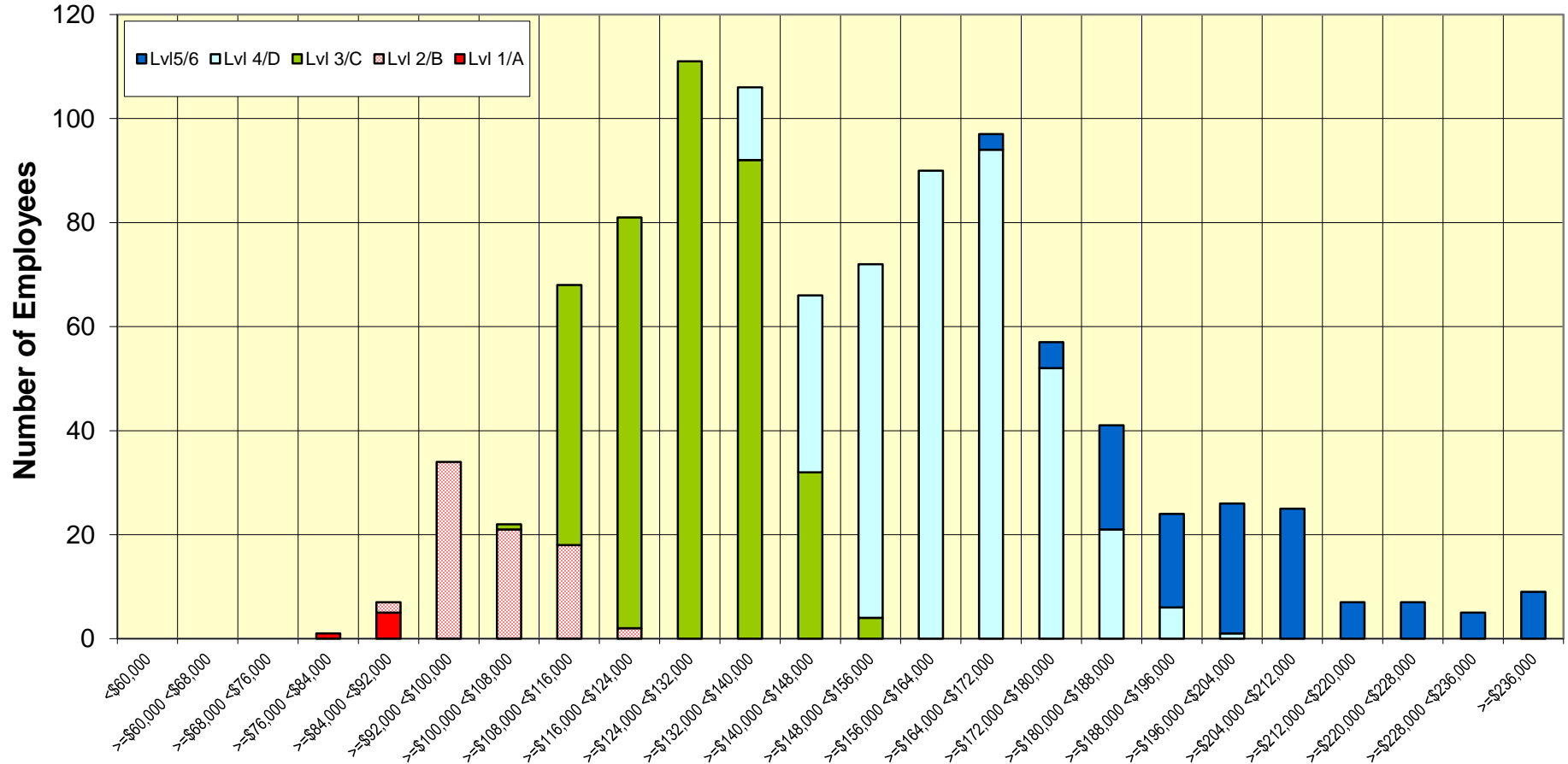


February 25, 2022 Salary Review for SPEEA Professional Unit

Chart #1A

Salary Distribution by Level for BCA-6G5D - Mechanical & Structural Engineering - Structural Analysis Engineer



Salary (in \$8,000 increments)

