



NYS DOL Use Only: Sponsor No. 78101
[] New Program [] Reactivation [] Revision [] Recertification

New York State
Registered Apprenticeship Training Program
Sponsor Information Sheet and Instructions

NYS Department of Labor
Apprentice Training

AUG 09 2024

Central Office

Form AT 9 is used to collect data regarding sponsors and signatories for the New York State (NYS) Registered Apprenticeship Training Program. Please read the instructions on pages 3 and 4 before completing this form.

Section I

- A. Sponsor name: Power & Construction Group, Inc.
B. Trade(s): Electrical (Outside) Line Worker, Skilled Construction Craft Laborer, Electrician
C. Type of Apprenticeship Training Program (check one):
1. [X] Individual Non-Joint 2. [] Individual Joint 3. [] Group Non-Joint* 4. [] Group Joint (JAC/JATC)*
*For sponsors of group programs only (3 and 4) - See instructions for signatory list submission information.
D. Name of entity completing this form: Power & Construction Group, Inc.
E. Entity completing this form (check one):
[X] Individual Employer/Sponsor [] Union [] JAC/JATC [] Association
[] Employer/Signatory company serving on the JAC/JATC, Board of Directors, or other governing body
F. Mailing address: Street: P.O. Box 30
City/Town: Scottsville State: NY Zip Code: 14546
G. Email: [redacted] H. Phone: (585) 889-8500 I. Fax: (585) 889-1219
J. Federal Employer Identification Number (FEIN): [redacted]
K. NYS Unemployment Insurance Employer Registration (ER) Number: [redacted]
L. Is this entity required to report any employee wages under this FEIN to the NYS Department of Tax and Finance? [X] Yes [] No
M. Type of Entity (check one and provide attachments as noted in the instructions):
[X] Corporation [] Partnership [] Sole-Proprietor [] LLC [] LLP [] Other
N. How many years has your organization been in business? 19
O. Within the past five (5) years, have you done business under a different name? [] Yes [X] No
If 'Yes', provide attachments as noted in the instructions.
P. If this is part of a new program application or if your entity is new to an existing program, within the past five (5) years, has your organization, any substantially owned-affiliated entity,** any predecessor company or entity, any owner of 10% or more of the entity's shares, any director, any officer, any partner, or any proprietor been a sponsor of, or signatory to, a NYS Registered Apprenticeship Program? [] Yes [X] No
If 'Yes', provide attachments as noted in the instructions.

Section II

Complete all questions, (1 - 10), in this section and provide attachments as noted in the instructions.

Within the past five (5) years, has your organization, any substantially owned-affiliated entity,** any predecessor company or entity, any owner of 10% or more of the entity's shares, any director, any officer, any partner, or any proprietor been the subject of:

- 1. Any conviction for a crime under state or federal law? [] Yes [X] No
2. Any indictment or pending indictment for conduct constituting a crime under state or federal law?... [] Yes [X] No
3. Any grant of immunity for conduct constituting a crime under state or federal law? [] Yes [X] No

** For the definitions of a 'substantially owned-affiliated entity' see the end of Section I in the instructions.

4. Any suspension, bid rejection, or disapproval by any governmental entity of any proposed contract or subcontract for lack of responsibility, or denial or revocation of pre-qualification for any bid in any state or municipality, or a voluntary exclusion agreement?..... Yes No
5. Any federal, state, or municipal debarments, including Workers' Compensation or Public Work?..... Yes No
6. Any pending or open investigation of a possible violation, or determination of a violation of any federal law or regulation including, but not limited to, investigations by the National Labor Relations Board (NLRB) or the United States Department of Labor (USDOL) Wage and Hour Division?..... Yes No
7. a. Any pending or open Occupational Safety and Health Administration (OSHA) investigation?..... Yes No
b. Any OSHA citation that resulted in a final determination classified as serious, willful, or repeat? Yes No
8. a. Any pending or open investigation of a possible violation, or determination of a violation of New York State law or regulation, any other state law or regulation, or any municipal law or regulation including, but not limited to, investigations by the Bureau of Public Work, the Division of Safety and Health, or the Division of Labor Standards?..... Yes No
b. If 'Yes', was the violation determined to be willful?..... Yes No
9. Any investigations, claims, or lawsuits before the US Equal Employment Opportunity Commission (EEOC), USDOL Office of Federal Contract Compliance Program (OFCCP), NYS Division of Human Rights, federal or state courts, or local Civil Rights Commissions?..... Yes No
10. Any stipulations, settlement, consent order, or like agreement involving any state, municipal, or federal enforcement action (judicial or regulatory) **other than those covered above**?..... Yes No

After completing Sections I and II, you must sign Section III, and have it notarized.

Section III

Certification – I, the undersigned, recognize that I submit this questionnaire to permit the New York State Department of Labor to review the background of the applicant, sponsor, union, or signatory employers and association(s) serving as a member of the JAC/JATC or other governing body at the time of new program application, during program probation, at recertification, or as otherwise deemed appropriate by the Department.

I certify:

- That the Department may use its sole discretion to choose the means to determine the truth and accuracy of all statements made herein.
- That intentional submission of false or misleading information may constitute a Class A misdemeanor under Penal Law (PL § 210.35), and may be punishable by a fine of up to \$1,000 (PL § 80.05(1)) and/or imprisonment of up to one year (PL § 70.15(1)).
- That the information submitted in this questionnaire and any attachments is true, accurate, and complete.

The undersigned recognizes that any adverse information uncovered regarding any applicant, sponsor, signatory, or union participating in a Joint Apprenticeship Committee, or other sponsoring association, may adversely affect the sponsor's application request or program. Signing this document constitutes permission to release this information (including UI information) concerning the entity completing this form to the program sponsor.

Signature of CEO, Chair, or representative granted legal authority to bind the Entity _____ Date 5/9/24

Print name and title: Scott R. Ingalls, President

Sworn to me this: 9TH day of MAY 2024 _____
Signature of Notary Public or Commissioner of Deeds



Michelle L. Spaulding
Signature of Notary Public or Commissioner of Deeds
MICHELLE L. SPAULDING
Notary Public - State of New York
No. 01SP8044815
Qualified in Ontario County
My Commission Expires July 10, 2026

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NYS Department of Labor
Apprentice Training

AUG 09 2024

Central Office

Apprentice Training Program Registration Agreement

Revision

Nature of Change: New Program Application
EITHER P. WIERZBA OR E. SLUSAR
ARE ABLE TO MAKE PROGRAM CHANGES.

State Use Only	
AT Sponsor No.	78101
ATP Code	18-514
Effective Date of AT Program	

