

Overview

Boeing – Japan

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	<ul style="list-style-type: none"> Company-provided retirement lump-sum allowance for all full-time employees with at least one year of service; no employee contributions are required. Lump-sum allowance is final monthly pensionable earnings multiplied by the number of years of service. Employees’ Pension Insurance and National Pension plan. Employer and employee equal contributions revised from year to year. 	
Medical	<ul style="list-style-type: none"> Medical, dental, and vision care plan supplements the Employees Health Insurance social security plan. Additional JPY 10,000 per year for high-cost medical examination expenses. Coverage paid at 70% by IM-HIA and 30% by employee. Dependent coverage available. Employer and employee provide equal contributions based on age-related scale. 	Industrial Machinery Health Insurance Association (IM-HIA)
Disability	Short-term disability—Company-paid benefit of three months at 80% of monthly salary for absences greater than one month due to sickness or injury	
	Long-term disability—Disability benefits are paid according to the degree of disability.	Social Security—National Pension
Life and Business Travel Medical Insurance	Life insurance—Company-paid lump sum benefit, as follows: <ul style="list-style-type: none"> Death on-duty: two times monthly salary; death off-duty varies depending on years of service from JPY 30,000 to JPY 100,000. Lump-sum death benefit for spouse: JPY 50,000. Lump-sum death benefit for children and parents: JPY 10,000. 	
	Business travel medical insurance—Company-paid international business travel medical and accident insurance. Visit the CIGNA web site for information and forms.	CIGNA Medical Benefits Abroad (MBA)
Vacation Holidays Sick Leave	To view your pay practices information, please go to the Global Time Reporting System (GTRS) .	

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.