



# STEP PROGRAM

## STUDENT TEMPORARY EMPLOYEE PROGRAM

We are incredibly excited to offer continued education and temporary employment to the families of our valued Lake Air employees through our Student Temporary Employee Program (STEP).

Whether you're still in school or intending to pursue additional education, this program will provide you with the opportunity to grow and learn valuable skills at one of the premier metal fabrication facilities in the world.

**If you're interested in taking the first step, ask your sponsor to provide you with a program application. We look forward to working with you!**

### Eligibility

- All candidates must be directly related to an existing Lake Air employee ("sponsor"). This includes children, stepchildren, grandchildren, siblings, nieces and nephews, etc.
- Must be 16-25 years old, but limited positions may be available for those under 18.
- Must currently be enrolled in high school or intending to attend post high school education.
- Must be physically able to work and meet all position expectations and requirements.
- Must first complete a job application and pass the pre-employment drug testing.

### Program Details

- Selection of candidates will be dependent on the number of years the sponsor has been employed at Lake Air.
- Referral bonuses don't apply to the program.
- Participants in the STEP program will not report directly to their sponsor and there will be NO preferential treatment.
- Participants will work 24-40 hours per week, dependent upon availability. Overtime may be available if participant is capable and willing.
- Participants will be paid only for the hours they work. They will NOT receive paid time off or holiday pay.

