively supporting veterans and their families.





Photo: Boeing

Our Veterans

Entering active service near the end of the Vietnam conflict, Tony Tumminello served four years as a captain in the U.S. Air Force at Hanscom Air Force Base in Massachusetts.

“During my time in service, I personally observed the dedication that my fellow airmen and officers brought to their assignments and the pride they took in what we were doing for our country.” he said.

Today, Tumminello is among the more than 23,000 veterans who bring their unique experience to Boeing. Our appreciation for veterans is part of everyday life and expands beyond recognition of service to include recognizing the value of their technical skills, integrity and leadership acumen.

One of eight official Boeing affinity groups, the Boeing Employees Veterans Association (BEVA), in partnership with the Veterans Task Force, hosts year-round recognition, community engagement and networking events to ensure that veterans’ dedication and service are never forgotten.

“With 11 chapters around the company, BEVA provides a connection point for veteran and non-veteran employees. Through various events and activities, we are able to come together, establish a strong bond and communicate all the ways veterans bring value through service to our country,” said David Thomas, president of the BEVA chapter in Titusville, Florida.



Creating Pathways to the Future

Around the world, Boeing is helping people gain business and technical skills to pursue their dreams.

Invest

Boeing supports programs that empower individuals to prepare for and access employment in high-demand industries to improve their economic self-sufficiency. By supporting job training and developing financial and business skills, Boeing increases the capacity of individuals and communities to succeed.

Engage

Our employees have a strong history of contributing their time, money and skills to develop potential in others. By working with partners and organizations around the world, Boeing employees support the development of curricula, participate in mentoring and coaching programs, and share their business acumen to enhance programs that develop tomorrow's workforce.

Advocate

Working extensively with public and private sector partners, we drive conversations and support programs that advance the development of a skilled, diverse and talented workforce.

90%
of **FareStart**
program graduates
secure
living wage
employment

Boeing Workforce
Training Room will
strengthen the
job search and
interviewing
skills of
500
people

Boeing **partners**
with **INJAZ**
Al-Arab,
which has impacted
1.6+M
students

Unlocking Potential

RecycloBekia started as the idea of several Tanta University students who wanted to launch a company in an industry that did not even exist in Egypt. A year later, the Arab recycling company has 23 employees, its own factory and a strategic partner, as well as investors. One of many success stories from INJAZ Al-Arab, RecycloBekia demonstrates that not only can young students become entrepreneurs, but that they can also take ownership of their own economic futures.

Working under the umbrella of Junior Achievement Worldwide, INJAZ provides students with entrepreneurship training and the skills required to start and run their own businesses — as well as to become more well-rounded and employable in the future.

Boeing worked with INJAZ Al-Arab to create a six-month mentorship program to help students translate their ideas into viable business opportunities and navigate the entrepreneurship landscape. The Start Up program has been launched throughout the Middle East, including Oman, Tunisia, United Arab Emirates, Palestinian territories, Kuwait, Jordan, Morocco, Egypt and Qatar.

“Our teams of enthusiastic and dedicated volunteers are committed to inspiring and preparing youth to create their own opportunities and succeed,” commented Akef Agrabawi, interim CEO of INJAZ Al-Arab. “Through hands-on mentorship, business people impart their skills and knowledge to the next generation of entrepreneurs.”





Helping Students Learn and Earn

In India, approximately 80,000 aerospace jobs are expected to be created in the next 10 years.

To help meet the growing employment demands, Boeing has partnered with Nettur Technical Training Foundation (NTTF) to promote technical education among Indian youth and teach them the skills necessary for gainful employment in the aerospace sector through the Learn and Earn Program.

“There were very few vocational training organizations in the country which were aligned with the actual requirements of the industry,” said Prat Kumar, president of Boeing India. “Now, for the aerospace industry, Boeing has created one which meets actual vocational training requirements.”

In addition to the Learn and Earn Program, Boeing and NTTF have developed a 12-month postgraduate diploma program in aerospace science.



Creating a Workforce Training Room

Through our work with the Urban League of Greater Oklahoma City, Boeing is increasing individuals' access to digital technologies to secure employment, strengthen academic development and increase digital literacy.

Focused on serving people who are underemployed or have barriers to employment — both working-age adults and youth — the Boeing Workforce Training Room is a digital space for one-on-one services, career mapping and academic enrichment of Urban League of Greater Oklahoma City's clients.

