

# Annual Enrollment is November 1–22



**Health &  
Insurance  
Benefits**



**Voluntary  
Benefits**



**Supplemental  
Savings Plan &  
Executive  
Supplemental  
Savings Plan**

# Enrollment is November 1–22



## Health & Insurance Benefits

U.S. employees can enroll in or modify their health and insurance elections and select an amount to contribute to the reimbursement accounts.



## Voluntary Benefits

U.S. employees can elect MetLife benefits that provide supplemental coverage, provide protection from significant expenses and assist with everyday needs.



## Supplemental Savings Plan & Executive Supplemental Savings Plan

U.S. employees and executives can enroll if they would like to save for retirement (and receive Boeing match) beyond the IRS annual limits on contributions to the 401(k).

*These programs are subject to eligibility requirements and other conditions, which may differ for employees of certain subsidiaries or business units, or union-represented employees depending on bargaining agreement terms. If this information conflicts with the program documents, the latter shall control. This material is informational only.*

# Nonqualified Retirement Plan Enrollment is coming

## What?

Nonqualified retirement savings plans work with the Boeing 401(k) to enable employees to continue saving for retirement and **maximize their company match**, even after hitting IRS 401(k) limits.

## Who?



If employees are planning to save more than the IRS annual additions limit in 2025 (\$69,000 in 2024, or \$76,500 for those aged 50 and older), they are encouraged to consider enrolling in the nonqualified plan.\*

## When?



Nov. 1, 2024, 9:00am ET –  
Nov. 22, 2024, at 11:59 p.m. ET

## How?



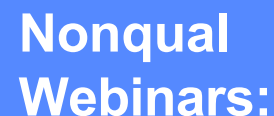
Log on to  
**NetBenefits.com**

The **Supplemental Savings Plans (SSP) and Executive SSP** allow you, and Boeing, to continue saving for your retirement beyond certain IRS limits on your 401(k). If you hit the IRS limit and are not enrolled in the SSP or Executive SSP, **your paycheck contributions and the Boeing Matching Contributions stop for the rest of the calendar year.**



*\* Executives earning more than the IRS 2025 annual compensation limit (\$345,000 in 2024) should also consider enrolling. The 2024 IRS limits are noted for your reference because the IRS has not yet released the 2025 limits (which will likely be higher).*

- ✓ Sent by Boeing Financial Benefits Service Center (Fidelity) to eligible employees
- ✓ Directs employees to enrollment guide and nonqual microsite



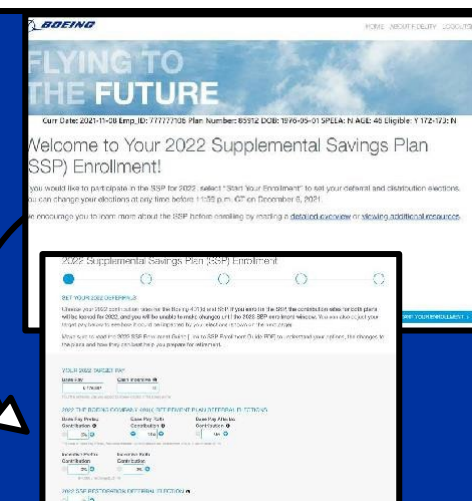
- ✓ Overview of plan
- ✓ Led by Fidelity
- ✓ Q&A with Boeing SMEs



- ✓ Provides overview of SSP or Exec SSP
- ✓ Explains how plan works with 401(k) and IRS limits



