

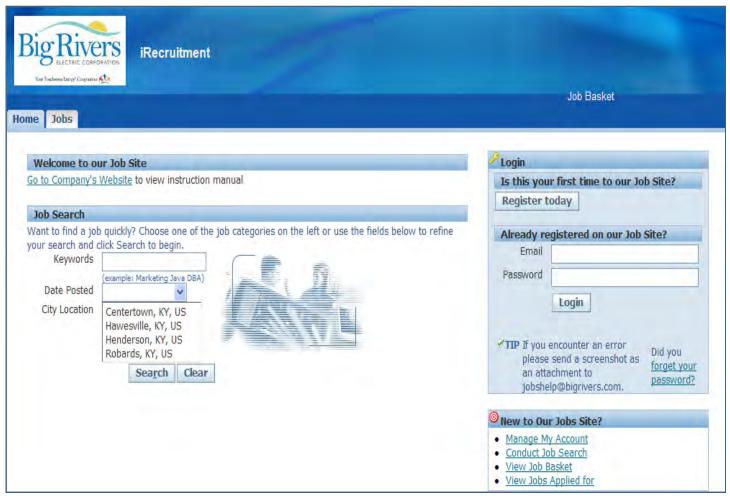
If you are a first time user and you wish to apply on-line, you must register before applying. If you have previously registered, just enter your email address and password to apply for posted jobs on-line. It is company practice that we only accept resumes for current posted positions. In addition to our corporate website, please watch for job advertisements in your local newspapers, Monster.com or at your State Department of Employment Services for job opportunities that may become available.

Big Rivers Electric Corporation is an equal opportunity employer.

Thank you for your interest in employment opportunities with

Big Rivers Electric Corporation.

https://employment.bigrivers.com



BEFORE GETTING STARTED, REMEMBER:

- 1. Do not use the browser arrows on the web page. Where indicated, use the CANCEL or BACK buttons.
- 2. The system will time out after 20 minutes of inactivity.
- 3. Always remember to log out.

First time to job Site - Click Register Today button.



1. REGISTRATION

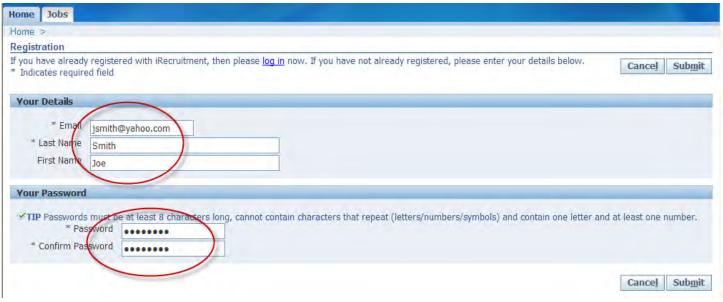
YOUR DETAILS & PASSWORD

Please enter the following information:

- ⇒ Email Address
- ⇒ Last Name
- ⇒ First Name
- ⇒ Password

The password must be at least 8 characters long, cannot contain characters that repeat (letters/numbers/symbols) and it must contain one letter and at least 1 number.

Click - Submit



2. Create Account

You will be creating a profile. You can either upload your resume or the system will create one for you with the information you provide in your profile.

If you have a resume and would like upload it, you will click - Yes, I have a resume, then click the browse button to go to your documents. Once the file has been uploaded, click Continue.



Go to page 10 for further instructions.

OR

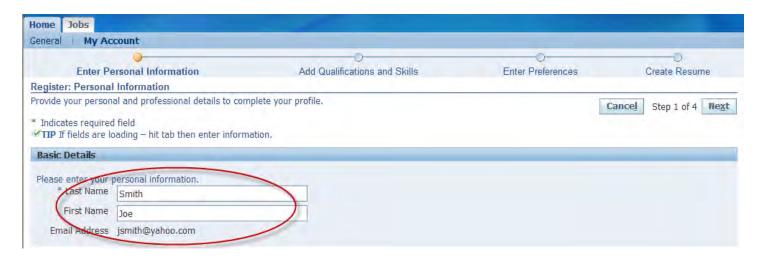
If you do not have a resume, you will click - No, I do not have a resume and then click Continue.



3. Register: Enter Personal Information

BASIC DETAILS

Your Last Name, First Name and Email Address will be pre-filled. Make sure they are correct.



