

TENTATIVE AGREEMENT

**LETTER OF UNDERSTANDING NO. 25
RELATING TO TECHNICAL EXCELLENCE PROGRAM
*(Engineering and Technical Units)***

The Company agrees to maintain a Technical Excellence Program for the purpose of recognizing individuals who have developed a high level of technical skill and a work history of outstanding technical accomplishments. The Company will maintain the standards and criteria to be used to identify such individuals, and the recognition to be accorded them. The Company will give consideration to the Union's views on said standards, criteria, and recognition.

Claims that employees are qualified for recognition in the Technical Excellence Program shall not be subject to Article 3.

Dated: December 2, 200~~8~~⁵

**Society of Professional Engineering
Employees in Aerospace**

The Boeing Company

By _____

By _____

Dated _____

Dated _____