

**Supplementary Agreement
Between
NV Energy
And
IBEW
Local Union 396**

**For Schedule of Training Hours and
Courses for Apprentice Lineman**

SECTION I: DEFINITIONS

1. Standards:
This entire document, including supplementary agreements and attachments.
2. Joint Apprenticeship Training Committee:
The committee responsible for operating the programs described in section of these standards hereinafter referred to as the "Committee" or "JATC". There may be more than one committee depending upon the line of business. Only one committee will have jurisdiction over each apprentice.
3. Company:
NV Energy
4. Collective Bargaining Agreement – CBA
An agreement entered into between the union and the employer.
5. Journeyman:
A qualified union craft worker in the skilled trade classification covered in these standards.
6. Apprentice:
A person who has entered into a written apprenticeship agreement providing for employment and training under the terms and conditions of these standards.
7. Apprenticeship Agreement:
The written document between the apprentice and the JATC stating the responsibilities and obligations of the parties in connection with the apprentice's employment and training under these standards.
8. Registration Agency:
The Nevada State Apprenticeship Council
9. Employer:
The entity bound to the collective bargaining agreement with the union and approved by the signatory parties to these Standards.
10. Union:
Local Union 396 IBEW

Savings Clause

As used in this agreement, pronouns imparting the masculine gender shall be considered applicable to both sexes.

SECTION II: APPRENTICESHIP COMMITTEE

- A. The union and the company shall establish a committee, known as the Joint Apprenticeship Training Committee, to oversee the administration of apprenticeship training.
- B. All Committee members will have an equal vote. The Committee will be composed of equal members representing the Company and the Union. The Company and Union will appoint one committee member from all crafts where apprentices are employed. Currently (4) crafts are represented for a total of (8) committee member both Union and Company.
- C. The Committee shall have the responsibility for developing new apprenticeship programs, evaluating and amending existing apprenticeship programs, standards for progress, methods of testing and scoring, and procedures for removal or freezing wage step progression when an apprentice fails to meet established requirements.
- D. In case of failure on the part of any apprentice to fulfill his obligations to his apprenticeship the Committee shall have the authority to extend or revoke his apprenticeship agreement.
- E. The apprentice agrees to abide by decisions made by the Joint Apprenticeship Training Committee, but retains the right of appeal to the Nevada State Apprenticeship Council.
- F. The JATC is authorized to extend the term of apprenticeship no more than six months over the scheduled term of the apprenticeship.

Procedures:

- The Committee shall elect from its members a secretary. The secretary will retain right of vote on all matters. When the chairperson is an employer representative, the secretary shall be an employee member and vice versa.
- The Committee shall schedule regular meetings and shall establish the time and location of such meetings. Special meetings may be called when necessary. The Committee secretary, or designee, shall be responsible for keeping minutes of all meetings, apprentice files, the registration of apprenticeship agreements, and all other records and reports of the Committee.
- A quorum shall consist of at least one member representing the employer and one member representing the union.

Duties:

- To conduct surveys and studies to determine industry training needs and skill requirements, and to develop other data essential to establishing adequate and effective plans and programs of training.
- To periodically review these Standards and keep them consistent with National Standards and changes within the industry.

- To indenture, under a written agreement, all apprentices accepted for training under the provisions of these standards.
- To determine the kind and amount of on-the-job training and experience to be required of apprentices and to arrange for such experience and training.
- To determine the kind and amount of supplemental instruction to be required of apprentices and to arrange for such instruction to be provided.
- To establish a system of records, reports and examinations that will provide means of determining the progress and conduct of each apprentice in both the on-the job training and related instruction requirements throughout their apprenticeship.
- To determine when apprentices have satisfactorily met all requirements of their apprenticeship, to recommend their acceptance as Journeymen, and to obtain and award an appropriate "Certificate of Completion of Apprenticeship" to those satisfactorily completing all requirements of their apprenticeship.
- To register all apprenticeship agreements with the registration agency within ten days of signature and notify the registration agency of all cancellations and completions of apprenticeships.

SECTION III: DEFINITION OF APPRENTICESHIP

Under this agreement, an apprentice is defined as a person who meets the "Qualification for Apprenticeships" as set forth in Section IV, and who:

1. As his principal occupation, is engaged in learning and assisting in the particular craft.
2. Has entered into a written apprenticeship agreement with the company which subscribes to the craft standards contained in the individual apprenticeship program agreement. The apprentice is required to participate in an approved program of training in manual skills and related general and technical subjects as prescribed by the minimum requirements of the apprenticeship agreement.
3. The Company will register all apprenticeship agreements with the respective Union and the Nevada State Apprenticeship Council.

