



INTERVIEW SUMMARY ACKNOWLEDGMENT

SIGN AND BRING ONLY THIS PAGE TO THE SCHEDULED INTERVIEW

NOTICE TO GENERAL LABORER APPLICANTS:

I certify that the information contained in the **INTERVIEW SUMMARY** has been discussed with me and/or that a copy of this document has been issued to me

I also understand that this document is **NOT** an employment contract and that information contained in the document may be subject to change at any time.

Print Name:
Signature:
Date:

***Policies may change or be amended at any time providing that affected employees are notified.**



Let the Adventure Begin!

Tons of Travel Exciting Work! Great Pay! These are just a few of the things you can look forward to as you begin a career as a General Laborer with Loram. This isn't your typical 9-5 job. This is a unique career for individuals who want more out of a job than just a paycheck. Join the Loram team today and begin an adventure unlike anything you could ever imagine!

Do You Have What It Takes?

- Mechanical aptitude and a comfort level around heavy machinery required.
- Experience in mechanics, hydraulics, welding, and/or heavy equipment operations preferred.
- No color blindness or depth perception deficiencies.
- A current/valid driver's license along with a driving record that meets Loram's driving policy.
- A High School diploma or GED required.
- Must successfully pass e-RAILSAFE program background checks. Candidates must NOT have any felony charges within the past 7 years, outstanding warrants, currently are on probation/parole, or a serious criminal history.
- Must pass a physical and drug and alcohol test (paid by Loram).

Great Chance to Earn Big.

- Earnings potential for New Hires up to \$35,000-\$45,000/yr, with experienced operators earning up to \$70,000/yr.
- Advancement potential to Machine Operator, Maintenance Lead, Crew Chief, and Superintendent.
- Wages starts at \$9.00 per hour
- Time and a half is paid after 40 hours per week.
- Employees are paid bi-weekly.
- Provided an employee is progressing normally, an increase will be added at the 90, 180, and 1 year marks. After 1 year, reviews will occur on an annual basis and be based on merit and performance.

An example: If you start at \$9.00

90 days	\$9.25
180 days	\$9.50
1 year	\$10.00

Work is Anything But Ordinary.

- Some Saturday, Sunday, and/or Holiday work required.
- Typical work hours are 12-14 hours per day, 70-75 hours/week.
- Hours may be longer or shorter depending on operational needs.
40 hours per week guaranteed when on the machine for a full workweek, Sunday-Saturday.
- Paid hotel costs 7 days a week.
- Paid transportation to and from home and assignment for all scheduled time off periods.
- Employees are responsible for all personal expenses (food, phone, laundry, etc.)

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Calling Your Benefits Competitive Is an Understatement.

- Health and Dental insurance begins the first day of the month following the date of hire.
- Life and Accidental Death and Dismemberment insurance
- Dependent Life Insurance; \$5,000 spouse, \$3,000 child.
- Short Term Disability and Long Term Disability.
- 2 weeks paid vacation after completion of 1-year employment.
- 401(k) Retirement Plan with 150% employer match.
- Safety Boot Reimbursement: 50% up to \$100 after 90 days of service.

Earn While You Learn.

All new General Laborers must successfully complete the training class held in Hamel, Minnesota.

- Loram pays for transportation to Hamel, Minnesota.
- During the training class, the trainees are paid \$9.00 per hour, and Loram pays for the motel room. All other expenses are the responsibility of the trainees.

Get Paid to Travel.

The General Laborer position requires 100% travel. A typical work assignment is 6-12 weeks of travel followed by a 2-week time off period (length of assignment may vary by machine or division rotation schedule and/or demand).

- Time off is unpaid.
- When time off is completed, personnel return for another 6-12 week assignment.
- Loram pays for transportation for scheduled time off periods.

Travel Expenses

I understand that when I travel on Loram business, Loram may pay certain travel expenses directly to the provider of the services or Loram may reimburse me when I file an expense report. I understand that the amounts paid by Loram are not compensation to me, nor is the income for the purpose of any workers' compensation calculation.

Employment Contingent Upon.

Employment with Loram will be contingent upon successful completion of the following:

- Meet the requirements for the pre-placement drug and alcohol screening policy.
- Meet the requirements for the driving policy.
- Meet the requirements for the Federal and state background checks.
- Successful completion of safety training held in Hamel, MN.
 - Pass the pre-placement physical.
 - Pass the safety test.
 - Pass an assessment of your abilities to perform the physical demands of the position.

Responsible. We Expect Nothing Less.

All employees are expected to conduct themselves in an adult manner both on and off the job. Loram expects its employees to be accountable for their own actions.

POSSESSION OF DEADLY WEAPONS (FIREARMS, KNIVES, ETC.) IS NOT ALLOWED WHILE ON COMPANY PROPERTY, ON COMPANY ASSIGNMENT, OR WHEN IN TRANSIT FROM ONE WORK LOCATION TO ANOTHER.

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