



Summer Internship Program

Who: Rising College Juniors and Seniors interested in a career in Heavy Civil Construction (2 Positions Available)

When: Mid May – End of July

Duration: 10 Weeks

Where: Southeast USA

Paid/Unpaid: Paid, including lodging, travel, and per diem.

| Week 1 – Pleasant Hill | Week 2 – Raleigh | Week 3 – Job Site 1 | Week 4 – Job Site 2 | Week 5 – Shop & Equipment | Week 6 – Job Site 3 | Week 7 – Off Week (July 4 th) | Week 8 – Job Site 4 | Weeks 9 – 10 Options | Week 11 – Business Development, Management, & Program Debrief |
|---|--|--|--|---|--|---|--|---|---|
| <ul style="list-style-type: none"> New Hire Orientation Safety Training (OSHA 10, Basic First Aid/CPR) Introductions | <ul style="list-style-type: none"> Basic Estimating & Project Management Overview Current Project Review | <p>Day 1: Project Overview (Shadow Superintendent)</p> <p>Day 2: Seat-Time in Articulated Dump Truck, or other equipment</p> <p>Day 3: Shadow Field Engineer, Site Safety Officer, and/or Foreman</p> <p>Day 4: Seat-Time in Articulated Dump Truck, or other equipment</p> <p>Day 5: Superintendent</p> | <p>Day 1: Project Overview (Shadow Superintendent)</p> <p>Day 2: Seat-Time in Articulated Dump Truck, or other equipment</p> <p>Day 3: Shadow Field Engineer, Site Safety Officer, and/or Foreman</p> <p>Day 4: Seat-Time in Articulated Dump Truck, or other equipment</p> <p>Day 5: Superintendent</p> | <p>Day 1: Shop Overview</p> <p>Day 2: Equipment Maintenance Importance</p> <p>Day 3: Equipment Acquisition with President – How It Works</p> <p>Day 4, Part 1: Fleet & Equipment Hauling</p> <p>Day 4, Part 2: Shadow Mechanic</p> <p>Day 5: From the Shop to the Field</p> | <p>Day 1: Project Overview (Shadow Superintendent)</p> <p>Day 2: Seat-Time in Articulated Dump Truck, or other equipment</p> <p>Day 3: Shadow Field Engineer, Site Safety Officer, and/or Foreman</p> <p>Day 4: Seat-Time in Articulated Dump Truck, or other equipment</p> <p>Day 5: Superintendent</p> | | <p>Day 1: Project Overview (Shadow Superintendent)</p> <p>Day 2: Seat-Time in Articulated Dump Truck, or other equipment</p> <p>Day 3: Shadow Field Engineer, Site Safety Officer, and/or Foreman</p> <p>Day 4: Seat-Time in Articulated Dump Truck, or other equipment</p> <p>Day 5: Superintendent</p> | <p>These two weeks will be decided upon later in your internship and will be left up to your discretion to learn more about what interests you the most.</p> <p>Options will include:</p> <ul style="list-style-type: none"> Return to prior or new job site. Deeper dive into Project Management, Estimating, Field Engineer Role, or Safety Shop/Equipment | <p>Day 1: Learn more about management functions, including business development, safety, HR, accounting, and payroll and the impact and value they have on the overall success and direction of the company</p> <p>Days 2-3: Travel with Business Development Director to meet with past, current, or potential clients about opportunities for business</p> <p>Day 4: A Day in the Life of Three Generations</p> <p>Day 5: Program Debrief</p> |

To apply online, please visit www.gloverconstruction.com/careers

For more information contact Catherine Glover Frazier, HR Director, via email at HR@gloverconstruction.com



Summer Internship Program

Who: Rising College Freshmen & Sophomores
interested in a career in Heavy Civil Construction
(1-2 positions Available)

When: July

Where: North Carolina

Duration: 5 Week Program

Paid/Unpaid: Paid, including lodging, travel, and per diem.

| Week 1 – Pleasant Hill | Week 2 – Job Site 1 | Week 3 – Job Site 2 | Weeks 4 – Options | Week 5 – Business Development, Management, & Program Debrief |
|--|--|--|---|--|
| Day 1: <ul style="list-style-type: none"> New Hire Orientation Introductions Shop Overview Equipment Maintenance & Acquisition Fleet & Equipment Hauling Day 2: <ul style="list-style-type: none"> Safety Training (OSHA 10, Basic First Aid/CPR) Days 3 & 4: <ul style="list-style-type: none"> Basic Estimating & Project Management Overview Current Project Review Day 5: <ul style="list-style-type: none"> Receive Project Assignments and Select Option Week | Day 1: Project Overview (Shadow Superintendent) Day 2: Seat-Time in Articulated Dump Truck, or other equipment Day 3: Shadow Field Engineer, Site Safety Officer, and/or Foreman Day 4: Seat-Time in Articulated Dump Truck, or other equipment Day 5: Superintendent | Day 1: Project Overview (Shadow Superintendent) Day 2: Seat-Time in Articulated Dump Truck, or other equipment Day 3: Shadow Field Engineer, Site Safety Officer, and/or Foreman Day 4: Seat-Time in Articulated Dump Truck, or other equipment Day 5: Superintendent | <p>This week will be decided upon later in your internship and will be left up to your discretion to learn more about what interests you the most.</p> <p>Options will include:</p> <ul style="list-style-type: none"> Return to prior or new job site. Deeper dive into Project Management, Estimating, Field Engineer Role, or Safety Shop/Equipment Business Development | Day 1: Learn more about management functions, including business development, safety, HR, accounting, and payroll and the impact and value they have on the overall success and direction of the company Days 2-3: Travel with Business Development Director to meet with past, current, or potential clients about opportunities for business Day 4: A Day in the Life of Three Generations Day 5: Program Debrief |

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Summer Internship Program

Who: Rising High School Seniors and Recent High School Graduates interested in learning more about the Heavy Civil Construction industry

When: June

Where: North Carolina

Duration: 2 Week Program

Paid/Unpaid: Paid, including meals during work hours and transportation costs

| Week 1 – Pleasant Hill | Week 2 – Job Site 1 |
|--|---|
| <p>Day 1:</p> <ul style="list-style-type: none">• New Hire Orientation• Non-Disclosure Agreement• Introductions• Shop Overview• Equipment Maintenance & Acquisition• Fleet & Equipment Hauling <p>Day 2:</p> <ul style="list-style-type: none">• Safety Training (OSHA 10, Basic First Aid/CPR) <p>Days 3 & 4:</p> <ul style="list-style-type: none">• Basic Estimating & Project Management Overview• Current Project Review <p>Day 5:</p> <ul style="list-style-type: none">• Receive Project Assignments and Select Option Week | <p>Day 1: Project Overview (Shadow Superintendent)</p> <p>Day 2: Seat-Time in Articulated Dump Truck, or other equipment</p> <p>Day 3: Shadow Field Engineer, Site Safety Officer, and/or Foreman</p> <p>Day 4: Seat-Time in Articulated Dump Truck, or other equipment</p> <p>Day 5: Superintendent</p> |

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