2010 Health Care Changes

Additional Benefit Changes Due to New Laws

You recently received a packet containing annual enrollment information for 2011 benefits. When your enrollment materials went to print, Boeing was still confirming details about how the new Federal health care law and ongoing mental health parity laws affect your benefits. Any changes that didn’t make it into the enrollment packet are summarized below. (As additional Federal guidance is received, Boeing may need to make further changes to ensure compliance.)

Health Care Law

The following changes are the result of the new health care law (Patient Protection and Affordable Care Act):

- **Preventive care**—Boeing is eliminating the annual limit for preventive health care for all medical plans.
- **Transplants**—Under the Selections Plus CCP (OR) and the Traditional Medical Plan (SPEEA WEU only), specified dollar limits will not apply.

For details about specific plan benefits, you can access a health plan comparison chart on the Your Benefits Resources website through Boeing TotalAccess.

Mental Health Parity and Addiction Equity Act of 2008

Under the Act, group health plan benefits for mental health and substance abuse coverage cannot be more restrictive than the predominant medical and surgical benefits offered. These changes are the result of this Act.

For details about specific plan benefits, you can access a health plan comparison chart on the Your Benefits Resources website through Boeing TotalAccess.

Traditional Medical Plan

- **Emergency treatment**: A participant hospitalized for emergency network or nonnetwork mental health or substance abuse treatment must obtain preauthorization within 24 hours of admission.

Traditional Medical Plan and PPO+Account

- **Preauthorizations**:
  - Outpatient—Network and nonnetwork mental health and substance abuse treatment (except electroconvulsive therapy) no longer will require preauthorization.
  - Inpatient—Network and nonnetwork mental health and substance abuse treatment will continue to require preauthorization. If not obtained, and the service representative later determines the treatment was medically necessary, the benefit will be paid at 50% of the first $2,000 of allowed charges (after the annual deductible).

While certain mental health and substance abuse treatment will no longer require preauthorization, contacting the Boeing Helpline will help you find a provider who is best suited to your needs.
Select Network Plan (WA) and Selections Plus CCP (OR)

- **Preauthorizations**: Inpatient or outpatient mental health and substance abuse treatment (except outpatient electroconvulsive therapy) no longer will require preauthorization.

Other Medical Plans

HMO plans offered by Boeing also are subject to the Act. Those plans are responsible for making their own similar compliance changes. Call your plan for details.

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Every effort has been made to provide an accurate summary of your compensation and benefits in this document. The material provided here about Company policies, procedures, and benefits is for informational purposes only; it does not constitute a contract or contractual obligation. Certain eligibility provisions apply to each of the programs, policies, and benefits; not all of these provisions are described here. In the event of a conflict between this document and any of the benefit plans, the terms of the plans will control. Copies of official plan documents are available by written request through the “Contact TotalAccess” online form on the Boeing TotalAccess website. The Boeing Company reserves the right to change, modify, amend, or terminate any of the provisions described here at any time and for any reason for employees, former employees, retirees, and their dependents and/or beneficiaries.