SECTION IV: QUALIFICATIONS FOR APRENTICESHIPS

- A. Must be at least 18 years of age.
- B. Must have a valid driver's license at the time of selection.
- C. Must be physically able to perform all work of the trade.
- D. All apprentices shall be recruited and selected in accordance with the current CBA.

- E. A journeyman, regardless of his present classification will not be permitted to bid back into an apprenticeship he has successfully completed.
- F. If an employee's apprenticeship is terminated by the Committee he must wait one year to re-apply to any apprenticeship program.
- G. The employment, selection, and training of apprentices shall be without discrimination because of race, color, age, religion, national origin, physical disability, sex or sexual orientation. The Company will take affirmative action to provide equal opportunity in apprenticeships and will operate the apprenticeship program as required under Title 29 of the Code of Federal Regulations, Part 30, and EEO.

Section V: RESPONSIBILITIES OF APPRENTICES

The Joint Apprenticeship and Training Committee impresses upon all apprentices that in signing the apprentice agreement they have voluntarily agreed to abide by the provision of these apprenticeship standards. Each apprentice is informed of the following responsibilities and obligations under the apprenticeship system.

- A. To respect the property of the employer and abide by the working rules and regulations of the employer and the registration agency.
- B. To attend and satisfactorily complete the required related instruction as provided.
- C. To develop safe working habits and conduct themselves in their work in such a manner as to assure their own safety as well as that of their fellow workers.
- D. Under normal circumstances, the apprentice will be expected to complete the apprenticeship program in the prescribed manner. If an apprentice decides he does not want to complete the apprenticeship, the Company may reassign the employee in accordance with the CBA.
- E. Upon satisfactory completion of the requirement of the apprenticeship program, the apprentice will reclassify to journeyman in accordance with the CBA. The job change into an apprenticeship program will be viewed and handled as a job promotion according to the CBA.

SECTION VI: APPRENTICESHIP AGREEMENT

All apprentices shall enter into and sign a written Apprenticeship Agreement with the Company and the registration agency. The signing of the Apprenticeship Agreement obligates the Company to actually employ the apprentice. It also obligates the Company to see that the apprentice is assigned to a Journeyman and is kept as continuously employed as possible when work is available.

The Apprenticeship Agreement shall contain a statement making the terms and conditions of these Apprenticeship Standards as part of the agreement. For this

reason, every apprentice applicant will be required to read these Standards before signing the agreement.

Each Apprenticeship Agreement will be registered with the registration agency.

SECTION VII: TERMS OF APPRENTICESHIP

- A. The Company's apprenticeship programs will be operated in accordance with the rules and regulations set forth in CFR 29, Part 29, and the NV State plan for EEO.
- B. The Company shall provide adequate and safe equipment and facilities for the training of apprentices in accordance with NV Energies safe work practices manual and the CBA.
- C. All apprentices shall be paid progressively increasing schedule of wages in accordance with the CBA.
- D. The workday, workweek, and working conditions shall be the same for the apprentices as the journeymen, with the exception of overtime.
- E. The term of apprenticeship shall be specified in the apprentice agreement. The length of the term shall depend on the craft involved. These hours are based on a forty-hour workweek.
- F. The term shall be divided into six month training periods and any time lost during a period, as determined by the JATC, must be made up before an apprentice may advance to the next period or to the journeymen classification. If an apprentice should suffer an injury resulting in short term disability or time that he is unable to physically perform the duties required in his apprenticeship, the lost time will be considered a temporary medical suspension. His apprenticeship will be given a medical suspension until he is able to resume his physical duties. He will be required to keep the Committee informed of his status and to appear before the Committee upon request.
- G. Each program will provide work processes in attachment I, curriculum details in attachment II and wage progression in attachment III.
- H. Upon successful and satisfactory completion of the requirements of the Apprenticeship Agreement, the Committee will notify the State Apprenticeship Council and the Union.
- I. The Committee will obtain and issue to the apprentice all applicable certificates of completion of apprenticeship.

