



## Welcome To LDI

Founded in 1988, Lang Diesel, Inc. started in Hays, Kansas when Brian Lang, President, opened a repair shop out of his toolbox. Since then, LDI has grown to a full-service equipment dealership with extensive sales and product support. LDI is the only ag dealership to cover the entire state of Kansas with ten locations

Dedicated to “doing what it takes” to provide the best quality products and service to customers, LDI recognizes the benefit of having well trained service technicians. Therefore, LDI’s Tech Up Tool Up Scholarship & Tool Allowance Program has been established to provide financial assistance to future LDI technicians. Potential students who will be attending a two-year diesel tech program and meet the criteria outlined in our program may be eligible!

## Application Process

1. Complete an online application on our website [www.ldi.us](http://www.ldi.us) and submit the required documentation
2. LDI will review applications
3. Interviews will be setup with selected candidates
4. If selected for the program, LDI will notify the candidate
5. Upon acceptance, student will read through and sign LDI’s Tech Up Tool Up Scholarship & Tool Allowance Agreement. Student will also complete LDI’s new hire process.

## Tool Allowance Program

- Lang Diesel Inc. will purchase the standard toolbox and tools listed on the program’s recommended tool list, up to \$15,000.00. Details include:
  - Tech Up Tool Up Program is available to students attending a two-year diesel tech program only
  - Tech Up Tool Up Program Tool Allowance portion is not available to student(s) who have already started or completed some portion of a diesel tech program
  - Student(s) will not be reimbursed for any tools the student(s) already owns
  - LDI will purchase the standard toolbox and tools up to \$15,000.00
  - Tools purchased must be Snap On, Mac, Matco, and/or Cornwell brand tools

  
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- Toolbox and tools are the property of LDI throughout the student's two-year school term and 36-month work requirement of the program
- Student must provide LDI with a detailed tool inventory at the time of purchase
- LDI will maintain insurance on tools during the school term
- Any additional tools purchased by the student whether during the school term or during the 36-month work term are considered property of the student and shall be purchased at the student's expense. LDI will not maintain insurance on tools owned by the student during the two-year school term
- Student agrees to properly use and care for tools and agrees to replace tools that are worn or broken and are not covered by the manufacturer's warranty
- Students may not engrave or alter tools in their possession until the 36-month work obligation is fulfilled
- Once the student completes both the two-year school program and 36-month work requirement, the tools become the property of the students. LDI will provide documentation showing the tools belong to the student at that time
- If for any reason the student does not complete the two-year school term, the student will be removed from the Tech Up Tool Up Program. Student must return the toolbox and tools purchased as part of the agreement to LDI. LDI will inventory the tools against the list provided by the student at the start of the agreement. Student agrees to replace any missing or damaged tools/toolbox
- If for any reason the student does not complete the 36-month work term, the student will be removed from the Tech Up Tool Up Program. Student must return the toolbox and tools purchased as part of the agreement to LDI. LDI will inventory the tools against the list provided by the student at the start of the agreement. Student agrees to replace any missing or damaged tools/toolbox



