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Introduction

Boeing's success depends on our people. As an investment in your success and the success of the company, our Total Compensation package includes a market-competitive mix of pay, incentives, benefits and Well Being programs.

This Total Compensation package is designed to:

- Attract, retain and reward employees in support of our global growth.
- Be consistent with the business environment.
- Engage employees in the achievement of our business goals.
- Be in compliance with all laws and aligned with market practices.

Understanding the company's investment in all the elements of your Total Compensation package allows you to make lifestyle decisions, such as which health and Well Being programs to use to protect you and your family, how to ease through life transitions in trying times, and which tools to use to help you grow professionally.

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Pay

Your base pay is established and reviewed based on a number of factors that include the job assignment, performance, demonstrated competence, applicable education, the local market value of the position, and affordability to the business. Base-pay ranges are supported by the [International Job Classification \(IJC\) system](#).

Paid Time Off

Holidays

You are eligible for 15 paid holidays, including three national holidays, each calendar year.

Note: The number of holidays is subject to change in accordance with government announcement.

For more information, please refer to the list of [Holidays](#) in India and the India Pay Practice on [Holiday Provisions](#).

Vacation Leave

You are eligible for up to 20 paid days of annual vacation leave for each full calendar year of employment. Vacation days will accrue at the end of every month. Approximately 1.67 days will accrue each month. A new-hire employee who has worked a partial calendar year will receive vacation time on a prorated basis. If you joined on or before the 15th of the month, the month will be counted; if you joined on the 16th or after, half of the month will be counted.

For more information, please refer to the India Pay Practice on [Vacation Leave Provisions](#).

Sick Leave

You are eligible for 12 days of sick leave a year, earned at a rate of one day per month.

Note: Medical certificates are required to support this leave application if illness is more than three consecutive days.

For more information, please refer to the India Pay Practice on [Sick Leave Provisions](#).

Personal Time Off

You are eligible for up to five days of personal time off with pay per calendar year for casual leave after completing your first year of service.

For more information, please refer to the India Pay Practice on [Personal Time-Off](#).

Bereavement Leave

You are eligible for up to five days of bereavement leave for the death of an immediate family member (e.g., spouse, child, parent, grandparents, in-laws or sibling).

For more information, please refer to the India Pay Practice on [Bereavement Leave Provisions](#).

Maternity Leave

You are eligible for up to 26 weeks of paid maternity leave, of which not more than eight weeks shall precede the expected date of delivery.

For more information, please refer to the India Pay Practice on [Maternity Leave Provisions](#).

Paternity Leave

You are eligible for four days of paternity leave for the care of a newborn child. Appropriate certification of the birth of the child must be provided.

For more information, please refer to the India Pay Practice on [Paternity Leave Provisions](#).

For more information on Paid Time Off provisions, other Pay Practices, and Global Time Reporting System resources, please go to [Timekeeping](#).

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Incentives

Your efforts, creativity and commitment are key to Boeing's continued growth and productivity. In recognition of your contributions, the company may award annual performance-based incentives as well as other individual forms of recognition as part of your Total Compensation package.

Annual Incentive Plans

As a nonmanagement employee you are a participant in one or the other, not both, of the following annual incentive plans:

Performance-based Incentive Plan

The Performance-based Incentive plan (PBI) is a new annual employee incentive plan that supports Boeing's pay-for-performance philosophy by rewarding eligible employees around the globe with higher award targets when they set and achieve challenging Business Goals and Objectives (BG&Os) and the company and the business unit they are assigned to meet minimum annual economic profit goals. For eligible employees, PBI replaces the Employee Incentive Plan (EIP) on July 1, 2016. For more information, visit the [PBI website](#).

Employee Incentive Plan

Employees remaining on the Employee Incentive Plan (EIP) will receive an annual incentive award if the company and the employee's assigned business unit meet minimum economic profit goals. For more information, visit the [EIP website](#).