Levels	Head Count	Avg Age	Avg Svc	Avg Salary	After Compa-Ratio	Avg \$ Incr	Avg % Incr	Lower 10%	Median	Upper 10%	Boeing 2022 Salary Ref. Tbl.		
											Min	Mkt Ref	High Mkt
Level 1/A	6	27.1	2.5	\$85,521	1.043	\$2,567	3.1%	\$82,305	\$85,508	\$88,750	\$58,000	\$82,000	\$103,000
Level 2/B	77	34.0	8.2	\$102,026	1.063	\$3,082	3.1%	\$93,558	\$100,970	\$112,161	\$68,000	\$96,000	\$120,000
Level 3/C	369	42.6	14.0	\$127,750	1.065	\$3,785	3.1%	\$114,996	\$128,107	\$139,445	\$84,000	\$120,000	\$150,000
Level 4/D	380	49.9	18.0	\$162,391	1.112	\$4,731	3.0%	\$145,953	\$162,677	\$177,444	\$103,000	\$146,000	\$183,000
Level 5	110	55.4	23.1	\$198,214	1.152	\$5,753	3.0%	\$182,242	\$198,358	\$213,796	\$121,000	\$172,000	\$215,000
Level 6	14	58.7	32.7	\$242,045	1.153	\$6,990	3.0%	\$232,572	\$242,921	\$254,035	\$147,000	\$210,000	\$263,000
Total	956	46.4	16.4	\$148,964	1.095	\$4,370	3.0%	\$113,050	\$145,425	\$189,296	---	---	---

