



# Continued Education Programs



**Policy:** It is the policy of Terumo Americas Holding, and MicroVention-Terumo to encourage Associates to improve their job performance through outside studies on their own initiative and to promote the completion of degrees or specific classes that would prepare an associate for a reasonably attainable job within Terumo.

**Eligibility:** All full-time and part-time Associates who have completed 90 calendar days of service prior to the first day of the course are eligible to apply.

**Application Process:** Associates must complete and obtain the required approvals on the Educational Assistance Request form prior to enrolling. The request form will be reviewed by the Department Manager to determine if the course(s) are part of a degree program that will serve to qualify the associate for a reasonably attainable position with the company, or is directly related to the associate's current position and will serve to enhance the associate's performance.