SOURCE DETAILS

Click on the drop down arrow to select how you heard about our ad and indicate the source name in the blank.

Note: If you try to change the source, you will get an error message that says - A value must be entered for "Country". Proceed to the Address field. You will be able to change your Source Details once you apply for a job.

TIP: If you are adding an Employee Referral; please put the name of the employee in the Employee Name Comments box.



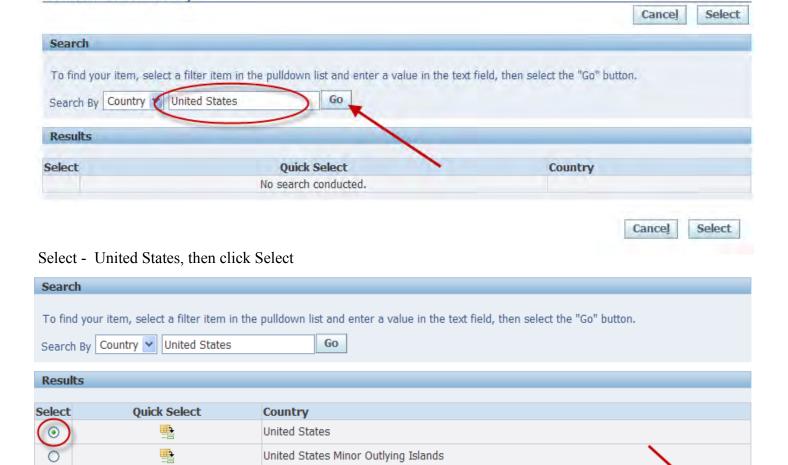
ADDRESS

To enter the country, hit the down arrow - then select More.



Enter United States - click Go

Search and Select: Country



You will enter your address, city, state, zip code and county.

Note: Please wait until the address loads before entering the city, state and zip code. You will also have to wait for the zip code to load before adding the county. While entering your information, the loading message may appear. Just press the tab key in the field and starting typing in the field. The "loading" message will go away.

Cancel

Select

THIS SCREEN LOADS SLOWLY - BE PATIENT



PHONE NUMBER

Enter your phone number and click the down arrows to select the Times to call for each number listed - any day, morning, evenings, weekends and evening/weekends.

TIP: Please use a 10 digit format when entering phone numbers - xxx-xxx-xxxx.



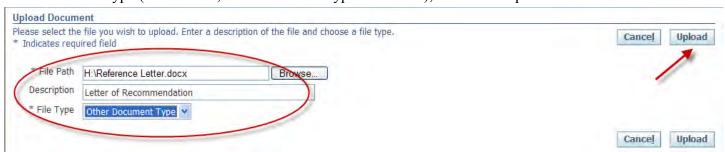
DOCUMENTS

You can upload additional information to your account - cover letters, transcripts, letter of recommendations, certificates and other documents pertinent to the job. Choose the Add Another Document button.

If you don't have any other documents, then click Next.



To Upload a document(s), click browse and select the file(\underline{s}) you want to upload. Enter a description, then select the File Type (cover letter, other document type or resume), then click Upload.



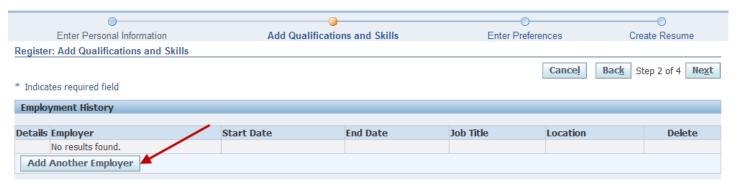
To Upload additional documents to your profile, click Add Another Document. If you need to delete a line, click the trash can. Once you have uploaded all your documents, click Next.



4. Register - Add Qualifications and Skills

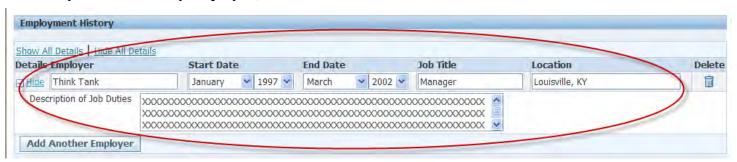
EMPLOYMENT HISTORY

In order to add your Employment History, click the Add Another Employer button.