For both plans, award payments, if any, are paid out in the first quarter following the performance year. Award payments, if earned will be prorated - the first six months for 2016 on EIP and the last 6 months on PBI.

Management Incentive Plan

Boeing's success is built by its people, and Boeing managers are expected to lead the way by strengthening employee engagement, developing future leaders, inspiring innovation and delivering results. Under the Management Incentive Plan (MIP), managers have the opportunity to earn annual incentive pay based on individual and company performance results and competitive market practices. To learn more, visit the [MIP website](#).

Recognition Programs

Boeing provides recognition opportunities for employees to recognize other employees whose individual and team-level contributions and achievements go beyond the normal scope of the job. Managers can nominate employees for cash payments under the Cash Award program. All employees can nominate others for nonmonetary awards through the Pride@Boeing and Instant Award programs. Service awards recognize years of service at five-year milestones and include an award of the employee's choosing. To learn more, follow these links:

- [Cash Award Plan](#)
- [Pride@Boeing](#)

- [Service Awards](#)
- [Ecards](#)

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Benefits

Boeing also offers benefit programs that add value to your Total Compensation package. These benefits include:

Allowances

Boeing Gym Membership and Fitness Reimbursement

Boeing introduced a gym membership benefit to all locally hired employees in India to support our Well Being initiative to encourage employees to incorporate physical activity into each day. Employees are eligible for reimbursement up to INR 50,000 per year toward a gym membership or other wellness activities (e.g., swimming, aerobics and yoga) for themselves and their spouse.

For more information, please [contact TotalAccess](#) to submit a request to your local Benefits support representative.

Looking Toward Retirement

Provident Fund

Boeing contributes 12 percent of your basic salary toward a [provident fund](#), which is then credited to your recognized provident fund account. An equivalent contribution is made by you.

Gratuity

You are eligible for a gratuity payable in accordance with the [Payment of Gratuity Act 1972](#).

Health & Welfare

A key component of your overall well-being is your physical health. Boeing provides comprehensive health care programs to help ensure that you and your family are getting the care you need to maintain or improve your health.

Group Medical Hospitalization Coverage

Plan Participants

Employees, spouses, parents and up to four dependent children (up to age 30)

Coverage

- Room Rent Limit* - Single AC room not exceeding Rs. 6,500 per day
- ICU Room Limit* - ICU room not exceeding Rs.10,000 per day

- Maternity covered up to two children with the following limits:
 - Normal delivery: Rs. 50,000
 - Caesarean section: Rs. 75,000
 - Newborn coverage from day one
 - 30 days of pre-hospitalization and 60 of days of post-hospitalization coverage
- Pre-existing diseases are covered
- Annual Health Screening for employee

*Admitted in higher category room, the insured member will bear difference of all medical expenses in the final bill as applicable.

Note: Age limit - 1 day to 80 years.

Employer/employee cost

Company-paid group medical insurance coverage that includes Family floater coverage of Rs. 500,000 per annum per family. Both dependent parents are covered for a maximum limit of Rs. 300,000 per annum.

- Company-paid coverage for employee

Provider

ICICI LOMBARD

Accidental Death and Disability

Plan Participants

Employees

Coverage

Proposed sum insured - three times annual gross salary.

Employer/employee cost

The Company pays 100% of the premium.

Provider

ICICI LOMBARD

Group Term Life Benefit

Plan Participants

Employees

Coverage

Proposed sum insured - three times annual gross salary. Free cover limit - INR 12,500,000. Employees must complete medical underwriting to avail of coverage above the free cover limit.

Employer/employee cost

The Company pays 100% of the premium.

Provider

HDFC Standard Life Insurance

International business travel medical and accident insurance

Eligible full-time Boeing international locally hired employees have access to company-paid insurance business travel medical and accident insurance coverage for emergency medical care while on approved international business travel for The Boeing Company. The policy provider is Cigna International Medical Benefits Abroad (MBA).

