Fort St. Vrain

A former nuclear generation station has undergone a complete transformation to become a gas-fired power plant, and TIC has been involved with a significant portion of the work. The first contract to TIC in 1999 was for Unit 3 of the repowering phase after others had removed all of the nuclear components. TIC installed a GE 7FA combustion turbine and a Heat Recovery Steam Generator (HRSG) that feeds the nuclear plant’s existing 300MW steam turbine.

TIC went back to install yet another GE 7FA turbine and an additional Vogt HRSG during the Unit 4 repowering phase and also provided demolition, maintenance and general services work at the plant at various times. In 2008, TIC installed two more GE 7FA turbine Units 5&6 in a simple cycle configuration during an expansion project.
GOALS OF THE YEAR ROUND INTERNSHIP PROGRAM (SPRING, SUMMER AND FALL)
The goal of TIC’s Intern Education Program is to expose students to all aspects of the industrial construction business, with an emphasis on field operations. TIC’s operations are rooted in the field, and as a result, that is where students will spend most of their time. The program is tailored to complement the student’s classroom education with the ultimate goal of students being prepared to make a significant contribution immediately upon graduation. TIC’s objective is to offer full-time employment to successful interns upon their graduation from college.

WHO WILL BENEFIT FROM THE INTERNSHIP PROGRAM
Students who desire a career in the field operations of industrial construction management will benefit most from the TIC Internship Program.

MENTORS
The project site manager assigns a mentor to each intern and is ultimately responsible to ensure that the work plan is carried out to the highest degree possible. It is the mentor’s role to provide day-to-day guidance and ensure adherence to the work plan. The mentor is also responsible for completing the intern’s evaluation at the end of the internship period.

ORIENTATION AND TRAINING
All interns are required to attend orientation (to include safety training and Drug & Alcohol requirements) upon his or her arrival at the jobsite. Additional training sessions may be conducted throughout the duration of the internship program along with continual feedback on their performance and meeting TIC’s expectations.

TOOL REQUIREMENTS
Interns are required to obtain basic hand tools, steel-toed boots, and prescription safety glasses, if necessary, prior to their employment with TIC. Upon arrival at the jobsite, interns will be instructed by their supervisor as to any additional tools that are required. TIC will provide a hard hat, all larger tools and construction equipment.

MINIMUM TOOL REQUIREMENTS FOR FIELD INTERN

- 16 oz. Claw Hammer
- Safety glasses
- Screwdriver (Phillips & Straight)
- Combination Square
- 10” Crescent
- Chalk Box
- Lineman’s Pliers
- Tool Belt
- 16 ft. Tape (or longer)
- Flat Nail Bar
- Gloves
- Steel Toe Boot
HOUSING
The Human Resources Department and the jobsite HR Coordinators will assist students in their short-term housing search, but it is ultimately the students’ responsibility to secure their own housing for the duration of the internship.

SUBSISTENCE
TIC pays certain employees a subsistence allowance to cover ordinary and necessary lodging and other expenses anticipated to be incurred while traveling away from home and in connection with the performance of services as a TIC employee.

In order for an employee to receive subsistence as a nontaxable expense reimbursement, however, the following two requirements must be met:

a) The employee must incur duplicate living expenses as a result of maintaining a permanent residence or “tax home” that is located outside the general vicinity or area of the project site.

b) The expected duration of the employee’s assignment to the project location must be one year or less.

If one or both requirements are not met, TIC will treat the subsistence payment as gross income to the employee and taxes will be withheld. TIC’s subsistence rate varies from jobsite to jobsite although subsistence is not guaranteed on all TIC assignments.

TRAVEL AND TRANSPORTATION
Students must have reliable transportation in order to relocate from their point of origin to the jobsite and back, and to travel to and from the job site each day. Students will receive reimbursement from the job site for their travel expenses to and from their point of origin and their jobsite, based on mileage, and receipts for hotels and food. Meal reimbursements will be taxed in accordance with IRS policies. Travel to and from the housing site and the jobsite is not a reimbursable expense.
BenEFits
Interns are eligible to participate in the Peter Kiewit Sons’ Inc. 401(k) savings plan on the first day of the month following one month of continuous employment. The company will match your 401(k) contribution dollar for dollar up to 6% of your eligible weekly contribution to the plan. With a variety of investment funds to create a diversified portfolio, interns can get a jump start on their retirement savings.