“During the next two years, we will use the Boeing Workforce Training Room to help 500 clients strengthen their job search and interviewing skills to obtain a job,” said Dr. Valerie Thompson, Urban League of Greater Oklahoma City president and CEO.



Photo: FareStart

Better Lives Through Great Food

For more than 20 years, FareStart has transformed lives through its culinary training program in Seattle.

“Today, FareStart offers an intensive training program that prepares homeless and disadvantaged men and women for jobs in the food services industry. We serve more than 800 individuals a year with 90 percent of program graduates securing living-wage employment in the food service and hospitality industries,” said Megan Karch, chief executive officer for FareStart.

Through FareStart’s comprehensive Adult Culinary Program and Youth Barista Program, participants build a strong foundation for the future through hands-on food-service training and classroom instruction. The eight- and 16-week training programs also provide individual case management and job placement services with a goal of rebuilding lives, reconnecting families and strengthening the community.

Leveraging support from Boeing, FareStart is accelerating the creation of additional training and funding opportunities for sustainable growth. This includes increased classroom space, staff for instructing students and updating the curriculum.

Expanding beyond financial support, Boeing employees have volunteered at the FareStart Restaurant to support the program’s message of empowerment.

“This program is really cool,” said Boeing employee Tailon Edwards. “FareStart teaches people how to sustain themselves through culinary skills and empowers each individual to achieve his or her highest potential through employment in the food service industry.”

Sustainable Communities and Jobs

Through partnership with the Energy Conservation Corps (ECC) program in Charleston, South Carolina, Boeing is supporting job training of at-risk youth while helping families struggling to afford high utility bill costs.

Launched by the Sustainability Institute in 2010, ECC is an Americorps-affiliated program that recruits, trains, certifies and provides job placement services for young adults, ages 18 through 25 in the energy efficiency industry. Corps members are recruited directly from local communities to serve six-month or one-year terms and receive a combination of classroom and on-the-job training while giving back to their communities through their service work.

“The program creates meaningful impacts on the lives of Corps members as well as the community,” said Jay Bell, program manager for ECC. “With 100 percent job placement of graduating members, we are providing tools and opportunity to realize their potential and make a difference.”

As the contractor performing the work, ECC uses performance testing to ensure energy-efficient changes in low-income homes are occurring, while also teaching national standards and best practices for conducting energy efficiency retrofit work to Corps members.

More than 125 homes have been weatherized and upgraded for energy efficiency by the program, often saving local families more than 30 percent on their monthly bills.

The program has become a national model for workforce training and for Americorps.





Photo: Sweet Beginnings LLC

Encouraging Sweet Beginnings

Using a little bit of honey, Boeing supported a Chicago organization in providing transitional job opportunities for area residents with barriers to employment, such as past incarceration or limited education or job skills.

“Sweet Beginnings gave me a different outlook on myself and it gave me hope. It helped me to get myself together so I can get back to the working world,” said Regina, a former Sweet Beginnings employee.

Sweet Beginnings LLC is a wholly owned subsidiary of the nonprofit North Lawndale Employment Network and offers full-time transitional jobs in a green industry by producing local honey and honey-infused skincare products under the beelove™ brand. Employees handle all operational aspects, including caring for the bees, harvesting the honey and packaging the product.

Sweet Beginnings improves workforce habits and skills while offering transitional and permanent employment opportunities to people returning to the workforce.

The training and skills acquired are designed to translate to positions in various industries such as manufacturing, food service, distribution, and hospitality and customer services.

Ninety-six percent of former Sweet Beginnings employees are able to transition from the program into stable employment.



Investing in Financial Support

In the United Arab Emirates, small and medium-size businesses account for more than 85 percent of total businesses. Designed to support Emiratis pursuing dreams of entrepreneurship, the Khalifa Fund for Enterprise Development provides improved financial services, technical assistance and mentoring through a capacity building program by PlaNet Finance.

“PlaNet Finance is designed to give locals the tools, knowledge and support to realize their potential,” said Nadia Al-Shadhir, private partnership director — Dubai for PlaNet Finance. “With half a dozen instructors trained in three finance-focused educational modules, we are serving more than 200 micro-entrepreneurs per year.”

