

Congress of the United States  
Washington, DC 20515

December 31, 2012

Jim McNerney  
Chairman, President, CEO  
The Boeing Company  
100 North Riverside  
Chicago, Illinois 60606

Dear Mr. McNerney,

As the world's largest manufacturer of commercial jetliners and military aircraft, Boeing has become a global leader in aerospace, science, and technology. Achieving this leadership is the result of both corporate vision and a dedicated and skilled workforce. The company has also demonstrated leadership on behalf of its lesbian, gay, bisexual, and transgender (LGBT) employees, taking numerous steps to ensure that they, and all of Boeing's more than 170,000 employees worldwide, are treated fairly and equally.

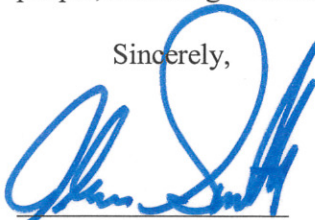
Starting January 1, 2013, gay and lesbian couples can legally marry in nine states and the District of Columbia, including Washington State where Boeing employs more than 85,000 people. We recognize and appreciate Boeing's commitment to provide life insurance, health insurance, and certain retirement benefits to the same-sex spouses and domestic partners of their employees.

While we applaud Boeing's efforts in providing certain benefits to their gay and lesbian employees, we recognize Boeing has not yet achieved the goal of providing equal benefits to same-sex couples within their defined benefit pension plans. We understand that extending pension survivor benefits is a vast and complicated process that requires strategic changes to a company's policies. As same-sex couples marry, it is imperative that they are treated no differently than other married couples and have equal access to benefits and compensation in the workplace.

As Members of Congress, we have worked tirelessly to provide equal treatment for all LGBT individuals and their families. Along with our efforts to have same-sex marriages recognized nationally and provide workplace protections to all LGBT employees, we look forward to working with you to guarantee that LGBT individuals and their families have equal access to pay and benefits.

We hope that Boeing will continue to serve as an industry leader by advancing its efforts in providing all people, including its LGBT employees, equal access to pay and benefits.

Sincerely,



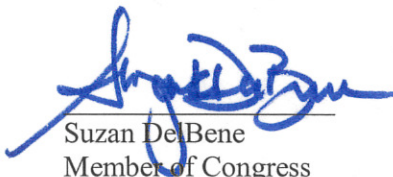
Adam Smith  
Member of Congress



Norm Dicks  
Member of Congress



Jim McDermott  
Member of Congress



Suzan DelBene  
Member of Congress