Enter Employer, Start & End Dates, Job Title, Location (city & state) and give a brief list of your job duties. Click Add Another Employer to add additional jobs. To delete an employer, click the trash can.

Note: If you are currently employed, leave the End Date Blank.



EDUCATION QUALIFICATIONS

Enter the details of the high school and/or colleges/universities which you have attended as well as the Degrees received. Click Add Another Establishment. To delete, click the trash can.



Enter High School/College/University, Location, Degree (high school diploma, associates degree, bachelor's degree, GED, other licenses, other certifications or master's degree). Please list in the order as attended starting with high school. Enter the Major Subject and Date Received, if applicable.

Click Add Another Establishment to add degrees from different colleges/universities.

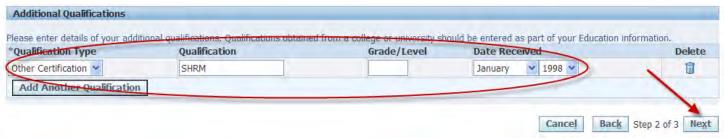
TIP: If you have multiple degrees from the same establishment, click the green cross in the Add Degree box and a row will be added that has the college/university and location prefilled.



ADDITIONAL QUALIFICATIONS

Enter your Additional Qualifications (certificates or licenses) not obtained at a college or university. Click Add Another Qualification. To delete rows, click the trash can.

After entering all your qualifications, click on Next.

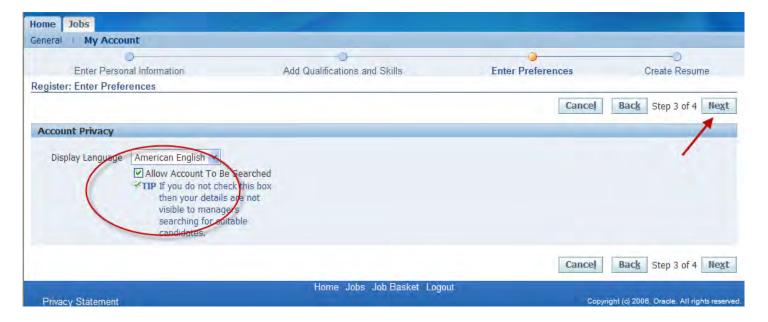


5. Enter Preferences

ACCOUNT PRIVACY

Display Language - American English

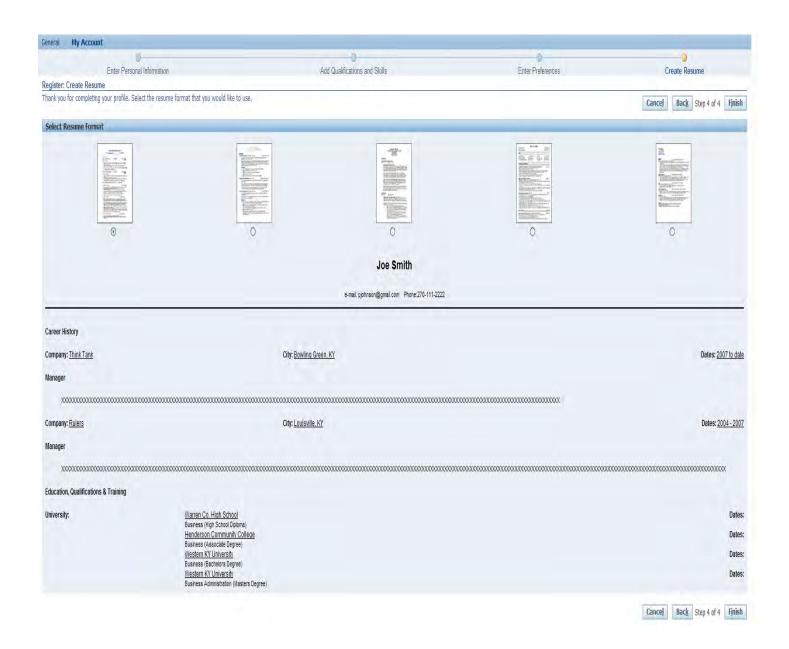
Select Allow Account To Be Searched. This allows managers to see the details you have entered in order to search for suitable candidates for available positions. Click Next.