With support from Boeing, PlaNet Finance is enhancing microfinance services available to Emirati youth with entrepreneurial potential through capacity building in the areas of core curriculum development, instructor support and process improvements.



A Shared Goal

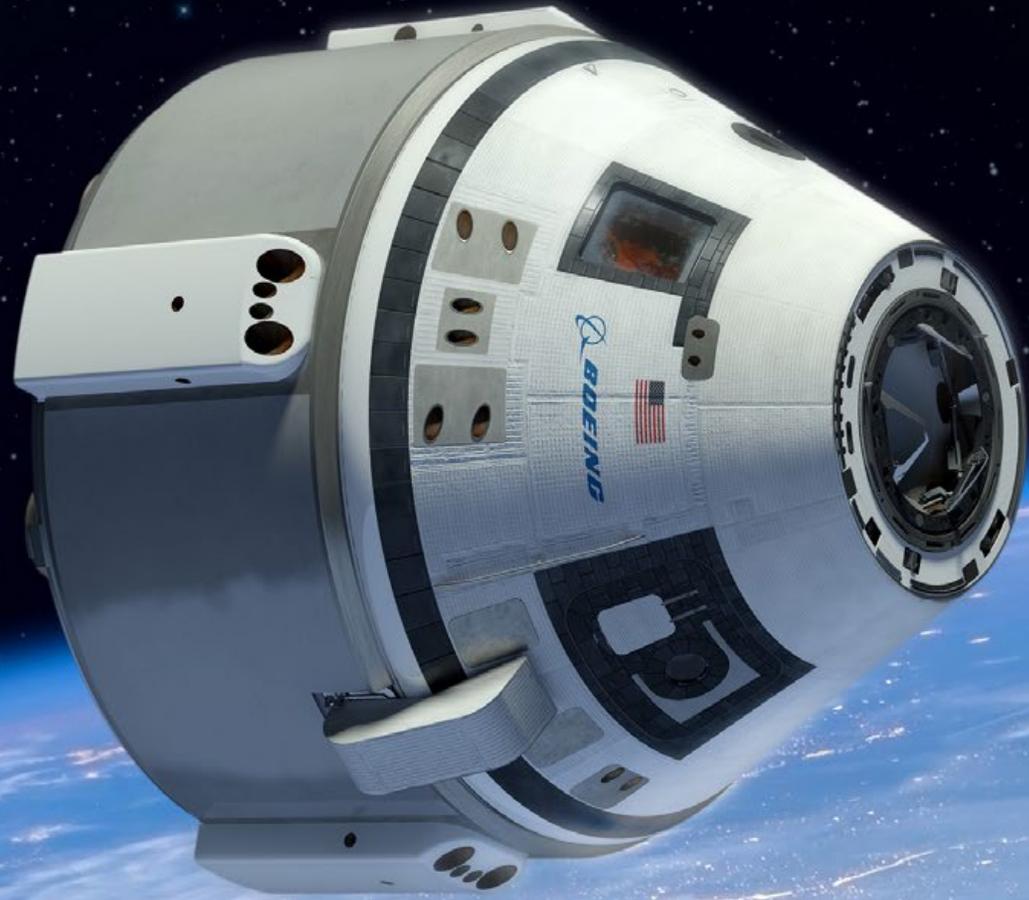
Together with local suppliers and the nonprofit organization Les Restos du Coeur (Restaurants of the Heart), Boeing assisted, from 2011 to early 2015, in the preparation of individuals for careers in aerospace and related industries through Solidarity in Aerospace.

Also known as Aéronautique Solidaire, the program provides aerospace training and industry job placement assistance to disadvantaged individuals in France. Participants attend five weeks of training at the Châteauroux-Centre Airport and the facilities of local Boeing partners.

Since launching, more than 130 people have received a job offer, a temporary assignment or a professional training program.

After more than three years of successful results, Les Restos du Coeur will extend this innovative model to support other business areas.

Engaging Future Innovators



We believe that our global partnerships with higher education institutions are critical for preparing today's students with tomorrow's skills and for advancing innovation.

Invest

Boeing directly supports higher education institutions through partnerships and annual grants. Our collaboration is designed to inspire and cultivate a global workforce for aerospace innovation by increasing access to education, accelerating skills development and enriching the educational experience for students.

