



BUILD. **U**NDERSTAND. **I**NNOVATE. **L**EAD. **T**RANSFORM.



18-Month Professional Development Program

Start by building the product. Grow by understanding the entire business.

The BUILT Program develops future BCT professionals through hands-on work in Assembly, exposure to customers and the field, and an understanding of how projects move from concept to completion.

Participants build technical knowledge, professional skills, and business awareness while exploring long-term career opportunities at BCT.

Phase 1: Build the Foundation

Months 1-8

Full-Time Assembly

Participants spend their first eight months working exclusively in Assembly.

The objective is simple:

Learn the product.

Not in a classroom. Not from a PowerPoint.

By building it.

Focus Areas

- Product knowledge
- Assembly sequencing
- Blueprint reading
- Quality standards
- Manufacturing processes
- Safety expectations
- Troubleshooting
- Teamwork
- Accountability and attendance

By the end of eight months, participants should understand not only how a machine goes together, but why it is built that way.

Phase 2: Follow the Product Life Cycle

Months 9-12

After establishing a strong foundation in Assembly, participants begin following a complete machine through its lifecycle.

This is where the program becomes unique.

Step 1: Build It

Participants build a machine or major assembly while documenting:

- Design intent
- Manufacturing challenges
- Assembly lessons learned
- Quality considerations

They begin asking:

- Why was this designed this way?
- What makes assembly easier or harder?
- What could be improved?

Step 2: Install It

Participants travel to the field and help install the equipment they helped build.

This teaches:

- Customer expectations
- Real-world installation challenges
- Site conditions
- Startup requirements
- Importance of quality workmanship

The employee sees firsthand how decisions made in the shop impact installation success.

Step 3: Follow a Project from Design to Production

Participants then work alongside Engineering, Project Management, Manufacturing, and Assembly to see how a project comes to life.

They observe:

- Customer requirements
- Engineering design decisions
- Drawing development
- Release processes
- Manufacturing planning
- Fabrication
- Assembly
- Testing
- Shipment

The objective is to help participants understand:

A machine does not magically appear.

It moves through dozens of decisions and hundreds of hours before reaching a customer.

BUILT-IN SUPPORT AND ACCOUNTABILITY

Formal progress reviews are conducted with the participant's direct manager, executive sponsor, and Human Resources.

YEAR-END ASSESSMENT

Month 12

At the conclusion of Year One, participants complete a formal review covering:

Technical Growth

Professional Growth

Program Reflection

CAREER PATH DISCUSSION – 12 Month

At the end of Year One, BCT and the participant jointly discuss future opportunities.

The discussion is intended to identify areas where the participant's interests, demonstrated strengths, qualifications, and career goals may align with BCT's business needs.

Potential paths could include:

- Assembly
 - Engineering
 - Project Management
 - Applications Engineering
 - Service or Field Engineering
 - Manufacturing
 - Quality
 - Supply Chain
 - Production Leadership
 - Technical Sales Support
 - Other professional or overhead roles
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PHASE 3: CAREER DEVELOPMENT

Months 13–18

If an immediate opening is unavailable, participants may remain in Assembly while continuing development activities.

The focus shifts to:

- Monthly coaching
- Leadership development
- Cross-functional exposure

- Career planning
- Professional skill building
- Preparing for applicable internal opportunities
- Continuing to strengthen product and manufacturing knowledge

Participants are expected to continue contributing to Assembly while demonstrating the performance, attendance, conduct, safety awareness, and initiative required for future opportunities.

INTERNAL OPPORTUNITY COMMITMENT

BUILT Candidate Consideration Philosophy

Successful completion of the BUILT Program demonstrates commitment, work ethic, product knowledge, and investment in BCT.

Program completion does not guarantee placement into a specific position. However, BUILT participants will receive meaningful consideration for applicable openings before external recruiting decisions are finalized.

Selection decisions will continue to be based on the requirements of the position and BCT's business needs.

AT 18 MONTHS

If an aligned opening is not available at the conclusion of the program, the participant may continue working in Assembly based on BCT's staffing needs, available work, and the employee's standing.

BCT may also provide documentation of the participant's completed program experience and demonstrated skills to support continued career development.

Our goal is to help committed participants build a strong foundation, understand the business, and identify a meaningful career path where they can thrive.

READY TO BUILD WHAT COMES NEXT?

Talk with a BCT representative today about:

- Program eligibility
- Current opportunities
- The application and selection process
- What to expect during the 18-month program

ASK US ABOUT B.U.I.L.T.

Note: Employment with Blast Cleaning Technologies, Inc. is "at will" and may be terminated at any time, for any reason, by candidate or Blast Cleaning Technologies, Inc..

BUILT Program design and work assignment could change at any time.