October 21, 2019

TO:       EMPLOYMENT REFERRAL SOURCES
RE:       CONSTRUCTION APPRENTICESHIP NOTICES

Please post the attached notices advertising the following programs:

- Carpenters' Joint Apprenticeship & Training Program
- Cement Masons Joint Apprenticeship Program
- Laborers Joint Apprenticeship & Training Program
- Western PA Operating Engineers Joint Apprenticeship and Training Program
- Future Road Builders – Pre-Apprenticeship & Skill Arcade

The Constructors Association of Western Pennsylvania provides these notices on behalf of union-affiliated contractors to aid in the recruitment of minorities and females for apprenticeship programs in the construction industry. A list of CAWP/H2AP contractors is attached for your information.

This single mailing should reduce the duplicate copies sent to your organization by each individual contractor.

Thank you for your cooperation.

Sincerely,

Jason M. Koss, CSP
Director of Industry Relations

Attachments

The Constructors Association of Western Pennsylvania (CAWP) is a trade association representing over 200 heavy and highway construction and construction-related companies operating in the thirty-three counties of western Pennsylvania. CAWP contractors are engaged in the construction of the region's highways, bridges, tunnels, airport runways, dams, waste treatment facilities, site preparation and utilities installation.
OPERATING ENGINEERS & MECHANICS

WESTERN PENNSYLVANIA OPERATING ENGINEERS
JOINT APPRENTICESHIP & TRAINING PROGRAM

TIMELINE FOR 2020 CLASS Application Pick Up Deadline is December 20, 2019.
Testing and Interviews will be in January & February 2020,
Selection by April 1, and Training begins in April, May & June 2020.

HOW TO APPLY Applications and informational packets can be downloaded at wpaoperators.org or
picked up Monday through Friday, December 9-20, 2019, from 9 am to 3 pm at the following locations.
Applications also available on Saturday, December 14, 2019 from 9 am to 3 pm at the address below with an asterisk (*).

111 Zeta Drive, Pittsburgh, PA 15238
1095 University Drive, Dunbar, PA 15431
*457 Christopher Road, New Alexandria, PA 15670*
270 Salem Drive, New Alexandria, PA 15670
206 Seneca St., 1st Floor, Oil City, PA 16301
101A Walker Drive, Edinboro, PA 16412
214 North Second St., Clearfield, PA 16830
291 McClurg Road, Youngstown, OH 44512

Applicants may apply for either or both programs but may enroll in only one.

APPLICANT SELECTION Selection is based on the needs within the region of western PA and eastern Ohio. Candidates will be selected by an
Independent organization or appointed panel using job-related selection testing and interview. These programs offer an excellent training opportunity,
they do not guarantee full employment. Employment is assigned by the Union as provided for in the collective bargaining agreements.

Qualification Requirements of the Program include:
1. Be at least 18 at the time of acceptance into the Program.
2. Reside in one of the 33 counties of western Pennsylvania or Columbia,
   Mahoning or Trumbull counties in Ohio for a minimum of 6 months.
   (Visit wpaoperators.org for a list of counties)
3. Have a high school diploma or GED.
4. Have a valid Pennsylvania or Ohio driver's license and dependable transportation.
5. Submit a non-refundable fee of $25 with each application.

The Western Pennsylvania Operating Engineers Joint Apprenticeship & Training Program ("the Program") will not discriminate against apprenticeship
applicants, apprentices or journeymen based on race, color, religion, national origin, sex (including pregnancy and gender identity), sexual orientation,
genetic information, or because they are an individual with a disability or a person 40 years old or older. The Program will take affirmative action to provide
equal opportunity in apprenticeship and will operate the program as required under Title 29 of the CFR, part 30. See notice at wpaoperators.org/EEO.