Engage

Boeing partners globally with universities and higher education institutions to fuel our second century of talent and innovation by fostering world-class university relationships and delivering benchmark entry-level career programs. Through student-focused programs, such as internships and co-ops for university students around the world, students collaborate on innovative products by working alongside thinkers, dreamers, designers and builders.

Advocate

Boeing connects international businesses, governments, universities and research institutions through a shared commitment to strengthening aerospace industry leadership. Working together, we hope to inspire a diverse talent pipeline that develops the critical skills necessary for the 21st century's global economy.

Boeing has been **partnering** with higher education institutions since **1917**

Boeing provides **1,800** U.S. and international **internships** annually

Enabling **education** for **1,200+** university students through **academic scholarships**

Accelerating Education

The challenge is daunting: By the end of the academic year, teams of engineering students from five universities must virtually collaborate to design, build, test and fly unmanned aircraft capable of monitoring farmland to boost crop yields.

Created by Boeing employees in partnership with NASA and Brigham Young, Embry-Riddle Aeronautical, Georgia Tech, Purdue and Tuskegee universities, the AerosPACE (Aerospace Partners for the Advancement of Collaborative Engineering) program aims to evolve the systems and production engineering curriculum at top U.S. schools to address key industry skills gaps while educating future engineers.

Led by Boeing Associate Technical Fellow Dr. Mike Richey, students in the AerosPACE project tackle real-world challenges and gain hands-on experience with what it's like to work as an engineer in the global aerospace industry.

“I studied in a top-notch manufacturing engineering program at BYU, but there’s still a huge gap between classroom theory and the work I do at Boeing,” said Cory Cunningham, an AerosPACE alum who is now a process engineer in Boeing Commercial Airplanes. “By being exposed to an entire design-build project, I learned aircraft fundamentals and considerations — the entire product life cycle — that my degree alone didn’t teach,” he said. “That’s how AerosPACE helped me. Now I understand how my individual work fits into the bigger picture.”



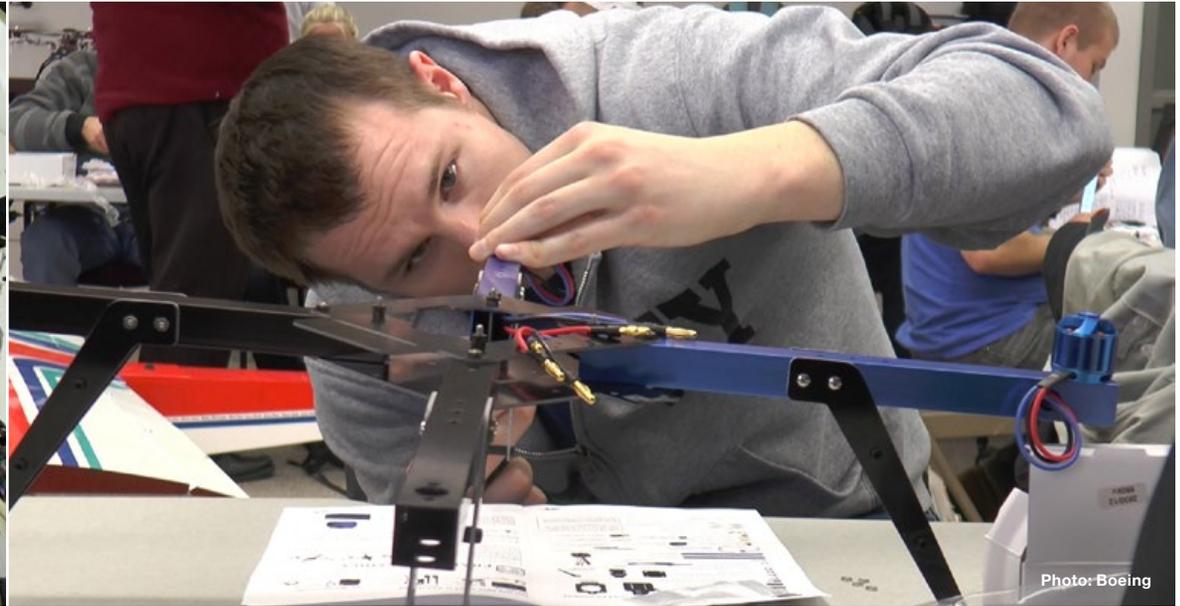


Bringing Education and Industry Together

Through a partnership between Boeing and the University of Sheffield in the United Kingdom, more than 250 advanced apprentices a year will receive training while delivering real-world industry solutions at the Advanced Manufacturing Research Centre (AMRC).