6. CREATE RESUME

SELECT RESUME FORMAT

The system will create a resume from the profile information that you entered. Click the radio buttons to view the format then scroll down so you can view your information in that format. Once you select the format you prefer, click the Finish button.



GO TO PAGE 15 FOR INFORMATION ON HOW TO APPLY AND SEARCH FOR JOBS AND HOW TO UPDATE YOUR PERSONAL INFORMATION.

RESUME ADDED TO PROFILE (CONTINUED FROM PAGE 3)

After you hit Continue, you will get a confirmation that your resume was added to your account.



3. Register: Enter Personal Information

BASIC DETAILS

Your Last Name, First Name and Email Address will be pre-filled. Make sure they are correct.



SOURCE DETAILS

Click on the drop down arrow next to source to select how your heard about our ad and indicate your source name in the blank.

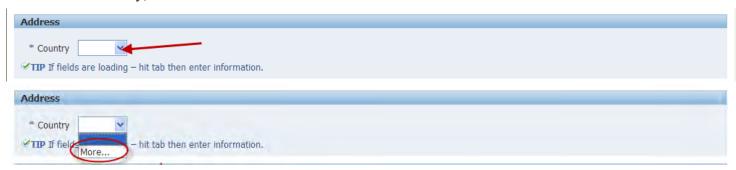
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ADDRESS

To enter the country, hit the down arrow - then select More.





You will enter your address, city, state, zip code and county.

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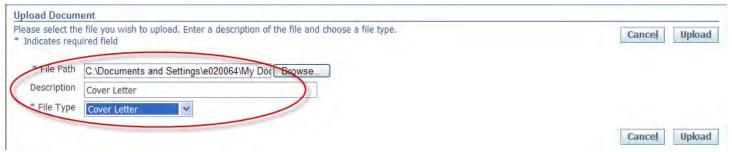


DOCUMENTS

Your uploaded resume will be displayed under the file name. You may also upload additional information to your account - cover letters, transcripts, letter of recommendations, certificates and other documents pertinent to the job. Choose the Add Another Document button. If you don't have any other documents, then click Next.



To Upload a document(s), click browse and select the file(\underline{s}) you want to upload. Enter a description, then select the File Type (cover letter, other document type or resume), then click Upload.



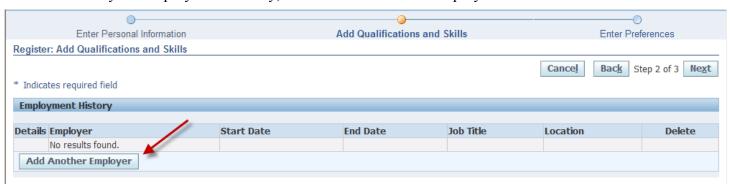
To Upload additional documents to your profile, click Add Another Document. If you need to delete a line, click the trash can. Once you have uploaded all your documents, click Next.



4. Register - Add Qualifications and Skills

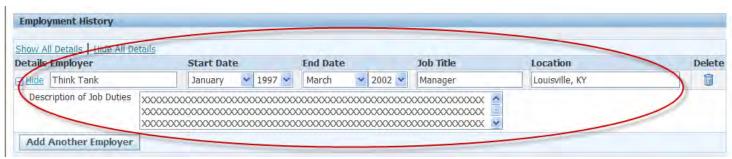
EMPLOYMENT HISTORY

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Enter Employer, Start & End Dates, Job Title, Location (city & state) and give a brief list of your job duties. Click Add Another Employer to add additional jobs. To delete an employer, click the trash can.

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EDUCATION QUALIFICATIONS

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Enter High School/College/University, Location, Degree (high school diploma, associates degree, bachelor's degree, GED, other licenses, other certifications or master's degree). Please list in the order as attended starting with high school. Enter the Major Subject and Date Received, if applicable.

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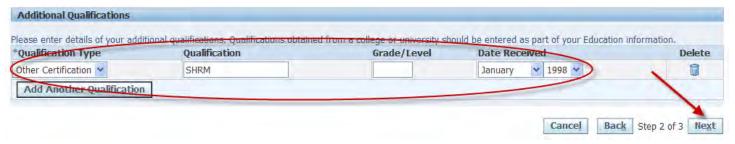
TIP: If you have multiple degrees from the same establishment, click the green cross in the Add Degree box and a row will be added that has the college/university and location prefilled.



