



NEVADA LABOR COMMISSIONER  
NEVADA STATE APPRENTICESHIP COUNCIL  
2022 Non-Joint Standards of Apprenticeship

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## **Appendix E**

### **EMPLOYER ACCEPTANCE AGREEMENT**

#### **ADOPTED BY**

***Board of Regents, Nevada System of Higher Education***

RAPIDS PROGRAM ID NUMBER: 2021-NV-81493

**DEVELOPED IN COOPERATION WITH  
THE NEVADA LABOR COMMISSIONER, THE NEVADA STATE  
APPRENTICESHIP COUNCIL, AND THE U.S. DEPARTMENT OF LABOR**



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APPENDIX E

EMPLOYER ACCEPTANCE AGREEMENT

The undersigned employer hereby subscribes to the provisions of the Apprenticeship Standards formulated and registered by **Board of Regents, Nevada System of Higher Education** agrees to carry out the intent and purpose of said Standards and to abide by the rules and decisions of the Sponsor established under these Apprenticeship Standards. We have been furnished a copy of the Standards and have read and understood them, and request certification to train apprentices under the provisions of these Standards, with all attendant rights and benefits thereof. Nothing in this agreement or the Standards shall construe a right of continued employment by the apprentice, nor shall it be interpreted as being inconsistent with existing or subsequent employer policies contained in the employee company manual or policies provided to the apprentice. The Standards and associated Appendices are also modified for this employer as specified in the employer’s modifications listed below.

On-the-job, the apprentice is hereby guaranteed assignment to a skilled and competent journey worker/fully trained worker and is guaranteed that the work assigned to the apprentice will be rotated so as to ensure training in all phases of work and approved ratio will be adhered to. The employer agrees to pay the applicable apprenticeship wage and the costs of the training assessed to the apprentice, as defined in Section XIII of the Standards. This employer acceptance agreement will remain in effect until cancelled voluntarily or revoked by the Sponsor or Registration Agency. This form must be signed and returned to the Sponsor and the Registration Agency in turn for the apprenticeship program to be registered and becomes effective.

Signed: Michael W. Buis Date: 2/4/2022

Michael W. Buis, CEO

**Type Name & Title**

Name of Company: Pacific States Communications of Nevada Inc. DBA PacStates

Address: 240 So. Rock Blvd, 117

City, State, Zip: Reno, NV 89502

Contact: Michael Buis

Phone Number: 775.284.4103

Email: mbuis@pacstatesnv.com .com



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*Reviewed and approved by:* Pacific States Communications of Nevada Inc. DBA PacStates

Date: 2/4/2022

\_\_\_\_\_  
**Signature of Sponsor (*designee*)**

*Cheryl Olson, Apprenticeship Navigator*

Type Name & Title

Date: \_\_\_\_\_

\_\_\_\_\_  
**Signature of Sponsor (*designee*)**

\_\_\_\_\_  
Type Name & Title



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**EMPLOYER MODIFICATIONS TO  
STANDARDS OF APPRENTICESHIP AND APPENDICES**

**Standards of Apprenticeship**

SECTION 3 - AFFIRMATIVE ACTION PLAN

- will be employing five or more apprentices.
- will not be employing five or more apprentices.

SECTION 5 - SELECTION OF APPRENTICES

- will be employing five or more apprentices.
- will not be employing five or more apprentices.

SECTION 13 - RELATED INSTRUCTION

- Apprentices will be paid for hours spent attending related instruction classes during non-work hours.
- Apprentices will not be paid for hours spent attending related instruction classes during non-work hours.

**Appendix A - Work Process Schedule and Related Instruction Outline**

*For each Appendix A*

**Occupation: Network Support Specialist**  
**O\*NET Code: 15-1244.00      RAPIDS Code: 1132CB**

Employer-partner agrees to abide by the terms set forth in Appendix A as drafted, except with the following modifications (see attached).

**APPRENTICE WAGE SCHEDULE:**

The minimum starting wage scale for an apprentice is \$ 18.00 per hour.  
The minimum starting wage scale for a journey worker/fully-competent worker is \$ 30.00 per hour.

**Appendix C - Affirmative Action Plan**

If applicable (employing 5 or more apprentices), are there changes?  Yes /  No  
If yes, see attached.



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**Appendix D - Qualifications and Selection Procedures**

Are there changes?  Yes /  No If yes, see attached.