In addition to providing apprenticeships for local companies, the training center links with universities in Sheffield to provide higher-level education and offers courses for continuing professional development in manufacturing, technology and engineering.

“Everything that’s good has an engineer at the heart of it,” said Adrian Allen, commercial director at the AMRC. “Our target was to get young people back into engineering, and we are meeting that goal.”



Scanning the Field

At the University of North Dakota (UND), the ScanEagle unmanned aerial vehicle by Boeing and Insitu is supporting a unique four-year degree program for students looking to major in aerospace science.

“Having the opportunity to impact students who are pursuing a degree dedicated to unmanned systems means we will have a workforce that is much more in tune with the work environment they are going to be entering into,” said Ryan Hartmann, president and chief executive officer of Insitu.

The Unmanned Aircraft Systems degree program curriculum at UND prepares students with career objectives aimed at the civil unmanned aircraft systems industry. The program began five years ago with just 15 students, but since then has grown to more than 130 students.



Launching a Career

After logging more than 40 days in space and 5,700 hours in high-performance aircraft, Chris Ferguson knows what it takes to have a successful aerospace career.

“Studying science, technology, engineering and math gives students a solid foundation to become future innovators,” Ferguson said. “Developing those technical skills along with a range of abilities that include teamwork, integrity and perseverance can give students the chance to do something amazing.”

A former NASA astronaut and the director of Boeing’s Crew and Mission Systems for the Commercial Crew program, Ferguson provided words of inspiration to almost 100 students from nine universities across the Kingdom of Saudi Arabia and the United Arab Emirates.

Ferguson’s comments were part of many discussions held during the University Workshop series, which occurred in conjunction with an innovation summit held in Abu Dhabi. Organized by The Atlantic media group and sponsored by Boeing, the summit brought together more than 500 leaders and students from international businesses, governments, universities and research institutions to discuss the importance of new ideas to spark continued innovation and global growth.

“Universities and schools are a dynamic environment to learn the fundamentals that instill confidence and a healthy curiosity in the students,” said Natalia Torres, director of University Relations and entry-level programs. “It is that confidence and curiosity that is the best catalyst for innovation.”

Mars or Bust

Engaging more than 500 high school, college and university students from around the world in Huntsville, Alabama, NASA, Boeing and the U.S. Space & Rocket Center give future engineers and scientists a glimpse into the effort to explore Mars.

“This is a real-world simulation that is incredibly valuable for these students who will face the challenges of working on a team and dealing with budgets, test failures and deadline pressures,” said Will Walsten, a Boeing Space Launch System fabrication specialist, who volunteers every year in the event’s welding center to encourage and mentor the students. “In fact, these student designs could help NASA’s own development of rovers and other systems for future exploration missions.”

The students compete in the Human Exploration Rover Challenge, which builds on two decades of competitive student innovation in the NASA Great Moonbuggy Race. Organized by NASA’s Marshall Space Flight Center, the Rover Challenge requires students to design, build, test and race lightweight, human-powered roving vehicles, solving technical problems along the way.

“We were able to spend a lot of time with the students, answering their questions about everything from the new rocket to internships and hiring opportunities,” said Amber Hersh, who organized Boeing’s participation in the event.

A former Boeing intern, Hersh continues to attend events to encourage students interested in pursuing a science, technology, engineering and mathematics career.





Engaging With Future Engineers

Stepping back into the classroom, a team of Boeing engineers met with students from Purdue University's School of Aeronautics and Astronautics to give a behind-the-scenes look at how the advanced manufacturing techniques students are learning in college are being applied to rapid prototyping in the engineering industry.

Stuart Voboril, Boeing Phantom Works director of Business Development, believes the training that students receive closely mirrors industry standards, better preparing them to enter the workforce.

"Their professor gives them an idea or acts as a customer with requirements, and then the students have to sit back and say, 'OK, how am I going to innovatively solve this problem?'. Then they have to go build it and show it," Voboril said. "And the time frames in which they do it are extraordinary."



Getting Technical

Boeing partners with more than 150 technical affiliations worldwide to support the advancement of technology and innovation in aerospace, and inspire the next generation of STEM leaders.