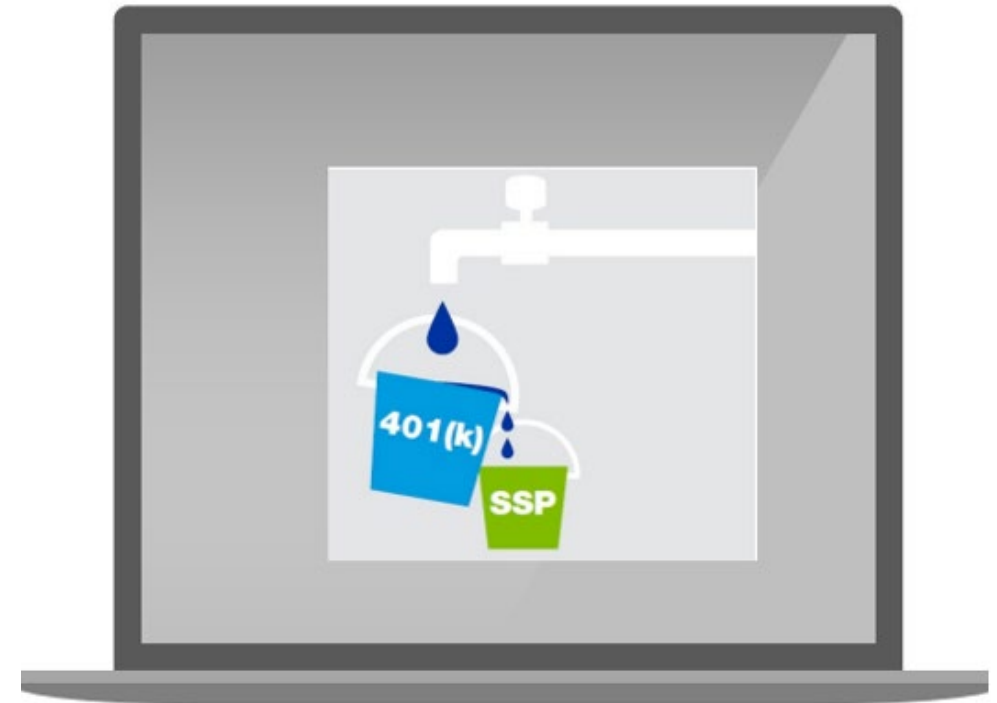
- ✓ Overview of plan
- ✓ Enrollment options
- ✓ Confirmation form
- ✓ Available from  
Nov. 1, 2024 at 9:00 a.m. ET  
through  
Nov. 22, 2024 at 11:59 p.m.ET



# Nonqualified Plan Enrollment – Upcoming Webinars

Eligible employees who would like to learn more about the features, enrollment considerations and how to enroll in the Supplemental Savings Plan or Executive SSP should consider attending a webinar:

Date	Time (ET)	Population
Nov 4	2pm ET	SSP-Nonunion
Nov 7	6pm ET	SSP-Nonunion
Nov 11	12pm ET	SSP-Nonunion
Nov 15	12pm ET	SSP-Nonunion
Nov 1	12pm ET	SSP-SPEEA/BAO
Nov 6	2pm ET	SSP-SPEEA/BAO
Nov 13	6pm ET	SSP-SPEEA/BAO
Nov 5	2pm ET	Executive SSP
Nov 8	12pm ET	Executive SSP
Nov 12	2pm ET	Executive SSP
Nov 14	4pm ET	Executive SSP

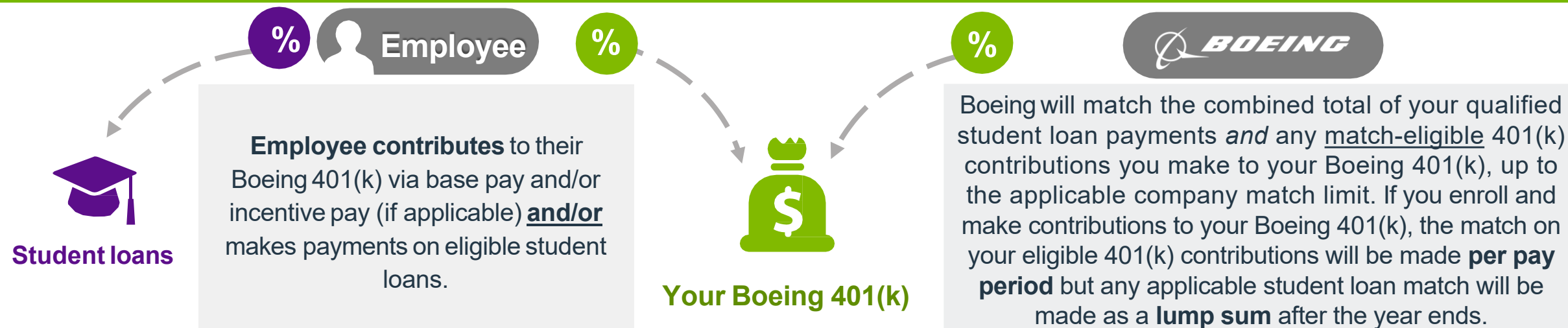


*Registration links will be emailed to eligible employees from the Boeing Financial Benefits Service Center at Fidelity in late October*

# Boeing Company 401(k) Student Loan Match Overview

**NEW:** If you are eligible and decide to enroll in the Boeing 401(k) Student Loan Match for 2025, there will no longer be an annual enrollment window. Instead, you will be able to enroll in the program at any time, beginning January 13, 2025.