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## Scholarship Program

- LDI agrees to pay tuition assistance to students on the Tech Up Tool Up Scholarship & Tool Allowance Program. Details include:
  - Students who are currently enrolled in a two-year diesel tech program are not eligible for the tool allowance portion of the program, but are eligible for the tuition portion of the program if student has not started the final semester of the two-year program
  - During the 1<sup>st</sup> semester (or quarter), the student will be responsible for all school expenses (tuition; room/board; books; supplies; etc.)
  - Semesters 2-4, the student's GPA from the prior semester will determine the percentage of tuition assistance LDI will contribute
    - If student maintains a minimum 3.5 GPA the prior semester, LDI will pay 100% of tuition and books only for each semester the student maintains that GPA
    - If the student maintains a GPA between 3.0-3.4 the prior semester, LDI will pay 50% of tuition and books only
    - LDI will not pay any tuition and books if the student's GPA is below a 3.0
  - Students must provide LDI with a copy of the prior period's transcript and tuition invoice 30 days before the start of the next semester
  - Tuition assistance payments are made directly to the school
  - LDI will not pay for or reimburse student for other school expenses (room/board; supplies; etc.)
  - Tuition payments made for students on the Tech Up Tool Up Program will be considered loans to the student until the student has fulfilled the 36-month work requirement following completion of the two-year diesel tech program. Upon completion of the two-year diesel tech program and 36-month work requirement, LDI will forgive the loan granted to the student in the form of tuition assistance
  - If for any reason the student does not complete or is removed from the Tech Up Tool Up Program before the 36-month work term is complete, the amount paid for tuition will be reimbursed to LDI by the student. Student agrees to reimburse tuition dollars over the course of 24-months at an 18% annual percentage rate (or 1.5% interest per month)
  - Students will have the opportunity to work at LDI between semesters and during school breaks. Students will be paid an hourly wage
  - Upon completion of the student's two-year term at the diesel tech program LDI will make every effort to employ the student at the location of the student's choice. However, LDI will make placements according to the needs of service departments at all LDI locations



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- Wages, incentive, and employee benefits will be offered to the student according to LDI policies in place at the time of graduation. Student will receive an official Offer of Employment with wages specified upon graduation.

### **Additional Terms**

- Student agrees to provide LDI with written compliance with the above requirements AND notify LDI in such a time student is not in compliance with any of the above stated requirements
- Student agrees to inform LDI promptly in writing or electronically of any change in name, permanent address or other personal information disclosed in the “Student Information Section” of this agreement.
- Student agrees to inform LDI promptly in writing or electronically if student’s enrollment to the two-year diesel tech program is terminated for any reason

### **At Will and Equal Employment Opportunity**

LDI and the student acknowledge that the student’s employment is and shall continue to be at will as defined under applicable law. If the student’s employment is terminated for any reason, the employee shall not be entitled to any payments, benefits, damages, awards or compensation other than as provided by this agreement, or as what may be otherwise established under LDI’s existing employee benefit plans or policies at the time of termination.

It is the established policy of Lang Diesel Inc. to provide an equal employment opportunity to all qualified persons and to administer all aspects and conditions of employment without regard to race, religious belief, creed, color, sex, age, national origin, disability, or any other protected classification, in accordance with applicable law.



**LDI Scholarship & Tool Allowance Agreement**

Recipients of the LDI Tech Up Tool Up Scholarship & Tool Allowance Program must read this agreement, provide the requested information and sign. A copy of this agreement is to be retained by the scholarship recipient and the original form is to be sent by the recipient to Lang Diesel, Inc., Attn Human Resources, 2818 Plaza Ave., Hays, KS 67601.

**Student Information Section:**

Recipients of the LDI Tech Up Tool Up Scholarship & Tool Allowance Program are required to provide the following information and inform LDI if any of the below information changes:

First Name: \_\_\_\_\_ Last Name: \_\_\_\_\_

Date of Birth: \_\_\_\_\_ Social Security #: \_\_\_\_\_

Driver License State & #: \_\_\_\_\_ Phone #: \_\_\_\_\_

Permanent Address: \_\_\_\_\_ School Address: \_\_\_\_\_

\_\_\_\_\_

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School Attending: \_\_\_\_\_ Anticipated Graduation Date: \_\_\_\_\_

School Address: \_\_\_\_\_ School Phone No.: \_\_\_\_\_

\_\_\_\_\_

*Please indicate your acceptance of LDI Tech Up Tool Up Scholarship & Tool Allowance Program's terms and conditions by signing this agreement and returning the original to LDI*

*Student Signature: My signature below certifies that I have read the terms and conditions presented in LDI's Tech UP Tool UP Scholarship & Tool Allowance Program.*

**Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Printed Name:** \_\_\_\_\_