SECTION VIII: APPRENTICESHIP TRAINING STANDARDS

- A. A "Schedule of Training Hours and Courses" will be developed for each apprenticeship program. This standard will indicate the training time for each phase of training or work process.
- B. The training time indicated will be indicative, not restrictive, of the emphasis or amount of time that should be spent on each phase. It must be emphasized that the total time spent on any work phase during any one-progression period may vary with the individual, workload, and amount of related instruction. The assignment of work phases to progression periods may be varied, but the minimum assignments should be met during the term of the apprenticeship.
- C. Each apprenticeship training standard shall contain the following information:
 - 1. The trade or craft involved
 - 2. The processes in the trade or craft in which the apprentice shall be given work experience and the approximate amount of hours to be spent on each process
 - 3. The number of hours to be spent in related or supplementary instruction which will total at least 144 hours per year.
 - 4. The procedure used to record training hours and to review and evaluate progress.
 - 5. Minimum standards and progress required.
- D. Each new apprentice will receive copies of the "Apprenticeship Agreement". The apprentice will be required to read a copy of each of these agreements before starting their training.
- E. The Company will register the "Administration of Apprenticeship Programs" and the "Schedule of Training Hours and Courses" for each trade, with the registration agency. Modifications, amendments, and revisions will also be submitted to the registration agency for approval. This is done after obtaining approvals from the Committee, Company, and the Union. Cancellation and de-registration of programs are subject to the provisions of NRS Chapter 610.

SECTION IX: RATIO OF APPRENTICES TO JOURNEYMEN

Whenever more journeymen are employed, additional apprentices may be employed. The ratio of apprentice to journeymen will not exceed a ratio agreed to in the IBEW Local 396 CBA. – Effective date: 02/01/08 to 02/01/11, which currently is one apprentice to three journeymen (1:3) ratio.

SECTION X: PREVIOUS EXPERIENCE

- A. Applicants who have been employed in a related trade as an apprentice or have completed previous training programs in a related field may be granted advanced standing. The apprentice may petition the Committee for advancement.
- B. Those requesting credit for previous experience and training, outside the supervision of this Committee, must submit their request at the time of their application for advancement and furnish such records, affidavits, resumes, letters of recommendation, documentation of licenses, and other bona fide evidence, the Committee may require to substantiate their claims. The Committee may require a hands-on and/or written test to confirm the apprentice can demonstrate the knowledge required at the advanced step.
- C. Applicants shall undergo the regular probationary period while the requests for credit is evaluated. A determination will be made before the end of the probationary period, when reports covering actual on-the-job performance can be evaluated.
- D. An exception will be given to activated Reservists and National Guard Members. Returning Reservists and National Guard members have 30 days to submit documentation of related training or classroom training they received while on active duty. The Committee may, at its sole discretion, extend this period of time if the reason for the delay is due to difficulty acquiring the necessary documentation from the Department of Defense.
- E. Upon evaluation, the Committee may grant all or part of the request for additional credit.
- F. An applicant approved for an advanced standing shall be paid the appropriate wage of the training period to which he is advanced. The apprentice will progress in a normal fashion and a new graduation date will be calculated. All required lessons must be completed before the next step progression will be granted.
- G. Exceptions will be at the discretion of the Committee.

SECTION XI: PROBATIONARY PERIOD

- A. The first six months of the term of the apprenticeship shall be a probationary period. Either party without stated cause can cancel apprenticeship agreements during the probationary period. Full credit will be given toward the completion of apprenticeship for time spent in the probationary period.
- B. An employee who does not satisfy his probationary period will be returned to the former job classification they held or to another job classification of similar requirements, and the previous rate of pay as determined by the Company.
- C. After the probationary period, the agreement may be canceled at the request of the apprentice, or may be suspended, or terminated by the Committee for good cause with due notice to the apprentice.
- D. The Company shall notify the registration agency of all apprentice terminations including temporary layoff caused by reduction in workload or other unforeseen conditions.
- E. Individuals whose apprenticeship has been terminated by the JATC will be given written notice of all rights of appeal.

SECTION XII: ADJUSTMENT OF DIFFERENCES

- A. The employer and the apprentice shall have the right and privilege of appeal to the Committee in the event of dispute or controversy arising over interpretations of the provisions of this document. The Committee shall hear all affected parties and make such adjustments as it considers necessary. Persons wishing the Committee to hear such matters should make a request in writing, five business days prior to the committee meeting, to have the request placed on the meeting agenda.
- B. Either of the parties may appeal the decision of the Committee. Appeals will be directed to the Nevada State Apprenticeship Council, Department of Business and Industry, 555 E. Washington, Suite 4100, Las Vegas, Nevada 89101.