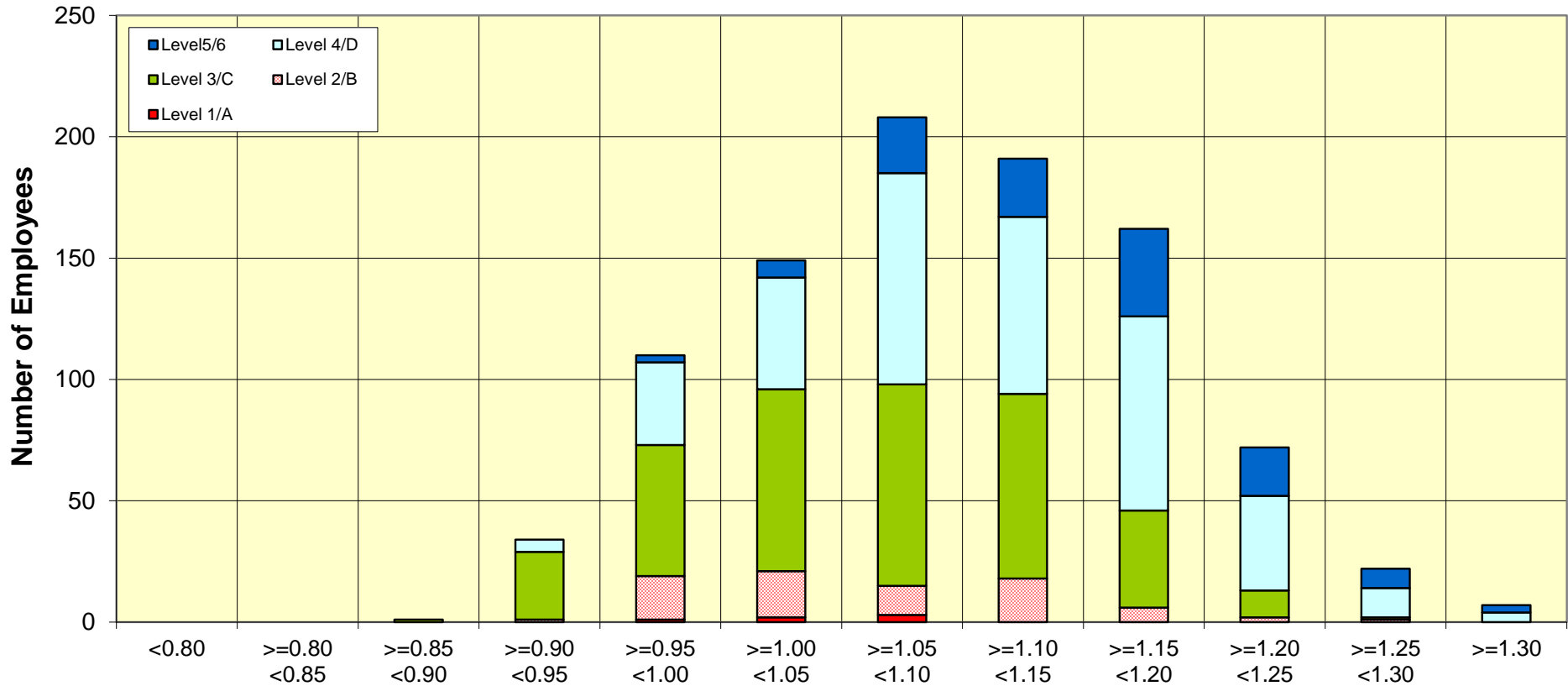
Chart #1A

Date of Data
Feb 25, 2022

February 25, 2022 Salary Review for SPEEA Professional Unit

Chart #1B

Compa-Ratio Distribution by Level for BCA-6G5D - Mechanical & Structural Engineering - Structural Analysis Engineer



After Compa-Ratio (Salary / SRT Market Reference)

Levels	Head Count	Avg Age	Avg Svc	Avg Salary	After Compa-Ratio	Avg \$ Incr	Avg % Incr	Lower 10%	Median	Upper 10%	Boeing 2022 Salary Ref. Tbl.		
											Min.	Mkt Ref	High Mkt
Level 1/A	6	27.1	2.5	\$85,521	1.043	\$2,567	3.1%	\$82,305	\$85,508	\$88,750	\$58,000	\$82,000	\$103,000
Level 2/B	77	34.0	8.2	\$102,026	1.063	\$3,082	3.1%	\$93,558	\$100,970	\$112,161	\$68,000	\$96,000	\$120,000
Level 3/C	369	42.6	14.0	\$127,750	1.065	\$3,785	3.1%	\$114,996	\$128,107	\$139,445	\$84,000	\$120,000	\$150,000
Level 4/D	380	49.9	18.0	\$162,391	1.112	\$4,731	3.0%	\$145,953	\$162,677	\$177,444	\$103,000	\$146,000	\$183,000
Level 5	110	55.4	23.1	\$198,214	1.152	\$5,753	3.0%	\$182,242	\$198,358	\$213,796	\$121,000	\$172,000	\$215,000
Level 6	14	58.7	32.7	\$242,045	1.153	\$6,990	3.0%	\$232,572	\$242,921	\$254,035	\$147,000	\$210,000	\$263,000
Total	956	46.4	16.4	\$148,964	1.095	\$4,370	3.0%	\$113,050	\$145,425	\$189,296	---	---	---

Chart #1B

Date of Data
Feb 25, 2022

February 25, 2022 Salary Review for SPEEA Professional Unit

Distribution Data for BCA-6G5D - Mechanical & Structural Engineering - Structural Analysis Engineer

