

# Incentive Deferral Elections

## Questions and Answers

**Q1: Who is eligible to defer some or all of their incentive award, if earned, into the Boeing 401(k)?**

Nonunion employees and certain union-represented employees who receive an incentive award from one of the following incentive programs are eligible to save all or a portion of their incentive award into the Boeing 401(k):

- The Boeing Company Performance-based Incentive Plan (PBI)
- The Boeing Company Nonexecutive Management Incentive Plan (MIP)
- The Boeing Company Nonexecutive Management Incentive Plan – Teammates (MIP-T)
- The Boeing Company Employee Incentive Plan (EIP)
- The Boeing Global Services Sales Incentive Plan (SIP) (excluding WIN and Referral bonuses)
- The Boeing Commercial Sales Incentive Plan
- Teammate Incentive Plan
- Aerospace Machinist Performance Program (AMPP)
- Philadelphia Performance Incentive Plan
- Huntington Beach Hourly Employee Incentive Program
- Huntsville Performance Incentive Program
- St. Louis Performance Sharing Program
- Boeing EI Segundo Business Performance Program
- GMD/DSC C2 Performance Incentive Program
- Spectrolab Team Incentive Plan
- Powerplant Hourly Employee Incentive Program
- BDSI Sales Quarterly Bonus Program (QBP)

**Q2: What is the deadline for deferring my incentive award into the Boeing 401(k)?**

Deferral elections need to be in place at least 10 business days before the scheduled [incentive plan pay date](#).

*Please note: If you are enrolled in the Supplemental Savings Plan (SSP), you completed your election during the SSP annual enrollment period last November and may not make a new incentive election until the next SSP enrollment period.*

**Q3: If I'm eligible to defer my incentive award into the Boeing 401(k), can I defer it as a pretax, Roth, or aftertax contribution?**

You may save it as a Pretax or Roth contribution. Aftertax contributions from incentive pay are not permitted.

**Q4: How do incentive elections affect take-home pay?**

For more detailed information about how your elections may impact withholding and take-home pay, review either the [Nonmanagement Incentive Plan Withholding Guide](#) or the [Management Incentive Plan Withholding Guide](#).

**Q5: How do I defer my incentive award into the Boeing 401(k)?**

Follow these [step-by-step directions](#) for setting up a new or changing an existing election on NetBenefits.com/Boeing.

**Q6: Do pretax and Roth contributions from my incentive award count towards the 2025 IRS pretax/Roth limit of \$23,500 (or \$31,000 if age 50 or older)?**

Yes. They count towards the annual limit just like pretax and Roth contributions from base pay.

**Q7: Will I receive a company match on my incentive pay contributions to the Boeing 401(k)?**

For most Boeing nonunion employees, incentive pay is eligible for the new dollar-for-dollar 10% match. Please refer to your Plan Highlights or your Summary Plan Description on NetBenefits.com/Boeing for more details.

**Q8: How much of my incentive award do I need to contribute in order to maximize Boeing's 10% match?**

For eligible nonunion and certain union employees, Boeing will match up to 10% of base pay and incentive pay that an employee contributes to the Boeing 401(k). Eligible employees may reach the 10% maximum from any one or more of the following contribution sources: base pay (pretax, Roth and/or aftertax) and/or incentive pay (Pretax and/or Roth).

Consider four match scenarios below for Employee A, an eligible nonunion employee who has a base pay of \$80,000 and incentive pay of \$2,000 and remains employed at Boeing through the end of the plan year (*which means that Employee A is also eligible for a True-Up Company Matching Contribution, if applicable*). Their total eligible compensation is **\$82,000** & their maximum company matching contribution is **\$8,200**.

Scenario	Deferrals	Result	Highlights
<b>Not Optimizing the Match</b>	Contributes: • 10% base pay • 0% incentive pay  <b>Total: \$8,000</b>	<b>Company matching contributions: \$8,000</b> ( <i>matched each pay period throughout the year</i> )	✗ Employee A would need to increase base pay or incentive pay deferrals in order to receive the maximum Boeing match.
<b>Match Optimization with Base and Incentive Pay deferrals</b>	Contributes: • 10% base pay • 10% incentive pay  <b>Total: \$8,200</b>	<b>Company matching contributions: \$8,200</b> ( <i>\$8,000 on a pay period basis throughout the year and \$200 when the incentive payment is made</i> )	✓ Received the full matching contribution because 10% was deferred from all eligible sources.
<b>Match Optimization with Base Pay Deferrals Only</b>	Contributes: • 11% base pay • 0% incentive Pay  <b>Total: \$8,800</b>	<b>Company matching contributions: \$8,200</b> ( <i>\$8,000 on a pay period basis throughout the year plus year-end True-Up Company Matching Contribution of \$200, which is determined by subtracting matching contributions of \$8,000 received throughout the year from the maximum match of \$8,200 on the participant's total contributions</i> )	✓ Employee A receives the full Company matching contribution – partially as a payroll match and partially as a true-up contribution – without having to defer from incentive pay.

<b>Match Optimization with Base and Incentive Pay Deferrals</b>	<b>Contributes:</b> <ul style="list-style-type: none"> <li>• 9% base pay</li> <li>• 50% incentive pay</li> </ul> <b>Total: \$8,200</b>	<b>Company matching contributions: \$8,200</b> (\$7,200 on a pay period basis throughout the year, and \$200 when the incentive payment is made plus year-end True-Up Company Matching Contribution of \$800, which is determined by subtracting matching contributions of \$7,400 received throughout the year from the maximum match of \$8,200 on the participant's total contributions)	✓ Employee A received the full matching contribution – some with respect to base pay deferrals and some with respect to incentive pay deferrals – despite having deferred different percentages of base pay and incentive pay.
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**Q9: Do I need to make a new election each year to save my incentive award into my Boeing 401(k) account?** Generally, no. Once you have made an election to save your incentive award to your Boeing 401(k) account, the election will remain in place for future years unless you stop it or change your contribution percentage. However, if you are enrolled in the Supplemental Savings Plan (SSP), you must make a new incentive election each year during SSP annual enrollment.

**Q10: Who do I contact if I have more questions?**

If you have questions, call Worklife at 866-473-2016 and request Savings. Fidelity representatives are available to help Monday through Friday, 8:30 a.m. to midnight Eastern time (excluding most holidays).

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The rules governing the Boeing 401(k) plan are complex and every situation is unique. You are encouraged to consult your own financial advisor (or Edelman Financial Engines) for additional assistance.

The material provided here about company plans, programs, and benefits is for informational purposes only; it does not constitute a contract or contractual obligation. Certain eligibility provisions apply to each of the plans, programs, and benefits; not all of these provisions are described here. In the event of a conflict between the above information and any of the official plan documents, the terms of the official plan documents will control, in accordance with applicable law. Copies of plan-related documents are available by written request to the plan administrator at the address provided in each plan's Summary Plan Description booklet. The Boeing Company reserves the right to change, modify, amend, or terminate any or all of the provisions of the plans, programs or benefits, at any time and for any reason for employees, former employees, retirees, and their dependents and/or beneficiaries, subject to an applicable collective bargaining agreement.