FUTURE ROAD BUILDERS
Play the game. Get to work. futureroadbuilders.com

Learn more about the OPERATING ENGINEERS By downloading the FUTURE ROAD BUILDERS app on any mobile device.
Scan or search for FUTURE ROAD BUILDERS in the app stores and create a skill arcade account.
Earn the digital badges SMOOTH OPERATOR & GET TO WORK prior to applying to this apprenticeship.
Prepare for apprenticeship tests by taking SAMPLE TESTS contained in the app.
SKILLED LABORERS

WESTERN PENNSYLVANIA LABORERS' JOINT APPRENTICESHIP & TRAINING PROGRAM

TIMELINE FOR 2020 CLASSES
1st class-Application deadline is February 7, 2020 - testing and interviews in Feb/March 2020
2nd class-Application deadline is April 24, 2020 - testing and interviews in May 2020
3rd class-Application deadline is June 5, 2020 - testing and interviews in June/July 2020

Applications are accepted year-round.
Selection for the first class will include all 33 counties in Western PA.
Selection for additional classes will be according to workforce needs.

HOW TO APPLY
Applications can be downloaded at laborpa.org. Mail or drop off application and fee to:
Western PA Laborers Training Center, 317 Deer Creek Road, Saxonburg, PA 16056

APPLICANT SELECTION
Selection is based on the needs within the region of Western Pennsylvania. Candidates will be selected by an appointed panel using job-related selection testing and interview. These programs offer an excellent training opportunity. They do not guarantee full employment. Employment is assigned by the Union as provided for in the collective bargaining agreements.

Qualification Requirements of the Program Include:
• At least 18 years old when selected
• High school diploma or GED certificate
• Valid Pa driver’s license & dependable transportation
• Pass a drug test
• A non-refundable $25 fee at time of application (money order or cashier’s check)
• Reside in 33 counties of western Pa for past 6 months

The Western Pennsylvania Laborers Joint Apprenticeship & Training Program will not discriminate against apprenticeship applicants, apprentices or journey workers based on race, color, religion, national origin, sex (including pregnancy and gender identity), sexual orientation, genetic information, or because they are an individual with a disability or a person 40 years old or older. The Program will take affirmative action to provide equal opportunity in apprenticeship and will operate the program as required under Title 29 of the CFR, part 30.

FUTURE ROAD BUILDERS
Play the game. Get to work. futureroadbuilders.com

Learn more about the LABORERS by downloading the FUTURE ROAD BUILDERS app on any mobile device.
Scan or search for FUTURE ROAD BUILDERS in the app stores and create a skill arcade account.
Earn the digital badges LABORING ON & GET TO WORK prior to applying to this apprenticeship.
Prepare for apprenticeship tests by taking SAMPLE TESTS contained in the app.
CEMENT MASONs

APPRENTICE AND JOURNEYMAN EDUCATION AND TRAINING FUND OF CEMENT MASONs' UNION LOCAL 526

TIMELINE FOR 2020 CLASS  Application Deadline is March 20, 2020.
Interviews will be on March 30 and March 31, 2020.
Selection and training will be in April 2020.
Additional classes may be held throughout the summer and fall according to workforce needs.

HOW TO APPLY  Applications can be picked up in person Monday through Friday, March 9-20, 2020 from 8:30 am to 11:00 am at the Cement Masons Local 526 office at 2606 California Ave, Pittsburgh PA 15212.
The Cement Masons Apprenticeship is a three-year program that includes on-the-job training and classroom instruction.
opcmia526.org  (412) 761-6310

APPLICANT SELECTION  Selection is based on the needs within the region of Western Pennsylvania. Candidates will be selected by an Independent organization or appointed panel using a job-related selection interview. This program offers an excellent training opportunity, it does not guarantee full employment. Employment is assigned by the Union as provided for in the collective bargaining agreements.