Through involvement with various organizations — such as the American Society of Civil Engineers, American Institute of Aeronautics and Astronautics, American Society for Quality, Black Engineer of the Year Awards, IEEE International, National Society of Black Engineers, SAE International and the Society of Hispanic Professional Engineers — our employees engage in industrywide discussions, highlight Boeing's technical achievements, recognize diverse technical talent and enhance their professional development.

"The impact of Boeing's involvement with technical affiliations expands beyond demonstrating leadership in the aerospace industry," said Terri Morse, Boeing Engineering, Operations & Technology director of External Technical Affiliations. "It highlights Boeing's commitment to diversity and inclusion and provides an engaging way to focus on continuous learning through meaningful experiences and relationships."



Photo: Boeing

An Intern Experience

Last year, 1,800 college and university students participated in Boeing's internship programs, joining work groups to address technical and business challenges and provide fresh perspectives.

"During my internship, I made some real contributions. They encourage you to step up and take ownership of opportunities and I learned so many things that I don't think I would have gained elsewhere," said Christopher Richardson, a former intern from the University of South Carolina.

According to Glenn Cook, Boeing director of Global Staffing, the combination of meaningful work and access to career-development resources is all part of ensuring a future pipeline of diverse, qualified candidates.

"Interns are treated as part of the Boeing team," Cook said. "While we place a strong emphasis on job performance, we know that professional development is crucial to their long-term success."

University students and recent college graduates can gain real-world experience working at Boeing through internships and co-ops, as well as career foundation programs. By participating in these programs, students are given the opportunity to foster skills related to business, engineering and technological solutions while working alongside experts who teach and inspire.

Dedication to People, Culture
and Leadership

BOEING

We are committed to core values that define who we are and how we operate, and that ensure our strength as a leading global company.

Invest

Boeing people have been the source of our innovation and success for nearly 100 years — they are our leaders. We invest in their potential and well-being, and support them throughout their employee journey.

Engage

Boeing people — who create and do amazing things — fuel our ability to bring positive change to communities worldwide. We provide tools, resources and support for our employees to make valuable contributions to their communities while experiencing opportunities for personal growth.

Advocate

Recognizing the value of our employees, Boeing is committed to reinforcing a culture in which all employees feel respected, see opportunities to learn, and contribute their diverse perspectives, experiences and ideas.

Boeing
executives
serve on
500+
nonprofit
boards

\$232M
invested in
employee
learning
and **tuition**
reimbursement
annually

20,000
employees
train at the
Boeing
Leadership
Center
each year

DEDICATION TO PEOPLE, CULTURE AND LEADERSHIP

We GIVE Every Day

Every year thousands of our employees give their time, money or skills to others. Recognizing and encouraging the value of employee giving and volunteerism, GIVE Every Day is Boeing's approach to empowering employees to engage with our global communities based on the idea that we give, inspire and volunteer every day.

"It's an unforgettable experience to see and participate in the act of giving," said Vandana Vaidya, a Business Support manager based in Dubai, United Arab Emirates. "The joy and satisfaction you experience after doing something in your community is shared when you are able to volunteer alongside your family, friends and co-workers."

A companywide online tool serves as a virtual meeting ground for employees interested in partnering with their communities. The website allows employees to learn about Boeing's programs and local opportunities, and to share personal stories of giving or volunteering.

"Around the world we individually contribute our time, skills and knowledge to help others. The GIVE website allows us to come together, amplify and share stories of the positive impact we are having in our global communities," said Boeing employee Paul Bergman.

Our online tools and resources allow employees to choose where and how they would like to engage with their community while supporting their desire to create a lasting impact by inspiring people and communities worldwide.





Photo: Boeing

A Lean Experience

Creating value and making a meaningful impact in communities can be done by filling skills gaps or lending knowledge through skills-based volunteering.

While Boeing worked directly with Iowa State University on a variety of technical and engineering projects, employees took advantage of the opportunity to share project management and problem-solving techniques after receiving a call from the school's provost.

Implementing the Lean+ problem-solving model that Boeing uses to make process improvements, the Graduate College based in Ames, Iowa, participated in a two-day, Boeing-led Lean+ workshop. During the workshop students, administrators and staff learned how to apply process improvements and boost organizational efficiency.