SECTION XIII: DISCIPLINARY ACTION

- A. The Committee retains authority to discipline an apprentice who fails to comply with the apprenticeship agreement or rules and instructions of the Committee.
- B. The Committee shall notify the apprentice to appear before the Committee for a hearing before such disciplinary action shall be invoked. Should the apprentice fail to appear before the Committee, after due notice, disciplinary action may be invoked without a hearing.

- C. An apprentice who does not show acceptable performance in on-the-job training, related home study, or classroom training may be granted additional time to show improved performance. This extension will be in addition to the standard time requirements.
- D. Failure to meet class attendance obligations is cause for disciplinary action by the Committee. Therefore, if apprentices are unable to attend training sessions due to illness or other just cause, they shall be expected to obtain an official excuse from the appropriate individual prior to class and will be responsible to arrange a time for a make-up class. The apprentice will be instructed whom to notify during their apprentice orientation.
- E. All exams will be administered as closed-book. Any apprentice found to have cheated in any manner may be immediately removed from the program.
- F. Disciplinary action which may be implemented by the Committee includes but is not limited to:
 - Postponement of scheduled advancement
 - Cancellation of the employee's participation in the apprenticeship program.
- G. Some of the reasons considered as just cause for disciplinary action include, but are not limited to the following:
 - Failure to meet related class attendance and progress requirements.
 - Lack of interest, application to, or satisfactory progress in the work and training on the job.
 - Failure to properly prepare and submit required reports.
 - Undesirable conduct.
 - Failure to demonstrate safe work habits.
 - Lack of respect for Company property.

SECTION XIV: APPRENTICE PROGRESS EVALUATION AND REPORTING

- A. The company will establish a system of individual records, reports, and examinations that will provide a means of recording the progress and conduct of each apprentice in both on-the-job training and related instruction. The company will retain these records for five years from the date of apprenticeship completion.
- B. Record of Training Hours:
 - 1. Each apprentice will complete a monthly record of training hours. The hours worked will be recorded and a new card, indicating the cumulative hours worked in each type of work, will be issued for each new month. This card will become part of the apprentice's permanent record.

2. The training hour card will be filled out daily and turned in monthly.
3. Apprentices will fill out their training hour cards as follows:
 - a. Each day enter hours worked in each category.
 - b. Obtain foremen's approval for each day worked.
 - c. At the end of each month, give completed card to the journeyman, foreman, and supervisor who will add their own comments on the back.
4. Foremen/Lead lineman will fill out the apprentice's training hour card as follows:
 - a. Review and initial a card for each apprentice that worked on the crew each day.
 - b. At the end of the month, fill out the foremen's remarks section; make any necessary comments about apprentice's work performance.
5. Supervisors will fill out the apprentice's training hour card as follows:
 - a. At the end of each month, review the training hour card with the foreman.
 - b. Fill out the supervisor's remarks section with a supervisory evaluation of the apprentice's progress.
 - c. Review the completed card with the apprentice.
 - d. Have the apprentice sign and make any comments on the completed card.
 - e. The apprentice will give the completed card to the Training Instructor or record keeper by the 10th of the following month.
 - f. Monthly evaluation cards will not be accepted without all signatures.

SECTION XV: Continuity of Employment

1. It is the intent of the committee to keep apprentices continuously employed; however, if the employer is unable to provide such employment for an apprentice, the committee will be notified prior to lay-off.
2. The employer shall not summarily discharge an apprentice for any reason without notification to the committee.

SECTION XVI: TESTING

- A. To progress through the apprenticeship program, the apprentice will be required to pass tests for each step of the program. These tests may consist of written questions, electronic, or actual performance of specific work processes, or a combination of all, under test conditions. All tests and the manner in which they are scored will be evaluated and agreed to by the JATC.
- B. A grade of 80% or above will be considered a passing grade on any test or performance of specific work processes.
- C. An apprentice who fails two tests within the same six month period must appear before the Committee.
- D. In the event an apprentice has not passed the required tests for the current six month training period, additional training time may be added by the JATC. During this period, the apprentice will not be permitted to do the work or receive the pay of the next higher wage step of his apprenticeship. Upon completion of this additional training period, the apprentice will be given another opportunity to pass the required tests.

FINAL EXAM:

All Apprentices are required to take and pass a final exam during the last month of their indenture.

This exam will consist of multiple tests.

The written tests will be administered by the Training Department and graded by a panel of Journeyman from the trade.

The practical tests will be graded by a Journeyman and a supervisor from that respective department.