Qualification Requirements of the Program Include:
- At least 18 at the time of job placement
- Reside in 33 counties of Western Pa (bring social security card or birth certificate)
- High school diploma or GED certificate (bring document and transcript)
- Valid driver's license & dependable transportation (bring license and owner/registration card)
- A non-refundable $10 fee (bring $10 cash or money order)
- Pass a drug test

The Apprentice and Journeyman Education and Training Fund of Cement Masons' Union Local 526 ("the Program") will not discriminate against apprenticeship applicants, apprentices or journeymen based on race, color, religion, national origin, sex (including pregnancy and gender identity), sexual orientation, genetic information, or because they are an individual with a disability or a person 40 years old or older. The Program will take affirmative action to provide equal opportunity in apprenticeship and will operate the program as required under Title 29 of the CFR, part 30.

FUTURE ROAD BUILDERS
Play the game. Get to work.  futureroadbuilders.com

Learn more about the CEMENT MASONs by downloading the FUTURE ROAD BUILDERS app on any mobile device.
Scan or search for FUTURE ROAD BUILDERS in the app stores and create a skill arcade account.
Earn the digital badges INFORMATION CEMENTED & GET TO WORK prior to applying to this apprenticeship.
Prepare for the apprenticeship interview by downloading the GET HIRED app in the app stores.
CARPENTERS

HEAVY HIGHWAY AND RAILROAD CARPENTERS
JOINT APPRENTICESHIP AND TRAINING PROGRAM

TIMELINE FOR 2020 CLASSES Applications are accepted year-round. Application deadline for the first class is March 25, 2020. Interviews start on April 13, 2020. Selection early May, and training begins in mid May. Additional classes may be held throughout the summer and fall according to workforce needs.

HOW TO APPLY Applications can be completed online at www.kmltf.org or completed electronically every Wednesday from 8:00 am to 3:30 pm at the Carpenters Training Center, 652 Ridge Rd., Pittsburgh, PA 15205.
Applicants who apply in person and who live more than 60 miles from the Training Center should call 412-262-1830 in advance to schedule a test for the same day.

APPLICANT SELECTION Selection is based on the needs within the region of Western Pennsylvania. Candidates will be selected by an independent organization or appointed panel using job-related testings and interview. This program offers an excellent training opportunity, it does not guarantee full employment. Employment is assigned by the Union as provided for in the collective bargaining agreements.

Qualification Requirements of the Program Include:
• Applicants must be not less than 17 years of age, 18 to go to work
• Be physically capable of performing the work of the Heavy Highway Carpenter
• Pass a Drug Test
• Be a citizen of the United States or a Legal Alien
• Have a high school diploma, GED and furnish a transcript of high school courses and grades
• Have a valid photo government issued ID and have dependable transportation. Must be willing to travel from one job to another, regardless of the distance involved with the 33 county area.

The Heavy Highway and Railroad Carpenters Joint Apprenticeship and Training Program will not discriminate against apprenticeship applicants, apprentices or journeymen based on race, color, religion, national origin, sex (including pregnancy and gender identity), sexual orientation, genetic information, or because they are an individual with a disability or a person 40 years old or older. The Program will take affirmative action to provide equal opportunity in apprenticeship and will operate the program as required under Title 29 of the CFR, part 30.

FUTURE ROAD BUILDERS
Play the game. Get to work. futureroadbuilders.com
FUTURE ROAD BUILDERS™

SKILL ARCADE

Step into the action — virtually!

With numerous games to introduce you to the construction industry, the Skill Arcade enables players to create a full profile of accomplishments.

Earn badges, proving to potential employers you have the skills and endurance it takes to get the job done. Test your coordination tying rebar, experience the challenges a road flagger encounters on the job, or dig into fun operating an excavator.

Each game is FREE and can be downloaded on your mobile device to play at home or on the go!

Available through the Apple Store, Google Play and Amazon.