Spouses and dependent children up to age 26 are covered under the plan when traveling with the insured employee. Leisure travel when taken in conjunction with a business trip is covered under the MBA policy and is called sojourn coverage. The coverage provides up to 15 days of sojourn (personal vacation travel) that can be taken at the start of a business trip, in the middle of a business trip, or at the end of a business trip.

Hepatitis B Reimbursement

Employees are eligible for reimbursement of Hepatitis B vaccination for three doses up to Rs. 2,000 for all three doses. The Company will provide tax assistance for the reimbursement.

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Well Being

Boeing provides services that can support your physical and emotional well-being, and help you make sound, proactive decisions about your health and well-being, be more productive at work and at home, and enjoy your life more in general.

Physical Well Being

- **Boeing on the Move:** This physical activity challenge is an annual program designed to get you physically active and make movement a lifestyle habit. You can track steps and be eligible for a reward if you successfully complete the challenge and meet daily activity targets.
- **Quit For Life® Program:** Quit For Life is an award-winning tobacco cessation program that helps employees quit tobacco and e-cigarettes. With the Quit For Life Program, your chances of quitting tobacco are eight times greater than when trying to quit on your own.
- **Online Health Assessment:** The online Health Assessment helps identify ways you can prioritize health risks and improve your well-being.

Emotional Well Being

- **Employee Assistance Program:** The Boeing Employee Assistance Program is a confidential service designed to connect Boeing employees and their families with counseling professionals for help with personal, family or workplace issues. Additionally, the program offers access to a wide variety of helpful online articles plus help with legal and financial issues at no cost. [Click here](#) to learn more.
- **Anonymous Depression Screenings:** Boeing offers employees around the world the opportunity to participate in an anonymous phone-based and online depression screening. Although confidential screenings are available any time of year, anonymous screenings available during a specific month each year allow employees and dependents to participate in a screening without having to provide their name.

Well Being News

Well Being News provides helpful health-related information to employees. You may access current and archived editions by selecting [Well Being News](#) located under "Other Resources" on the [Well Being](#) pages within TotalAccess.

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Our commitment to lifelong learning helps you advance your career within the company. We provide employees at all levels with the opportunity to learn new skills in a number of different ways. Visit the [Leadership Talent Management website](#) to learn about leadership courses, development opportunities and rotation programs.

Mentoring

Mentoring is an important aspect of employee development. Mentoring can range from a very simple, informal process to a rigorous set of milestones as part of a formal plan. Both partners in the mentoring process are encouraged to create a learning environment tailored to meet their needs and the needs of the organization. You won't go wrong if you remember the fundamental purpose of mentoring: to help one another, learn new things and grow personally and professionally. To learn more, visit the [Enterprise Mentoring website](#).

Boeing Leadership Center

The Boeing Leadership Center (BLC) is a place of excellence where employees go to enhance their careers, network and hone their leadership skills. Classes employ the Leaders Teaching Leaders methodology, in which company leaders engage employees in dialogue about business challenges and share valuable lessons from their careers. The tranquil setting encourages study and reflection, while the amenities and interactions allow participants to concentrate on what's important at Boeing: developing world-class leaders.

Leadership programs offered at the BLC are also customized and delivered at international locations around the world. To date, programs have been offered in Australia, China, Russia, Saudi Arabia and the United Kingdom. Additional program offerings will be communicated as they become available.

Learning Together Program

Because Boeing is committed to helping employees grow their skills and advance their education, you may receive college tuition assistance. Features of the Learning Together Program include:

- Open to employees of Boeing and of wholly owned subsidiaries who meet all program requirements.
- Offers funding for degrees, certificate programs - and even individual courses - at approved colleges and universities (funding limits may apply).
- Participants can choose from more than 40 fields of study that directly support Boeing strategic needs.
- Funding is available for tuition, books, fees and other eligible expenses up to the annual funding limit.
- Everything is online - policy, enrollment, grades and reimbursement submittals.

To learn more, visit the [Learning Together Program](#) on TotalAccess from the "Career & Learning" menu.

