



December 5, 2024

Ethan Scherwitz
25610 Greenwell Springs Lane
Katy TX 77494

Dear Ethan Scherwitz:

It is a pleasure to confirm our offer of a summer intern position with Fluor as a Document & Data Mgmt Technician I at a starting salary of \$23.43/hr. You will be a full-time regular employee entitled to benefits except tuition reimbursement and relocation assistance. Your expected start date is May 19, 2025, in the Houston Office.

Contingencies

Pre-employment drug screen

This offer of employment is contingent upon your successful completion of a pre-employment chemical screening to be conducted by **eScreen**. You are responsible for contacting the clinic provided on your **ePassport** sent to you via email to schedule the appointment for your chemical screening. So that the Company may receive timely chemical screen results, **this procedure should not be completed more than 30 days prior to your start date and results** received by Human Resources **at least 3 business days prior** to your start date. Results typically **take three-to-five business days**, so please plan accordingly. If your results are not received prior to your start date, you will be unable to begin employment. If there is any issue preventing you from submitting to the chemical screening to meet this requirement prior to your anticipated start date, please contact me. We strongly recommend that you do not resign your current position until a satisfactory chemical screening result is received. A Statement of Understanding form is included in your offer package outlining the chemical screening procedures and protocol in further detail. In the unlikely event you begin work prior to the completion and/or receipt of a negative chemical screen result, your continued employment is conditioned on satisfactorily passing the chemical screen test.

Background Check

This offer is also contingent upon a favorable background investigation per Fluor's policy HR-112. After your acceptance of this offer, Fluor's background investigation vendor, HireRight, will send you an email with instructions on how to proceed. It is crucial that you follow the instructions and complete the necessary information as soon as possible to prevent any delay in your start date.

Employment Authorization and E-Verify

As a federal contractor, we are required jointly by the Department of Homeland Security (DHS), the Social Security Administration (SSA) and the U.S. Citizenship and Immigration Services (USCIS) to verify your identity and eligibility to work in the United States. Your eligibility will be verified using the Form I-9 and E-Verify. As such, this offer is contingent upon your ability to produce all required documentation and confirmation of your E-verify status.

COVID-19 Vaccination Mandate Awareness

Vaccination mandates for COVID-19 may exist for certain clients, projects, and business segments as a condition of employment. Currently this role does not require vaccine verification; however, this is subject to change with or without advanced notice. To the extent allowed by applicable law, should a vaccine be required in the future, you may be required to prove you have received the COVID-19 vaccine unless you have a valid religious or medical reason (or other exemption under applicable law) not to be vaccinated. If you wish to seek a medical or religious accommodation or legally recognized exemption to a vaccine mandate, please email: CovidVaccineAccommodation@fluor.com.

Acceptance

This offer of employment is valid for five (5) business days from the date of receipt of this letter. Please review the entire contents of this offer letter thoroughly, and let us know of your decision to join the Company by signing and emailing the signature page to Fluorhires@fluor.com. Keep the original and bring it with you when reporting on your first day of work.

As with most companies, the employment relationship with Fluor is based on the mutual consent of you and the Company. Your employment with Fluor is not for any specified period of time and can be terminated by either you or the Company at any time with or without any cause or advance notice. Nothing contained in this offer letter is intended, nor should it be construed, to alter the at-will relationship Fluor and its employees maintain with one another.

Although the Company reserves the right to change from time-to-time other terms, conditions and benefits of employment (including but not limited to your job title, job duties and compensation), the at-will nature of employment with the Company is one aspect of our employment relationship that will not change. The only way the at-will nature of our employment relationship can be changed is by way of an express written agreement, signed by you and the Senior Vice President, Human Resources and Administration.

Also by accepting this offer, you represent that you are aware of no obligations legal or otherwise, inconsistent with the terms of this offer letter or with your undertaking employment with Fluor. Further, by signing this offer letter, you also acknowledge that no other promises or representations have been made to you other than those contained in this offer letter. You will not disclose to Fluor, or use, or induce Fluor to use any proprietary information or trade secrets of others. You also represent and warrant that you have returned all proprietary and confidential information belonging to all prior employers.

Please keep a copy of this letter for your personal files.

If I can provide any assistance, please email me amber.davis@fluor.com.

Sincerely,

A handwritten signature in black ink that reads "Amber Davis". The signature is written in a cursive, flowing style.

College Relations Specialist

I ACCEPT YOUR OFFER OF EMPLOYMENT

Enclosures

Signature: _____

Please indicate the date you
will report to work: _____

cc: