

FY 15 QTR 4 ADV. MFG

**UNITED STATES DEPARTMENT OF LABOR
OFFICE OF APPRENTICESHIP**

BLLC
SEP 14 2015



PROGRAM / APPRENTICE ACTION TRANSMITTAL

DATE: September 10, 2015

FROM: STEVE MYERS, ATR
U.S. DEPT OF LABOR / OFFICE OF APPRENTICESHIP
201 PENN STREET, BOX 16
READING, PA 19601

PROGRAM MATERIALS FOR COUNCIL ACTION:

NEW PROGRAM

STANDARDS: Registration Revision Cancellation

Trade Addition

Compliance Review

Quality Assessment

APPRENTICE MATERIALS FOR COUNCIL ACTION:

Registration Completion Cancellation

PROGRAM NUMBER: PA004157320

PROGRAM NAME: JOHN EVANS' SONS

COMMENTS / ADDITIONAL INFORMATION:

New Program. Please sign standards and apprentice agreement. Register Apprentices in RAPIDS. Issue sponsor certificate for Tool & Die Maker

STANDARDS OF APPRENTICESHIP

JOHN EVANS' SONS

(EMPLOYER)

1 SPRING AVENUE

(ADDRESS)

LANSDALE, PA 19446



Registered With

Pennsylvania Apprenticeship and Training Council

Bureau of Apprenticeship and Training

United States Department of Labor Cooperating

1. DEFINITIONS

"Employer means" JOHN EVANS' SONS
who is subscribing to and has signed these Standards of Apprenticeship.

"Council" means the Pennsylvania Apprenticeship and Training Council of the Department of Labor and Industry, Harrisburg, Pennsylvania.

"Apprenticeship Agreement" means an Agreement signed by the Employer and the Apprentice. The signature of a parent or guardian is required if the Apprentice is a minor.

"Apprentice" means an employee of the establishment who is engaged in learning a recognized apprenticeable trade; as defined in Title 34, Labor and Industry, Chapter 83, Welfare of Apprentices, Par. 83.2.

"Bureau" means the Bureau of Apprenticeship and Training of the United States Department of Labor.

2. POLICY

On and after the date these Standards of Apprenticeship are duly executed, it shall be the policy of the Employer that all Apprentices employed in the trades covered herein shall be governed by the terms of these Standards of Apprenticeship.

3. TERM OF APPRENTICESHIP

Apprentices will be given practical training, under supervision for the period set forth under "Work Training Schedule" of the designated apprenticeable trade. The first **1000** hours of apprenticeship will be a period of probation, during which time either party to the Apprenticeship Agreement may terminate the Agreement by notifying the other. However, notification of such cancellations, separations, or releases will be forwarded to the Council.

4. APPRENTICESHIP AGREEMENT

The Apprentices will be placed under a written Apprenticeship Agreement, executed in triplicate, and registered with the Council. After registration of this Agreement, the Employer and the Apprentice will each receive one copy and one copy will be retained by the Council.

5. QUALIFICATIONS FOR APPRENTICESHIP

Apprentices shall be of legal working age.

6. EQUAL OPPORTUNITY PLEDGE

"The recruitment, selection, employment and training of Apprentices during their apprenticeship, shall be without discrimination because of race, color, religion, national origin, or sex. The sponsor will take affirmative action to provide equal opportunity in apprenticeship and operate the apprenticeship program as required under Title 29 of the Code of Federal Regulations, Part 30," and Title 34, Labor and Industry, Chapter 81, Equal Opportunity in Apprenticeship Programs.

If and when more than four apprentices are to be employed at one time, affirmative action plans which include selection procedures will be developed in accordance with regulations.

7. CREDIT FOR PREVIOUS EXPERIENCE

An applicant for apprenticeship may be allowed credit on the term of apprenticeship for that portion of his/her experience, whether with the Employer or elsewhere, which is equivalent to any he/she would receive under these Standards of Apprenticeship. Previous experience, with commensurate wages, will be granted only after the record of the applicant has been checked and approved by the Committee. The Council shall be advised of the source and content of such experience.

