

# Working Together for a *Better* Future



Get *involved* in learning.

*Maine's people, businesses, and government work together to make learning possible.*

The Maine Department of Labor provides equal opportunity in employment and programs. Auxiliary aids and services are available to individuals with disabilities upon request.

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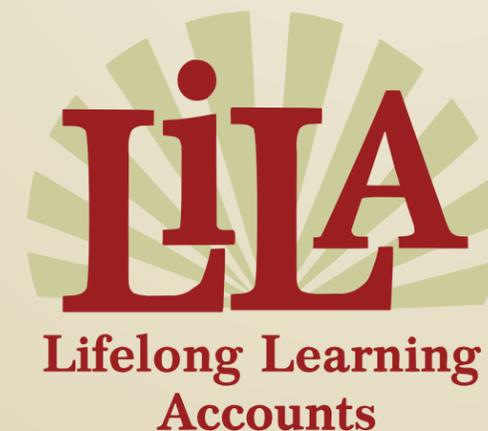
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Interested in getting involved or learning more? Contact us:

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# A better future through learning.

In today's economy, working adults need education to keep up with changing jobs, and businesses need talented workers. To address these needs, the Maine Department of Labor is partnering with businesses and workers across the state to help pay for education and training through Lifelong Learning Accounts (LiLAs). LiLAs are a unique and innovative program in which employees and employers work together to finance skill development and lifelong learning.

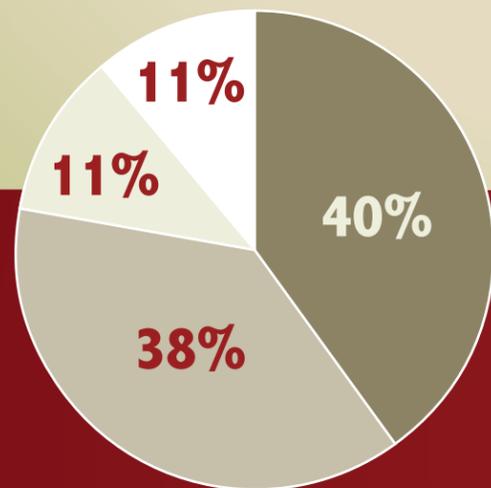
LiLAs are individual investment accounts, similar to some 401(k) retirement plans, which are matched by the employer and pay education and training costs. Participating employees receive free advising services to assist them in education and career planning. Maine uses its Section 529 Plan (NextGen®) for investment accounts.

LiLAs are designed to make education and training opportunities more accessible to working adults. They also benefit Maine businesses. Participating employers that could not afford an entire tuition assistance benefit can now use this program to help attract, retain, and develop talented workers.

Maine's LiLA program is part of a national movement. Legislation has been introduced in Congress that, if passed, would provide tax credits for employer and employee contributions to LiLA accounts.

## Key Components of LiLAs:

- **Universal Eligibility.** Most individual workers are eligible for accounts.
- **Broad Use of Funds.** LiLAs can be used for a wide variety of postsecondary educational expenses, including tuition, fees, and cost of books, supplies, and equipment required for enrollment or attendance, along with room and board in certain circumstances.
- **Portability.** The LiLA funds always stay with the individual, regardless of the person's current employer or employment status.
- **Voluntary Participation.** Individuals and employers have the option of participating.
- **Co-investment.** LiLA accounts are funded through individual contributions, employer matches, and sometimes third party contributions. Income eligible Maine residents may also receive NextGen matching grants.
- **Informed Choice.** Individual participants choose the training and education they need to meet their career goals based on a learning plan developed with the assistance of educational and career advisors.



LiLA Contributions – A Shared Investment

Employees, employers, and government work together to make learning possible.



\*The industry scholarship is available only through 2009.

## Employers find LiLAs a valuable investment.



"LiLAs are a nice benefit for our employees. In any type of program, I like to see the employee show some investment. I think the co-investment forces the employees to be more engaged and show more initiative."

Tuesdi Woodworth  
Chief Financial Officer, Morris Yachts



"We know that a better trained workforce results in a quality of service which attracts more business. We also expect the LiLA benefit to improve recruitment and retention in a highly competitive market. We believe that assisting our employees to save encourages them to invest in their education and their future and demonstrates our support of them as important members of our team."

Joanne Miller  
Administrator, Ask...for Home Care

## Employees appreciate their LiLAs.



"I became a participant right away, as soon as I could. The program was one of the reasons I accepted employment here. I barely miss the money coming out of my paycheck."

Michelle Park  
HR Coordinator, Morris Yachts



"Without LiLAs and my Boulos scholarship, I actually wouldn't be able to go to school. As you know, the cost of education is still going up. Right now I take one class a semester, and it's close to \$800. I regret that it took me so long to go back to school because I'm really enjoying it. It's much like a diet – it won't happen overnight, but stay at it and your goals will be met eventually."

Bob Smith  
Marketing Manager, Maine Oxy

Co-investment  
in action.