

**Letter of Understanding: #2 - 14**

**Subject: Intern Program**

The intern program provides college students on-job experience, in accordance with school/university requirements. The following intern program guidelines will be followed;

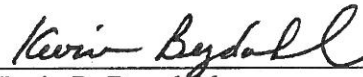
- It is the intent to employ interns for a short-term duration, not to exceed 10 months of continuous employment. Duration may be extended by mutual agreement.
- Interns will be assigned a project(s) and work under the guidance of SPEEA represented employees.
- If a SPEEA bargaining member is affected by layoff and cannot perform the functions of the intern project, the intern will be allowed to finish their program assignment.
- Interns will not be allowed to perform job functions of any SPEEA member affected by layoff.
- Interns hired by TCS will not exceed 5%, at a time, of the existing SPEEA membership, except by concurrence of SPEEA.

May 30, 2014

Date of Agreement



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Ryan Rule  
SPEEA President  
SPEEA, IFPTE Local 2001



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Kevin R. Bergdahl  
Human Resources Manager  
Triumph Composite Systems, Inc