



Learning Together Program

Overview

The Learning Together Program (LTP) provides industry-leading tuition assistance for Boeing employees around the world. Through LTP, tuition and eligible expenses are funded by the businesses toward individual courses, certificate programs and degrees. In addition, there are formal learning opportunities for professional certification exam fees and flight incentives.

Boeing has invested more than \$1.9 billion since the program launched in 1998, and continues to invest more than \$70 million annually in employee tuition assistance. Participants can take classes pertaining to their current role or in an entirely different field to enhance their personal and professional development.

Unlike tuition assistance programs at many other companies which require employees to pay tuition out of pocket and then file for reimbursement, LTP pays the schools directly, removing the financial burden for employees. The enrollment process is entirely online.

Eligibility

- Employees have access to LTP immediately upon their hire date. Courses must begin after approval in the LTP system.
- Employees who meet the minimum baseline work schedule of 38.2 hours per pay period (or international equivalent) from the start to the end of the course.

Program Details

- Employees may choose from regionally accredited colleges and universities, 500 of which are partners, to pursue a Boeing-approved field of study.
- Eligible employees can request up to \$25,000 per year for eligible expenses for graduate degrees and \$15,000 for undergraduate degrees; allowances vary by field of study, level of degree or certificate, and school partnerships. Select STEM programs do not have funding limits.
- Courses must result in academic credit, CEUs, PDUs, or global equivalent (non-credit courses are not eligible) and must be taken on personal time.
- Management approval is not required, unless employees are requesting an exception to select policy requirements. However, a development discussion is highly encouraged.
- Depending on how the education relates to the current work role, tuition assistance may or may not be taxable. Employees are encouraged to review their local tax laws and visit the LTP portal in Worklife to help determine how they might be affected.

Strategic fields of study include:

Aeronautical Studies
Business
Chemistry
Communications
Computer Science
Cyber Security
Economics
Engineering
Environmental, Health & Safety
Finance (business, not personal)
Geospatial Studies
Human Resources
Information Systems/Technology
Intelligence Studies
International Studies
Languages
Management
Manufacturing
Mathematics
Physics
Project/Program Management
Quality Management
Safety and Airworthiness Studies
Supply Chain

Additional Features

- **Eight flight incentives available through LTP including:** First Solo, Private Pilot License, Commercial Pilot Certificate, Instrument Rating, Aircraft Multi-Engine Land – AMEL, Airline Transport Pilot – ATP, Certified Flight Instructor – CFI, Certified Flight Instructor Instrument – CFII.
- **Education Coaching (U.S. employees):** One-on-one support, guidance and recommendations on academic, financial and program information as well as resources to support their education goals.
- **Career On-line High School (U.S. employees):** An online high school program where employees earn a full high school diploma (not GED) and be prepared to continue on to pursue a college degree.
- **myTimeENGLISH (U.S. employees):** An online program for employees who want to improve their English speaking, reading and writing skills with an easy-to-use format designed for success.
- **Reimbursement** for hundreds of select professional certification exam fees.

The material provided here about company policies, procedures, and benefits is for informational purposes only; it does not constitute a contract or contractual obligation. Certain eligibility provisions apply to each of the programs, policies, and benefits; not all of these provisions are described here. In the event of a conflict between the above information and any of the official plan documents, policies, or procedures, the terms of the official plan documents, policies, or procedures, as applicable, will control, in accordance with applicable laws. The Boeing Company reserves the right to change, modify, amend, or terminate any or all of the provisions of the plans, policies, or procedures, at any time and for any reason for employees, former employees, retirees, and their dependents and/or beneficiaries.