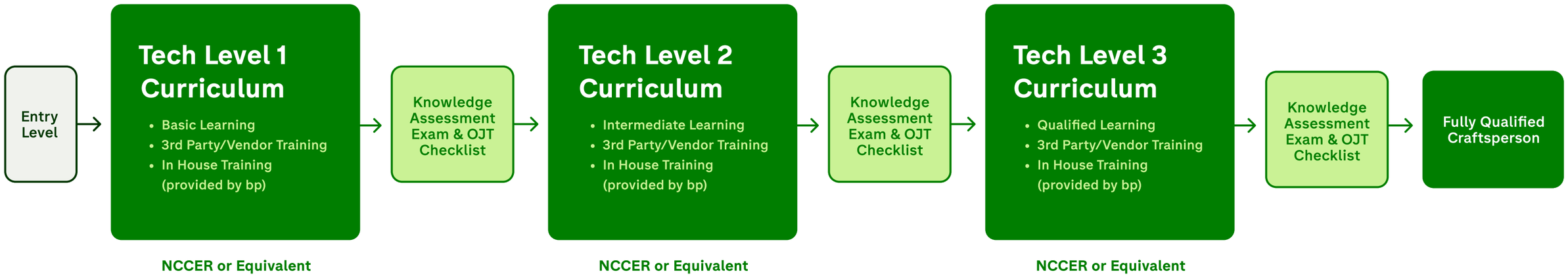
Proposed Maintenance Curriculum Progression

Each Whiting craft line will have a clear curriculum path to becoming a fully qualified craftsperson through structured learning and hands-on training. The National Center for Construction Education & Research (NCCER) curriculum is proposed as the basis for each craft line. NCCER curriculums are widely used in heavy industry and refining. For new hires, this process is expected to take approximately 36 months and provides a clear and structured path to build skills and advance in their careers.



Minimum Expectations

Employees receive their curriculum and coursework for their craft line.

Employees advance in their progression after passing a knowledge assessment exam and hands-on learning and testing (OJT).

Employees will be expected to routinely perform the full scope of their craft learning and may be rotated among complexes.

Unlike today's 5 year rate progression, under the proposed progression it is anticipated that employees would become fully qualified and receive their top rate of pay within 3 years.

September 2026