You have 3 choices regarding enrolling in the Savings Plus Retirement Plan 401(k):
- Call Wells Fargo and sign up, choosing to save from 1-70% of weekly income pre-tax;
- Call Wells Fargo to Opt-Out of participating in the 401(k) plan;
- If you haven’t taken either step above on or before the first 90 days after hire you will be automatically enrolled in the 401(k) plan at a 6% contribution rate.

TIC Interns will receive paid holidays, if applicable.

EXPECTATIONS & POLICIES
When selected for an internship or co-op with TIC, it is understood that the individual is committed to:

Pursuing a future career in construction with TIC.
- Relocation with TIC on a job by job basis.
- Accomplishing all on-the-job skill objectives.
- Developing a strong work ethic and leadership skills.
- Developing professional and ethical work habits and values which lead to both personal and company success. For example; showing up on time each morning; showing up for each scheduled shift; performing all functions as requested by your supervisor; being respectful to the project goals when seeking time off; being flexible in regards to placement location.
- Developing safe work habits and a safe work environment.
- Developing skills and understandings of building “quality” into TIC’s construction projects.

Actions on the part of the individual which may be grounds for termination from the internship program include, but are not limited to:
- Resignation from the company earlier than scheduled unless there is a valid circumstance that requires leaving the project early.
- Termination from the job by TIC Field Management.
- Insufficient progress related to on-the-job work assignments.
- Consistent failure to practice safety in the work environment.
- Failure to meet attendance requirements.
- Theft or abuse of company tools, equipment or property.
- Failure to comply with the Drug and Alcohol Policy. Interns terminated for a safety violation will be ineligible for another internship with TIC but will be eligible, after compliance with TIC’s strike policies, for employment with TIC in another capacity.
LEVEL 1 COLLEGE INTERNSHIP

REQUIREMENTS
Student must be enrolled in an accredited degree program, pursuing a Bachelor’s or Master’s degree in an applicable area of study. No previous experience necessary. Students pursuing an Associate’s degree will be considered only with verification of enrollment in an applicable Bachelor’s program, upon completion of the Associate’s degree.

RECOMMENDED WAGES
$15.00 per hour plus jobsite subsistence rate.

JOB DUTIES
Students will be assigned to a jobsite as a Level 1 College Intern and will spend 100% of their summer internship in the field rotating crews and performing tasks as directed by craft supervision.

The work assignment and the percentage of your time in each discipline will vary depending upon the project to which you’re assigned. The project’s schedule, stage of completion and the project’s particular needs will dictate actual job duties. Due to these factors, interns may not experience a rotation through the various disciplines.

GOALS AND OUTCOMES
The intern gains a basic understanding of industrial construction and gets exposure to the various field disciplines and safety process.

SAMPLE WORK PLAN
LEVEL 2 COLLEGE INTERNSHIP

REQUIREMENTS
Student must be enrolled in an accredited degree program, pursuing a Bachelor's or Master's degree in an applicable area of study. Student has completed 30%-70% of the total credits required toward that degree. And, student has completed one applicable internship; or student has 6 months construction experience.

RECOMMENDED WAGES
$16.00 per hour plus jobsite subsistence rate.

JOB DUTIES
Students will be assigned to a jobsite as a Level 2 College Intern and will spend approximately 50% of their summer internship in the field rotating crews and assisting front-line supervision, and 50% of their summer internship in Field Management training.

The work assignment and the percentage of your time in each discipline will vary depending upon the project to which you’re assigned. The project’s schedule, stage of completion and the project’s particular needs will dictate actual job duties. Due to these factors, interns may not experience a rotation through the various disciplines.

GOALS AND OUTCOMES
The intern gains a general understanding of industrial construction, learns supervisory skills in the field disciplines and safety process, and gets an introduction to TIC’s management systems.

