



Steve Parker
President & Chief Executive Officer
Defense, Space & Security

Team,

I know these last 10 weeks haven't been easy for you or your families. A work stoppage is difficult for everyone involved, and I'm looking forward to having our team back together when we reach an agreement.

I want to thank you for considering each offer we've put forward, and to reassure you that these offers are all within a framework that gives you the best pay and benefits package we have ever offered to IAM 837. You also need to know it is the best package we are going to offer.

No matter how long the strike lasts, the economics won't change. The bottom line is firm. Each of the offers we've put forward would give you a better deal than anything comparable we've seen in our region and industry, keeping our business competitive so we can keep winning and delivering together, and building on our proud St. Louis legacy for generations to come.

Some may convince you that holding the line will result in more money. It won't. You're coming up on a fifth lost paycheck and a key deadline to elect COBRA for healthcare. This strike is costing you, and more time on the picket line will not result in more money.

If you haven't yet asked for a personal wage statement to see what the offer means for you, I hope you'll do that. It's as easy as clicking the green button on our strike settlement offer website or sending an email to STLLaborRelations@boeing.com. You'll get a statement that lays out clearly how much you stand to earn under a new agreement.

As the leader of this business, I feel I owe you an honest assessment of the situation. I respect it's your decision whether to come back to work for Boeing, and I want you to have an accurate view of the situation so you can make the best decision for you and your family.

We value you, and I value you. We didn't play games in this negotiation – we put our best offer on the table. I want this strike to end, but not at the price of our future. Before you vote again, know that whatever changes we make, the amount of money in our offer is not changing. Adding in some areas means taking away in others. No one is winning in this strike, so let's get back to doing what we love, delivering on the mission of our warfighters.

Respectfully,

A handwritten signature in blue ink, appearing to read "Steve Parker", enclosed within a large, loopy oval shape.

Steve