

BRAYMAN UNIVERSITY: APPRENTICESHIP PROGRAM



Brayman and Affiliate Companies
Equal Opportunity Employer-AA M/F/V/D/Drug-Free Workplace

Welcome to the Apprenticeship Training Program at Brayman University

Ongoing training and professional development is very important to Brayman and Affiliate Companies. As part of our overall corporate mission, we continually resolve to become the preeminent provider of our products and services, as well as, an innovator in our markets, through **education, training and quality**.

The Apprenticeship Program is an opportunity for up to 24-months of On-The-Job Training for those interested in learning a skilled trade in the construction industry. **Beginning on day 1**, apprentices will receive hands-on training while **earning a competitive salary and benefits**.

A successful graduate of the Apprenticeship Program will have many career options to consider, including a company-sponsored application into a local Union or a full-time position within the Support Services at Brayman and Affiliate Companies.

Planning for Your Future

There are many items to consider when planning for the future, especially when it concerns your education or career path. For those interested in applying to the Apprenticeship Program, this Welcome Packet includes the following materials which will aid your decision:

- Program Brochure
- Union Wage Levels – 2018 Summary Sheet
- Sample Course List
- Future Road Builders Reference Sheet
- Apprenticeship Program Application

How to Apply

The next class will officially begin in July 2018.

Step 1: Complete the **online Apprenticeship Application** at <http://brayman.com/employment> or complete the paper application and email it to recruiting@brayman.com.

Step 2: A member of the Recruiting/HR Team will contact you upon receipt of your application to discuss next steps.

Step 3: Applicants accepted into the program, as a condition of employment, are required to submit to **drug/alcohol testing**, including pre-employment, random, reasonable suspicion, post-accident, and follow-up testing as required by the Company.

Stay Connected!

Visit www.brayman.com to learn more about the company or feel free to contact the Recruiting Team at **724.443.1533** / via email at recruiting@brayman.com to discuss career options and your future at Brayman and Affiliate Companies.

BRAYMAN UNIVERSITY: APPRENTICESHIP WAGE LEVELS



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Apprenticeship Program Compensation Overview

The Apprenticeship Program is an opportunity for up to 24-months of On-The-Job Training for those interested in learning a skilled trade in the construction industry. Apprentices will begin this hands-on training immediately while **earning a competitive salary and benefits**.

Apprenticeship Program Wages (up to 24-month Rotation):

- **Year 1:** \$13.00 - \$14.00 per hour plus benefits
- **Year 2:** \$14.00 – \$16.00 per hour plus benefits

Apprentices will have the opportunity to **earn hourly wage increases** through the successful completion of program requirements. These wage increases are provided approximately every 6 months after a bi-annual performance review.

The Company offers all full-time Team Members a **comprehensive benefit package**, including medical, dental and vision plans, as well as several other benefit offerings.

Union Wage Rates – 2018

A successful graduate of the Apprenticeship Program will have many career options to consider, including a company-sponsored application into a local Union or a full-time position within the Support Services at Brayman and Affiliate Companies.

For those who wish to pursue membership with a local Union, the following tables provide wage information for 2018. These wages *do not* include additional fringe benefits that are paid by the Union, including: *medical, pension and training*.

UNION Apprentice Wages			
Level	Laborer	Operator	Carpenter
1 st Year	\$15.00	\$27.29	\$21.32
2 nd Year	\$16.00	\$27.79	\$26.42
3 rd Year	\$18.00	\$28.79	\$28.17
4 th Year	\$20.00	\$29.29	\$30.62

UNION Standard Wages (Carpenters & Laborers)		
Level	Laborer	Carpenter
Journeyman	\$24.95	\$33.17
Foreman	\$26.45	\$34.67

UNION Standard Wages (Operator)	
Level*	Operator
Class I	\$31.29
Class II	\$31.03
Class III	\$27.38
Class IV	\$26.92
Class V	\$26.67

**Operator Class level is determined by the type of equipment an operator is certified to operate. For example, Class I wages are paid to an Operator if they are certified to operate a crane or drill.*

BRAYMAN UNIVERSITY: APPRENTICESHIP WAGE LEVELS



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Future Career & Salary Potential

The future is bright for graduates of the Apprenticeship Program, as they have many opportunities to explore career paths with either a local Union or within a Support Services role at Brayman and Affiliate Companies.

