

Overview

Boeing - China

Boeing provides a competitive total pay and benefits package to our international locally hired employees.

Pay & Incentives Boeing’s [I-Bands pay and job classification](#) includes base pay, annual incentives (such as the Employee Incentive Plan), recognition awards, and long-term incentive opportunities (such as ShareValue Trust), where applicable. For more details, please go to the [International Pay & Benefits web site](#), “Pay and Incentives” section. To learn what annual or long-term incentives or recognition awards you might qualify for, please contact your regional Human Resources representative.

Benefits	Features	Provider
Retirement	Employer contributions are made in accordance with applicable local labor law.	
Medical	Company-paid supplemental medical insurance covering: <ul style="list-style-type: none"> • Medical reimbursement for serious diseases of employees at 100% inpatient and outpatient care at designated hospitals. • 100% medical reimbursement for maternity care up to RMB8,000. • Physical checkup in a designated hospital for newly registered employee. • 50% medical reimbursement of employee’s single child under 18 years of age in terms of medicine, blood transfusion, and operation. • Health check once each year. http://hr.fesco.com.cn/fesco_tj.htm	FESCO
Life, AD&D, and Business Travel Medical Insurance	AD&D <ul style="list-style-type: none"> • Company-paid coverage for RMB200,000 of accidental personal injury subsidy or death in the Mainland of China and international. • RMB100,000 illness death subsidy in the Mainland of China. 	CIGNA Medical Benefits Abroad (MBA)
	<ul style="list-style-type: none"> • Company-paid international business travel medical and accident insurance. Visit the CIGNA web site for information and forms. 	
Vacation Holidays Sick Leave	Employees may view pay practices information at the Global Time Reporting System—GTRS (internal Boeing web link).	

For a regional Human Resources representative — Go to the [“Contact Information & Feedback”](#) section of the International Pay & Benefits web site.

Please note: This document summarizes current pay and benefit details. Every effort has been made to provide accurate information, but in the event of a conflict between this overview and the official plan documents or policies, the terms of the plans and policies will control. Although the Company intends to continue these benefit plans and pay policies, as indicated in your employment agreement, the Company reserves the right to change, modify, amend, or terminate them at any time, in accordance with local laws.