New York State
Registered Apprenticeship Training Program

Sponsor Information Sheet and Instructions

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: Taylor Devices Inc.
B. Trade(s): Machinist (CNC)
C. Type of Apprenticeship Training Program (check one):
   1. [✓] 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: Taylor Devices Inc.
E. Entity completing this form (check one):
   [✓] 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: 90 Taylor Drive
   City/Town: North Tonawanda
   State: NY
   Zip Code: 14120
G. Email: [personal information redacted]
   Phone: (716) 694-0800
   Fax: (716) 243-7914
H. Federal Employer Identification Number (FEIN): [personal information redacted]
I. NYS Unemployment Insurance Employer Registration (ER) Number: [personal information redacted]
J. Is this entity required to report any employee wages under this FEIN to the NYS Department of Tax and Finance? [✓ Yes [ ] No
K. Type of Entity (check one and provide attachments as noted in the instructions):
   [✓] Corporation
   [ ] Partnership
   [ ] Sole-Proprietor
   [ ] LLC
   [ ] LLP
   [ ] Other
L. How many years has your organization been in business? 66
M. Within the past five (5) years, have you done business under a different name? [ ] Yes [✓ No
If 'Yes', provide attachments as noted in the instructions.
N. 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 [✓ 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 [ ] No
2. Any indictment or pending indictment for conduct constituting a crime under state or federal law? [ ] Yes [✓ No
3. Any grant of immunity for conduct constituting a crime under state or federal law? [ ] Yes [✓ 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 § 60.05(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 3/10/22

Print name and title: TIMOTHY J. SOPKO C.E.O.

Sworn to me this 10th day of March 2022

Signature of Notary Public or Commissioner of Deeds

NYS Department of Labor Apprentice Training

MAY 27 2022

Central Office

Susan M. Ewing
NOTARY PUBLIC, STATE OF NEW YORK
No. 01EW9276590
Qualified in Erie County
Expires: February 4, 2025

Received Apprenticeship Unit
MAR 14 2022
BUFFALO

Field - Receipt Date Stamp

AT 9 (11/20)
Apprentice Training Program Registration Agreement

Revision □ New Registration □

State Use Only

<table>
<thead>
<tr>
<th>AT Sponsor No.</th>
<th>ATP Code</th>
<th>Effective Date of AT Program</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>32-130A</td>
<td></td>
</tr>
</tbody>
</table>

1. Name of Sponsor: Taylor Devices Inc.

2. Mailing Address:
   - (number & street): 90 Taylor Drive
   - (city): North Tonawanda
   - (state): NY
   - (zip code): 14120
   - (county): Niagara

3. Actual Address:
   - (number & street): 90 Taylor Drive
   - (city): North Tonawanda
   - (state): NY
   - (zip code): 14120
   - (county): Niagara

4. Telephone No.: 716-243-7902
   - Ext.: n/a
   - Fax No.: 716-243-7914

5. E-mail Address: [redacted]

6. Trade/Occupation: Machinist (CNC)

7. No. Employees: 30
   - No. Apprentices: 15
   - No. Journeyworkers: 5
   - Ratio: 1:1:1

8. DOT Code: 600.280-022

9. Length of Program: 48 months

10. Apprentice Probationary Period: 12 months

11. Minimum Journeyworker Rate: $29.00 per hour

12. Work process: Standard □ or Revised □

13. Effective Date of Wages:

14. Apprentice wage progression for each period – in months (M) or hours (H):

<table>
<thead>
<tr>
<th></th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
<th>8</th>
<th>9</th>
<th>10</th>
</tr>
</thead>
<tbody>
<tr>
<td>H</td>
<td>H</td>
<td>H</td>
<td>H</td>
<td>H</td>
<td>H</td>
<td>H</td>
<td>M</td>
<td>M</td>
<td>M</td>
<td>M</td>
</tr>
<tr>
<td>M</td>
<td>M</td>
<td>M</td>
<td>M</td>
<td>M</td>
<td>M</td>
<td>M</td>
<td>M</td>
<td>M</td>
<td>M</td>
<td>M</td>
</tr>
<tr>
<td>H</td>
<td>H</td>
<td>H</td>
<td>H</td>
<td>H</td>
<td>H</td>
<td>H</td>
<td>H</td>
<td>H</td>
<td>H</td>
<td>H</td>
</tr>
<tr>
<td>800</td>
<td>1600</td>
<td>2400</td>
<td>3200</td>
<td>4000</td>
<td>4800</td>
<td>5600</td>
<td>6400</td>
<td>7200</td>
<td>8000</td>
<td></td>
</tr>
</tbody>
</table>

