

## 2017 SPEEA Retention Index Review

Effective Date March 29, 2017

<b>Preliminary</b>	<b>11/07/16</b> <b>11/07/16 – 12/09/16</b> <b>11/07/16 – 01/06/17</b>  <b>11/07/16 – 01/06/17</b> <b>11/07/16 – 01/06/17</b> <b>12/09/16</b>	<b>Kick Off Announcement</b> <b>Skill Teams identify Skill Captains and supporting HRGs</b> <b>Skill Teams &amp; managers validate retention skill groups, skill populations and employee classifications</b>  <b>Skill Captain/HRG Training (web- based/on-demand)</b> <b>Skill Teams establish/validate competencies and share with assessing mgrs.</b> <b>Last effective day for reclassifications/promotions for non Careers@Boeing transactions</b>
<b>PHASE I</b>	<b>01/10/17</b> <b>01/10/17 – 01/13/17</b> <b>01/10/17 – 01/20/17</b>	<b>Exercise START</b> <b>Assessment notifications sent to line managers</b> <b>Managers complete assessments (time period dependent upon when notification is sent and requested due date)</b>
<b>PHASE II</b>	<b>01/23/17 – 02/24/17</b> <b>02/20/17 – 02/24/17</b>	<b>Skill Captains/Line Managers complete retention meetings</b> <b>Process Council/Skill Team final review</b>
<b>PHASE III</b>	<b>02/24/17 – 03/03/17</b>	<b>Workforce &amp; GD&amp;I final review</b>
<b>PHASE IV</b>	<b>03/06/17 – 03/24/17</b> <b>03/29/17</b> <b>03/17/17</b>	<b>Employee notices printed and distributed</b> <b>EFFECTIVE DATE</b> <b>Reopen Reclassifications/Promotions</b>