1. Name of Sponsor: Power & Construction Group, Inc.

2. Mailing Address: P.O. Box 30 Scottsville NY 14546 Monroe
(number & street) (city) (state) (zip code) (county)

3. Actual Address: 96 West River Road Scottsville NY 14546 Monroe
(number & street) (city) (state) (zip code) (county)

4. Telephone No.: (585) 889-8500 Ext. _____ Fax No.: (585) 889-1219

5. E-mail Address: [REDACTED]

6. Trade/Occupation: Skilled Construction Craft Laborer

7. No. Employees: 300 No. Apprentices: 0 No. Journeyworkers: 50 8. Ratio: 1:1:1:3

9. DOT Code: O*NET Code 47-2061.00 10. Length of Program: 24 months

11. Apprentices Probationary Period: 6 Months 12. Work process: Standard or Revised

13. Minimum Journeyworker Rate: \$ 23.00 per hour 14. Effective Date of Wages: 5/9/2024

15. Apprentices wage progression for each period – in months (M) or hours (H)

	1	2	3	4	5	6	7	8	9	10
Months (check):	M <input checked="" type="checkbox"/>	M <input checked="" type="checkbox"/>	M <input checked="" type="checkbox"/>	M <input checked="" type="checkbox"/>	M <input type="checkbox"/>	M <input type="checkbox"/>	M <input type="checkbox"/>	M <input type="checkbox"/>	M <input type="checkbox"/>	M <input type="checkbox"/>
Hours (check):	H <input type="checkbox"/>	H <input type="checkbox"/>	H <input type="checkbox"/>	H <input type="checkbox"/>	H <input type="checkbox"/>	H <input type="checkbox"/>	H <input type="checkbox"/>	H <input type="checkbox"/>	H <input type="checkbox"/>	H <input type="checkbox"/>
No. of Months/Hours:	<u>6</u>	<u>6</u>	<u>6</u>	<u>6</u>						
Wage rate: or, percentage of the journeyworker rate:	<u>\$ 18.00</u>	<u>\$ 19.00</u>	<u>\$ 20.00</u>	<u>\$ 21.00</u>						

16. The sponsor agrees to comply with the provisions on this side and on the reverse of this agreement.

17. Peter D. Wierzba 5/9/2024 18. Edward L. Slusar 5/9/2024
Signature of Official Sponsor Representative Date Signature of Union Representative Date

PETER D. WIERZBA EXEC. U.P. Edward L. Slusar - MANAGER
Print Name and Title Print Name, Title, and Union Name

19. _____ Date
Signature New York State Department of Labor

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Sponsor Code 78010
Trade Code 18-514

Related Instruction Availability

Trade: Skilled Construction Craft Laborer
Sponsor Name: Power & Construction Group, Inc.
Sponsor Representative: Peter D. Wierzba
Sponsor Address:
No. & Street: 96 Wester River Road City: Scottsville
County: Monroe State: NY Zip Code: 14546
Sponsor Telephone No.: 585-889-8500
Proposed Number of Apprentices: 0

AT Office

Name: NYSDOL Apprenticeship Training Unit
No. & Street: 276 Waring Road
City: Rochester State: NY Zip Code: 14609
Apprentice Training Representative: Robert Coe Date Prepared: 7/17/24

Related instruction is not available. Related instruction is available at:

School

Name: Penn Foster (Online) (www.workforcedevelopment.com)
No. & Street: http://www.workforcedevelopment.com/apprenticeship.html
City: Scranton State: PA Zip Code: 18515
School Representative Contact Information:
Name: Harold Ayers
Telephone No.: 1 (888) 427-6200 Email: [REDACTED]

School

Name: NCCER Connect (online) * Pending DLEA Approval
No. & Street: https://www.pearson.com/en-us/search.html/Careers+%26+Trades
City: _____ State: _____ Zip Code: _____
School Representative Contact Information:
Name: _____
Telephone No.: _____ Email: _____ **Central Office**

NYS Department of Labor
Apprentice Training

AUG 09 2024

DLEA

Name: Monroe 2 BOCES, Center for Workforce Development - Shawna Gareau-Kurtz/Jill Slavny
No. & Street: WEMOCO CTE Center, 3589 Big Ridge Road
City: Spencerport State: NY Zip Code: 14559
Signature of DLEA [REDACTED] Date Prepared: 8/5/24



Apprentice Training Recruitment Notification and Minimum Qualifications

Sponsor: Power & Construction Group, Inc.

Located at: (Address) 96 W. River Road, Scottsville, NY 14546

Is presently accepting applications for Apprenticeship Training Positions: List estimated number of openings: 1

In the occupation of: (List Trade) Skilled Construction Craft Laborer

If you are interested in taking advantage of this training opportunity and meet the following qualifications, you are eligible to apply.

Minimum Qualifications High School (HS) Diploma or HS Equivalency Diploma (such as TASC or GED). Minimum Age: 18 Minimum Education:

Physical Condition: Be physically able to perform the work required as determined by:

Post offer and prior to enrollment, must pass a DOT physical and drug screen, both paid for by the sponsor. DOT physical and drug screen may be randomly administered throughout the program. Candidates must maintain passing results throughout the term of the apprenticeship program.

