

Today more than ever, companies are looking for students who have applied their classroom learning with related work experience. AMSTED's Cooperative Education Program facilitates this by allowing students to integrate academic programs with relevant work experience at an AMSTED entity. Work sessions are designed to prepare students for future leadership positions in the organization by providing them with exposure to various manufacturing problems, functions, and processes.

Purpose

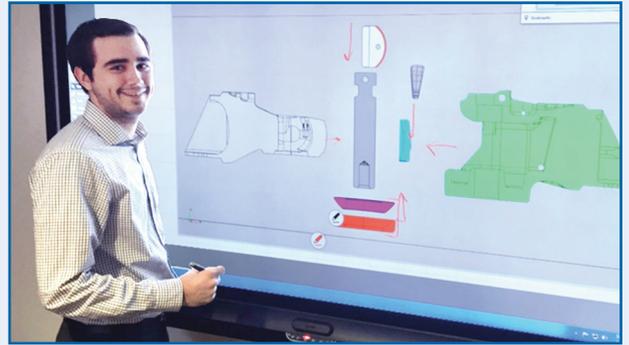
The purpose of AMSTED's Co-op Program is to evaluate qualified co-ops for full-time employment upon graduation. AMSTED benefits from this program because these graduating co-ops are ideal candidates for job openings given their broad training and familiarity with entity operations. Along with the salary and benefits, graduating co-ops who accept full-time positions with AMSTED also benefit by retaining any ESOP shares that they accumulated as co-ops. In addition, they can count their years of service as a co-op toward the ESOP and 401K vesting requirements.

Why Co-op?

- This "real world" experience is invaluable in preparing students for life after college.
- Graduating students with relevant work experience are highly sought after by college recruiters.
- Many students feel their academic performance improves as a result of their co-op experience.

Why AMSTED Industries?

- AMSTED's Co-op Program has been in existence for over 50 years.
- CEO, Plant Manager, and Senior Product Engineer are just a few of the job titles held by previous co-op students.
- Co-op students receive challenging and rewarding work assignments.
- AMSTED offers a competitive salary and immediate eligibility into the Employee Stock Ownership Plan.



Student Eligibility

- A minimum 2.5 GPA (3.0 on a 5.0 scale).
- Completion of freshman year at an accredited four-year college or university.
- Strong written and verbal communication skills.
- Leadership potential and an interest in gaining "hands on" experience in manufacturing operations.

Time Requirement

AMSTED's co-op students are required to work a minimum of three sessions but have the opportunity to work up to seven sessions. Work sessions generally correspond with school terms and are approximately 11-13 weeks in duration. The co-op program differs from a summer internship program in that work and school sessions are planned alternatively over the course of the calendar year.



Work Assignments

During each work session, co-ops receive projects that would normally be delegated to full-time employees. Previous assignments have included plant layout and design, product and process engineering, metallurgical operations, and production management. As part of their work experience, co-ops may be asked to transfer to another department or entity in order to be exposed to other areas of the company. With any rotation, the entity will inform the co-op in advance and assist with any necessary relocation.

Salary & Benefits

Co-ops receive a competitive salary commensurate with the student's academic level at the time the work session begins. Co-ops are considered non-exempt, salaried employees; therefore, they are eligible for overtime pay. In addition, co-ops are paid on a biweekly basis through AMSTED's payroll system. Besides salary, co-ops also are eligible for many other benefits including:

- Participation in the Employee Stock Ownership Plan and 401K plan.
- Medical and dental insurance coverage.
- Paid holidays.

Here's What Past Co-ops Have Said

Did the working conditions and the attitudes of the other employees provide a good working atmosphere for you?

"I was greatly impressed with both the salaried and hourly employees' attitudes and opinions with respect to Amsted Rail. Everyone in Kansas City takes great pride and care in their job. Their positive attitudes made it a great environment in which to work and learn."

Manufacturing Engineering Co-op
Iowa State University

How closely is your position (duties and responsibilities) related to your education and/or experience?

"The Safety Co-op position is directly related to the education I received in the area of Safety Management at CMSU. Exposure to a variety of safety related projects, as well as day-to-day activities, makes my job exciting."

Former Industrial Safety Co-op
Central Missouri State University



What is your opinion of AMSTED's Co-op Program?

"I have a very favorable opinion of AMSTED's Co-op Program. The experience that you gain while working is invaluable and increases your awareness when you return to the classroom."

Mechanical Engineer Co-op
University of Illinois at Chicago

What's the Next Step?

Qualified students who are interested in the AMSTED Co-op Program should contact their college placement center to obtain more information about AMSTED. If AMSTED is not scheduled to visit your college, you may send your resume to:

AMSTED Industries
HR Department
180 N Stetson Avenue, Suite 1800
Chicago, IL 60601

Or online at Careers@Amsted.com

For more information about
AMSTED's Cooperative
Education Program
visit our website at
www.amsted.com.