15. $18.00 $19.00 $20.00 $21.00 $22.00 $23.00 $24.00 $25.00 $26.00 $27.00

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

17. Signature of Official Sponsor Representative: [Redacted]

18. Signature of Union Representative: [Redacted]

19. Signature New York State Department of Labor: [Redacted]

MAR 07 2022
BUFFALO
WE ARE YOUR DOL

Apprenticeship Training Program

Related Instruction Availability

Trade: Machinist (CNC)
Sponsor Name: Taylor Devices
Sponsor Representative: Bill Streams
Sponsor Address:
No. & Street: 90 Taylor Drive
City: North Tonawanda
County: Niagara State: NY Zip Code: 14120
Sponsor Telephone No.: 716-694-0800
Proposed Number of Apprentices: 

AT Office
Name: NYSDOL Apprenticeship Training-BUFFALO
No. & Street: 290 Main Street
City: Buffalo State: NY Zip Code: 14202
Apprentice Training Representative: [Name] Date Prepared: 5/19/22

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

School
Name: Buffalo Public Schools-Adult Education Division
No. & Street: 389 Virginia Street
City: Buffalo State: NY Zip Code: 14201
School Representative Contact Information:
Name: Marcia Johnson
Telephone No.: (716) 887-3912 X202 Email: [Email]

School
Name: Erie Community College
No. & Street: 6205 Main Street
City: Williamsville State: NY Zip Code: 14221
School Representative Contact Information:
Name: Nathan Witkowski
Telephone No.: 716-270-5896 Email: [Email]

DLEA
Name: [Name]
No. & Street: 606 6th Street
City: Niagara Falls State: NY Zip Code: 14301
Signature of DLEA Date Prepared: 

AT 8 (4/19)
Apprentice Training Recruitment Notification and Minimum Qualifications

Sponsor: Taylor Devices Inc.
Located at: (Address) 90 Taylor Drive North Tonawanda NY, 14120

Is presently accepting applications for Apprenticeship Training Positions: List estimated number of openings: 2
In the occupation of: (List Trade) Machinist (CNC)

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

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

Physical Condition: Be physically able to perform the work required as determined by:
A medical examination (at the expense of Taylor Devices).

(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: VERIFICATION OF COVID-19 VACCINE
DRUG SCREENING

Other: All positions will include background checks for: Social Security Verification and Criminal History.

Other: EMPLOYMENT ELIGIBILITY VERIFICATION AND E-VERIFY (FORM I-9)

Application forms may be obtained: From: ____________ To: ____________
Name: Sue Ewing
Address: 90 Taylor Drive North Tonawanda NY 14120

Days: Monday through Friday Times: 9:00am - 3:00pm
Phone: (716) 694-0800 Email: ____________

Special Instructions:

All Applications Must be (please check) ☐ Received ☐ Postmarked No Later Than: ____________

AT 505 (05/21) See Instructions on Reverse Side
## Selection Standards and Evaluations

<table>
<thead>
<tr>
<th>Name of Candidate</th>
<th>Trade</th>
<th>Machinist (CNC)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Educational Achievement

<table>
<thead>
<tr>
<th>Only those checked apply.</th>
<th>Maximum Points Allowable</th>
<th>Number of Years Credited</th>
<th>Score</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Educational Achievement</strong></td>
<td>Total 24</td>
<td><strong>Total</strong></td>
<td></td>
</tr>
<tr>
<td>✓ 2 Points for Each Year of Education Past Grade 12 or Equivalent as Recognized by Local Educational Authorities</td>
<td>8</td>
<td>8</td>
<td>8</td>
</tr>
<tr>
<td>✓ 2 Points for Each Year of Related Technical Education Past Grade 10 or Equivalent as Recognized by Local Educational Authorities</td>
<td>8</td>
<td>8</td>
<td>8</td>
</tr>
<tr>
<td>✓ 2 Points for Each Trade Related Adult or Continuing Education Course Completed</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>□ Other</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Work Experience