SAMPLE WORK PLAN

<table>
<thead>
<tr>
<th>Week</th>
<th>Month</th>
<th>Project Name</th>
<th>Issue Date</th>
<th>Resource Requirements</th>
</tr>
</thead>
<tbody>
<tr>
<td>JUNE</td>
<td>Intern Name - Electrical</td>
<td>X X X X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>JUNE</td>
<td>Intern Name - Mechanical</td>
<td>X X X X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>JUNE</td>
<td>Intern Name - Concrete</td>
<td>X X X X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>JUNE</td>
<td>Intern Name - Pipe</td>
<td>X X X X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>JULY</td>
<td>Intern Name - Pipe</td>
<td>X X X X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>JULY</td>
<td>Intern Name - Warehouse</td>
<td>X X X X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>JULY</td>
<td>Intern Name - Management</td>
<td>X X X X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>AUGUST</td>
<td>Intern Name - Management</td>
<td>X X X X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>AUGUST</td>
<td>Intern Name - Management</td>
<td>X X X X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>AUGUST</td>
<td>Intern Name - Management</td>
<td>X X X X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>AUGUST</td>
<td>Intern Name - Management</td>
<td>X X X X</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Total Crew

CLIENT ___________________________ PROJECT NAME ___________________________ ISSUE DATE ___________________________ Resource Requirements

LOCATION ___________________________ PROJECT NO ___________________________ CREW SIZE ___________________________ BY ___________________________
LEVEL 3 COLLEGE INTERNSHIP

REQUIREMENTS
Student must be enrolled in an accredited degree program, pursuing a Bachelor’s or Master’s degree in an applicable area of study. Student has completed 71% - 100% of the total credits required toward that degree. And, student has completed two applicable internships; or one applicable internship and 6 months of construction experience.

RECOMMENDED WAGES
$17.00 per hour plus jobsite subsistence rate.

JOB DUTIES
Students will be assigned to a jobsite as a Level 3 College Intern and will spend 25% of their summer internship in the field rotating crews, or with one discipline only, and 75% of their summer internship in Field Management training.

The work assignment and the percentage of your time in each discipline will vary depending upon the project to which you’re assigned. The project’s schedule, stage of completion and the project’s particular needs will dictate actual job duties. Due to these factors, interns may not experience a rotation through the various disciplines.

GOALS AND OUTCOMES
The intern gains a broader understanding of industrial construction, expands his or her knowledge of the various field disciplines and safety process, and gets actively involved in TIC’s management systems.

SAMPLE WORK PLAN
COLLEGE INTERNSHIP WORK PLAN LEARNING OBJECTIVES
ELECTRICAL DISCIPLINE

ELECTRICAL LEARNING OBJECTIVES:
Understand the planning, lay-out, installation, testing and repair of wiring, electrical fixtures, apparatus, motors, equipment and control systems in accordance with all applicable plans, specifications, codes and industry standards. Learn and develop basic knowledge of electricity.

- Conduit Bending
- Cable Tray
- Wire Pulling
- Grounding
- Circuit Breakers and Fuses
- Conductors
- National Electric Code
- Task Planning/Short Interval Schedules
- Blueprints
- Tools
- Safety
- Quality
- Productivity
- TIC Core Values and Corporate Culture
- Continuous Improvement

COLLEGE INTERNSHIP WORK PLAN LEARNING OBJECTIVES
MECHANICAL DISCIPLINE

MECHANICAL LEARNING OBJECTIVES:
Understand lay-out, installation and alignment of equipment and machinery in accordance with all plans, specifications, tolerances and industry standards. Develop knowledge of millwright's craft, knowledge of machinery, including mechanical knowledge of gears, pumps, motor rotation and drive systems. Learn to read mechanical drawings and use precision tools.

- Bearings
- Seals
- Alignment
- Installations
- Pumps
- Turbines
- Troubleshooting and Repairing
- Task Planning/SIS
- Blueprints
- Tools
- Safety
- Quality
- Productivity
- TIC Core Values and Corporate Culture
- Continuous Improvement
COLLEGE INTERNSHIP WORK PLAN LEARNING OBJECTIVES
CIVIL/CONCRETE DISCIPLINE

CIVIL/CONCRETE LEARNING OBJECTIVES:
Understand the planning, lay-out, and installation of forms, rebar, embeds and anchor bolts. Develop knowledge of industrial carpenter’s craft including fabrication and erection of forms; fabrication and placement of rebar including proper tying techniques; and placing, finishing and sealing concrete.