"The lean workshop provided a focus and a lot of energy among people who don't often come together to work on a problem and create efficiencies in the way we operate," said Bill Graves, associate dean, Iowa State University Graduate College.



Photo: Boeing

Giving Time and Talent

Every day thousands of our employees around the world demonstrate their dedication to their local communities.

Engaging with Japanese airline partner ANA, Boeing employees in Japan supported a reforestation project near Sendai Airport during Boeing's Global Month of Service in July 2014.

"This project was particularly wonderful because we had people from ANA and Boeing work together," said Boeing employee Kumiko Tanaka. "I believe we really made a difference."

Uniting employees, customers and partners each year, activities supporting our Global Month of Service as well as Earth Day and World Environment Day serve to encourage and acknowledge the many ways we can collectively support our communities.

In addition to community service projects, thousands of Boeing employees volunteer their time and talents to help communities thrive while cultivating personal and professional growth. By serving on governance boards, Boeing leaders lend their time, knowledge and skill to more than 500 nonprofit organizations.



Photo: Boeing

Making Dollars Count

In 2014, Boeing employees contributed \$41.4 million through combined giving programs, including individual giving and gift match programs. For more than 60 years, many have also participated in the Employees Community Fund (ECF) of The Boeing Company, which allows employees to combine contributions for greater local impact.

Brenda Hofer, a 38-year ECF member, said seeing examples of how employee dollars are making a difference in the community is what keeps her involved in ECF.

"As I begin my monthly volunteer shift at the USO, I walk by a portrait of James S. McDonnell and think of the legacy of giving we are maintaining through ECF to support our service members and our communities," Hofer said.

The ECF is one of the largest employee owned and managed funds of its kind in the world. The fund empowers employees to pool their tax-deductible contributions and distribute them locally through employee advisory boards. Boeing pays all administrative costs, so every employee dollar helps strengthen local communities.

In addition to giving financially, the ECF provides employees with opportunities to volunteer in their local communities. Throughout the year, employees are able to give their time to support activities such as mentoring youth, community revitalization, veterans' programs, environmental restoration and job skills development among other vital community programs.



Photo: Boeing



Photo: Boeing

Advancing an Open Culture

We believe that high performance is enabled by an open and accountable culture.

“It’s through living the Boeing values — which include operating ethically and compliantly — that we are able to deliver our best performance for our customers, partners, co-workers and communities,” said Jim McNerney, chairman and chief executive officer of The Boeing Company.

Each year, every employee signs the company’s Code of Conduct and participates in ethics and compliance training. These annual practices serve as reminders of the company’s ongoing commitment to driving openness, accountability and transparency. At Boeing, we believe these principles form the basis of an ethical and compliant work environment and enable high-performance organizations.

Employees in Ethics & Business Conduct, Global Trade Controls, Corporate Audit and Compliance Risk Management, which makeup the Office of Internal Governance, work daily with employees across the enterprise to support Boeing’s performance and to build on its legacy of integrity.

Promoting Well-Being

At Boeing, Well Being refers to a variety of programs and resources designed to ensure our employees have the individual, family, health and financial resources to improve their overall well-being.

For Fredwilliam Esguerra, a systems engineer in Philadelphia, the voluntary Boeing Step by Step Program — a companywide well-being program that helps employees identify and prioritize potential health risks, and take action to address them — helped set him on a path to better health.

“I really appreciate that Boeing provides these services and makes it so easy,” Esguerra said. “Each year, these numbers make me reflect on my lifestyle and prompt me to make better choices.”

In addition to the Step by Step Program, activities such as Boeing on the Move — a companywide physical activity challenge — provide our employees with the opportunity and tools to focus on making fitness a regular part of their lifestyle.

Responding to Human Need

Since 2000, Boeing and its employees have donated more than \$30 million to support disaster relief efforts worldwide. Beyond the generosity of our people, our products play a key role in providing humanitarian assistance to communities around the world.

Through Boeing's Humanitarian Delivery Flight (HDF) program, the company collaborates with airline customers and international and domestic nonprofit partners to transport humanitarian aid on newly delivered aircraft.

In 2014, Boeing helped to facilitate 10 flights transporting more than 54,000 pounds of relief items, including our first HDF originating from Boeing in South Carolina. Items on these many flights included medical supplies and equipment to enhance the quality of health care to patients in Ethiopia, Kenya and Thailand; educational books and computers to schools in Ethiopia; toys to orphans in Iraq; and winter clothing, blankets and quilts to the displaced and needy in Bangladesh, Iraq and Thailand.