<table>
<thead>
<tr>
<th>Only those checked apply.</th>
<th>Maximum Points Allowable</th>
<th>Number of Years Credited</th>
<th>Score</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Work Experience</strong></td>
<td>Total 28</td>
<td><strong>Total</strong></td>
<td></td>
</tr>
<tr>
<td>✓ 3 Points for Each Year of Trade Related Work Experience</td>
<td>15</td>
<td>15</td>
<td>15</td>
</tr>
<tr>
<td>✓ 1 Points for Each Year of Active Military Experience</td>
<td>4</td>
<td>4</td>
<td>4</td>
</tr>
<tr>
<td>✓ 1 Points for Each Year of General Work Experience</td>
<td>5</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td>□ Other Points for Each Year Experience working in Lean Environment</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Seniority

<table>
<thead>
<tr>
<th>Only those checked apply.</th>
<th>Maximum Points Allowable</th>
<th>Number of Years Credited</th>
<th>Score</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Seniority</strong></td>
<td>Total 16</td>
<td><strong>Total</strong></td>
<td></td>
</tr>
<tr>
<td>✓ 4 Points for Each Year of Employment With The Sponsoring Firm</td>
<td>16</td>
<td>16</td>
<td>16</td>
</tr>
<tr>
<td>□ Other</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Job Aptitude

<table>
<thead>
<tr>
<th>Only those checked apply.</th>
<th>Maximum Points Allowable</th>
<th>Number of Years Credited</th>
<th>Score</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Job Aptitude</strong></td>
<td>Total 20</td>
<td><strong>Total</strong></td>
<td></td>
</tr>
<tr>
<td>□ SAT8 (Specific Aptitude Test Battery)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>□ Points for High ___ Low ___</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>□ Name of Alternative Aptitude Test</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>□ Administered by</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>□ Other</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Oral Interview: Not to Exceed 40% of Total Score

<table>
<thead>
<tr>
<th>Only those checked apply.</th>
<th>Maximum Points Allowable</th>
<th>Number of Years Credited</th>
<th>Score</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Oral Interview: Not to Exceed 40% of Total Score</strong></td>
<td>Total 20</td>
<td><strong>Total</strong></td>
<td></td>
</tr>
<tr>
<td>✓ 1 Ability to Communicate</td>
<td>5</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td>✓ 1 Willingness to Accept Obligation of Apprenticeship</td>
<td>5</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td>✓ 1 Ability to Reason and Comprehend</td>
<td>5</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td>✓ 1 Interest and Motivation</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>□ Other</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Total Allowable Points

<table>
<thead>
<tr>
<th>Only those checked apply.</th>
<th>Maximum Points Allowable</th>
<th>Number of Years Credited</th>
<th>Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total</td>
<td>Total 88</td>
<td><strong>Total Score</strong></td>
<td></td>
</tr>
</tbody>
</table>

---

**Evaluated by**

**Name**

**Date**

**Sponsor Name**

**Taylor Devices Inc.**

**Sponsor Address**

**90 Taylor Drive North Tonawanda NY 14120**

---

**AT 508 (11/20)**
WE ARE YOUR DOL

MAY 27 2022

www.labor.ny.gov

Central Office

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 anyone 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, Apprenticeship Training Recruitment Notification and Minimum Qualifications, and form AT 506, 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 (www.newyork.jobs) 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 (www.newyork.jobs).
- [ ] 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: ______________________________ Date: 3/2/2022

Timothy Sopko
CEO

Print Name and Title

Approved by: ______________________________

New York State Department of Labor

Date

Sponsor Name: Taylor Devices Inc.

Sponsor Code ____________________________

No. of Apprentices _______________________

Trade(s): Machinist (CNC)

Trade Code(s): 32-130A

At 602 (11/20)

Received Apprenticeship Unit

MAR 07 2022

BUFFALO