Chart #1C

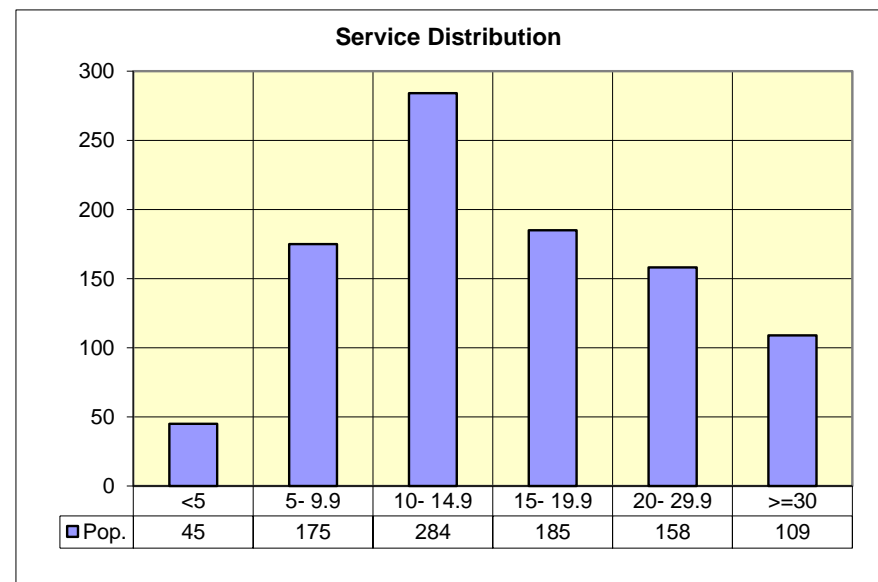
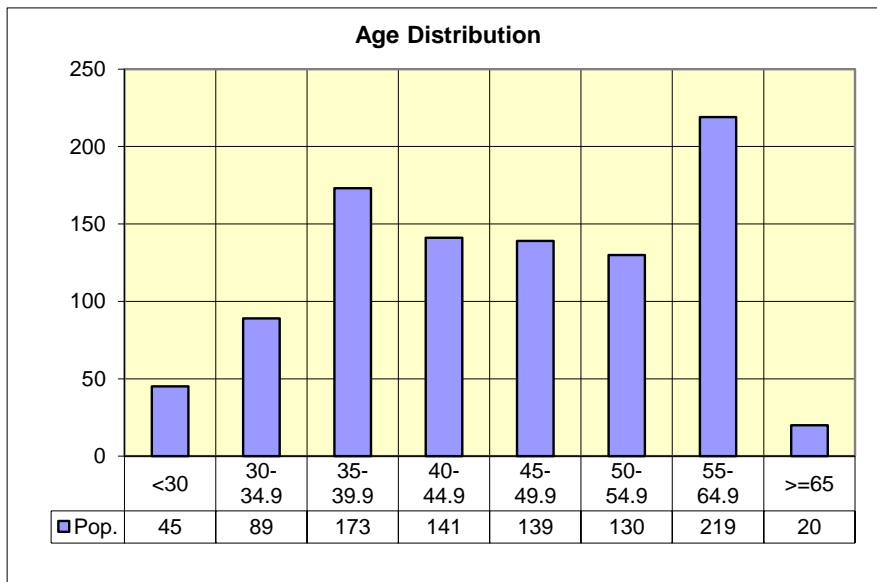
