

If you are or were employed by Boeing and represented by SPEEA, and you are Cambodian, Vietnamese, Indian, Pakistani, Afghani, Iranian, or Filipino, a class action lawsuit may affect your rights.

You may be affected by a class action lawsuit about whether the Boeing Company discriminated against specific employees.

The lawsuit is called Khalil Nouri, et. al., v. The Boeing Company, No. C99-1227L, and is in the United States District Court for the Western District of Washington. The Court decided this lawsuit should be a class action on behalf of a "Class," or group of people, that could include you. This notice summarizes your rights and options before an upcoming trial. More information is in a detailed notice available at the website below. If you're included, you have to decide whether to stay in the Class and be bound by whatever results, or ask to be excluded and keep your right to sue The Boeing Company. There is no money available now and no guarantee that there will be.

Who's Affected?

Cambodian, Vietnamese, Indian, Pakistani, Afghani, Iranian and Filipino employees who were employed by The Boeing Company in Washington State in Engineering (Paycode 4) or Technical (Paycode 2T) positions covered by the SPEEA Collective Bargaining Agreement at any time from October 12, 1996, through the present

ARE YOU AFFECTED?

Employees who are Cambodian, Vietnamese, Indian, Pakistani, Afghani, Iranian and Filipino who were employed by The Boeing Company in Washington State in Engineering (Paycode 4) or Technical (Paycode 2T) positions covered by the SPEEA Collective Bargaining Agreement at any time from October 12, 1996, through the present are Class members.

WHAT IS THIS CASE ABOUT?

The lawsuit claims that The Boeing Company discriminated against Cambodian, Vietnamese, Indian, Pakistani, Afghani, Iranian and Filipino employees based on their national origin, race, or ethnic background, by paying them less than "white" employees were paid and giving them retention ratings lower than "white" employees.

The Boeing Company denies that it did anything wrong and says that it has a fair workplace that gives the seven specified races/national origins the same compensation and retention ratings as for "white" employees.

The court has not yet decided whether the Class or The Boeing Company is right. The lawyers for the Class will have to prove their claims at trial set to begin April 2004.

WHO REPRESENTS THE CLASS?

The Court asked the law firms of Cohen, Milstein, Hausfeld & Toll, PLLC of Washington, DC, Harish Bharti & Associates, LLC of Seattle, WA and Schroeter Goldmark & Bender of Seattle, WA to represent the Class as "Class Counsel." You don't have to pay Class Counsel, or anyone else, to participate. Instead, if they get money or benefits for the Class, they may ask the Court for attorneys' fees and costs, which would be paid by The Boeing Company or out of any money recovered, before giving the rest to the Class. You may hire your own lawyer to appear in Court for you; if you do, you have to pay that lawyer. Khalil Nouri, Bao Trinh, Mike Taing, Raul Aballe, Syed Rizvi, Ahmad Golchin, and Lear Lavi are Class members like you, and the Court accepted them as the "Class Representatives."

WHAT ARE YOUR OPTIONS?

If you are a Class Member, you have a choice of whether to stay in the Class or not, and **you must decide this now**. If you stay in the Class, you will be legally bound by all orders and judgments of the Court, and you won't be able to sue, or continue to sue, The Boeing Company—as part of this or any other lawsuit—for race or national origin discrimination that occurred from October 12, 1996, through the present. If money or benefits are obtained, you will be notified about how to get a share. To stay in the Class, you do not have to do anything now.

If you ask to be excluded from the Class, you cannot get any money or benefits from this lawsuit if any are awarded, but you will keep any rights to sue The Boeing Company for these claims, now or in the future, and will not be bound by any orders or judgments of the Court. To ask to be excluded, send a letter to Nouri v. Boeing Exclusions, Schroeter Goldmark & Bender, 500 Central Building, 810 Third Avenue, Seattle, WA 98104 postmarked no later than **March 29, 2004**, that says that you want to be excluded from Nouri v. Boeing, No. C99-1227L. Include your name, address, and telephone number.

HOW CAN YOU GET MORE INFORMATION?

If you have questions or want a detailed notice or other documents about this lawsuit and your rights, visit www.cmht.com/BoeingAsian or write to: Schroeter Goldmark & Bender, 500 Central Building, 810 Third Avenue, Seattle, WA 98104.