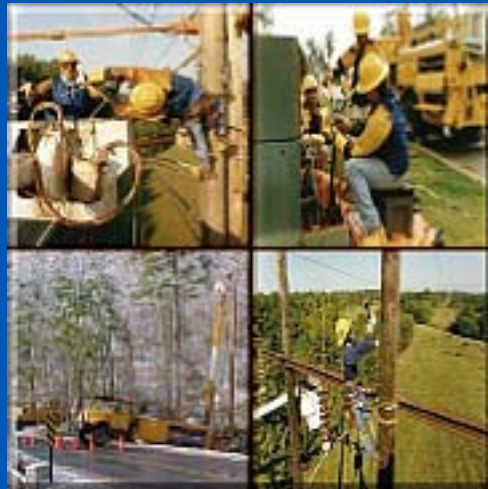




Career Development Program



Developing Careers Since 1945

Career Development Program

Introduction

Enrolling in the Pike Electric Career Development Program (CDP) shows your eagerness to learn and ambition to advance within the company. In addition to a strong sense of safety for yourself and your co-workers, becoming a qualified power line professional requires knowledge, skill, and experience. Pike's CDP is designed to give you all this plus everything you need to advance through the ranks of lineman.

You, your foreman, and your supervisor will be responsible for your success in the program. Your foreman and supervisor are aware of their responsibilities and will support you throughout the program.



The Career Development Program

The program is divided into four levels, a and b, each containing modules for a total of 42 modules. Program content, which includes both home study and field work, consists of a Department of Labor Certified Apprenticeship Program, Supervisory Training, Leadership Development, and other courses offered on an as needed basis.



You will be enrolled in the career development program by your supervisor, who will provide you with a username and password along with instructions to access the course online. You can then begin working through the modules at your own pace.

You can access Pike's Career Development web site online by clicking on the following URL: <http://pike.tmctraining.net>. Anyone who has access to Pike's Intranet (<http://test.pike.com>) can also go to the Department's Tab and scroll to the Safety and Training section. Then, click on the Career Development Program link to access the program.

Testing

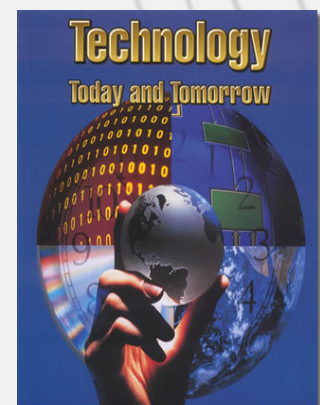
After studying the material in each module, you will take a test online. The test will be graded automatically, and you will instantly see your score along with any corrected answers. Most modules contain Field Performance Requirements (FPR) that must be completed after passing the online test in the module.

You will be responsible for securing all FPR forms online. Your supervisor and/or foreman will then perform a field performance reviewed based on your skills demonstrated in the field for that module.

Most FPR's will be performed on the job, giving you real experience and feedback. Your supervisor and foreman will both review the FPR before your supervisor sends them in to the training department in Mount Airy.

A satisfactory score on the course work and FPR is required to move to the next module.

Create a Vision, Make a Commitment, Stay Focused and Develop Your Own Growth Opportunity.



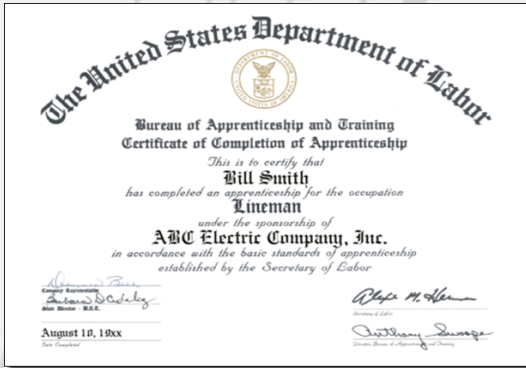
Career Development Program

Benefits

The Career Development Program will help you grow as a Pike Professional and put you on the fast track to an exciting and rewarding career at Pike Electric.

In the online portions, you will gain knowledge of the theories and technical aspects of power line work. The field work and associated performance reviews will provide you valuable experience and help develop necessary skills for a Pike Professional.

This is a Federal & State Department of Labor Certified Program that is available for all Pike field employees. The program involves over 576 hours of studying and testing for completion



You will invest in excess of 8,000 hours of practical experience

Upon completion of the program, you will receive a certificate from the State of North Carolina's Department of Labor certifying you as an apprentice lineman.

A second certificate will follow when issued from The United States Department of Labor.

Question and Concerns

Any questions and/or concerns about the Career Development Program should be directed to either:

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