8. RESPONSIBILITIES OF THE APPRENTICE

Each Apprentice employed under this Program is expected to apply himself/herself with diligence and care to the various tasks assigned to him/her; to protect the property and interests of the Employer in a proper manner; to respect and to obey the rules of the Employer, realizing that much time, money and effort is expended in affording him/her the opportunity to become a skilled craftsman.

9. SUPERVISION OF APPRENTICES

The Employer will designate a qualified person with the authority to supervise the training of apprentices. The supervisor will arrange the training under this Program, and keep a simplified but practical report on the shop progress and classroom activities. He/she will be further authorized to adjust any differences with the Apprentices which may arise from time to time, subject however to the Employer's approval.

10. WORK TRAINING SCHEDULE

Each Apprentice will be given work experience in the major basic trade elements as set forth in the schedule for the designate trade which is attached to these Standards of Apprenticeship, and made a part hereof. The Apprentice shall be trained in safety practices related to operations performed.

11. SAFETY AND HEALTH TRAINING

The Employer shall instruct the Apprentice in safe and healthful work practices and shall insure that the Apprentice is trained in facilities and other environments that are in compliance with either the Occupational Safety and Health Standards promulgated by the Secretary of Labor under Public Law 91-596, dated December 29, 1970, or State standards that have been found to be at least as effective as the Federal Standards.

12. RELATED INSTRUCTION

The Apprentice shall attend classes of theoretical instruction related to his/her trade for a minimum of 144 hours per year for each year of his/her apprenticeship. Where classes are not available through the local school, other trade, industrial or correspondence courses of equal value may be substituted. Time spent at related trade studies is not to be considered hours of work, nor is the Employer required to pay wages for time spent at related studies, except if required during regular working hours.

Related instructions are to be conducted at

NORTH MONTCO TECHNICAL CAREER CENTER
1265 SUMNEYTOWN PIKE
LANSDALE, PA 19446

13. PERIODIC REVIEW OF PROGRESS

The progress of the Apprentice shall be subject to review by the Employer. Failure to make satisfactory progress by the Apprentice may result in suspension or cancellation of the Apprenticeship Agreement.

14. HOURS OF WORK

Hours of work for Apprentices shall be the same as for Journeyperson's designated trade; except that no apprentice shall be required to work such hours as would interfere with his or her required related studies.

15. NUMBER OF APPRENTICES

The following ratio will be adhered to:

1 - 4 Journeypersons	:	1 Apprentice
5 - 9 Journeypersons	:	2 Apprentices
10-14 Journeypersons	:	3 Apprentices

For each additional unit of five journeypersons regularly employed, one additional apprentice may be employed

16. CERTIFICATE OF COMPLETION OF APPRENTICESHIP

Upon satisfactory completion of training in both practical and related phases, the Employer shall request from the Council a Certificate of Completion. The letter from the Employer will certify where and when related training was obtained and that the Apprentice(s) has demonstrated competency in all phases of the trade.

17. INTERPRETATION

If a difference of opinion should arise in the interpretation of these Standards of Apprenticeship which cannot be adjusted satisfactorily by the Committee, either party to the Apprenticeship Agreement may consult with the Council for clarification.

18. MODIFICATION

These Standards of Apprenticeship may be modified jointly by the Employer upon approval by the Council. Modification shall not alter effective Apprenticeship Agreements without the consent of all parties concerned. The Council shall be notified of all such modifications.

19. COMPLIANCE

The sponsors of these Standards of Apprenticeship certify that they are in full compliance with all applicable Federal, State, and Local laws and regulations.

20. PROCESSING OF ALL PAPERS PERTINENT TO STANDARDS

All materials pertinent to these Standards of Apprenticeship shall be forwarded to the Council through the local office of the Bureau of Apprenticeship and Training, United States Department of Labor.