Three of those flights were with Ethiopian Airlines to transport medical equipment and supplies to health care facilities. This was the 23rd humanitarian delivery flight with Ethiopian Airlines since the program began.

“Ethiopian Airlines attaches the highest importance to its corporate social responsibility and its duty to give back to the community it serves,” said Tewolde Gebremariam, chief executive officer, Ethiopian Airlines. “We pledge to continue such humanitarian flights and to do even more in the future, as we expand our fleet.”

When India suffered a series of natural disasters, the Indian Air Force's C-17 and Indian Navy's P-8I fleet were at the forefront of rescue and humanitarian aid efforts. The Indian Air Force used transport helicopters and aircraft, including the C-17, to rescue hundreds of thousands of people, and drop thousands of gallons of water, food and medical supplies in the flood-affected areas.

“It is a somber, yet proud, moment to see Boeing aircraft being used to reunite thousands of people with their loved ones and responding to those most affected by devastation,” said Dennis Swanson, vice president of Boeing Defense, Space & Security in India.





The Power of Diversity

A major source of Boeing's strength is the range of diverse perspectives our people bring to creating innovative aerospace products and services. We believe in a culture that values diversity and inclusion, and we invest in programs and initiatives to broaden the skills, strengths and perspectives of our global team.

For more than 12 years, hundreds of employees have gathered at Boeing's annual Diversity Summit to learn from senior company leaders, external experts and other employees, who share information that advance the dialog about diversity and inclusion.

"My work with our affinity groups has helped me to gain a deeper understanding and engage in the diversity conversation to a far greater degree than I might have otherwise," said Sean Garcia, Boeing's director of Policy, Processes and Compliance for the company's Corporate Contracts group.

In addition to the summit, employees have learning and leadership opportunities through training, heritage month commemorations and affinity groups or local diversity councils.



Developing Leaders

At Boeing, broadening and deepening the leadership capabilities of our people is foundational to our company's enduring strength.

"Cultivating the next generation of leaders is a vital part of the overarching employee journey at Boeing," said Heidi Capozzi, vice president of Leadership Talent Management Organization Effectiveness. "The BLC [Boeing Leadership Center] is one of many opportunities, including daily interactions with leaders and formal and informal mentoring programs, where our people learn and grow."

Through our disciplined approach to leadership development, guided by leaders at every level of the company, we strive to continuously provide opportunities for our people to develop their leadership knowledge, skills and capabilities.

Participating in development programs taught by Boeing executives from across the company, the Boeing Leadership Center facilitates teaming to share best practices and tackle actual business challenges.

Engagement

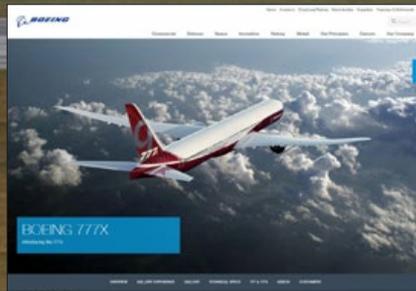


Visit us at boeing.com/investorrelations to view our annual reports and to find additional information about our financial performance and Boeing business practices.

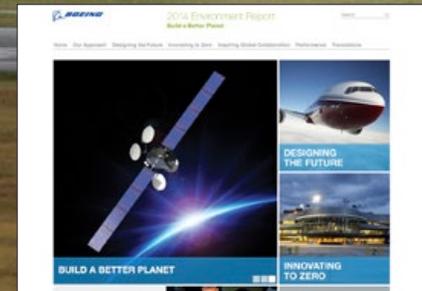


Visit us at boeing.com/community to view our Corporate Citizenship Report and other information about how Boeing is working to improve communities worldwide.

Photo: Boeing's first KC-46 Tanker test aircraft, a 767-2C, takes off on its inaugural flight on Dec. 28, 2014. Boeing is building the U.S. Air Force's next-generation aerial refueling tanker aircraft.



Visit us at boeing.com to learn more about Boeing and how extraordinary innovations in our products and services are helping solve the world's toughest problems.



Visit us at boeing.com/environment to view our current Environment Report and information on how the people of Boeing are developing ways to protect the planet and create a better tomorrow.