Typical annual salaries are shown in the table below for a sample of Union positions that may be of interest to students. These salary figures are based on 2,000 hours worked per year at the base wage only. Union workers may work more than 2,000 hours in any given year, which would increase the earnings potential for that individual.

UNION Typical Annual Salaries			
Position/Level	Operator	Laborer	Carpenter
Journeyman	-	\$52,000+	\$69,000+
Foreman	-	\$55,000+	\$72,000+
Class I	\$65,000+	-	-

These wages *do not* include additional fringe benefits that are paid by the Union, including: medical, pension and training.

Learn More!

Visit www.brayman.com to learn more about the Company or contact the Recruiting Team at either 724.443.1533 or via email at recruiting@brayman.com to begin your next career.



BRAYMAN UNIVERSITY: APPRENTICESHIP COURSES



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Career Paths

BraymanU offers a formal **Apprenticeship Training Program** focusing on the following career paths:

- Carpentry
- Welding
- Heavy Equipment Operating Engineer
- Laborer
- Heavy Equipment Mechanic

Brayman is associated with, and will assist students with applications into, many regional Unions, including: **Laborers District Council of Western PA, Regional Council of Carpenters** and **Western PA Operating Engineers**.

Course Training Areas

The following list is an overview of the specialized coursework that makes up the curriculum of the Apprenticeship Program. Classroom training is scheduled once per month while additional skills and focus areas are covered during a typical workday.

1. First Aid / CPR / AED Certification
2. OSHA 10-Hour / Safety Overview
3. Shop & Yard Introduction & Overview
4. Basic Math Skills / Union Test Prep
5. Shop & Yard: Small Tool Operation / General Housekeeping
6. How to Read "Final Drawings" / Precast/Rebar & Fabrication Hands-on Structural Shop
7. Business of Construction / Brayman 101
8. Heavy Civil 101
9. Foundations 101
10. General Equipment Maintenance / Schematic Reading 101
11. Basic Welding & Basic Burning
12. Basic Operating – Loaders / Excavators
13. Drill Operating (large & small diameter)
14. Fork Truck Operating
15. Certified Overhead Crane Training/Operation
16. Concrete Finishing
17. Carpentry
18. Rebar Tying & Specs; Rebar Machine Training
19. Basic Rough Terrain Hydraulic Crane Operation
20. Basic Truck Crane Operation
21. Crane Signaling
22. Rigging / Loading
23. Basic Construction Surveying / Measurements
24. Layout

Learn More about a Career in the Western PA Highway Trades

As a proud member of the Constructors Association of Western PA (CAWP), Brayman is pleased to share **Future Road Builders** (www.futureroadbuilders.com), a website launched by the Association which offers users the ability to find out what it would be like to be a Carpenter, Cement Mason, Laborer, Operator, Pile Driver and Teamster. The website offers everything a person would need to pursue a career in the Highway Trades in Western Pennsylvania. After completing the Future Road Builders Program, users receive a certificate of completion that can be used in future apprenticeship interviews.

FUTURE ROAD BUILDERS™

A HIGHWAY CONSTRUCTION VIRTUAL PRE-APPRENTICESHIP PROGRAM



Play the game. Get to work.

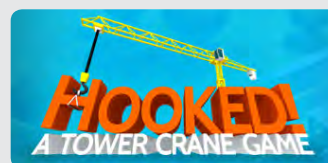
Future Road Builders is a career awareness tool created by Constructors Association of Western Pennsylvania. Through games, videos, imagery and assessment tools, this free app explores a virtual highway construction project and uncovers the skills needed to be a heavy and highway construction apprentice. Get real insight into just what it means to be a construction professional. Visit futeroroadbuilders.com to learn more.