ADDITIONAL QUALIFICATIONS

Enter your Additional Qualifications (certificates or licenses) not obtained at a college or university. Click Add Another Qualification. To delete rows, click the trash can.

After entering all your qualifications, click on Next.



5. Enter Preferences

ACCOUNT PRIVACY

Display Language - American English

Select Allow Account To Be Searched - this allows managers to see the details you have entered in order to search for suitable candidates for available positions. Click Next.





WELCOME TO OUR JOB SITE

You have now successfully registered on our job site. You will receive a confirmation and if jobs are posted you will get Matching Jobs. You can apply for the job(s) right away, store them in the Job Basket and apply later or Search for More Jobs.

From the Jobs Tab you can view:

- * Available Jobs You can search for jobs.
- * **Jobs Applied For** You can see jobs you have applied for and Withdraw from a job.

From the Home Tab you can view:

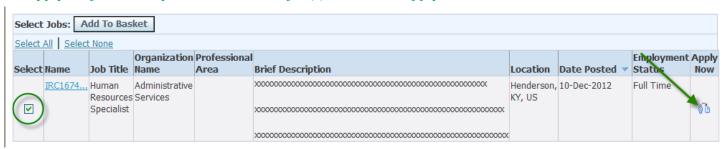
- * General You can view any messages sent and you will be able to see the list of jobs applied and see the complete list of Job Applications.
- * My Account You can update your Personal Information, Qualifications and Skills, Preferences and your Login Information.

Thank you for your interest in employment with Big Rivers, and we wish you success in your career search endeavors.



MATCHING JOBS

To apply for jobs listed you must select the job(s), then click Apply Now.



You are now able to review your Account (profile) before submitting your application. You may click on the fields listed to make any corrections to your Account or scroll down to the information you wish to change:

- ⇒ Resume You can upload a resume or the system will use the one you created from your profile.
- ⇒ Basic Details
- ⇒ Address
- ⇒ Phone Numbers
- ⇒ Documents
- ⇒ Employment History
- ⇒ Education Qualifications
- ⇒ Additional Qualifications

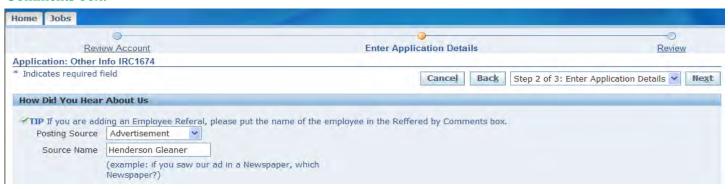
Once you are done, click Next



Next you will enter the **Application Details**.

How Did You Hear About Us - you can enter this information or make corrections to it.

NOTE: If you are adding an Employee Referral, please put the name of the employee in the Employee Name Comments box.

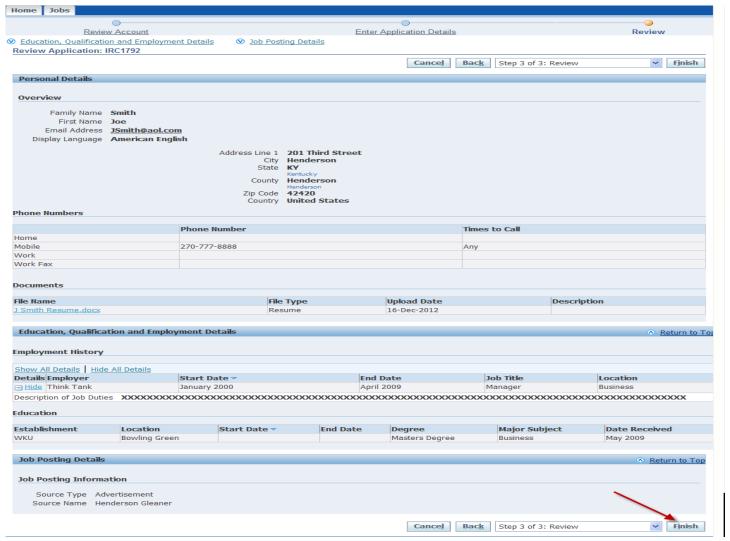


Equal Employment Opportunity - Big Rivers Electric Corporation is an Equal Opportunity Employer. State and Federal regulations require us to obtain information from each applicant for statistical analysis of our compliance with fair employment practices. This information is voluntary. If you do not wish to provide it, you will not be subject to any adverse treatment. Note - use the following format when entering your Date of Birth - 01-Jan-2013. Once completed, click Next.