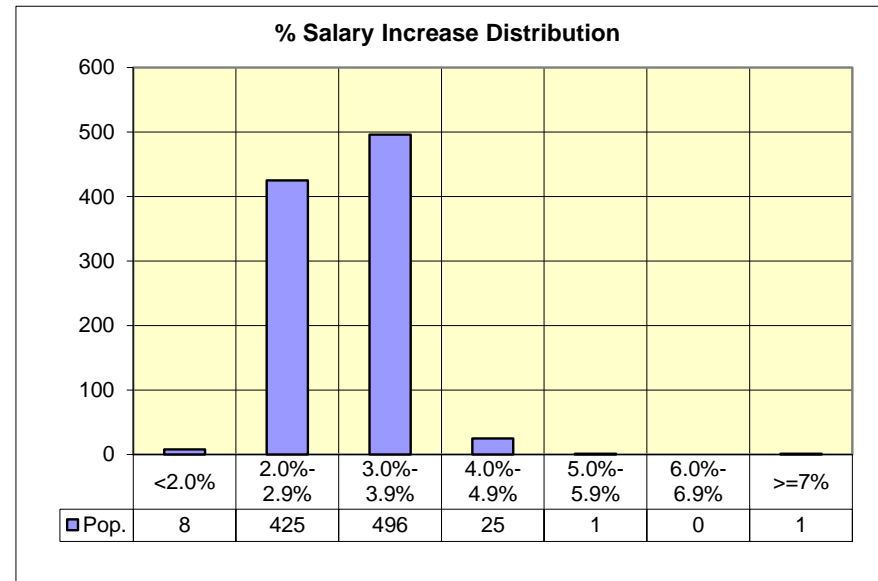
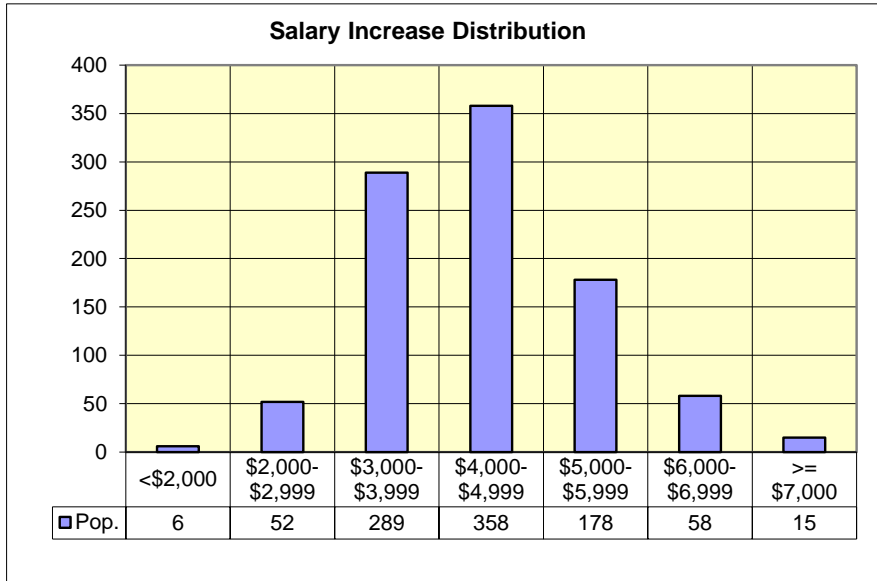
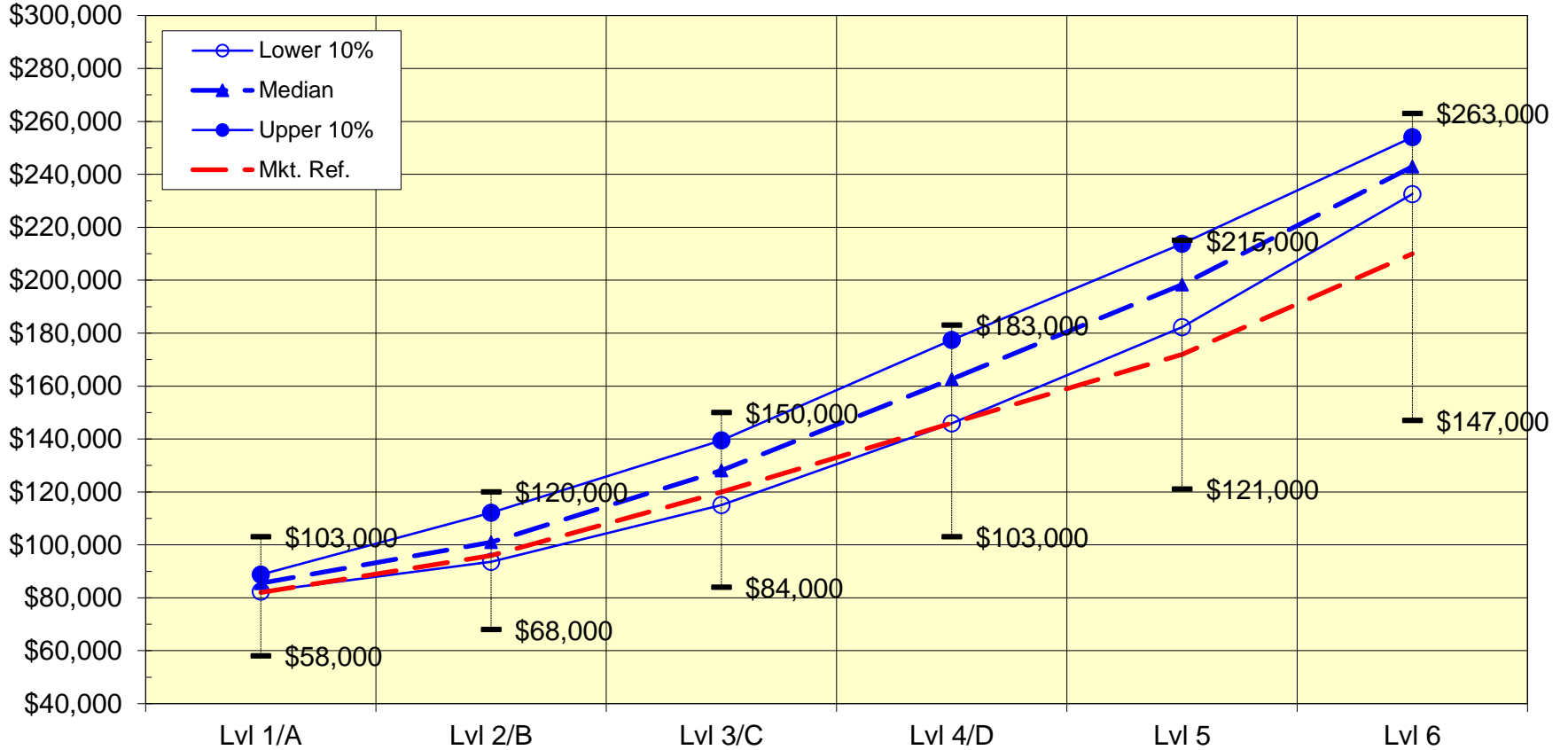


Chart #1C

Date of Data
Feb 25, 2022

February 25, 2022 Salary Review for SPEEA Professional Unit

Job Family Salary Percentiles for BCA-6G5D - Mechanical & Structural Engineering - Structural Analysis Engineer



Actual Salary Percentiles for employees in group

	Lvl 1/A	Lvl 2/B	Lvl 3/C	Lvl 4/D	Lvl 5	Lvl 6
Lower 10%	\$82,305	\$93,558	\$114,996	\$145,953	\$182,242	\$232,572
Median	\$85,508	\$100,970	\$128,107	\$162,677	\$198,358	\$242,921
Upper 10%	\$88,750	\$112,161	\$139,445	\$177,444	\$213,796	\$254,035

Salary Reference Table (SRT) values for job 6G5D

Minimum	\$58,000	\$68,000	\$84,000	\$103,000	\$121,000	\$147,000
Mkt. Ref.	\$82,000	\$96,000	\$120,000	\$146,000	\$172,000	\$210,000
High Mkt.	\$103,000	\$120,000	\$150,000	\$183,000	\$215,000	\$263,000

Boeing SRT Definitions

Minimum - value indicating the lowest rate Boeing will pay for a given job and level

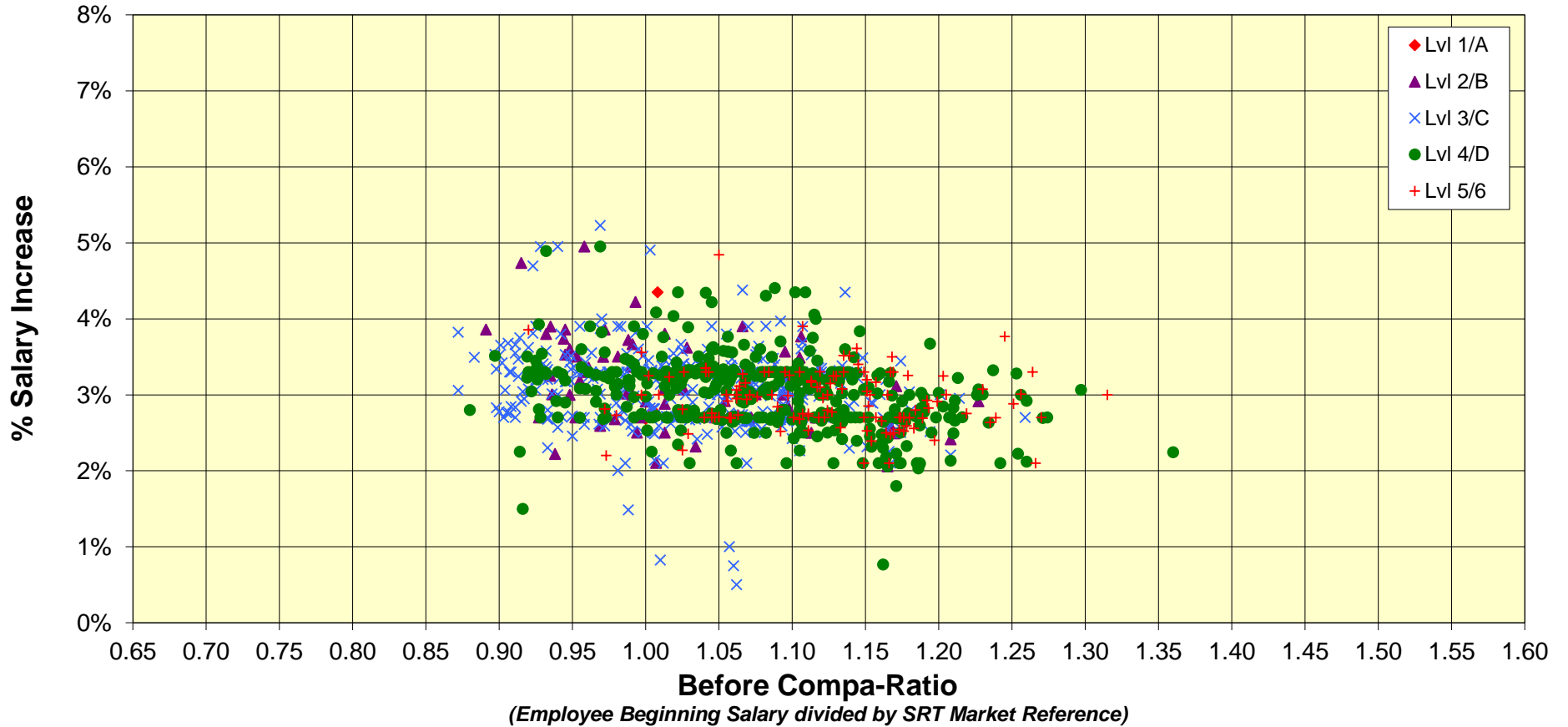
Market Reference - value for a given job and level compared to average salaries for same or similar jobs in the national market

