

QUESTIONS AND ANSWERS

Employment



Q1. Will Johnson Controls, Inc. hire all available employees from civil service workers displaced and/or existing contractors or subcontractors effected by solicitation?

A. *Johnson Controls, Inc. will interview all existing personnel who apply for employment consideration. Applicants will be selected for hire based upon experience, job requirements and number of vacancies to be filled. Johnson Controls, Inc. expects to hire the majority of its employees from the existing workforce.*

Q2. What positions will Johnson Controls, Inc. be hiring for and how do I apply for employment consideration?

A. *Johnson Controls, Inc. will be hiring for a broad range of positions for the Fort Meade Directorate of Industrial Operations (DIO) Services Contract to include: management, administrative, professional, technical, crafts-skilled, semi-skilled, and service related occupations.*

Johnson Controls Inc. Employment Applications are available at the Johnson Controls, Inc. Reception and may be returned at a later date or drop off at our business office located at Fort Meade, Building #229. Every applicant must complete a Johnson Controls Inc. employment application form. See HOW TO APPLY FOR EMPLOYMENT CONSIDERATION. Employment applications are requested to be provided at the time of employment interview if not provided in advance.

Q3. When and how will interviews with Johnson Controls, Inc. be scheduled?

A. *A notice for scheduling interviews, phone number(s) and the physical location for the interviews will be publicized as soon as the information is confirmed. If your interview schedule must be changed once you have selected a date and time, we will be flexible in meeting your requirements as much as possible. Interview appointments will be available during normal business hours, after work hours, and weekends.*

Q4. What information or documentation should I bring to the interview?

A. *You should bring copies of training certificates, degree(s), professional or trade licenses, driver's license, CDL and security clearance level indicator, if applicable.*

Q5. When should I expect to hear if I'm selected for employment with Johnson Controls Inc.?

A. *In most cases, Johnson Controls Inc. expects to extend offers of employment to applicants selected for hire within 15 days of the interviews and coordinate pre-employment activity such as drug tests, background checks, and physical examinations as required. However, applicants not receiving an offer letter within this time period ARE NOT automatically not selected. Delays in extending offers may occur. Applicants not selected for hire will receive formal notification in writing during the transition period.*

Q6. If I receive an offer for employment from Johnson Controls, Inc., will my offer be at my current salary?

A. *Johnson Controls, Inc. will extend offers at salaries proposed compliant with the Service Contract Act (SCA) for covered employees or competitive salaries for exempt positions.*

QUESTIONS AND ANSWERS CONT.

Health & Welfare Fringe Benefits

- Q7. Will Johnson Controls, Inc. provide benefits similar to my existing benefits?
- A. *We will provide an affordable comprehensive benefits package designed to meet the needs of our employees and their eligible dependents plus satisfy all of the applicable requirements for employees covered under the Service Contract Act. Our plans are designed to provide cost-effective protection with flexibility offering various benefit options to each employee group as appropriate. A detailed summary of benefits will be provided during new hire orientation.*
- Q8. Will I be required to pay for any of the benefits?
- A. *The Company will provide an amount equal to \$2.36 per hour for up to 40 paid hours per week toward the cost of health and welfare benefits. Depending upon the selections, employees may be required to contribute towards the cost of health and welfare benefits. Costs associated with the various benefit elections will be covered during the employee orientation session and will be personalized since certain benefit costs are based on age, such as life, accidental death and dismemberment and long-term disability (LTD).*
- Q9. When will I be eligible for benefits?
- A. *You will be eligible for benefits on your date of hire with Johnson Controls, Inc.*
- Q10. Will I receive an automatic Company contribution to a Pension Plan or 401(k) account?
- A. *Employees will be eligible to make immediate contributions into the 401(k) plan, but there is no company automatic or matching contribution for this plan.*
- Q11. Will I be automatically 100% vested for my contributions into a 401(k) account?
- A. *Yes*
- Q12. How many holidays annually will Johnson Controls, Inc. observe?
- A. *Ten (10) holidays are required by SCA wage determination.*
- Q13. How many sick days will I accrue?
- A. *Sick leave is not offered as a benefit. Exempt employees only will accrue PTO (personal time off) equal to 48 hours annually in lieu of sick leave.*
- Q14. How many days of civic leave per year will I be eligible for?
- A. *Civic leave covers absences such as jury duty and bereavement for exempt employees only. There are eligibility requirements and limitations on each type of civic leave requested. Generally, three days per occurrence for bereavement leave for immediate family members may be authorized. Jury duty will be recognized as required and supported by subpoena.*
- Q15. How will my vacation eligibility be determined? Will I receive credit for my civil service time at Fort Meade?
- A. *Vacation eligibility will be determined by employee service time with Johnson Controls, Inc. and predecessor government contractors service time. Former government employees are not eligible for credited service for prior government employment under the Service Contract Act.*