



Oak Harbor University

Leadership Excellence and Development – L.E.A.D.

Program Information

The Oak Harbor University Leadership Program (LEAD) was created to provide a bench of future leaders for the company. The goal is to take ambitious, dedicated individuals and offer training that covers the entire business along with important soft skills training sessions focusing on our key leadership traits. Upon graduation, these new leaders will be offered a salaried position at one of our many locations and completion of this program will weigh into future promotion decisions.

Any current Employee may apply for this learning opportunity. All applications will be reviewed and not all applicants will be invited into the program as the interview process will be lengthy and detailed.

Requirements:

- If currently employed, Employee must be in good standing.
- An application must be completed and submitted along with a referral letter from the Employee's current Terminal or Corporate Manager (see below).
- Applicants must be willing and able to travel for the entire length of the program, approximately 37 weeks. See details below.
- Applicants must be willing and able to relocate upon graduation. See details below.
- Applicants must possess a valid Driver's License and be eligible to operate a company vehicle. An MVR will be run to confirm eligibility.

Travel & Relocation Details:

Weekly travel is required for the duration of the LEAD program as training will take place at various locations. It is possible that a student could travel every week during the program. All OHU travel related expenses will be covered by the Company. Once the program is complete, there is no guarantee of where a leadership opening will be. Graduates must be willing to relocate to a location other than their previous home terminal. We will make every effort to place graduates into an area of their preference. The Company will assist with relocation costs.

Student Selection Process:

All upcoming training sessions will have a designated application window/deadline. Applications will be accepted year-round and only those that meet the deadline posted for the upcoming session will be considered. If an applicant misses the deadline, their application will be reviewed in the next selection process. The selection process will follow these steps:

1. Applications are reviewed and all applicants will be notified if they have been selected for the first round of interviews.
2. Interviews: There will be several rounds of interviews, virtual and/or in-person, as well as one-on-one and panel style interviews.

The number of candidates will be reduced after each round of interviews. Once the final student selection is complete, selected candidates will be contacted and formally offered the opportunity to participate in this program.

Please email any questions to OHU@oakh.com

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