21. DISTRIBUTION OF OFFICIALLY SIGNED STANDARDS OF APPRENTICESHIP

The following parties shall receive a copy of the officially signed and properly executed Standards of Apprenticeship:

- 1 - The Employer 2 - The Council 3 - The Bureau of Apprenticeship and Training

22. APPRENTICE WAGE SCALE – TOOL & DIE MAKER

This employer is covered by the Fair Labor Standards Act; therefore, overtime will be paid at the required rates. The minimum wages to be paid apprentices will be the following rates:

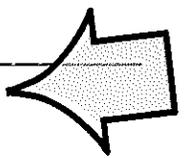
Step	Hours	Rate	% of	Journeyman's	Rate
1st	1000 Hours	60	%	"	"
2nd	1000 Hours	64	%	"	"
3rd	1000 Hours	70	%	"	"
4th	1000 Hours	75	%	"	"
5th	1000 Hours	80	%	"	"
6th	1000 Hours	85	%	"	"
7th	1000 Hours	90	%	"	"
8th	1000 Hours	95	%	"	"

Journeyman's Rate as of (Date) 08-25-2015 is \$29.45 per hour

APPROVED: Jennifer L. Kraut PHR CP
JOHN EVANS' SONS

Jennifer L. Kraut
(Signature)

Date 8/20/15



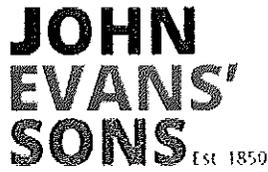
SIGN & DATE

REGISTERED WITH PENNSYLVANIA APPRENTICESHIP AND TRAINING COUNCIL

Chairman

Secretary

Date _____



SPRINGS MADE BETTER

John Evans' Sons, Inc. Schedule of Work Processes

Occupation: Title Tool & Die Maker

DOT Code: 601.260-010

AIMS Code: 0586

Description:

Analyzes specifications, lays out metal stock, sets up and operates machine tools and fits and assembles parts to fabricate and repair metal working dies, cutting tools, jigs and fixtures, gauges and machinists' hand tools, applying knowledge of tool and die design and construction, shop mathematics, metal properties and lay out, machining, and assembly procedures: Studies Specifications, such as blueprints, sketches, models, or descriptions, and visualizes product to determine materials required and machines to be used to fabricate parts. Computes dimensions, plans layout, and determines assembly method and sequence of operations. Measures, marks, and scribes metal stock for machining. Sets up and operates machine tools, such as lathes, milling machine, grinder, and drill press, to machine parts, and verifies conformance of machined parts to specifications. Lifts machined parts manually or using hoist, and positions and secures parts on surface plate or worktable, using devices, such as vises, V-blocks, and angle plates. Smooths flat and contoured surfaces, using scrapers, abrasive stones, and power grinders, and fits and assembles parts together and into assemblies and mechanisms, using hand tools. Verifies dimensions, alignments, and clearances, using measuring instruments, such as dial indicators, gauge blocks, thickness gauges, and micrometers. Heat treats tools or parts. May examine standard or previously used dies, tools, and jigs and fixtures, and recommend design modifications regarding construction and function of part. May develop specifications from general descriptions for specialty tools and draw or sketch design of product. May specialize in repair work. Solidworks 3D solid modeling.

On The Job Training:

Hours

200 Power Band Saw

Safety, selecting cutting blade, proper speed, welding blades, clamping and measuring

1000 Lathe

Safety, centering, Facing, straight turning, shoulder turning, taper turning, threading, knurling, check work(drilling, boring, reaming, finishing, chuck, collet and face plate turning)

600 Drill Press

Safety, drilling, reaming, counter boring, tapping

1300 Surface grinding

Safety, selecting grinding wheel, mounting wheel, surface grinding, angle grinding, squaring, harig spin fixture grinding, method of holding work, form grinding

On The Job Training:

Hours

2200 Milling Machine

Safety, rough milling, remove stock, milling to accurate depth, and various with cuts, angle cuts with plain cutter, tap and face milling, T-slot milling, slotting saw, boring, make jigs and fixtures, trained in the proگرامing of 2 axis CNC Mill Power units and 3 axis Prototrack programming

700 Simple Die and Fixture

layout and make simple dies and fixtures

250 Bench Layout and Assembly

Filing, assembly, layout of holes, lapping, measuring with height gauge, hack-sawing

250 Machine Building

Construction of custom power equipment for the spring manufacturing process

300 Prototype Work

Designing and constructing and troubleshooting prototype parts, for the future purpose of high volume production

350 Specialty tools

determining the best type of tool to perform the job, lay out, construction, assembly, and

trouble shooting.

200 Multi-Slide Equipment (V-81 Verti-Slide, Four-Slide, and Bihler) Tooling design, tooling construction, machine set up, troubleshooting, repair work.

200 Constant Force Coiler, operation & Tooling machine set up, troubleshooting, repair work.

200 Heat Treating

How to harden steel, how to draw steel, colors of various heats, different kinds of Steel- S.A.E. classification, testing hardness of steel, annealing

250 SolidWorks 3D CAD software

Total 8000



North Montco Technical Career Center
 1265 Sumneytown Pike · Lansdale, PA 19446
 215-368-1177 · fax 215-855-7929

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Program Information for Precision Machine Shop 1A/1B

Our Mission

The North Montco Technical Career Center is dedicated to delivering technical and academic programs that meet the needs of our students and prospective employers. This will be accomplished through a perpetual improvement system that ensures stakeholders an educated, competent individual capable of contributing to the welfare of the community.

For more information or to register for courses please call 215-368-1177 or e-mail us at

NorthMontco@NMTCC.ORG

Northern Montgomery County Technical Career Center does not discriminate in regard to race, color, age, national origin, sex, disability, or any applicable Federal Statute. Inquiries should be made to the Administrative Director, North Montco Technical Career Center.

Hours: 72 hours each

Day(s): Monday and Wednesday 5:30-9:30 pm

Fee: \$850.00 each

Start Date: September 21, 2015

Description: Approved by Labor and Industry for four year Apprenticeship Program. Students will learn theory and machine operation to complete hands-on shop project. Course includes basic metal properties, safety, measurement, basic blueprint reading and math skills. Students will develop their knowledge and hands-on competency learning to operate a power saw, lathe, milling machine and perform other shop operations. Students are required to have or buy a basic machinist tool kit which includes a ruler, micrometer and dial caliper available at the start of class. First year semester 1A and 1B require a passing grade to enroll in CNC Programming.

Requirements: Prerequisite: Student must speak, read, and understand the English language Lab fee: \$450.00 - Books and tool kit to start Apprenticeship Program Safety glass and basic tools required.

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Program Information for Precision Machine Shop 2A/2B

Our Mission

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Hours: 72 hours each

Day(s): Monday and Wednesday 5:30-9:30 pm

Fee: \$850.00 each

Start Date: September 21, 2015

Description: Approved by Labor and Industry for four year Apprenticeship Program. Students will learn theory and machine operation to complete hands-on shop project. Course will cover machine safety, advanced measurement, blueprint reading, applied mathematics, and materials included in manufacturing and their properties. Hands-on shop projects will teach students the safe operation of standard machine shop process and practical applications. Students will receive hands-on experience by making second year projects involving various phases of machine tooling, production and setups.

Requirements: Prerequisite: Student must speak, read, and understand the English language Safety glasses and basic tools required.

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Program Information for Precision Machine Shop 3A/3B

Our Mission

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Hours: 72 hours each

Day(s): Monday and Wednesday 5:30-9:30 pm

Fee: \$850.00 each

Start Date: September 21, 2015

Description: Approved by Labor and industry for (4) year Apprenticeship Program. Students will learn theory and machine operation to complete hands-on shop project. Course includes advanced knowledge of machine tool setups, utilization, operation and maintenance of fixtures and dies used in industry. Theory will include trigonometry to calculate a bolt circle, inspection, gauging and the proper use of the machinery handbook. Hands-on projects will consist of complex operations, blueprints and third year projects involving various phases of machine tooling, production and setups.

Requirements: Prerequisite: Student must speak, read, and understand the English language Safety glasses and basic tools required.

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1265 Sumneytown Pike · Lansdale, PA 19446
215-368-1177 · fax 215-855-7929

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Program Information for Precision Machine Shop 4A/4B

Our Mission

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Hours: 72 hours each

Day(s): Monday and Wednesday 5:30-9:30 pm

Fee: \$850.00 each

Start Date: September 21, 2015

Description: Approved by Labor and Industry for (4) year Apprenticeship Program. Students will learn theory and machine operation to complete advanced hands-on shop project. Course will cover geometric tolerances, precision instruments, cutting feeds and speeds, and metallurgy theory as well as applied statistics and math skills. Students will learn hands-on experience on how to properly surface grinders and coordinate measuring machine.