Review

You will be able to review your Personal Details, Phone Numbers, Documents you added to your profile, Education, Qualifications and Employment Details and the information for the Job Posting. If you need to



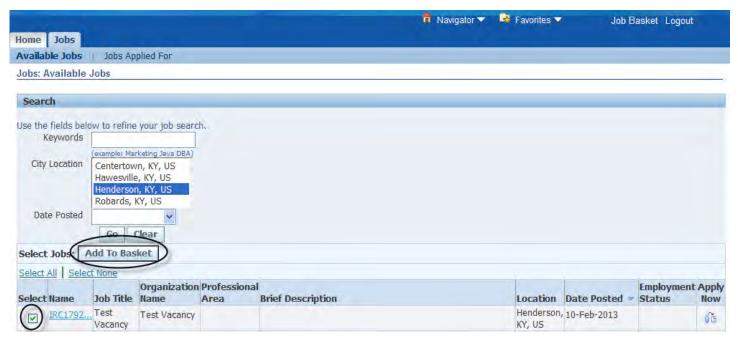
You will get online confirmation that your application has been received. You will be contacted by the Big Rivers Electric Corp. Human Resources Department if your qualifications appropriately match those of the open position for which your resume was submitted.

ADD TO BASKET

Adding jobs to the basket allows you to store the job(s) and apply for them later.

⇒ If you are going to apply, you must apply within the posting period. If you go back into your basket and try to apply after the posting period, your job basket will be empty.

Click the Jobs Tab and select Available Jobs. You will get the Search field. Choose the City Location to see if there are any jobs posted. If so, they will appear below the search. Then click Add To Basket



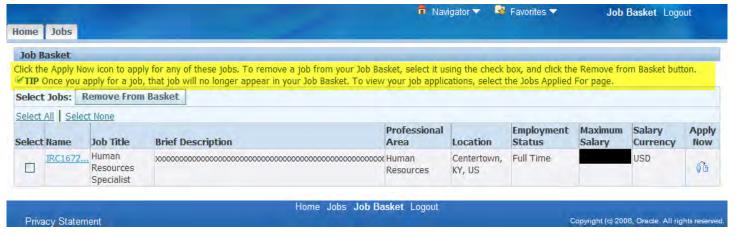
You will get a confirmation that the selected jobs are now in your basket.

When you are ready to apply, click Job Basket to view the selected job(s) you have stored.



Once you are in your job basket, you can Apply for the Job or Remove the Job from your Basket.

- ⇒ **To Apply for the Job** select the job you want to apply for, then click the Apply Now button. The job will no longer appear in your basket once you apply. To view your job application(s), select the Job tab, then select the Jobs Applied For page.
- ⇒ **To Remove a Job from your Basket** If you no longer interested in the job in you basket and want to remove it, select the job, then click the Remove from Basket button.



JOB SEARCH

We post job openings as they become available. Jobs will only be posting for a specified period of time. You can search for jobs by:

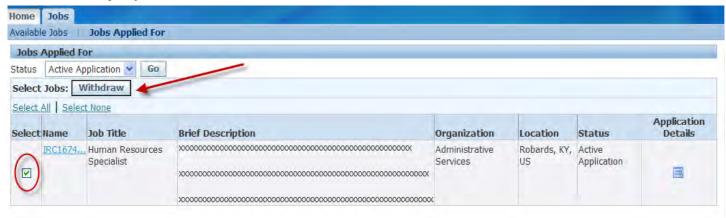
- ⇒ Keywords the job title
- ⇒ City Location
- ⇒ Date Posted



WITHDRAWING FROM A JOB

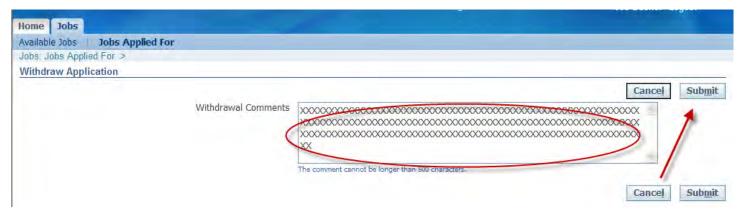
To withdraw from a job that you have applied for you will need to click on the Jobs tab - Selected Jobs Applied For and change the Status to Active Application - click Go.

