

Cat ThinkBIG Northwest Technician Training Program Talking Points

- ✓ ThinkBIG is a coop between Cat Inc., the five Cat dealers of the Pacific Northwest and Portland Community College in Portland Oregon
 - PCC Rock Creek campus is the only school in the Pacific Northwest that offers ThinkBIG
- ✓ Students must apply to Peterson to be selected for a seat in the program
- ✓ The program is a degree program
 - Associate of Applied Science on completion of school and internship.
 - Five terms at school
 - 13 Cat Technical Classes
 - General Education Classes
 - Welding Class
- ✓ ThinkBIG is a “Learn while you Earn” program
 - 5 Quarters, 9 weeks each
 - 4 Paid Internships at a Peterson store, 8 – 12 weeks each
 - Internships provide paid “real world” experience focusing on the skills just completed in school
 - Wages from Internships typically pay most of the students expenses at school
- ✓ Schooling / Internships lasts 22 months
- ✓ Tooling is provided at school and at the dealership for Internships
 - Peterson will provide approximately \$5000 of tooling for the student to use during Internships
 - After graduation and completion of required full time employment the tooling is given to the student as a graduation gift
- ✓ A career at Peterson provides;
 - Great Pay with Regular Increases
 - Great Benefits
 - Health Insurance
 - Retirement Program
 - Paid Holidays
 - Paid Vacation
 - Opportunities for promotion, Peterson has a promote from within philosophy

- ✓ ThinkBIG Program advantages
 - Students can earn a degree and pay most or all of their school expenses
 - Students graduate with almost a year of experience and start full time employment with higher wages
 - Students complete a Cat specific curriculum that allows them to excel in the dealership world

- ✓ Differences between a career with Peterson and the Automotive industry
 - Pay for hours worked not “Flat Rate”
 - Overtime hours with time and a half pay are common, not a 40 hour a week job like the automotive industry
 - Field Technician positions for the best techs

ThinkBIG Northwest Program Frequently Asked Questions

- ? How do I apply?
 - An application is available for download from our web sites, petersoncat.com and petersonholding.com.
 - An interest form can be submitted on-line at petersonholding.com/jobs, enter, "ThinkBIG Apprenticeship" as the job description.

- ? After I fill out an application will I need to provide anything else?
 - Yes, see page 2 of the application
 - A 250 word essay describing why you are interested in the program and why you feel you are a good fit for the program.
 - Copies of your High School and if applicable College transcripts
 - 3 letters of reference, one from a teacher or counselor, one from an employer and one from anyone of your choice.
 - If you are a veteran, a copy of your DD214

- ? What is Peterson looking for in an applicant?
 - A commitment to a career with Peterson in the Heavy Equipment industry
 - A strong mechanical aptitude
 - A High School Diploma, GED or equivalent

- ? Is it easy to gain a seat in the program?
 - Selection is a competitive process, each year Peterson receives more applications than the available seats.
 - Candidates that apply for the program can also learn about Petersons' other community college scholarships and trade school tuition reimbursement opportunities.

- ? Is the ThinkBIG program the only way to begin a career as a service technician with Peterson?
 - No, Peterson also hires from other sources, such as;
 - Community college Diesel/Heavy Equipment programs, such as Lane Community College, Linn Benton Community College and Portland Community College
 - Commercial trade schools such as UTI and Wyotech
 - Technicians with related experience such as military service and the automotive industry.

- ? How often do classes start?
 - Once a year, Peterson interviews in May and new students start to school in October.

- ? Where do I live while in school?
 - There are a few options, Students live in Extended Stay Hotels, share apartments or may bring trailers to local RV parks

- ? Where do students work during their internships?
 - Interns are assigned to the Peterson store that will give them the best opportunities to develop their skills.
 - If an intern is asked to work at a store that is not close to their home Peterson can help with housing.
 - After graduation Peterson will attempt to place employees at the store of their choice based on business conditions

- ? What does a student have to pay for to complete the program?
 - Tuition, School Fees, Housing, Food and Books

- ? How does a student pay to complete the program?
 - Earnings from Internship employment.
 - ThinkBIG also qualifies for many financial aid programs and the GI Bill.

- ? How long do I have to work for Peterson after I graduate?
 - There is no contract, Peterson offers great jobs for service technicians with great pay and benefits, people want to work for Peterson

- ? How can I learn more?
 - Contact;
 - Patty Pistello, Human Resources Dept. (510) 618-2977
ppistello@petersonholding.com
 - Mike Boling, Human Resources Dept. (510) 618-2271
mboling@petersonholding.com
 - Mace Gjerman, Technical Training Dept. (510) 618-2932
mgjerman@petersonholding.com