(Note: Costs for medical examination, if required, are at the expense of the sponsor. Additionally, any testing fees and permitted application fees charged to an applicant may not result in a profit for the sponsor.)

Other: Must have the ability to perform extensive physical labor, including but not limited to: digging with a hand bar or shovel to expose live utilities, pushing, pulling, climbing into and out of trenches and manholes and over and under obstacles. Must be able to work in confined spaces elevated work areas (ladders and lifts greater than 40ft), and outdoors (year round) in all types of weather.

Other: Must have ability to balance, have hand-eye coordination, and physical fitness to perform minimum labor tasks. Must be an employee of P&CG, Inc. for a minimum of six-months. Candidates most recent performance appraisal must be satisfactory. Candidates must have had no safety violations or disciplinary actions in place within the past six-months. Must have and maintain a valid NYS Driver's License throughout the entire duration of the program.

Other: May be required to operate company vehicles. Must have reliable transportation to and from work and classes at the approved school. Must be flexible in changes to work schedule and travel. Must be willing and able to complete a minimum of 144 hours of classes per year at the approved school. Must be able to read, write, hear, and understand verbal and written instructions in English. Must have basic PC skills, such as keyboard typing and knowledge of Microsoft systems.

Application forms may be obtained: From: To:

Name: Peter Wierzba

Address: 96 W. River Road, Scottsville, NY 14546

Days: Monday - Friday Times: 8am - 4pm

Phone: (585) 889-8500 Email:

Special Instructions:

NYS Department of Labor Apprenticeship Training

AUG 09 2024

Central Office

All Applications Must be (please check) [] Received [] Postmarked No Later Than:



Selection Standards and Evaluations

Name of Candidate: _____ Trade: Skilled Construction Craft Laborer

Address: _____ City: _____ State: _____ Zip: _____

Only those checked apply.		Maximum Points Allowable	Number of Years Credited	Score	Total
Educational Achievement					
<input checked="" type="checkbox"/>	<u>1</u> Points for Each Year of Education Past Grade <u>12</u> or Equivalent as Recognized by Local Educational Authorities	30			Total
<input checked="" type="checkbox"/>	<u>4</u> Points for Each Year of Related Technical Education Past Grade <u>9</u> or Equivalent as Recognized by Local Educational Authorities	4			
<input checked="" type="checkbox"/>	<u>2</u> Points for Each Trade Related Adult or Continuing Education Course Completed	16			
<input type="checkbox"/>	Other: _____	10			
<input type="checkbox"/>	Other: _____				
Work Experience					
<input checked="" type="checkbox"/>	<u>1</u> Points for Each Year of Trade Related Work Experience	17			Total
<input checked="" type="checkbox"/>	<u>1</u> Points for Each Year of Active Military Experience	5			
<input checked="" type="checkbox"/>	<u>1</u> Points for Each Year of General Work Experience	5			
<input checked="" type="checkbox"/>	<u>1</u> Other: <u>1 point for each year as an EMT, Firefighter, or Military Reserves</u>	2			
<input type="checkbox"/>	Other: _____	5			
Seniority					
<input checked="" type="checkbox"/>	<u>1</u> Points for Each Year of Employment with The Sponsoring Firm	5			Total
<input type="checkbox"/>	Other: _____	5			
Job Aptitude					
<input type="checkbox"/>	Name of Aptitude Test: _____ Administered by _____				Total
<input type="checkbox"/>	Other: _____				
Oral Interview: Not to Exceed 40% of Total Score					
<input checked="" type="checkbox"/>	<u>1</u> Ability to Communicate	40			Total
<input checked="" type="checkbox"/>	<u>1</u> Willingness to Accept Obligation of Apprenticeship	10			
<input checked="" type="checkbox"/>	<u>1</u> Ability to Reason and Comprehend	10			
<input checked="" type="checkbox"/>	<u>1</u> Interest and Motivation	10			
<input type="checkbox"/>	Other: _____				
<input type="checkbox"/>	Other: _____				