High Market - value for a highly paid job and level as compared to same or similar jobs in the national market

February 25, 2022 Salary Review for SPEEA Professional Unit

Chart #1E

% Salary Increase by Compa-Ratio for BCA-6G5D - Mechanical & Structural Engineering - Structural Analysis Engineer



Levels	Head Count	Avg Age	Avg Svc	Avg Salary	Avg \$ Incr	Avg % Incr	# of Recl-OOS	Avg \$ Recl-OOS	Lower 10%	Median	Upper 10%	Boeing 2022 Salary Ref. Tbl.		
												Min.	Mkt Ref	High Mkt
Level 1/A	6	27.1	2.5	\$85,521	\$2,567	3.1%	0	---	\$82,305	\$85,508	\$88,750	\$58,000	\$82,000	\$103,000
Level 2/B	77	34.0	8.2	\$102,026	\$3,082	3.1%	15	\$7,352	\$93,558	\$100,970	\$112,161	\$68,000	\$96,000	\$120,000
Level 3/C	369	42.6	14.0	\$127,750	\$3,785	3.1%	30	\$10,304	\$114,996	\$128,107	\$139,445	\$84,000	\$120,000	\$150,000
Level 4/D	380	49.9	18.0	\$162,391	\$4,731	3.0%	23	\$13,427	\$145,953	\$162,677	\$177,444	\$103,000	\$146,000	\$183,000
Level 5	110	55.4	23.1	\$198,214	\$5,753	3.0%	8	\$17,702	\$182,242	\$198,358	\$213,796	\$121,000	\$172,000	\$215,000
Level 6	14	58.7	32.7	\$242,045	\$6,990	3.0%	7	\$15,523	\$232,572	\$242,921	\$254,035	\$147,000	\$210,000	\$263,000
Total	956	46.4	16.4	\$148,964	\$4,370	3.0%	83	\$11,789	\$113,050	\$145,425	\$189,296	---	---	---