Learn more about Future Road Builders! FUTUREROADBUILDERS.COM.
<table>
<thead>
<tr>
<th>CAWP Contractors &amp; H2AP</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Advanced Builders, Inc.</strong></td>
</tr>
<tr>
<td><strong>Allison Park Contractors</strong></td>
</tr>
<tr>
<td><strong>Ameile Constr. &amp; Supply</strong></td>
</tr>
<tr>
<td><strong>American Bridge Co.</strong></td>
</tr>
<tr>
<td><strong>American Civil Constructors West Coast, LLC</strong></td>
</tr>
<tr>
<td><strong>Austin &amp; Son, Inc., EE</strong></td>
</tr>
<tr>
<td><strong>Baldwin Asphalt Paving</strong></td>
</tr>
<tr>
<td><strong>Beaver Excavating Co., The</strong></td>
</tr>
<tr>
<td><strong>Becdir Construction</strong></td>
</tr>
<tr>
<td><strong>Beech Construction, Inc.</strong></td>
</tr>
<tr>
<td><strong>Beeghy Tree Service LLC</strong></td>
</tr>
<tr>
<td><strong>Brayman Constr. Corp.</strong></td>
</tr>
<tr>
<td><strong>Breneman LP, EJ</strong></td>
</tr>
<tr>
<td><strong>Broder Technical Service</strong></td>
</tr>
<tr>
<td><strong>Bruce &amp; Merrilees Electric</strong></td>
</tr>
<tr>
<td><strong>CH&amp;D Enterprises, Inc.</strong></td>
</tr>
<tr>
<td><strong>Caruso &amp; Sons, Peter J.</strong></td>
</tr>
<tr>
<td><strong>Caruso Inc, John D.</strong></td>
</tr>
<tr>
<td><strong>Case Foundation Company</strong></td>
</tr>
<tr>
<td><strong>Cast &amp; Baker Corp.</strong></td>
</tr>
<tr>
<td><strong>Centerline Boring</strong></td>
</tr>
<tr>
<td><strong>Clearwater Construction</strong></td>
</tr>
<tr>
<td><strong>Colosimo &amp; Son, Inc., Casper</strong></td>
</tr>
<tr>
<td><strong>Concrete Coing Co</strong></td>
</tr>
<tr>
<td><strong>Costa Contracting Inc.</strong></td>
</tr>
<tr>
<td><strong>Crews Control LLC</strong></td>
</tr>
<tr>
<td><strong>Cummins Gen. Contr., Bob</strong></td>
</tr>
<tr>
<td><strong>Darling, Inc., Herbert F.</strong></td>
</tr>
<tr>
<td><strong>Derry Construction Co., The</strong></td>
</tr>
<tr>
<td><strong>DGI-Menard</strong></td>
</tr>
<tr>
<td><strong>Donegal Construction Co.</strong></td>
</tr>
<tr>
<td><strong>Douglass Pile Co, Inc.</strong></td>
</tr>
<tr>
<td><strong>El Grande Ind., Inc.</strong></td>
</tr>
<tr>
<td><strong>Eurovia Atlantic Coast, LLC dba Northeast Paving</strong></td>
</tr>
<tr>
<td><strong>Facchiano Contracting, Michael</strong></td>
</tr>
<tr>
<td><strong>Fenix Group, Inc.</strong></td>
</tr>
<tr>
<td><strong>Follino Construction, A.</strong></td>
</tr>
<tr>
<td><strong>Force Drilling LLC</strong></td>
</tr>
<tr>
<td><strong>Gavlik Frank &amp; Sons</strong></td>
</tr>
<tr>
<td><strong>Geotile, Inc., Richard</strong></td>
</tr>
<tr>
<td><strong>Golden Triangle Constr. Co.</strong></td>
</tr>
<tr>
<td><strong>Graziani Constr. Inc.</strong></td>
</tr>
<tr>
<td><strong>Great Lakes Construction Company, The</strong></td>
</tr>
<tr>
<td><strong>Green Acres Constr Co, Inc</strong></td>
</tr>
</tbody>
</table>