"Every young adult in Kentucky counts. We want to do everything we can to ensure each one of these graduating seniors is on a path for success – a path that can change in the future if their goals change. We are at a unique moment in time. There’s never been more opportunity to get higher education and training, and for the first time in my lifetime we have more jobs than people to fill them. We want to give these students a chance to select that path they want to be on before they graduate."

—Governor Andy Beshear

How it works . . .

**EXPLORE** the opportunities offered. This packet includes information to connect you with a pathway to go to college with paid tuition (Evolve502 or the Work Ready Kentucky Scholarship), and/or to pursue a career pathway with one of the Everybody Counts business partners (Ford Motor Company, GE Appliances, Kroger and UPS).

**ASSESS** which pathway is best for you. We have a dedicated strike team that will assist you in identifying your interests and needs to select the path you want to be on. Each company has offered to host career tours for Everybody Counts candidates to assist with your decision. Dates and times for strike team appointments and career tours will be shared with your schools.

**APPLY** for the Evolve502 or Work Ready Kentucky Scholarship and/or a position with one of the Everybody Counts business partners.

**BE FLY** knowing that you have a plan for your future.

Please visit https://governor.ky.gov/Everybody-Counts for more information.
A FREE COLLEGE PROGRAM FOR THE JCPS CLASS OF 2022
The Evolve502 Scholarship allows eligible students to attend any Kentucky Community & Technical College or Simmons College of Kentucky for up to six semesters, 60 credit hours, or an Associate degree, whichever comes first. The scholarship covers a student's tuition after federal and state aid have been applied to ensure students pay no tuition. Additionally, any eligible student with a household income of $40,000 or below will receive an Opportunity Grant of $1,000 per semester (up to $2,000 per year) to assist in defraying the total cost of attendance or to help students pay for unexpected expenses while enrolled.

AM I ELIGIBLE?

JCPS students who expect to graduate in the Class of 2022 and meet the following eligibility requirements, may begin applying for the scholarship Oct. 1, 2021:

- Attended Jefferson County Public Schools (JCPS) since at least the 9th grade and graduated from a JCPS high school
- Meet all other eligibility criteria and earned a GED within 12 months of their original high school graduation date
- Individuals who enroll in military service no more than 90 days after their high school graduation may defer eligibility while in active duty
- Must be a Kentucky resident

See full eligibility & limitations at evolve502.org/scholarship.

HOW DO I APPLY?

Our scholarship applications opens for JCPS seniors on Oct. 1, 2021 and must be submitted by 11:59 p.m. July 15, 2022. Students may apply online at evolve502.org/scholarship or via a paper application available from JCPS schools.

NEED HELP?

Our team is always available to help. Please email questions to scholarships@evolve502.org or visit us at evolve502.org.
Work Ready Kentucky Scholarship Program

Kentucky needs trained workers to meet increasing demands in our fastest growing workforce industries. The Work Ready Kentucky Scholarship provides financial assistance for eligible Kentuckians who are pursuing an industry recognized certificate, diploma, or associate of applied science degree.

Eligibility

- Be enrolled or accepted for enrollment at an eligible postsecondary institution in an approved program of study that leads to an industry recognized certificate, diploma or associate of applied science (AAS) degree in a high-demand workforce sector
- Be a Kentucky resident
- Be a U.S. citizen or permanent resident
- Be a high school graduate, or be enrolled in or have completed a General Educational Development (GED) program
- Have not earned an associate's or higher degree
- Not be enrolled in an ineligible degree program, such as a bachelor's or other associate's program, at any institution while receiving a Work Ready Kentucky Scholarship
- Maintain satisfactory academic progress as determined by the eligible postsecondary institution
- Not be in default on any Title IV program or KHEAA-administered program

High-demand workforce sectors

- Advanced manufacturing
- Business services and information technology (IT)
- Construction
- Health care
- Transportation and logistics

Award amount

- Tuition and fees minus federal and state aid, up to the maximum
- Limited to 60 credit hours of enrollment, scholarship receipt for 4 semesters or receipt of an associate's degree, whichever comes first

How to apply

- Submit the Free Application for Federal Student Aid (FAFSA), available at www.fafsa.gov
- Submit a Work Ready Kentucky Scholarship application at www.kheaa.com. Sign in or create an account, go to MyKHEAA, then follow the “Apply Online for Scholarships” link