Then select the job you want to withdraw from and click - Withdraw.



In the Withdrawal Comments, tell us the reason you are withdrawing from this job.

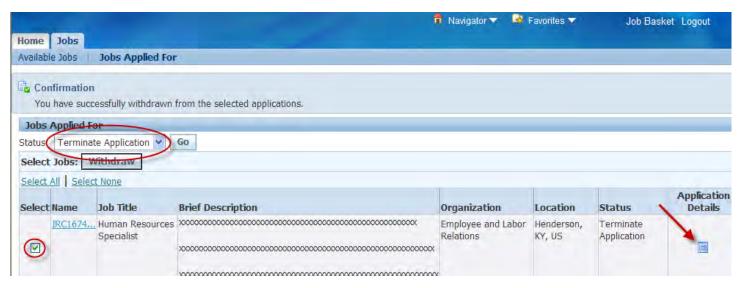
The comment should not be longer than 500 characters. Then click - Submit



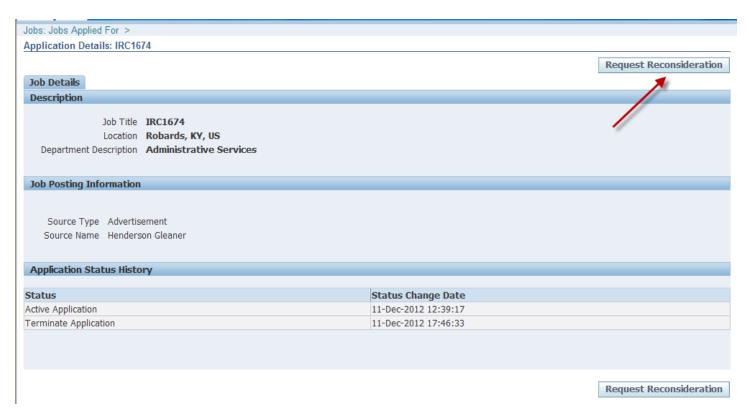
You will receive confirmation that you have successfully withdrawn from the selected applications.



IF YOU WANT TO BE RECONSIDERED - Select Jobs Applied For and change the Status to Terminate Application, select the job and then select Application Details.



Click - Request Reconsideration



You will receive a confirmation that a request for reconsideration has been sent. You will be notified of the determination of that request by email.



MY ACCOUNT

You can make changes to your Personal Information, Qualifications and Skills, Preferences and Login Information (create a new password).

			🙃 Navigator 🔻 🕞		b Basket Logout
ome Jobs					
eneral My Acc	count				
y Account					Court Cour
Personal Informa	tion Qualifications and	Skills Preferences L	ogin Information		Cancel Sav
Indicates required	field ading — hit tab then enter ir	oformation.			
Resume					
To upload your resume to your account click Upload Resume.				Upload	d Resume
Basic Details					
Please enter your p	ersonal information.				
	Joseph Joe Smith@aol.com				
Source Details					
✓ TIP If you are ad Source	ding an Employee Referral;	please put the name of the	employee in the Employee Name Comments	s box.	
	Henderson Gleaner				
		d in a Newspaper, which Ne	ewspaper?)		
Address					
* Country	United States 💌				
* Address Line 1					
Address Line 2					
Address Line 3					
* City		_ Q			
* State	KY S Kentucky				
* Zip Code					
* County	Henderson	Q			
✓TIP If fields are l	Henderson oading – hit tab then enter	information.			
Phone Numbers					
TIP Please use 10	digit format when entering	phone numbers - xxx-xxx-x	XXX.		
	Phone Number		Times to Cal		
ome				~	
obile	270-555-6666		Any	. v	
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ork Fax				~	
Documents					
TIP To upload add	litional documents to your a	ccount (ie -certificates, tran	scripts or other docuemtns pertinent to job),	choose the Add Another D	ocument button,
le Name		File Type		Description	Delete
Cover Letter.docx		Cover Letter	07-Feb-2013	Cover Letter	
Smith Resume.docx		Resume	07-Feb-2013		
Add Another Do	ocument				
Add Another Do					