

Our People

We bring together people with different viewpoints, experiences and backgrounds, because great ideas can come from anyone, anywhere. That is why we are committed to a workplace of inclusion and diversity, one where employees can share their ideas openly and all have the opportunity to succeed.

We recognize that in much of corporate America, women are under-represented in senior leadership. We are taking steps to correct that. We have joined the Paradigm for Parity coalition to achieve gender parity by 2030. At the end of 2018, women held 30 percent of senior positions at United Technologies. In addition to advancing women, the effort is expected to enable UTC to continue to attract, develop and retain a diverse workforce that will fuel innovation and growth for the future.

To help employees advance in their careers, we encourage lifelong learning and make significant investments in their education. Since 1996, we have invested \$1.3 billion in the Employee Scholar Program, with more than 40,000 employees who have earned degrees.

Additionally, we spend more than \$100 million a year on learning and development. Each year our employees complete more than 2 million hours of training through internal training programs, web-based e-learning, virtual classrooms and external seminars.

United Technologies has moved the world forward for more than a century. Today we are building on that legacy and are committed to creating an extraordinary future. Our people will make that possible. That is why one of our most important priorities is to create a culture where they can learn, grow and belong.

240,000
employees

50%
women in senior leadership
by 2030

\$100M
invested in learning
and job training annually



- ◀ Cara Backman, machining cell operator, works at Pratt & Whitney's North Berwick, Maine, facility. Machining cells are sets of machines that are grouped by the products or parts they produce. They enhance material flow, reduce costs and improve lead times and quality.
- ▶ Robert Pedraza, fixtures assembly technician, helps assemble car operating panels for elevators being upgraded or modernized. He is part of the fixtures operation in the Otis Service Center in Bloomfield, Connecticut. The center is one of the largest of its type in the world, stocking almost 40,000 components.

- ▶ Yuliya Babushkina, business development manager for Collins Aerospace Systems in Seattle, provides on-site customer support for sensors and fire protection systems to The Boeing Company.
- ▼ Cong Vu has been recognized for individual technical achievement by the Australian Security Industry Association, a befitting tribute to someone whose contributions at Chubb span products, system design, technician training and technical field support. Vu, Chubb's electronic security regional technical officer in Sydney, has earned numerous certifications and has national qualifications in telecommunications and security.

