

Overview

Boeing – Spain

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"> • Defined contribution (individual savings) plan. • Employee contribution: 2% of annual base salary up to a specified ceiling, plus 15% of annual base salary above the ceiling. • Employer contribution (after employee contribution): 1% of base annual salary up to ceiling, plus 10% above the ceiling. 	Allianz
Medical	<ul style="list-style-type: none"> • Group supplemental plan—Company-paid coverage for employee; 50% employee-paid coverage for dependents. • Coverage for in-network services at 100%; out-of-network services covered at 80% with certain limits. • Certain basic dental services covered. • Medical history/preexisting conditions disregarded. 	Adeslas
Disability	Short-term disability insurance—Company supplements social security up to 100% of salary for up to 18 months in accordance with local labor law and applicable collective bargaining agreements.	Allianz
	Long-term disability insurance—Lump-sum paid on Absolute Permanent Disability (see life insurance benefit).	Allianz
Life and Business Travel Medical Insurance	Life insurance—Company-paid life insurance coverage <ul style="list-style-type: none"> • Natural causes—two times annual base salary. • Accident—Four times annual base salary. 	Allianz
	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.