

# SPEED FACTS

**I.A.M.A.W. DISTRICT 837**  
**212 UTZ LANE**  
**HAZELWOOD, MO 63042**  
**(314) 731-0603**



November 30, 2015

Dear Brothers and Sisters,

This week The Boeing Company is conducting seminars regarding the transition from a Defined Benefit Pension Plan to a Defined Contribution Pension Plan. We encourage all our members to attend one of these seminars at the date, time, and locations listed below. In addition, we are asking that the Company establish a website with the question and answers to this transition.

Unfortunately, the Company will not permit you to attend during working hours and must be attended on your own time.

On Jan. 1, 2016, significant retirement program changes will take effect under the IAM 837 contract extension. Boeing has arranged for information sessions to help you understand what's changing, assess the impact, and make the adjustments necessary to meet your financial goals.

On Jan. 1, IAM 837-represented employees hired/rehired before 2012, will start earning the new Special Company Retirement Contribution (SCRC) to their VIP accounts instead of new Hourly East pension benefits. The new SCRC will be added to VIP accounts each pay period and will vest immediately. Special transition rates will apply for the first three years. The amount of this new contribution to your VIP account each pay period will be:

Contribution Period	Special Company Retirement Contribution
2016	9% of eligible pay
2017	8% of eligible pay
2018	7% of eligible pay
2019 and after	4% of eligible pay

Remember: You will continue to accrue Hourly East benefits through Dec. 31, 2015. All Hourly East benefits earned up to the Dec. 31, 2015 changes are secure and you should include them in your retirement planning. Because you will be investing the retirement money Boeing provides after 2015, it's more important than ever to pay attention to your VIP investments.

To learn more, I encourage you to attend an information session during the first week of December. They will be available onsite in St. Louis, Mascoutah, and St. Charles. You should attend on your own time, not during working hours. To facilitate this, we have scheduled the sessions just before or after each shift. The information sessions offer a quick and easy way to get up to speed, taking just 30 minutes, including time for questions.

**Schedule:**

Date	Time	City	Room	Targeted Shift
Tues., Dec. 1	2:30 p.m.	Mascoutah	Building 61-830, Oasis Room	1st shift
Wed., Dec. 2	2 p.m.	St. Louis	Building 100, Auditorium	2nd shift
Wed., Dec. 2	3:15 p.m.	St. Charles	Building 598, Room 228	1st shift
Thur., Dec. 3	7 a.m.	St. Louis	Building 100, Auditorium	3rd shift
Thur., Dec. 3	2 p.m.	St. Louis	Building 100, Auditorium	2nd shift
Thur., Dec. 3	3:15 p.m.	St. Louis	Building 100, Auditorium	1st shift
Thur., Dec. 3	4 p.m.	St. Louis	Building 100, Auditorium	1st shift

Fraternally,--

*Stephen McDeeman*  
Stephen McDeeman

President/Directing Business Representative