An Apprentice is required to achieve an overall score of 80% to pass.

An average score that is lower than 80% will be considered as failing.

A failing grade on any portion of the exam will require the apprentice to be placed in a 3 month hold and to retake final exam within that allotted time. The Apprentice will be provided this extension as long he has not reached the maximum amount of extensions allowed by the JATC agreement.

A failing grade on the retest will result in the apprentice being dropped from the JATC program.

SECTION XVII: SUPPLEMENTAL RELATED INSTRUCTION

- A. All apprentices shall receive instruction and experience in all areas of the craft in order to develop a practical, all-around journeyman level of skill and proficiency.
- B. Related classroom instruction, as agreed to by the JATC, may be given to the apprentice during regular working hours or after working hours on the apprentice's own time. The instructors will be journeymen tradesmen.
- C. Each apprentice shall pursue related supplemental studies for at least 144 hours per year. This training shall be approved by the JATC and may be on the apprentice's own time and without pay from the company.
- D. Hours spent in related instruction shall not be classed as hours of work.

SECTION XVIII: ON-THE-JOB TRAINING AND EXPERIENCE

Under the supervision of a qualified journeyman, each apprentice shall be given such practical experience and training in the various branches and job processes of the trade as is necessary to develop proficiency. Only hours actually worked on-the-job will be credited toward the term of apprenticeship.

SECTION XIX: APPRENTICE EXAMINATION AND COUNSEL

- A. Apprentices may be called before the Committee anytime for examination or consultation regarding their apprenticeship.
- B. Examination and review of the apprentice's progress and conduct, both on the job and in the related instruction work, will be conducted by or under the direction of the Committee before each advancement period.
- C. Apprentices not showing satisfactory progress may be held in their current step at any time during their apprenticeship. The apprentice may be subject to any corrective action deemed necessary by the Committee.
- D. No apprentice shall advance to the next step or to journeyman classification without approval of the Committee.

SECTION XX: REVISION OF STANDARDS TO COLLECTIVE BARGAINING AGREEMENT

The action of the Committee and approval of the sponsoring parties may revise these Apprenticeship standards at any time. Copies of any revisions must be registered and approved by the registration agency before becoming effective. Revision of these

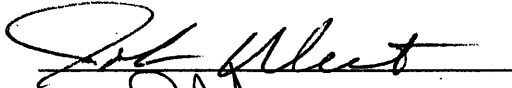
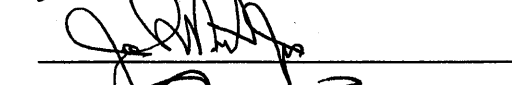
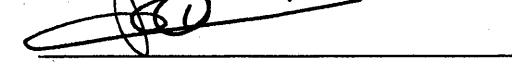
standards shall not alter apprenticeship agreements already in effect without consent of all parties to the agreement. As used in these standards, the masculine, feminine or neuter gender, and the singular or plural number, shall each be deemed to include the others whenever the context so indicates. No section of these standards shall be in conflict with the CBA, and terms of the current working agreement shall supersede any section or sections of these standard, but must meet the minimum requirement of N.R.S. 610, Apprenticeship Councils Rules and Regulations, 29 CFR 29 and 29 CFR 30.

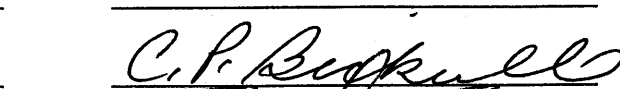
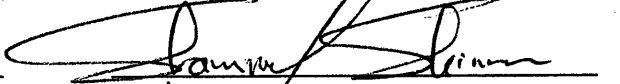
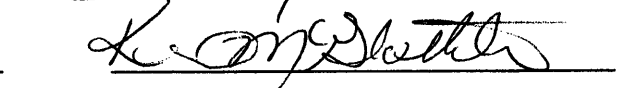
XXI: CANCELLATION/DE-REGISTRATION OF APPRENTICESHIP STANDARDS

De-registration of a program may be effected upon the voluntary action of the Committee by request for cancellation of the registration, or upon reasonable cause by the registration agency instituting formal de-registration procedures in accordance with the provisions of Part 29 CFR30,E.E.O. Upon de-registration or voluntary cancellation of the program, the sponsor will inform each apprentice, within fifteen days, the de-registration or cancellation, and the effect of such action.


This Supplementary Agreement became effective on the December
day of 20th, 2009.

