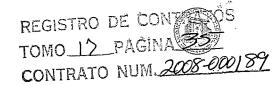


College of Engineering University of Puerto Rico PO BOX 9040 Mayagüez, PR 00681-9040



PROGRAM OBJECTIVES

The objective of	of the Cooperativ	e Education wo	ork-study agreer	ment is to prov	vide Engineering	
students with a	n integrated prog	gram of work a	nd training in e	ngineering fiel	ds of study. The	
Company	named ७५/name_	CARGILL	hereby	represen	ited by	
Katie Sell	name_	Recruiter	(position) and	Dr. Jorge I.	Vélez Arocho	
(Chancellor) the University of Puerto Rico at Mayagüez, seek to derive benefits from cooperative						
efforts in develop	ping highly qualific	ed professional e	ngineers.			

ADMINISTRATION OF THE PROGRAM

The Company <u>CARGILL</u> and the Cooperative Education Office of the School of Engineering will work closely together to insure maximum program effectiveness. Both the cooperative industry and the University will designate a Coordinator who will be primary contact for all matter involving the combined agreement are followed, will also confer periodically regarding any new problems, changes, or arrangements that may deemed necessary as the program develops. Subsequent arrangements will be based on their mutual agreement on what actions are required.

SELECTION, ELIGIBILITY AND BENEFITS

Students can apply for participation in the Cooperative Education Program when they have satisfactorily completed the requirements set by the cooperating industry's regulations. Students are eligible for selection through this program when they are officially accepted as Cooperative Education Students at the University of Puerto Rico and have completed at least their third academic year of study with a general grade point average of 2.50 or more on a 4.00 scale.

Students participating in the Cooperative Education Program should be provided competitive pay benefits in accordance with the standards established by the industry for any consultant and this salary will not be less than the minimum salary required by the Cooperative Education Program Office. Such salary should be representative of the education and work experience of the student. The following benefits may be established by the cooperating industry to encourage participation: (Applied only to Companies located in the United States)

- Major Medical Dental and Life Insurance does not apply for Cargill. of 10/1/07
- Reimbursement for transportation expenses incurred by the student between school and the work location.
- Assistance in identifying reasonable housing for the duration of the work assignment.

The pattern of work and study will be for at least a semester and a summer designed to conform to the semester or summer of the academic calendar of the university. All applicants will be considered for employment without regard of race, creed, color, sex or national origin.

WORK ASSIGNMENT PROCEDURE:

Initial work assignments at <u>CARGILL</u> will recognize the student's level of academic attainment, and progressively more responsible assignments will be made for each subsequent work period. In addition, the assignments will be consistent with the career objectives of the student whenever possible. The student's first two months of employment will be considered a trial period during which strengths and weaknesses are carefully observed and assessed and needed help is given as required to improve aspects of the student's performance.

PROMOTION PROCEDURES

Students are eligible for the selection through this program when they are officially accepted as Cooperative Education Students at the University and have completed at least their third academic year of study. They will enter a Student Trainee grades as such times as they have satisfactorily completed the requirements set by the cooperating industry's regulations.

QUALITY OF WORK AND STUDY FOR RETENTION

The Coordinators will insure that the quality of the both work and the study undertaken by cooperative program participants is maintained at a level sufficient to merit continuing participation on the program. Specifically, students must maintain a grade point average of 2.5 or more in academic studies and must perform satisfactorily in related work assignments to remain in the program. When performance is unsatisfactory or established academic standards are not maintained, students may be removed for the program. The Cooperative Education Program office will initiate the removal action, but it will only do that after written certification of failure is received from the participating company.

PROCEDURES AT THE END OF PROGRAM:

A Cooperative Education Practice does not commit either the cooperating industry or the student to employment after graduation.

GENERAL:

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University of Puerto Rico at Mayagüez, signs	it. The agreement will remain in force until either
party notifies the other party of their wish to	change, amend or cancel the agreement with at
least 30 days notice.	001/1
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Katiem. Selby	allet Ill alum
Company Authorized Copp	Director Engineering Coop Program
Tax Id #	PO BOX 9040
Address and Telephone:	Mayagüez, PR 00681-9040
	(787) 265-3823/Fax: (787) 833-6965
Date: 01 October, 2007	Date: 9/oct /2007
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, , , ,	VELEZ AROCHO
/ CHANCELLOR	12-004-2007

This agreement becomes effective upon the date the company **CARGILL**