Provides increased opportunity for employees who might otherwise miss out on maximizing the Company Match



## Eligible employees:

- ✓ U.S. nonunion employees participating in the Boeing 401(k)
- ✓ Union employees represented by SPEEA, CMM & IC Local 721, SPFPA 159, IAM 725, IUOE Local 302 (Power Plant), and IUOE 501 Weldors
- ✓ U.S. subsidiary employees
  - Subsidiary employees participating in the Boeing 401(k) (including BDSI effective January 2025)
  - BAO nonunion employees

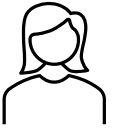
## Key Features:

- ✓ Loans must be in an employee's name and used to pay for higher education. Loans may also be used to pay for a family member's education (e.g., an employee's loan is taken out for a child)
- ✓ Employees must provide Fidelity with information about their loans so that Fidelity can track loan payments made during the year
- ✓ You may enroll or unenroll at any point during the calendar year

Please note that the employer match will not be provided with respect to any period of suspension due to match withdrawal (or hardship withdrawal, if applicable).



# Boeing 401(k) Student Loan Match Example (Nonunion)



## Meet Kelly, a nonunion employee

Base Pay: \$50,000

Has not yet reached Boeing's max match of 10% (\$5,000)\*

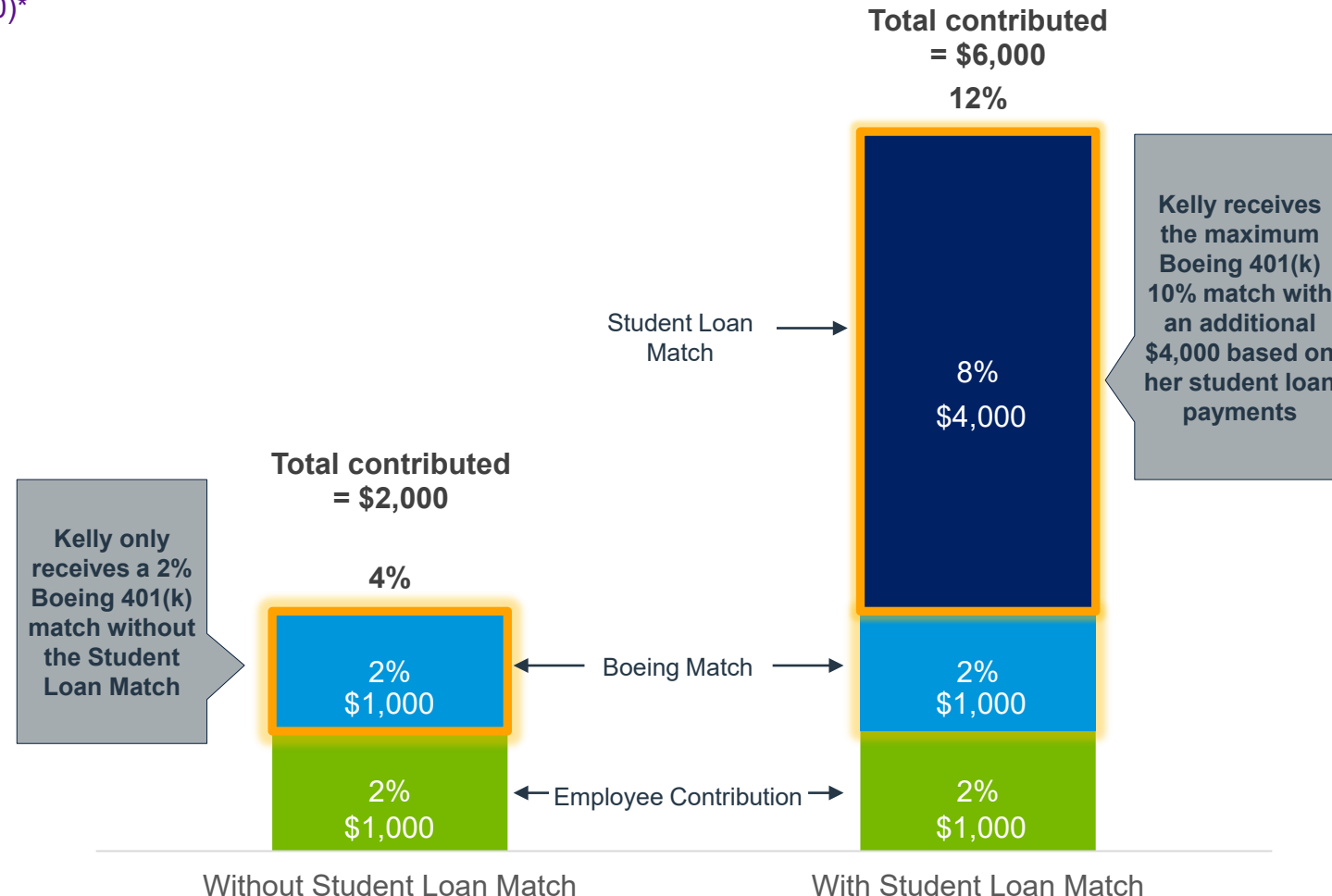
### Boeing 401(k) Student Loan Match Benefits for Kelly:

- Kelly normally contributes 2% (\$1,000) of base pay to the Boeing 401(k) and gets a \$1,000 match.
- In January of 2025, Kelly enrolls in the Boeing 401(k) Student Loan Match
- Kelly also makes \$4,000 in eligible student loan payments during 2025
- In early 2026, Boeing reviews Kelly's 401(k) contributions and eligible student loan payments and makes an additional \$4,000 match into her 401(k) account.\*\*

### Kelly saves \$4,000 more for retirement with the Boeing 401(k) Student Loan Match!

\* Nonunion match = 100% on first 10% of eligible pay an employee contributes. For simplification, example does not include incentive pay.

\*\* Matching 401(k) contributions associated with the employee's 401(k) contribution will be deposited on a per pay period basis. Matching 401(k) contributions associated with student loan payments will be deposited after year end. The combination of the matching contributions cannot exceed the company match maximum.



# Boeing 401(k) Student Loan Match Example (SPEEA)



## Meet Dan, a SPEEA engineer

Base Pay: \$75,000

Has not yet reached Boeing's max match of \$4,500 (75% on 8%)\*

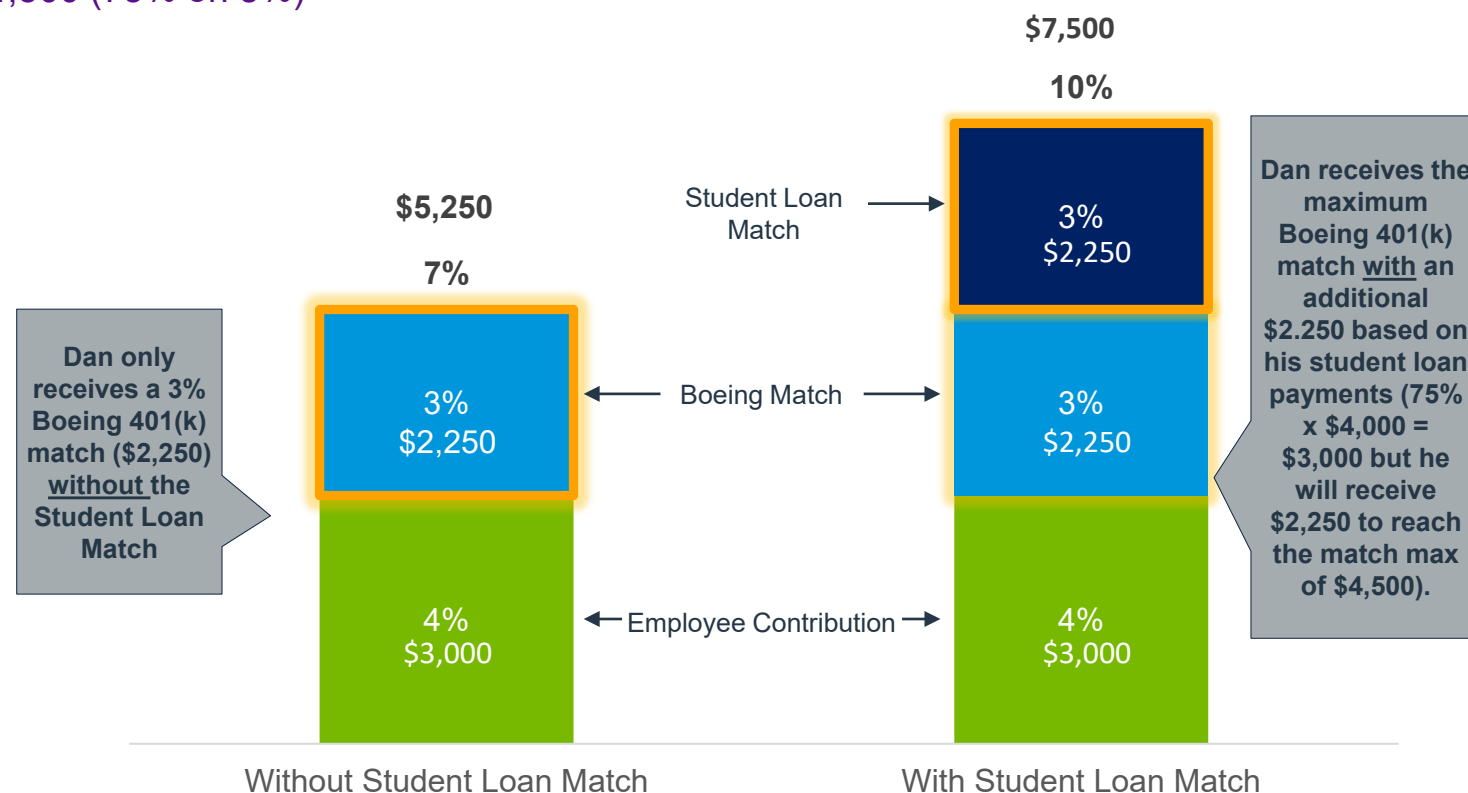
### Boeing 401(k) Student Loan Match Benefits for Dan:

- Dan normally contributes 4% (\$3,000) of base pay to the Boeing 401(k) and gets a \$2,250 match.
- In January of 2025, Dan enrolls in the Boeing 401(k) Student Loan Match
- Dan also makes \$4,000 annually in eligible student loan payments during 2025
- In early 2026, Boeing reviews Dan's match-eligible 401(k) contributions and eligible student loan payments and makes an additional \$2,250 match into his 401(k) account\*\*

**Dan saves \$2,250 more for retirement with the Boeing 401(k) Student Loan Match!**

\*SPEEA match = 75% on first 8% of base pay

\*\* Matching 401(k) contributions associated with the employee's 401(k) contribution will be deposited on a per pay period basis. Matching 401(k) contributions associated with student loan payments will be deposited after year end. The combination of the matching contributions cannot exceed the company match maximum.



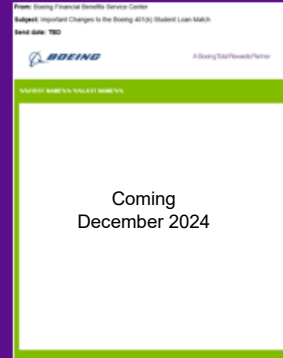
Additionally, Dan receives another 3% (\$2,250) from Boeing, even with no more contributions to his 401(k)



# Student Loan Match Resources

## Fidelity / EFE support:

- ✓ Enrollment/ reminder emails sent by Boeing Financial Benefits Service Center (Fidelity)
- ✓ Both Fidelity and EFE are trained to help employees understand the Match and if it's the right program for the employee



## Student Loan Match Webinars:

- ✓ Overview of plan
- ✓ Led by Fidelity
- ✓ Schedule on next page



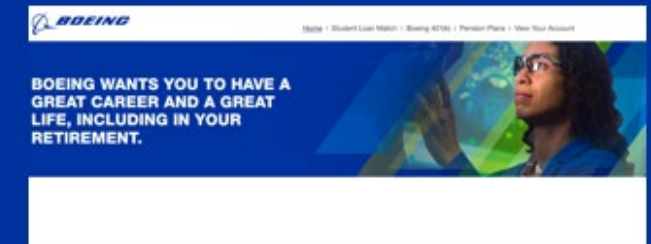
## BNN articles:

- ✓ October 29:
  - Explains changes to enrollment process for 2025
- ✓ December 2:
  - Deep dive article focused on the Student Loan Match for 2025



## BoeingRetirementChanges.com

- ✓ Overview of plan
- ✓ Fact Sheet
- ✓ Frequently Asked Questions
- ✓ Personas



# Student Loan Match webinar schedule

U.S. 401(k) eligible employees who would like to learn more about the features, enrollment considerations and how to enroll in the Student Loan Match should attend a webinar:

Date	Time (ET)
12/10/2024	2pm ET
12/12/2024	2m ET
1/7/2025	12pm ET
1/8/2025	2pm ET
1/9/2025	2pm ET