JOINT APPRENTICE TRAINING COMMITTEE MEMBERS:

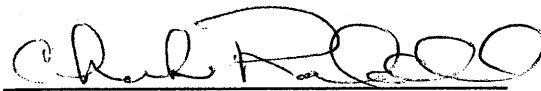




APPROVED AND ACCEPTED:




Corporate Representative
NV Energy



Business Manager, IBEW 396

APPROVED AND CERTIFIED:



Nevada State Apprenticeship Council

ATTACHMENT I

WORK PROCESSES

Minimum Requirements: In order to provide each apprentice with at least a minimum amount of experience on each of the various types of equipment upon which he may be required to work as journeyman. He should be assigned to work and given instructions in amounts meeting or exceeding those shown in the following tabulation:

<u>Type of Work</u>	(Suggested) Hours
Safety	480
Pole Top and Vault Rescue	9
Overhead	2,666
• Framing Installation and Removal of Poles, Arms, Guys, Fixtures, Conductors	1,066
• Repairing Fixtures and Conductors	427
• Stringing and Sagging Conductors	293
• Switches, Cutouts, Special Devices, Installing Pole-Mounted Switches & Cutouts	107
• O/H Transformers-Install and Connect	187
• O/H Services – Install and Connect	106
• Live Line Work	
○ Hotsticks	187
○ Rubber Goods	187
• Transmission Crew Experience	106
Underground	3,600
• Installation of Substructures	360
• U/G Cable – Installing, Splicing, Terminating	1,080
• U/G Switches – Installing and Repairing	432
• U/G Transformers – Install and Connect	756
• U/G Services – Install and Connect	324
• Live Line Work	648
Care and Operation of Equipment	781
Use of Volt Meters, Phase Sequence	80
Supplementary Training	384
Climbing Class	120
Hotstick Class	80
Transformer Class	40
Hotstick/Transformer Refresher Class	40
Circuit Map	8
Recloser/Regulator	16
Underground Operations	40
Switching	40

Suggested Total Program Hours 8,000

*** Every effort will be made by the Company to include an apprentice on emergency call outs and the apprentice is expected to make every effort to respond to these callouts. These are essential learning opportunities.

Attachment II

First Six Months:

Climbing Class:

120 hours

This is a three week class of which eighty hours will be consecutive. This class is held on company time. During this class the apprentice will learn and demonstrate proper climbing methods. This class will be scheduled with six weeks of the apprentice's effective date. He will become familiar with hand lines, ropes, knots, materials, trucks, company procedures, rigging, safe equipment operation, proper use of tools, basic construction practices, safety practices, familiarization of crew and work procedures and pole top rescues. This class is mandatory for the apprentice to attend. The climbing class will follow a written agenda with progressive mandatory functions listed. The following topics will be covered during the class using videos or computer based: climbing wooden poles, rigging 1, using tools, chainsaw safety, vault rescue, bucket truck rescue, pole top rescue, tools-tool room, materials-warehouse and knots.

Introduction to IBEW

4 hours

- History and Structure

This class will introduce the apprentice to the history and structure of the International Brotherhood of Electrical Workers. It will be taught by a union representative. The class will cover the beginning of the brotherhood, hard times, open-shop movement, the great depression, new deal, WWII, anti-labor legislation, new horizons, IBEW leaders and conventions. The organization, jurisdiction, industry branches and services of the international office will also be covered

- What is NECA?

This class will provide a look at the mission of the National Electrical Contractor's Association, where it began, how it is organized, what it does and where it is headed.

Introduction to Transmission and Distribution Systems

6 hours

The purpose of this unit is to teach apprentices how transmission and distribution systems generally deliver to customers the power produced by power plants. The unit describes how the major components of a typical transmission and distribution system function and how electricity flows through these components on its journey from the power plant to the customer. At the conclusion of this unit, apprentices should have a basic understanding of how transmission and distribution systems operate. They should be able to identify the basic components of a transmission and distribution system and explain their functions. They should also be able to describe the flow path from a power plant, through a typical T&D system, to the customer.

Transmission

(NUS)

6 hours

The purpose of this unit is to teach apprentices the purpose and function of the components that make up the transmission portion of a T&D system. These components include conductors, insulators, and structures. The unit also gives a basic overview of the major tasks that must be accomplished when a transmission line is constructed and discusses the principal concerns of a lineman during transmission line inspection.