For more information, including a complete list of approved programs, visit www.kheaa.com.
### MANUFACTURING OPERATOR

<table>
<thead>
<tr>
<th>YOU LIKE TO...</th>
<th>YOU WILL NEED...</th>
<th>YOU COULD BE*...</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Be hands on</td>
<td>• To be a 2022 JCPS high school graduate</td>
<td>• Fork Lift Driver</td>
</tr>
<tr>
<td>• Work with different types of equipment</td>
<td>• To be 17 years of age or older</td>
<td>• Team Leader</td>
</tr>
<tr>
<td>• Try new projects</td>
<td></td>
<td>• Quality Inspector</td>
</tr>
<tr>
<td>• Work as part of a team</td>
<td></td>
<td>• Controlman</td>
</tr>
</tbody>
</table>

*Advancement opportunities

In 2021, GE Appliances earned the global Great Place to Work recognition, a prestigious award based entirely on what employees have to say about their work experience - beating the national average by 22 percentage points.

2021 Economic Impact Report (GE Appliances, January 2022)

“In this experience really helped me get my foot in the door. It’s helping me get closer to where I want to be.”

– Kenneth, Production Manufacturing Operator

**LEARN MORE & APPLY:**

- Simple application
- Competitive pay
- Excellent benefits
- Advancement opportunities
Interested in attending college? **YES**

**Which degree?**

- **Associates/Technical Degree (2 Year)**
  - Industrial Maintenance

- **Bachelors Degree (4 Year)**
  - Area Business Leader
  - Human Resources
  - Engineer
  - Sales, Finance, Marketing, Tech and Design, etc.

Explore GEA’s tuition reimbursement programs!

Still want to continue growing in your career? **NO**

Work as a production team member

- KPO
- Team Leader
- Controlman
- Quality Inspector
- Factory Service Technician

Interested in more responsibility?
GE APPLIANCES MANUFACTURING OPERATOR

Join the GE Appliances team in a high-energy, production facility environment as an essential Everybody Counts team member! All shifts (1st, 2nd and 3rd) are available and we have both full and part-time opportunities – something for everybody!

Pay: $17.17 – $18.67*/hour *Includes $1.50 shift differential for 2nd & 3rd shifts

Why join our team?
- Pick the shift that works for you!
- Paid weekly
- Medical, dental and vision benefits starting day one
- Tuition reimbursement and career development
- Paid vacation, holiday and personal time
- Paid parental leave and access to backup childcare
- Mentoring and professional development training offered
- And, so much more!

What you will experience in manufacturing:
Our manufacturing operators are responsible for operating various pieces of equipment in our factories to assemble our products – dishwashers, refrigerators, clothes washers and dryers to name a few. Operators work on assembly lines and handle parts to transfer, operate, or adjust the production equipment all while doing this in a fast-paced team environment and adhering to safety rules, regulations and equipment requirements.

Minimum Requirements:
- Must be 17 years of age or older and a 2022 JCPS high school graduate
- Legally authorized to work in the United States without restriction
- Able to follow verbal and read written instructions in English
- Pass a background check, drug screening and medical/physical demand screening
- Have the ability to perform the functions of the position, with or without an accommodation, including, but not limited to:
  - Prolonged standing, frequently handling various parts for assembly, frequent walking, reaching at waist level, pushing/pulling, grasping/squeezing, pinching
  - Have fine motor dexterity, neck flexion, and be able to use air tools
  - Be able to reach overhead, reach at shoulder level, reach at knee and floor level
  - Bending, stooping, squatting, crouching, kneeling, crawling, ladder/stair climbing, pivoting, twisting, neck extension/rotation, and using vibratory tools
  - Handling and lifting of parts and/or equipment (minimum of 42 lbs. lifting/carrying and 40 lbs. pushing/pulling)
  - Have the ability to work with parts and equipment which may be hot, cold and/or wet
Join Our Team

At Kroger, Our Purpose is to Feed the Human Spirit by serving the communities where we operate. It’s an exciting time to work in grocery retail, and as one of the leading retailers and employers in America, we’re committed to offering associates a culture of opportunity and a career with purpose, competitive pay and benefits, and flexible schedules. We truly want our associates to have a rewarding and uplifting experience while meeting our customers’ needs and delivering on our promise to be in-stock, fresh, and friendly.

So, what is it like to work at Kroger? With nearly 500,000 associates, we’re a big company with lots of small, supportive communities. Big opportunities, in a place that feels like home, is one of the reasons Kroger is a great place to work. We genuinely care about each other, giving back and helping out. We believe in an associate-first culture, built on collaborative, diverse communities that thrive together. We want you to feel inspired and empowered. And we’re right there to help fuel your career and feed your future.

We know that a career looks different for everyone, so we strive to provide the tools and support associates need to create their own path to success. No matter where your journey begins, we have fresh opportunities for everyone.

Scan to apply
Check out what we have in store

TOTAL REWARDS PACKAGE
• Opportunities to learn, grow and advance
• Tuition Reimbursement, up to $3,500 annually
• Daily pay
• Flexible Scheduling
• Medical, Dental, Vision Insurance
• Retirement plans, including 401(k) plans
• Helping Hands, our support fund to help our associates during difficult times
• Kroger Scholars, up to $2,500
• Discounts on Our Brand products (10%), apparel (20%), Home items (15%), electronics (10%), and jewelry (20%)

HOURLY CLERK POSITIONS

<table>
<thead>
<tr>
<th>POSITION</th>
<th>MINIMUM AGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Front End Clerk:</td>
<td></td>
</tr>
<tr>
<td>Cashier/Bagger/Courtesy clerk</td>
<td>16</td>
</tr>
<tr>
<td>E-Commerce clerk</td>
<td>16</td>
</tr>
<tr>
<td>Fuel clerk</td>
<td>18</td>
</tr>
<tr>
<td>Pricing clerk</td>
<td>18</td>
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<tr>
<td>Produce clerk</td>
<td>18</td>
</tr>
<tr>
<td>Floral clerk</td>
<td>18</td>
</tr>
<tr>
<td>Deli/Bakery clerk</td>
<td>18</td>
</tr>
<tr>
<td>Starbucks clerk</td>
<td>18</td>
</tr>
<tr>
<td>Meat/Seafood clerk</td>
<td>18</td>
</tr>
<tr>
<td>Grocery clerk (overnight shift)</td>
<td>18</td>
</tr>
<tr>
<td>Dairy clerk</td>
<td>18</td>
</tr>
<tr>
<td>Frozen Food clerk</td>
<td>18</td>
</tr>
<tr>
<td>General Merchandise clerk</td>
<td>18</td>
</tr>
<tr>
<td>Pharmacy technician</td>
<td>18</td>
</tr>
<tr>
<td>Wine &amp; Spirit Shop clerk</td>
<td>21</td>
</tr>
</tbody>
</table>

ESSENTIAL JOB FUNCTIONS OF ALL HOURLY CLERKS
• Create an outstanding customer experience through exceptional service. Establish and maintain a safe and clean environment that encourages our customers to return. Demonstrate the company’s core values of respect, honesty, integrity, diversity, inclusion, and safety of others.
• Role model Friendly, Fresh and Friendly initiatives
• Create an environment that enables customers to feel welcome, important, and appreciated by answering questions regarding products sold within the department and throughout the store. Promote Corporate Brands to customers
• Gain and maintain knowledge of products sold within the department and be able to respond to questions
• Responsible for being visible and actively greeting, engaging, and assisting customers
PAY RANGE

- $12.00/hr - $13.25/hr, depending on previous work experience
- Select stores starting rate is $13.25/hr, $14.00/hr or $16.00/hr depending on location
- Guaranteed annual pay rate increases
- $2.00 hourly night premium for all hours worked on a shift if the majority of the shift is between 9 p.m. and 6 a.m., or on all hours worked for a shift that begins between 9 p.m. and 1 a.m.

HIRING POLICY

- Review and sign Job Description
- Clear a Criminal Background check
- Present I-9 information
- Pharmacy Technicians Only: Clear a FACIS Background check and pass a Drug Screen.

MINIMUM POSITION QUALIFICATIONS

- Ability to handle stressful situations
- Effective communication skills
- Knowledge of basic math (counting, addition, and subtraction)

PHYSICAL REQUIREMENTS*

- Stand/walk continuously for a maximum of 4 hours
- Able to lift/carry up to and including 50 lbs.
- Push, pull, grasp, reach continuously; use of 2 hands
- Climb/bend/squat/kneel occasionally
- Work in hot and cold temperatures
- Possible use of equipment such as box cutters, knives, pallet jack, grocery carts, u-boats

* more info to be provided during interview

CAREER ADVANCEMENT

<table>
<thead>
<tr>
<th>POSITION</th>
<th>PAY RANGE - depending on location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant Department Leader</td>
<td>$17.85/hr - 18.90/hr, upon qualification</td>
</tr>
<tr>
<td>Department Leader</td>
<td>$21.15/hr - $22.20/hr; $23.70/hr - $25.20/hr*</td>
</tr>
<tr>
<td>Department Lead or Specialist</td>
<td>$0.25 - $0.75 hourly premium added to clerk rate</td>
</tr>
<tr>
<td>Certified Pharmacy Technician / Lead Technician</td>
<td>$16.00/hr - $19.00/hr, depending on position</td>
</tr>
<tr>
<td>Associate Resource Manager</td>
<td>$15.00/hr and up</td>
</tr>
<tr>
<td>Store Management / E-Commerce Manager:</td>
<td>$50,000 and up</td>
</tr>
<tr>
<td>minimum requirement of college degree or</td>
<td>* in select stores</td>
</tr>
<tr>
<td>2-year comparable leadership experience</td>
<td></td>
</tr>
</tbody>
</table>
Come for a job, stay for a career

Ann - Division President

When I started with Kroger as an Assistant Store Manager I was only thinking of staying 2 years. 28 years later, and I’m still here! Kroger is an amazing company with so much opportunity for our Associates to learn and grow. At Kroger you can come for a job and stay for a career!

Elle - Store Manager

I came to Kroger 6 years ago, intrigued by the abundant opportunities the company offered. Kroger provides me a safe place to be myself, and competitive compensation for my talent, creativity, and results.

Scan to apply

jobs.kroger.com
NOW HIRING

TEMPORARY FULL TIME PRODUCTION MEMBER

The hourly positions available at Ford Motor Company are for vehicle or vehicle component assembly. The production worker is required to assemble the vehicle or component part using the materials and tools provided in a predefined order and process. These positions may require the selection, manipulation, attachment of parts onto the vehicle or component using power or hand tools, hoists, or other equipment and machinery. Please see flip side for more details.

COMPETITIVE WAGES  I  EXCELLENT BENEFITS  I  VARIOUS SHIFTS

“Working at Ford has been more than just a job, it’s been a great career!” — Team Leader
TEMPORARY FULL TIME PRODUCTION MEMBER

JOB REQUIREMENTS

• Learn and follow safety rules and procedures.
• Understand and follow oral and written instructions.
• Work in a team environment while promoting a safe work place and treating coworkers with dignity and respect.
• Work assigned schedule which requires working more than 8 hours per day and work overtime and/or change shifts periodically while maintaining good attendance.
• Perform manual labor with a certain amount of manual dexterity while standing and walking much of the time. Use hand power tools or scanners to install parts.
• Maneuver around an assembly line or warehouse when performing stock keeping duties. Tasks may require a certain amount of reaching, twisting and bending.
• Perceive differences when inspecting parts or work performed and when distinguishing various parts/components by identification number or code.
• Complete a pre-employment assessment, drug screen and background check. No interview is required.

BENEFITS

Starting wage rate at $16.67 per hour and up to $19.59 per hour dependent on assigned crew or shift. Generous benefits package including health care coverage with no monthly premium, paid time off, holiday pay, life insurance coverage, annual tuition assistance of $6,000 for the Industrial Readiness Program, 401(k) plans, paid time off, holiday pay and vehicle discounts. A temporary full time employees may convert to a permanent full time worker as needs arise. Across the US, the average time before a temporary employee converts to a full-time permanent worker is 72 weeks.

HOW TO APPLY

• Use the QR code or visit corporate.ford.com/careers and click on Job Opportunities.
• Under Region, use the drop down to select United States.
• Under Position Type, use the drop down to select Hourly Employment.
• Type Louisville Area Staffing into the Search Location.
• Select Hourly Production Team Member - Louisville KY Area.
• Review job description and click Apply to Job.
• Create account and complete application.
• Please select “Everybody Counts” in the referral drop down box when applying.