Download Future Road Builders today and find out if you're ready for the world of highway construction.



futeroroadbuilders.com

PLAY MORE GAMES FROM THE SKILL ARCADE



APPRENTICESHIP PROGRAM APPLICATION

APPLICANT INFORMATION

Last Name	First	M.I.	Date		
Street Address				Apartment/Unit #	
City	State	ZIP			
Phone	E-mail Address				
Date Available	Social Security No.			Date of Birth	
Are you a citizen of the United States?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	If no, are you authorized to work in the U.S.?		YES <input type="checkbox"/> NO <input type="checkbox"/>
Have you ever worked for this company?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	If so, when?		
Have you ever been convicted of a felony?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	If yes, explain		

EDUCATION

<u>High School</u>	Address					
From	To	Did you graduate?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	Course of Study	
<u>College / Trade School</u>	Address					
From	To	Did you graduate?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	Degree/ Certification	
<u>Other</u>	Address					
From	To	Did you graduate?	YES <input type="checkbox"/>	NO <input type="checkbox"/>	Degree/ Certification	

ADDITIONAL SKILLS

Please check all skills that you have experience with and write-in any others in the space below:

- CARPENTRY WELDING FORKLIFT OPERATION BLUEPRINT READING DIESEL MOTOR REPAIR
 HEAVY EQUIPMENT REPAIR CHAINSAW OPERATION FIRST AID CEMENT FINISHING CIRCULAR SAW OPERATION
 TRACTOR TRAILER OPERATION BACKHOE OPERATION SKID STEER OXY ACETYLENE WELDING

List Additional Licenses and/or Certifications Below:

Please list / explain if you have a specific area that you would like to focus (i.e. Welding, Mechanic, Carpentry, etc.)

IN THE SPACE BELOW, EXPLAIN WHY YOU ARE INTERESTED IN THIS PROGRAM:

PREVIOUS EMPLOYMENT

<u>Company #1</u>		Phone		()	
Address		Supervisor			
Job Title		Starting Salary	\$	Ending Salary	\$
Responsibilities					
From	To	Reason for Leaving			
May we contact your previous supervisor for a reference?		YES <input type="checkbox"/>	NO <input type="checkbox"/>		
<u>Company #2</u>		Phone		()	
Address		Supervisor			
Job Title		Starting Salary	\$	Ending Salary	\$
Responsibilities					
From	To	Reason for Leaving			
May we contact your previous supervisor for a reference?		YES <input type="checkbox"/>	NO <input type="checkbox"/>		
<u>Company #3</u>		Phone		()	
Address		Supervisor			
Job Title		Starting Salary	\$	Ending Salary	\$
Responsibilities					
From	To	Reason for Leaving			
May we contact your previous supervisor for a reference?		YES <input type="checkbox"/>	NO <input type="checkbox"/>		

MILITARY SERVICE

Branch	From	To
Rank at Discharge	Type of Discharge	
If other than honorable, explain		

DISCLAIMER AND SIGNATURE

- I certify that the information provided in this application is true, to the best of my knowledge.
- I acknowledge that a physical examination is required for this program and that, as a condition of employment, I will be required to submit to drug/alcohol testing, including pre-employment, random, reasonable suspicion, post-accident, and follow-up testing as requested by the Company.
- I acknowledge the fact that if I am under 18 years of age during my time of employment, I am not permitted to operate company equipment or vehicles.
- I understand that providing false or misleading information at any time during the application and interview process may lead to refusal to hire or discharge from the Company.
- I allow the Company to conduct investigations on me, my background and my performance, and am aware that such investigations will become a part of my employment record. With this, I authorize the Company to speak with my acquaintances, personal and professional, to gather information about me.
- I authorize all former employers and references to provide any information about me to the Company, and release them of liabilities and damages of all kinds for providing this information. I authorize the Company to verify the accuracy of the information within this application. I also authorize the release of my educational transcripts to the Company for education verification purposes.
- I release Brayman Construction Corporation and any of its affiliates from liability for collecting information about me and using it to make employment decisions.
- If I become employed by the Company, I understand that the employment relationship will be "at will," and that the "at will" status may not change at any time unless specifically approved, in writing, by the CEO of the Company.
- I agree that if I become indebted to the Company, I will be responsible for repaying the total owed upon termination from the Company.
- This application for employment is valid for the next 90 days. I understand that if I wish to be considered for employment after this period of time, I must apply again.

Signature	Date
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