

Overview

Boeing – South Africa

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"> Employer and employee contributions are made to a selected South Africa Group Provident Fund in accordance with applicable local labor law, and relates to a percentage of Total Cost To Company (TCTC). Rules of the Fund are available upon joining. In addition, reviews with members are held annually at which time each member has the option to select from approved alternative investment funds. Membership is obligatory. 	Grant Thornton Capital
Medical	<ul style="list-style-type: none"> Company-paid individual and family in-hospital and out-of-hospital plans based on TCTC employment. South African Government regulates medical schemes, which are typically updated annually at year-end. At this time, employees have an opportunity to change to a different option within the scheme’s portfolio. 	Discovery Health and Resolution Health Preferred Provider
Disability	Long-term disability insurance: Employer and employee contributions are made in accordance with applicable local labor law to the South Africa Underwriters Fund through the Provident Fund service provider for disability.	Grant Thornton Capital
Life and Business Travel Medical Insurance	Life insurance—Benefits provided in accordance with applicable local labor law through the South Africa Underwriters Fund by the Provident Fund service provider.	Grant Thornton Capital
	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.