At Ford Motor Company, everybody counts! Tomorrow’s mobility opportunities call for candidates with experiences of all kinds. We’re looking for talent that wants to take us somewhere new. Creating a better tomorrow takes a blend of experiences. Whether you’re a student or recent graduate, the time is always right for us to build a better team. At Ford Motor Company, we strive to put people first and create a culture that’s focused on doing the right thing. We believe in working together and we face challenges head-on, because we’re Built Ford Tough. We’re one team aiming to make people’s lives better while creating value, delivering excellence and ultimately going for the win. One of the main advantages of joining a leading global organization like Ford is the potential for your career development. We believe in recognizing and nurturing your qualities, and giving you the support and opportunities you need to grow professionally.

Thank you for your interest in Ford Motor Company!
At UPS Everybody Counts!

Come join our team and pick the package that works best for you!

1. Scan code to submit your interest in UPS

   QR Code:

2. We will contact you and send a direct link to the application

3. It’s that simple!

Check out UPSjobsKY.com to view video testimonials and education program details.
Pay for School and Train for Success
Work, Earn, and Train For Success

UPS Worldport is the heartbeat of UPS, the home of the global airlines, and the linchpin of the UPS global logistics network.

At 5,200,000 square feet, UPS Worldport is the largest automated package sorting facility in the entire world. It houses 155 miles of conveyors within its walls with the capacity to sort over 2 million packages every single day! To make this possible upwards of 120 inbound/outbound flights enter and leave Louisville Muhammad Ali International Airport daily to serve more than 220 counties and territories across the globe.

Why Louisville? Louisville was chosen as the home for this unique hub due to its strategic geographic location and proximity with the rest of the country. Louisville is roughly a two-hour flight from 75 percent of the US populace. A four-hour flight from Louisville in nearly any direction will connect you with 95 percent of the nation! These are key factors for ensuring our customers speedy and consistent deliveries.

UPS Worldport is a “one of a kind” facility, but what really makes UPS Louisville special are our teams of dedicated employees. Our employees are the ones who make the magic happen daily! UPS is the largest employer in the city, employing over 20,000 people alone in the greater Louisville metropolitan region. These employees are a staple here, and without a doubt, UPS’ greatest asset!

Awesome

Student employees earn

Competitive Wages & 401k
Healthcare after 9 months
Accrued vacation time

Benefits!

UPS serves more than 220 countries and territories worldwide
Over 120 inbound and outbound aircraft per day
155 miles of conveyors total
Capabilities to sort 416,000 packages an hour, or roughly 2 million packages a day
**School to Work**
School to Work students attend high school classes in the morning then work at UPS as a package handler from approximately 11:00 AM to 3:00 PM. Student employees take a JCTC course or extended academic class twice per week in the UPS Training and Education Center (UPSTEC) located on UPS property. Must have a 2.0 minimum GPA and recommended by a high school counselor or principal.

**Earn & Learn**
Work as a part-time employee at approved locations and you will be eligible for up to $5,250 per calendar year at approved post-secondary institutions. Lifetime maximum of $25,000. Eligibility begins the day you’re hired and benefits are prorated accordingly if you are hired mid-semester.

**Metropolitan College**
Receive 100% tuition paid at the Kentucky resident rate at the University of Louisville or Jefferson Community and Technical College. If you successfully complete 6 or more credit hours in a semester, you will receive a $500 semester bonus. Earn milestone bonuses as well as a degree completion bonus. In addition, you will receive a reimbursement of up to $65 per course for books and software. Must work the overnight operation and meet program guidelines.

**UPS LOOP (Living Options and Opportunities Path)**
UPS LOOP is an educational program that gives students the opportunity to receive 100% paid tuition through Jefferson Community and Technical College (JCTC) and receive a monthly living allowance of $325.

For more information regarding program guidelines, please visit UPSJobsKY.com or scan QR code.
Physical, fast-paced position that involves continual lifting, lowering and sliding packages that typically weigh 25 - 35 lbs. and may weigh up to 70 pounds.

Highlights:

• Part-time work + full time benefits
• 17 years and older
• Be able to lift and lower up to 70 lbs.
• 5 day/night work week
• Day and night shifts
• Free health insurance after 9 months
• Yearly pay increase
• Education assistance for college or trade school
• Career and development growth opportunities

Career Areas:

Ramp
Hub
Freight
Administration

Visit UPSjobsKY.com or send an email to RecruitMe@ups.com

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