

The EIT Program...

With almost two decades of experience, the Engineer-in-Training (EIT) Program is designed to develop technically capable, team-oriented engineers into the future leaders of our company. Lead by the Heidelberg Technology Center, the center of innovation and technical expertise for Lehigh Cement, this exciting program is an excellent opportunity for recent college graduates to begin their career in an atmosphere that prepares them for a career, not just a job.

The EIT Program is intended for recent college graduates in the following majors:

- **Chemical Engineering**
- **Civil Engineering**
- **Electrical Engineering**
- **Geology/Mining Engineering**
- **Mechanical Engineering**

What We Look For...

- High potential candidates with an above average academic standing who have demonstrated the ability to learn and transfer the knowledge to the real world—and want to continue to grow
- Highly motivated individuals who are willing to relocate to various locations in North America and internationally
- Proven leaders and team players who want to be the managers of the future
- Well-rounded candidates who want to learn about various aspects of the company
- Individuals who want to grow with the company

What You Will Do...

A Lehigh Engineer-in-Training works for one year in a comprehensive training program that provides on-the-job and formal training, as well as exposure to other areas of our business.

Program Focus...

- **Plant Organization and Areas**
- **Production and Process Engineering**
- **Safety**
- **Environmental Education**
- **Quality Control**
- **Maintenance**

Other Components...

- Formal training (seminars and workshops that provide knowledge related to basic job competencies)
- Mentoring and networking
- Sponsored training in another cement plant or business area
- High-tech support and research

- Heidelberg Technology Center (HTC) orientation at the Corporate Office
- Cement plant overhaul
- International assignments to give exposure of company practices abroad
- Major project participation

Why Cement?

- An industry that is essential to modern society
- An industry that provides solutions for the environmental and infrastructure challenges of our future
- An industry that keeps communities running through the construction of highways, airport runways, bridges, skyscrapers, dams, schools, and homes
- An industry that has great potential for sustained growth
- An industry that contributes to social progress and economic growth
- An industry that has strong long-term markets

Why Lehigh?

Lehigh Cement Company can provide a professional career where you can:

- put your education to good use
- take part in major projects from day one
- become a member of a top-notch technology center

As part of Lehigh Cement, you will realize potential personal growth and productivity through both formal and informal training and tools.

You will be a part of a company that has the utmost respect for the environment and takes special care to be active and supportive corporate citizens in the community.

Lehigh Cement offers an exceptional benefit package.

Lehigh Cement Company has been serving customers and offering exciting career opportunities for over 100 years. We are an established and respected business in our industry, whose vision, Working Together to Build Our Communities®, not only pertains to our neighborhood communities but to our work force communities as well.

The career opportunities at Lehigh Cement are many. As part of the HeidelbergCement Group in Germany, Lehigh is affiliated with some of the world's most technically advanced cement operations—and consequently, we offer a large variety of technical positions in our Heidelberg Technology Center.

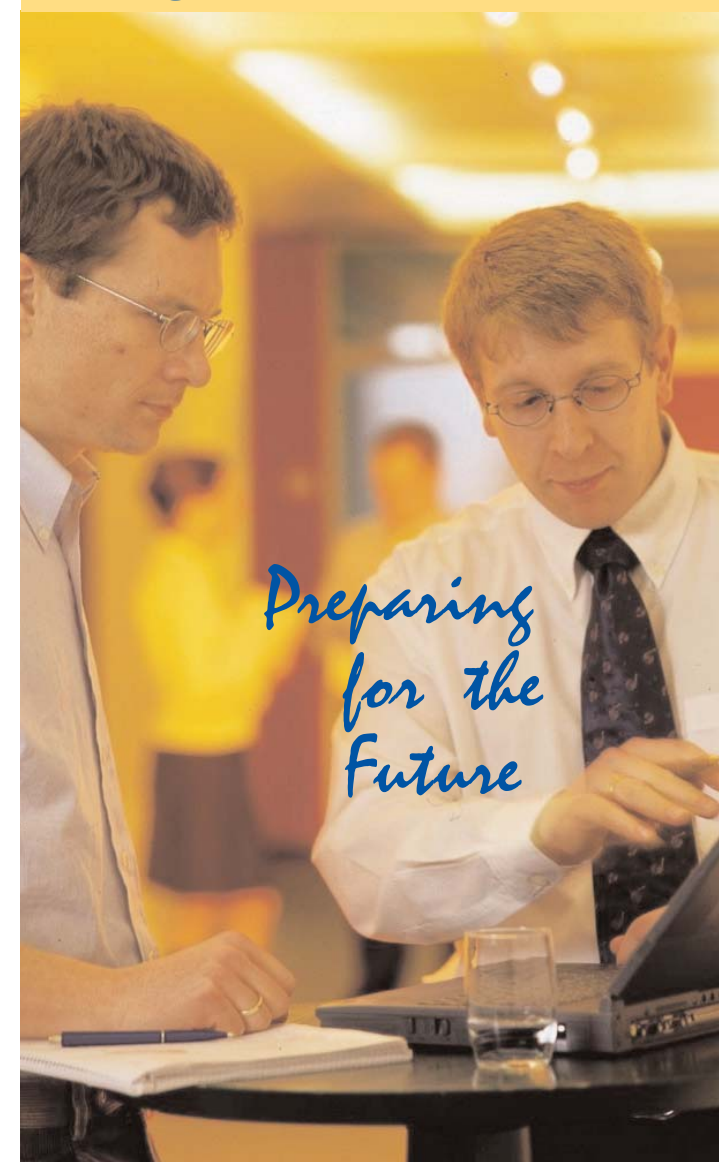
Lehigh Cement Company was founded in 1897 in Allentown, Pennsylvania as a one-plant operation and became a pioneer in cement production in the United States. Through expansion and acquisition, it has become a progressive industry leader. The company's basic product is cement, the main ingredient in concrete. Since it began operations, Lehigh's plants have produced well over 200 million tons of cement that have been used in concrete to pave highways, build airports, bridges, dams, and other types of structures.

The Lehigh group of companies consists of more than 6,000 employees located in plants, terminals, sales and headquarters facilities throughout the United States and Canada.

Your way to us...

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Lehigh Cement Company
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Allentown, PA 18195
Email: recruitment@lehighcement.com**

■ Engineer-in-Training Program



*Preparing
for the
Future*

LEHIGH
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