

HOLT OF CALIFORNIA & CAT RENTAL STORE STUDENT TOOL ASSISTANCE PROGRAM

The Holt of California (Holt) and CAT Rental Store (CRS) Tool Assistance Program provides help in purchasing a starter set of tools and toolbox for technicians entering the equipment repair industry for the first time who are hired by Holt. The tool assistance program is for persons who demonstrate high academic achievement in completing one of the vocational or technical training programs listed below:

- **Arizona Automotive Institute** - Diesel Technology
- **Butte College** - Mechanized Agriculture or Welding Technology
- **Denver Automotive & Diesel College** - Diesel Technology
- **Merced College** - Mechanized Agriculture or Welding Technology
- **Modesto Junior College** - Mechanized Agriculture or Welding Technology
- **San Joaquin Delta College** - Diesel Technology; Heavy Equipment Technology; Fluid Power & Automation Technology or Welding Technology
- **Universal Technical Institute** - Diesel & Industrial Technology
- **Wyoming Technical Institute** - Diesel Technology
- **Yuba College** - Diesel Equipment Technician; Heavy Equipment Mechanic or Metalworking/Welding

The Holt & CRS Tool Assistance Program is also available to current employees transferring from Yard Person or Maintenance positions to Mechanic or Welder positions.

Tool Set Consist List

Description	Retail Value
7 Drawer Roller Cabinet	\$ 1,305.34
200+ Piece Starter Tool Set	\$ 2,418.72
Digital Multimeter	\$ 542.83
½" Torque Wrench & ½" Impact Wrench	\$ 307.33
½" Impact Socket Sets - Standard, Deep/Shallow	\$ 377.33
½" Impact Socket Sets - Metric, Deep/Shallow	\$ 299.26
Std Hex Bit Set, Flare Nut Wrench Set & 2-Large Combo Wrenches	\$ 436.48
Miscellaneous Hand Tools	\$ 128.16
Total	\$ 5,815.55

Program Timeline:

August 2005 through May 2006 Promote program at approved community colleges and trade schools. Applications available for download on-line at <http://holtca.cat.com>.

Prior to Graduation All applications must be submitted by this date.

As Required All applications are processed, reviewed and presented to the selection committee.

Eligibility Requirements:

- Must be a graduate student from one of the Holt & CRS approved Community College or Trade School Programs.
- Have a minimum cumulative program grade point average (GPA) of 2.5 or higher with “B” grades in technical or shop classes.
- Complete and submit a Tool Assistance and Holt employment application prior to graduation. If applications are incomplete or are received after graduation, the application will not be considered.
- Be selected for employment by Holt or CRS in a technician or welder position within 6-months of graduation.
- Sign a promissory note to purchase the tools set agreeing to pay a prorated principal amount ***if employment with Holt or CRS is terminated before 48-months from hire date.***

Length of Employment	Principal Amount
6-months or Less	\$ 4,800.00
7 to 12-months	\$ 4,200.00
13 to 18-months	\$ 3,600.00
19 to 24 months	\$ 3,000.00
25 to 30 months	\$ 2,400.00
31 to 36 months	\$ 1,800.00
37 to 42 months	\$ 1,200.00
43 to 48 months	\$ 600.00
48 months or more	\$ 00.00

Selection Criteria:

- Completed Application
- Academic record
- Career goals
- Compelling essay responses with correct grammar, punctuation, and spelling.
- Letters of recommendation and community service

If you have questions about the Holt of California Tool Assistance Program, please contact the Max Jones Jr. at 916.991.8234.

HOLT TOOL ASSISTANCE PROGRAM FREQUENTLY ASKED QUESTIONS (FAQs)

- 1. *Am I eligible to apply?*** An applicant must be enrolling in a Community College Technical Education Program approved by Holt of California. These programs are:
 - ***Arizona Automotive Institute - Diesel Technology***
 - ***Butte College - Mechanized Agriculture or Welding Technology***
 - ***Denver Automotive & Diesel College - Diesel Technology***
 - ***Merced College - Mechanized Agriculture or Welding Technology***
 - ***Modesto Junior College - Mechanized Agriculture or Welding Technology***
 - ***San Joaquin Delta College - Diesel Technology; Heavy Equipment Technology; Fluid Power & Automation Technology or Welding Technology***
 - ***Universal Technical Institute - Diesel & Industrial Technology***
 - ***Wyoming Technical Institute - Diesel Technology***
 - ***Yuba College - Diesel Equipment Technician; Heavy Equipment Mechanic or Metalworking/Welding***
- 2. *What must I do to apply?*** Fill out a Holt of California / CRS Tool Assistance Program Application and submit it with an Application for Employment to:

Holt of California
Attn: Max Jones Jr.
PO Box X
Sacramento, CA 95813
- 3. *What is the deadline to apply?*** The applications must be postmarked prior to graduation from one of the above listed programs.
- 4. *How do I obtain the applications?*** There are several ways to obtain a copy of the applications:
 - Contact the technical instructors at the approved community colleges.
 - Visit the Employment page on Holt of California's website and click on the Tool Assistance Program link.
 - Contact Max Jones Jr. at 916.991.8234 or mjones@holtca.com.
- 5. *How will I know if the company received my application?*** Include your e-mail address on your application and you will receive confirmation that it has been received.
- 6. *Who judges my application for Tool Assistance?*** The Manager you will interview with first review the application, then forward it to the Holt of California Executive Team for final approval if you are hired.
- 7. *Will I receive notice of being approved for the Tool Assistance Program?*** Managers looking to fill open positions will review all Applications and select those they wish to interview. If you are selected for hire, a Tool Assistance Agreement form will be included in your offer package.
- 8. *What are the tools worth?*** Retail value is just over \$5,800.00.
- 9. *What do I have to pay?*** Your cost will be \$00.00, provided you stay employed with Holt or CRS for at least 48-months.

HOLT TOOL ASSISTANCE PROGRAM FREQUENTLY ASKED QUESTIONS (FAQs)

10. **What if I leave before 42-months?** During the first 6-months employment you may return the tools at no cost (provided inventory is complete) or purchase them for \$4,800.00. After 6-months employment, the tools value will be reduced by \$600.00 for each 6-months employed. At the time of separation, your Holt open account will be charged the appropriate amount.