



Dimitra (Demi) Hannon

(she/her/hers)

Demi Hannon is a mother of three --ages 16, 18 and 20! They are her biggest accomplishment in life. On top of that, Hannon thrives on challenging work. Hannon is currently Senior **Director, Global Financial Benefits and Well Being at The Boeing Company** where she leads the global strategy for all Boeing pension plans, 401(k) plans as well as Boeing's global Education strategy. Demi also has responsibility for the global governance and compliance of these plans.

She has held several previous roles at Boeing in Human Resources.

- **In her previous role, Hannon led HR Mergers and Acquisitions** where she led the Human Resources function in several corporate transactions. As part of the Total Rewards Leadership Team, she worked closely with corporate development, business strategy, HR business partners and HR centers of excellence to perform all aspects of a corporate transaction, including: identifying integration and compliance risks, reviewing synergy plans, negotiating terms, conducting due diligence and establishing and overseeing business HR integration plans, She also leads the development of several HR M&A best practices (training, tools, processes, etc.) for HR M&A.
- Before M&A, she was **Director, Boeing Global Services HR M&A Integration**, where she was responsible for the program management of HR integrations across all BGS corporate transactions. As part of the BGS HR Leadership team, Demi worked closely with both HRBP's and all HR central functions to drive decisions, HR plans, and smooth employee-focused integrations to support growth in the business.
- **Director, Total Rewards and People Analytics (TR&PA) Client Services for Boeing Global Services (BGS)** where she was responsible for strategic leadership, consultation and integration of all areas within TR&PA. As member of the TR&PA Leadership Team, Demi provided the voice of the business input regarding strategies, program design, process, and communications to optimize the impact of the company's investment pay and benefits. Demi ensured Total Rewards plans drove appropriate outcomes to support business priorities that are cost and market competitive and drove employee engagement and retention.
- Before that, as **Director, Well Being and Retirement Strategy**, she developed the policy and strategy for Boeing's retirement plans by identifying new plan design opportunities and maintaining a multi-year roadmap to mitigate financial risk, reduce pension trust volatility and provide employees with market-competitive retirement plans. Demi focused on de-risking Boeing's pension liabilities and providing new tools to assist employees with financial and retirement planning goals. In 2013, Demi led the company's largest retirement plan change - - announcing a transition to a new plan impacting over 64,000 nonunion employees and executives. She also led the company's Well Being strategy and identified new trends that provided Boeing employees opportunities and resources to lead a healthier lives (physically, financially and emotionally). Under her leadership, Boeing's Well Being programs achieved best in class participation levels and have won Employer for Healthy Lifestyles Gold and Platinum Awards in 2012, 2014, 2015 and 2016, by the National Business Group on Health. Boeing's Well Being program was also recognized as one of the Top 5 programs by the NBGH. She has partnered with our safety and corporate citizenship organizations to integrate efforts across functions. Demi also led supplier selection for the retirement and Well Being programs. She worked with the HR leadership on a variety of topics and developed recommendations for review with the Employee Benefit Plans Committee, Executive Council and Board of Directors. Prior to this role, Demi worked in
- **Benefits Compliance and HR Mergers and Acquisitions Integration**, leading the corporate HR strategy for several corporate transactions.
- Before joining Boeing, Demi worked for a large law firm as a **benefits attorney**, advising on health care and retirement plan issues.

Demi holds a **Bachelors of Arts in Political Science and German** from the University of Illinois and a **Juris Doctor** degree from Chicago-Kent College of Law, with a certificate in International and Comparative Law. Hannon is passionate about diversity and inclusion in the workplace and is the Executive Sponsor of Boeing's Chicago chapter of **Boeing Generation to Generation**, a business resource group committed to learning from and valuing each generation in the workforce. Demi represents Boeing on Edelman Financial Engine's Client Advisory Board, is on the board off the 2022 Pension and Investments conference and is often asks to speak publicly about retirement plan strategy, She co-led the ERISA Industry Committee (ERIC's) Financial Wellness Task Force and served on the Board of Trustees of the Lincoln Park Zoo. She enjoys traveling, exercise and spending time with her husband and three children.