Total Allowable Points →

92	Total Score →
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Rank _____

Evaluated by: _____ (Name) Date: _____ NYS Department of Labor - Apprenticeship Training

Sponsor Name: Power & Construction Group, Inc

Sponsor Address: 96 West River Road, Scottsville, NY 14546 AUG 09 2024

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Received Apprenticeship Unit MAY 10 2024 ROCHESTER

Non-Discrimination Plan (Short Form)

A. Equal Opportunity Pledge: Our company recognizes that all persons shall have equal opportunity in employment and apprenticeship training, and agrees to adhere to the following:

The recruitment, selection, employment, and training of apprentices during the apprenticeship shall be without discrimination because of race, creed, color, religion, national origin, age, sex, disability, veteran status, marital status, or arrest record. The sponsor will take affirmative action to provide equal opportunity in apprenticeship and will operate the apprenticeship program as required under Title 29 of the Code of Federal Regulations, Part 30; Title 12 of the Official Compilation of Codes, Rules and Regulations of the State of New York, Part 600; and the Americans with Disabilities Act of 1990.

B. Sexual Harassment Prevention Policy: Our policy is that sexual harassment is prohibited. This policy applies to internal activity towards employees, interaction between employees and actions and treatment directed towards employees, from any person or persons at the worksite whether or not they are employees of this organization.

Equal Employment Opportunity Commission (EEOC) guidelines provide that verbal or physical conduct of a sexual nature may constitute sexual harassment when:

- Submission to such contact is made either explicitly or implicitly a term or condition of an individual's employment;
• Submission to, or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; and/or
• Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

When an employee has a complaint of sexual harassment, the complaint should be brought promptly to the attention of his/her immediate supervisor, or to the next level of supervision. These persons have the authority and responsibility to resolve the complaint. If the complaint is not satisfactorily resolved, the employee has the right to contact the NYS Division of Human Rights and the Federal Equal Employment Opportunity Commission. The complaint will be investigated; if substantiated, prompt action will be taken to stop the harassment immediately and prevent recurrence.

If an employee is an apprentice, the program's apprenticeship administrator and the NYS Apprenticeship Director must be notified of the complaint.

C. Minimum Qualifications and Selection Standards: It is agreed that the minimum qualifications and selection standards utilized will be those listed on form AT 505, Apprentice Training Recruitment Notification and Minimum Qualifications, and form AT 508, Selection Standards and Evaluations, on file with the Department.

D. Recruitment: It is agreed that the sponsor will recruit applicants for apprenticeship by (Check One):

- [] Listing all apprentice openings with the NYS Job Bank (https://newyork.usnlx.com) for a minimum of five full working days before selections are made.
[X] Limiting recruitment to present employees of the sponsor and/or union members of the union sponsoring the apprenticeship program. Resulting vacancies will be listed with the NYS Job Bank (https://newyork.usnlx.com).
[] Recruiting apprentices by methods other than those above. A detailed statement of the recruitment method must be attached and approved by the Commissioner of Labor prior to being used.

On behalf of the sponsor, I certify that it is our intent to fulfill these Equal Opportunity Standards.

Signature of Sponsor: Peter D. Wierzba 5/9/2024
The above signature must be of the employer's Chief Executive Officer or the Chair of the Joint Apprenticeship Committee or their authorized representative. Date

PETER D. WIERZBA EXECUTIVE V.P.
Print Name and Title

Approved by: _____ Date _____
New York State Department of Labor

Sponsor Name Power & Construction Group, Inc. Sponsor Code 78101 No. of Apprentices 2,000

Trade(s) Electrician, Electrical (Outside) Line worker, Skilled Trade Code(s) 17-072, 17-071, 18-514
- CONST. CRAFT LABORER