- Placing, Finishing, Curing Concrete
- Pouring, Vibrating, Reinforcing Concrete
- Framing
- Forms, Rebar, Embeds and Anchor Bolts
- Surveying and Layout
- Roof, Floor and Wall Systems
- Task Planning/Short Interval Schedules
- Blueprints
- Tools
- Safety
- Quality
- Productivity
- TIC Core Values and Corporate Culture
- Continuous Improvement

COLLEGE INTERNSHIP WORK PLAN LEARNING OBJECTIVES
PIPE DISCIPLINE

PIPING LEARNING OBJECTIVES:
Understand the planning, lay-out, installation, testing and repair of all types of piping systems in accordance with all applicable plans, specifications, codes and industry standards. Learn pipefitting techniques and methods for different types of piping systems.

- Pipe Fabrication - Installation methods for various piping materials (carbon steel, SS, poly, HP/HT alloys)
- Installation methods for various pipe connectors (welded, screwed, etc)
- Pipe material/fittings
- In-line Specialities/Instrumentation
- Valves
- Pipe Hangers and Supports
- Blueprints and P&IDs
- Piping Systems - Installation methods for various pipe connectors (welded, screwed, etc)
- Pipe Fabrication
- SMAW, GTAW
- AWS
- Task Planning/Short Interval Schedules, Blueprints
- Tools
- Safety
- Quality
- Productivity
- TIC Core Values and Corporate Culture
- Continuous Improvement
FIELD ENGINEER/PROJECT MANAGEMENT LEARNING OBJECTIVES:
Understand the facets of construction engineering including field job-costing, scheduling, material management, estimating, administration and documentation. Prepare Interns for full-time employment as a Field Engineer. Duration of Management training should increase with each successive internship.

- Material Management
- RFIs
- Planning & Scheduling
- Issue Resolution & Problem Solving
- Take-Offs
- Submittals
- Change Orders
- Task Packages
- Document Control
- Cost Control
- Subcontract Administration
- Quantities

- Equipment Management
- Construction Management Software: SAP/TICMS/P6/Prolog
- Blueprints/ISOs
- Tools
- Safety
- Quality
- Productivity
- Leadership Skills, Communication Skills
- TIC Core Values and Corporate Culture
- Continuous Improvement
SAFETY/PROJECT MANAGEMENT LEARNING OBJECTIVES:
Understand the planning, organization and implementation of the TIC Safety Management Program. Identify hazards and communicate expectations to craft employees and project management. Prepare interns for full-time employment as a Safety Coordinator/Manager. Duration of Management training should increase with each successive internship.

- People Based Safety - Facilitator Training, Observer Training, Data-Entry in Radar
- MSHA/OSHA
- New Hire Orientation
- Fall Protection
- Confined Space
- Lockout/Tagout
- Standard Personal Protective Equipment/Respiratory Protection
- Safety Inspections and Audits
- CPR/First Aid
- TIC’s Documentation and Permits
- Project Planning Tools
- Hazard Communication Program
- Drug and Alcohol Policy
- Root Cause Analysis and Effective Solutions
- JSA
- Safety, Quality, Productivity
- Leadership Skills, Communication Skills
- TIC Core Values and Corporate Culture
- Continuous Improvement
MATERIAL CONTROL/PROJECT MANAGEMENT LEARNING OBJECTIVES:
Understand the facets of project material management, subcontracts, equipment, scheduling and documentation functions. Prepare interns for full-time employment as a Material Coordinator. Duration of Management training should increase with each successive internship.

- Requests for Material, Equipment and Tools
- Over, Short, Damaged or Error
- Surplus Material
- Hazardous Material
- Special Handling, Receiving and Notification
- Structural Steel
- Valves and Fittings
- Cable and Wire
- Pumps and Compressors
- Rebar, Anchors and Bolts
- Purchase Orders and Subcontracts
- Storage and Laydown
- Safety, Quality, Productivity
- Leadership Skills, Communication Skills
- TIC Core Values and Corporate Culture
- Continuous Improvement
POWERED BY PEOPLE
Success is realized through our people

OPERATIONS DRIVEN
Focus on field operations, providing the necessary support, appropriate responsibility, and authority to succeed

BE THE BEST
Strive for excellence, continuous improvement and innovation in everything we do

INTEGRITY
Be fair and ethical in all that we do

CAN DO ATTITUDE
Aggressively pursue challenges with a sense of urgency, a desire to succeed and a commitment to hard work and having fun

TIC is an Equal Opportunity Employer and encourages women, minorities, veterans and the disabled to apply.