



**NEVADA LABOR COMMISSIONER
NEVADA STATE APPRENTICESHIP COUNCIL
2023 Non-Joint Standards of Apprenticeship**

Appendix E

EMPLOYER ACCEPTANCE AGREEMENT

ADOPTED BY

Frontier Environmental Solutions, Inc.

RAPIDS PROGRAM ID NUMBER: 0354

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



NEVADA LABOR COMMISSIONER
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2023 Non-Joint Standards of Apprenticeship

APPENDIX E

EMPLOYER ACCEPTANCE AGREEMENT

The undersigned employer hereby subscribes to the provisions of the Apprenticeship Standards formulated and registered by **Frontier Environmental Solutions, Inc.** 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:

Hugh S. Edwards

Date:

1/20/2024

Hugh S. Edwards, Training Officer

Type Name & Title

Frontier Environmental Solutions, Inc.

401 Ryland St, Suite 200-A

Reno, NV 89502

Contact: Hugh Edwards

Phone Number: (760) 205-9990

FAX: None

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Reviewed and approved by: Frontier Environmental Solutions, Inc.

Hugh S. Edwards
Signature of Sponsor (designee)

Date: *1/20/2024*

Hugh S. Edwards, Training Officer
Type Name & Title

Edward E. Winchester II
Signature of Sponsor (designee)

Date: *1/20/2024*

Edward E. Winchester II, President
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: Mine Reclamation Worker

O*NET Code:47-5081.00

RAPIDS Code: 0354

Employer-partner agrees to abide by the terms set forth in Appendix A as drafted.

Appendix C - Affirmative Action Plan

If applicable (employing 5 or more apprentices), are there changes? ☐ Yes / ☒ No

Appendix D - Qualifications and Selection Procedures

Are there changes? ☐ Yes / ☒ No