Substations & Switchyards

(NUS)

6 hours

This unit teaches the purposes and functions of the major equipment used in substations and switchyards. Equipment used for protection, regulation, monitoring, and communication is introduced, too. The unit also covers some of the typical checks that are made during an inspection of a switchyard or substation.

Installing Guys

(NUS)

6 hours

The course describes methods of supporting a pole using several different types of guying techniques. Identify commonly used types of guy wires. Demonstrate how guy wires are attached to poles and anchors. Demonstrate how to install anchors and guy wires.

Service Installation 1 and 2

(NUS)

12 hours

This course describes basic procedures for installing and connecting services.

- Unit 1 describes common types of service connectors, and demonstrates the basic steps involved in making a service connection and demonstrates procedures for installing both overhead and underground residential services.
- Unit 2 describes three types of voltage tests that should be performed before making service connections. The course also describes procedures involved in installing a three-phase service and replacing a three-phase service without interrupting service to the customer. Typical safety practices and job preparations are also covered.

Field Refresher Class

8 hours

This class, held on company time, is designed to answer any field questions or situation that may need further explanation and to recharge the apprentice's climbing skills.

Underground Residential Systems 1 and 2

(NUS)

12 hours

Unit 1 identifies and describes three common types of underground residential distribution (URD) systems: radial feed, loop feed, and double feed systems. URD components, cables, and terminations are also introduced and discussed.

Unit 2 describes how URD cable and equipment are installed. It also describes checks performed during typical URD system maintenance inspections and how the flexibility of URD systems allows various portions of a loop feed URD system to be installed without interrupting service to customers.

Pad Mounted Transformer

(NUS)

6 hours

This course discusses the basics of underground transformer operations. It presents problems that arise when operating transformers and discusses troubleshooting techniques and inspection procedures. The unit will describe the general features of pad-mounted transformers, describe typical uses for pad-mounted transformers and identify four pad-mounted voltage problems and describe how to troubleshoot a three-phase transformer for these problems.

Pad Mounted Switchgear

(NUS)

6 hours

This course describes the general characteristics of two basic types of pad-mounted switchgear: oil-immersed disconnect switches and translosures. This course also describes how pad-mounted switchgear can be used to sectionalize and reroute power in an underground feeder system. The unit will describe the general characteristics of oil-immersed disconnect switches and translosures and explain how pad-mounted switchgear can be used to sectionalize and reroute power in an underground feeder system.

Bucket Trucks 1& 2

(NUS)

12 hours

Unit 1 covers a number of aspects of bucket truck safety, including how to avoid accidents, how to lower the boom in an emergency, and how to carry out a bucket truck rescue. The apprentice will learn about pre-use inspections, a bucket truck should be inspected before it is used, basic procedure for inspecting a bucket truck's boom and bucket and a basic procedure for checking a bucket.

Unit 2 describes three types of outriggers used to stabilize bucket trucks. The program also demonstrates procedures for positioning and setting up a bucket truck with outriggers at a rural site, establishing a job site and setting up a bucket truck at an intersection, and maneuvering a bucket and boom around the work area.

Cable Splicing 1 and 2

(NUS)

12 hours

Unit 1 teaches the principles of underground cable splicing and to demonstrate how cable splices are made. The unit explains how to approach splicing in both primary and secondary cable. Demonstrations of splicing both types of cable are presented.

Unit 2 at the conclusion of this unit, apprentices will understand how cable splices are made. They should know how to make a splice in either primary or secondary cable. They should also understand how heat-shrink and cold-shrink splices are used.

Cable Terminations

(NUS)

6 hours

The purpose of this unit is to teach the principles of high-voltage cable terminations and to demonstrate how such cable terminations are made. The unit explains the problems associated with voltage stress and the function of stress cones. Demonstrations of how to make several different kinds of cable terminations are presented.

Suggested Total Hours First Six Months: 222

Second Six Months:

Field Refresher Class

8 hours

This class, held on company time, is designed to answer any field questions or situation that may need further explanation and to recharge the apprentice's climbing skills.

Safety in Substations and Switchyards

(NUS)

6 hours

The purpose of this unit is to teach the basic safety principles and practices applicable to substation and switchyard maintenance work. The unit describes electrical, chemical, and personal hazards that may be encountered in substations and switchyards. A general procedure for responding to imminent dangers and accidents is also presented. At the conclusion of this unit, apprentices will be able to identify hazards in substations and switchyards and explain why safety practices are important. They should be able to recognize hazards and unsafe practices on the job, and they should have a general understanding of how to respond to imminent dangers and accidents.