Requirements: Prerequisite: Student must speak, read, and understand the English language Safety glasses and basic tools required.

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**REGISTRATION AGENCY
PENNSYLVANIA APPRENTICESHIP AND TRAINING COUNCIL
APPRENTICESHIP AGREEMENT
BETWEEN APPRENTICE AND SPONSOR**

This AGREEMENT may be terminated by either of the parties, citing cause(s) with notification to the registration agency, in compliance with Title 34, Part IV, Chapter 83.

PRIVACY ACT STATEMENT
The information requested herein is used for apprenticeship program statistical purposes and may not be otherwise disclosed without the express permission of the undersigned apprentice.
Privacy Act of 1974 - P.L. 93-579

1. AGREEMENT BETWEEN APPRENTICE AND: ("X" one) a. <input checked="" type="checkbox"/> Employer b. <input type="checkbox"/> Joint Committee c. <input type="checkbox"/> Non-Joint Committee	2. PROGRAM NUMBER <p align="center">PA004157320</p>	3. NAME OF APPRENTICESHIP STANDARDS (Name & Address of Sponsor) JOHN EVANS' SONS 1 SPRING AVENUE LANSDALE, PA 19446
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The program sponsor and apprentice agree to the terms of the apprenticeship standards as incorporated as part of this agreement. The sponsor will not discriminate in the selection and training of the apprentice in accordance with the Equal Opportunity Standards in Section 30.3, Title 29, Code of Federal Regulation, Part 30.

4. NAME OF APPRENTICE (Last, First, Middle) [REDACTED]	5. DATE OF BIRTH (Mo., Day, Year) [REDACTED]	6. SEX ("X" one) a. <input checked="" type="checkbox"/> Male b. <input type="checkbox"/> Female
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7. SOCIAL SECURITY NO. [REDACTED]	8. APPRENTICE'S ADDRESS (No., Street, City, County, State, ZIP Code) [REDACTED]
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9a. RACE ("X" one or more) a. <input type="checkbox"/> Am. Indian or Alaskan Nat. b. <input type="checkbox"/> Asian c. <input type="checkbox"/> Black or African American d. <input type="checkbox"/> Native Hawaiian or other Pacific Islander e. <input type="checkbox"/> White	9b. ETHNIC GROUP ("X" one) a. <input type="checkbox"/> Hispanic or Latino b. <input checked="" type="checkbox"/> Not Hispanic or Latino	10. VETERAN STATUS ("X" one) a. <input checked="" type="checkbox"/> Non-Veteran b. <input type="checkbox"/> Veteran	11. HIGHEST EDUCATION LEVEL ("X" one) a. <input type="checkbox"/> 8th grade or less b. <input type="checkbox"/> 9th to 12th grade c. <input type="checkbox"/> GED d. <input checked="" type="checkbox"/> High School or greater
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12. CAREER LINKAGE OR DIRECT ENTRY ("X" one)

None
 Adult
 Youth
 HUD/STEP-UP
 School-to-Registered-Apprenticeship
 Incumbent Worker
 Job Corps
 Dislocated Worker
 Direct Entry: _____

13. SIGNATURE OF APPRENTICE <i>Jerry Evans</i>	DATE 8/20/15	14. SIGNATURE OF PARENT/GUARDIAN (if minor) _____	DATE _____
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15a. TRADE TOOL & DIE MAKER	15b. RAIS Code 0586	16. TERM (Hours, Months, Years) 8,000 Hours	17. PROBATIONARY PERIOD (Hours, Months, Years) 1,000 Hours
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18. CREDIT FOR PREVIOUS EXPERIENCE (Hrs., Mos., Yrs.) 0 Hours	19. TERM REMAINING (Hrs., Mos., Yrs.) 8000 Hours	20. DATE APPRENTICESHIP BEGINS (Indenture Date) 8/24/2015	21. RELATED INSTRUCTION TRAINING (No. Hrs. per Yr.) 144 hours per year
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22. RELATED INSTRUCTION SOURCE North Montco Technical Training School 1265 Sumneytown Pike Lansdale, Pa 19446	23. APPRENTICE WAGES FOR RELATED INSTRUCTION TRAINING ("X" one) a. <input type="checkbox"/> will be paid b. <input checked="" type="checkbox"/> will not be paid	24. PRESENT JOURNEYMAN'S HOURLY WAGE RATE \$29.45
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25. APPRENTICE WAGES: *The apprentice schedule of pay shall be listed for each advancement period. The work processes listed in the standards (item 3 above) are a part of this agreement.*

