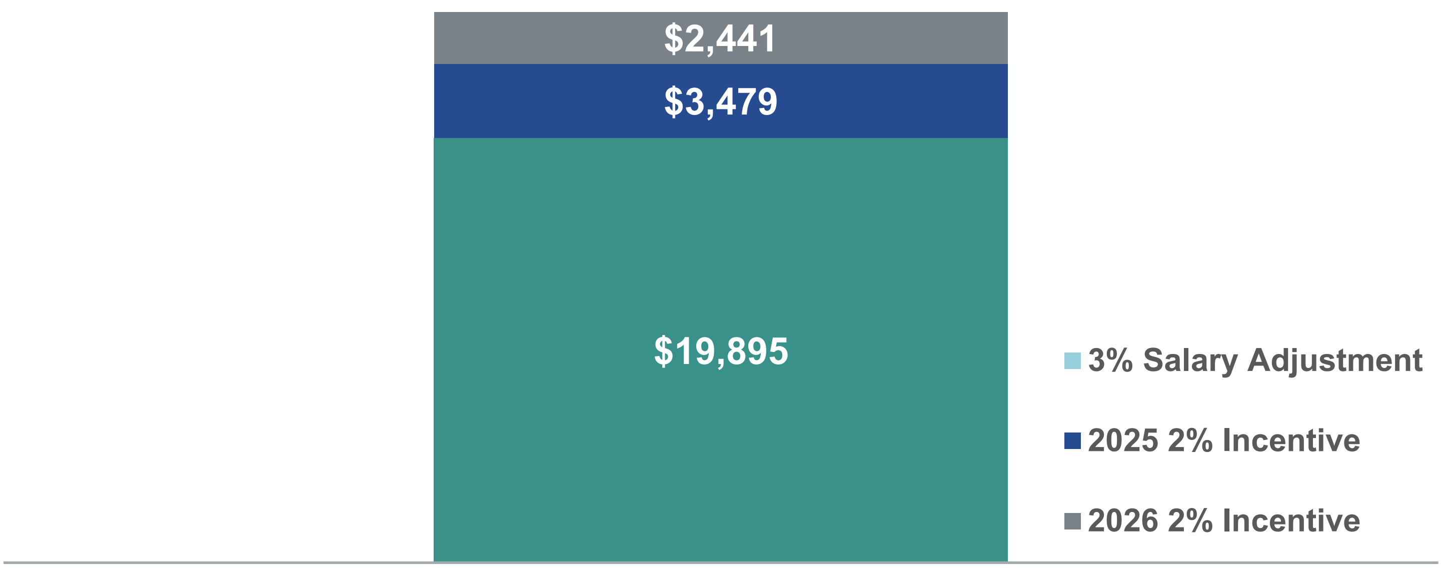
THE AVERAGE VALUE OF AN EARLY "YES" VOTE

We're making a stronger contract offer right now by investing money in you instead of using the dollars to implement our contingency plan. These early incentives will not be available later.

$25,815



SPEEA Tech	Estimated Average (Per Person)
3% guaranteed wage increase compounded value over the life of the contract (retroactive to February 2026)	**$19,895**
2% additional incentive for 2025 @ 131% One Company Score	**$3,479**
2% additional incentive for 2026 @ 100% projected One Company Score *(7% incentive target up from current 5%)*	**$2,441**

TOTAL ESTIMATED AVERAGE VALUE **$25,815**

Every effort has been made to ensure the accuracy of this summary information. In the event of a conflict between this summary and the collective bargaining agreement and/or applicable benefit plan documents, the terms of the collective bargaining agreement and/or applicable benefit plan documents will control. All content is for informational purposes only. Federal labor law prohibits Boeing from bargaining directly with employees. We will only negotiate with union officials.

GET YOUR CUSTOMIZED STATEMENT

WAGE MODELER
WSSO required

Have a question? Send an email to **SPEEANegotiations@boeing.com**