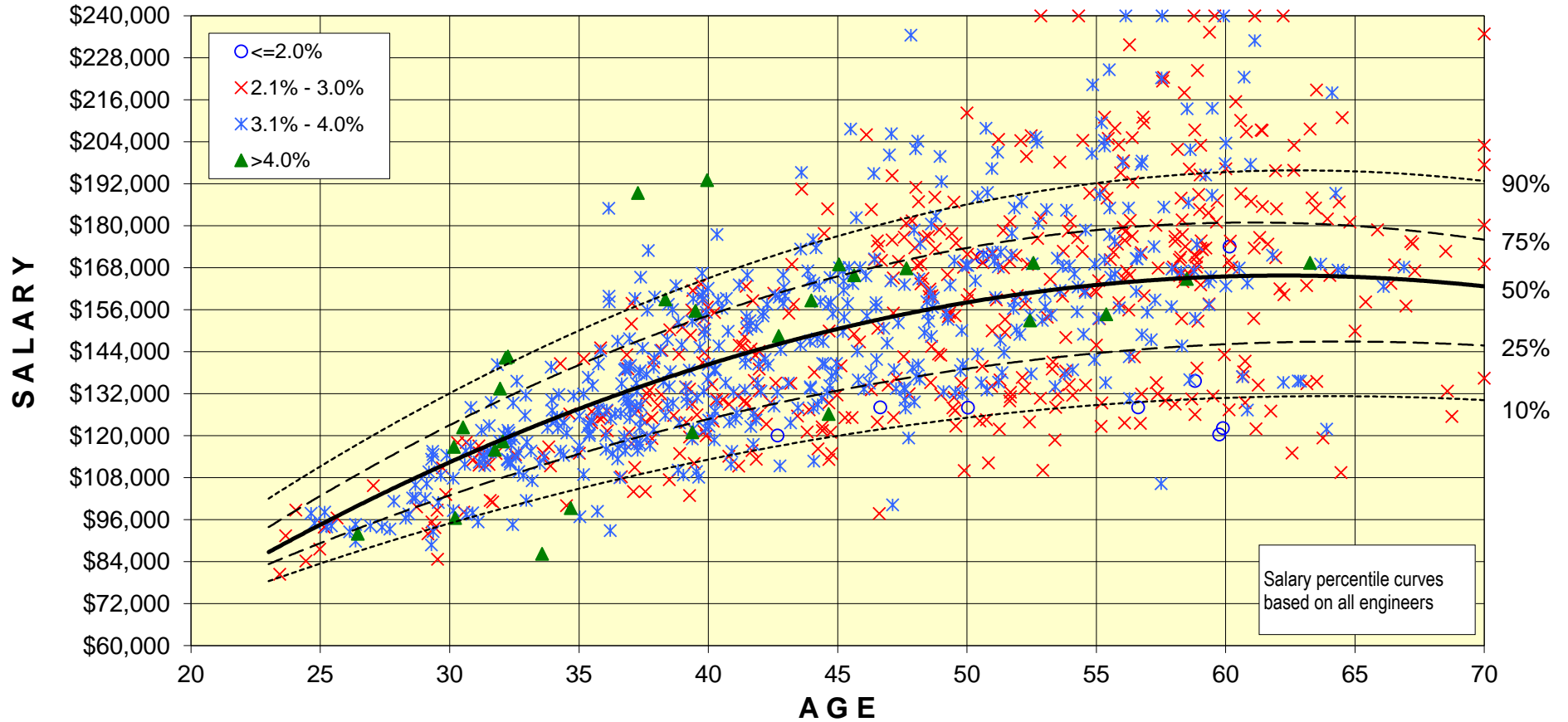
Chart #1E

Date of Data
Feb 25, 2022

February 25, 2022 Salary Review for SPEEA Professional Unit

Chart #1F

Salary by Age for BCA-6G5D - Mechanical & Structural Engineering - Structural Analysis Engineer



Levels	Head Count	Avg Age	Avg Svc	Avg Salary	Avg \$ Incr	Avg % Incr	# of Recl- OOS	Avg \$ Recl- OOS	Lower 10%	Median	Upper 10%	Boeing 2022 Salary Ref. Tbl.		
												Min.	Mkt Ref	High Mkt
Level 1/A	6	27.1	2.5	\$85,521	\$2,567	3.1%	0	---	\$82,305	\$85,508	\$88,750	\$58,000	\$82,000	\$103,000
Level 2/B	77	34.0	8.2	\$102,026	\$3,082	3.1%	15	\$7,352	\$93,558	\$100,970	\$112,161	\$68,000	\$96,000	\$120,000
Level 3/C	369	42.6	14.0	\$127,750	\$3,785	3.1%	30	\$10,304	\$114,996	\$128,107	\$139,445	\$84,000	\$120,000	\$150,000
Level 4/D	380	49.9	18.0	\$162,391	\$4,731	3.0%	23	\$13,427	\$145,953	\$162,677	\$177,444	\$103,000	\$146,000	\$183,000
Level 5	110	55.4	23.1	\$198,214	\$5,753	3.0%	8	\$17,702	\$182,242	\$198,358	\$213,796	\$121,000	\$172,000	\$215,000
Level 6	14	58.7	32.7	\$242,045	\$6,990	3.0%	7	\$15,523	\$232,572	\$242,921	\$254,035	\$147,000	\$210,000	\$263,000
Total	956	46.4	16.4	\$148,964	\$4,370	3.0%	83	\$11,789	\$113,050	\$145,425	\$189,296	---	---	---

Chart #1F

Date of Data
Feb 25, 2022