PERIOD	TERM (Mo./Yr.)	%	DOLLAR AMOUNT (in dollars & cents)	PERIOD	TERM (Mo./Yr.)	%	DOLLAR AMOUNT (in dollars & cents)
a.	b.	c.	d.	a.	b.	c.	d.
1	1000 Hours	60%	\$17.67	6	1000 Hours	85%	\$25.03
2	1000 Hours	64%	\$18.85	7	1000 Hours	90%	\$26.51
3	1000 Hours	70%	\$20.62	8	1000 Hours	95%	\$27.98
4	1000 Hours	75%	\$22.09	9		%	\$0.00
5	1000 Hours	80%	\$23.56	10		%	\$0.00

26. SIGNATURE OF SPONSOR REPRESENTATIVE a. <i>Jennifer P. Keat, PAHR</i>	DATE SIGNED 8/20/15	27. _____
SIGNATURE OF SPONSOR REPRESENTATIVE b. _____	DATE SIGNED _____	28. SIGNATURE (Director, Pennsylvania Apprenticeship & Training Council) _____

DATE REGISTERED
10-8-15

**REGISTRATION AGENCY
PENNSYLVANIA APPRENTICESHIP AND TRAINING COUNCIL
APPRENTICESHIP AGREEMENT
BETWEEN APPRENTICE AND SPONSOR**

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1. AGREEMENT BETWEEN APPRENTICE AND:- ("X" one) a. <input checked="" type="checkbox"/> Employer b. <input type="checkbox"/> Joint Committee c. <input type="checkbox"/> Non-Joint Committee	2. PROGRAM NUMBER PA 00415 7320	3. NAME OF APPRENTICESHIP STANDARDS (Name & Address of Sponsor) JOHN EVANS' SONS 1 SPRING AVENUE LANSDALE, PA 19446
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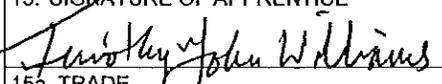
4. NAME OF APPRENTICE (Last, First, Middle) [REDACTED]	5. DATE OF BIRTH (Mo., Day, Year) [REDACTED]	6. SEX ("X" one) a. <input checked="" type="checkbox"/> Male b. <input type="checkbox"/> Female
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7. SOCIAL SECURITY NO. [REDACTED]	8. APPRENTICE'S ADDRESS (No., Street, City, County, State, ZIP Code) [REDACTED]
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12. CAREER LINKAGE OR DIRECT ENTRY ("X" one)

None
 Adult
 Youth
 HUD/STEP-UP
 School-to-Registered-Apprenticeship
 Incumbent Worker
 Job Corps
 Dislocated Worker
 Direct Entry: _____

13. SIGNATURE OF APPRENTICE 	DATE 8/20/15	14. SIGNATURE OF PARENT/GUARDIAN (if minor) 	DATE
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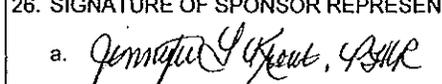
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a.	b.	c.	d.	a.	b.	c.	d.
1	1000 Hours	60%	\$17.67	6	1000 Hours	85%	\$25.03
2	1000 Hours	64%	\$18.85	7	1000 Hours	90%	\$26.51
3	1000 Hours	70%	\$20.62	8	1000 Hours	95%	\$27.98
4	1000 Hours	75%	\$22.09	9		%	\$0.00
5	1000 Hours	80%	\$23.56	10		%	\$0.00

26. SIGNATURE OF SPONSOR REPRESENTATIVE a. 	DATE SIGNED 8/20/15	27.
SIGNATURE OF SPONSOR REPRESENTATIVE b.	DATE SIGNED	28. SIGNATURE (Director, Pennsylvania Apprenticeship & Training Council) DATE REGISTERED 10/8/15

& DATE