Rigging 2 & 3

(NUS)

12 hours

Unit 2 identifies basic rigging equipment and discusses guidelines for rigging a job safely. It also demonstrates rigging methods using different types of rigging equipment. The following procedures are covered: rigging a transformer, rigging a running corner, changing out a cross arm, and transferring secondary lines.

Unit 3 is designed to familiarize apprentices with the various types of weights and tensions associated with rigging in line work. The safety factor for a job that includes rigging is also covered. The procedures and concepts presented assume a familiarity with basic electrical theory and transmission and distribution systems.

Electrical Safety

(NUS)

6 hours

The purpose of this unit is to teach the use of safety practices and protective devices that can help prevent injuries and equipment damage. The unit explains safety hazards, protective devices, switching, tagging, testing, and protective grounding and shows how these things are important to safety on the job. At the conclusion of this unit, apprentices will understand that they must follow safety practices to ensure their own safety and the safety of others.

Overhead Distribution Systems

(NUS)

6 hours

The purpose of this unit is to teach the basic layout of overhead distribution systems, to explain how to identify circuits and equipment in the field, and to introduce delta- and wye-connected distribution systems. The basic theory underlying the operation of delta and wye systems is presented, and the differences between them are discussed.

Safety in Transmission and Distribution Maintenance

(NUS)

6 hours

The purpose of this unit is to teach the basic safety considerations involved in performing maintenance work on transmission and distribution systems. Specific electrical shock hazards and how to avoid them are discussed. The unit describes hazards that may be encountered in overhead, underground, and substation and switchyard maintenance work.

Replacing Poles

(NUS)

6 hours

This course describes basic methods for removing and replacing poles. The course shows how to remove an old pole after a replacement pole has been installed, how to lift and set a pole using pikes, and how to replace a pole with a new pole in the same hole using the "cut and kick" method.

Distribution Line Safety

(NUS)

6 hours

This course introduces apprentices to the principles and techniques of single-point, or equipotential grounding. The apprentices will learn the purpose of grounding an overhead line during maintenance work, ways in which an isolated or de-energized line can become energized, understand the term "zone of equipotential", understand how equipotential grounding operates to safeguard linemen during a ground fault condition and how grounding equipment is used to set up a zone for equipotential.

Field Refresher Class

8 hours

This class, held on company time, is designed to answer any field questions or situation that may need further explanation and to recharge the apprentice's climbing skills.

Working on Distribution Poles 1 and 2

(NUS)

12 hours

Unit 1 reviews some of the factors involved in planning a distribution job, including safety guidelines and site-specific considerations. The program also describes some of the conductors commonly used in secondary construction. In addition, the program reviews the basic procedures for paralleling a service with and without the use of a jumper.

Unit 2 shows how to safely use auxiliary arms and insulated platforms when working from a pole. The course demonstrates how to use this equipment for several types of jobs including: changing out a cross arm, moving energized conductors, and installing floating dead-ends.

Care and Testing of Tools and Equipment (NUS) 6 hours

This program reviews the fundamentals of caring for, storing, and inspecting some of the tools and equipment used in transmission and distribution work. The program demonstrates how to perform visual inspections, field inspections, and dielectric tests on rubber protective gear, line hose, hoods, mechanical jumpers, and hot sticks.

Multimeter Operation and Use (NUS) 6 hours

This unit explains how to set up, use, and read a multimeter in a variety of substation activities. This unit will identify and describe the two basic types of multimeters, and identify its main components; identify several features that are commonly found on a digital multimeter. The apprentice will learn how to read a digital multimeter; how to read an analog multimeter, general safety precautions associated with using a multimeter in a substation; how to set up a multimeter; how to use a multimeter; and how to put a multimeter away.

Introduction to Metering (NUS) 6 hours

This course is designed to present an overview of kilowatt-hour meters and meter operation. The apprentice will learn the basic design and operation of a modern electro-mechanical watt-hour meter, the types of information found on a watt-hour meter nameplate, and describe what the information signifies, understand single-phase and three-phase meter applications and connections and how to identify typical signs of meter tampering.

System Protection and Monitoring (NUS) 6 hours

The purpose of this unit is to teach apprentices the principles of protection and monitoring in a transmission and distribution system. The unit explains the role of protective devices, system grounds, and monitoring and control equipment. Techniques for installing or replacing ground rods, arresters, and fuse links are presented. The unit also describes how monitoring and control equipment is typically used in a transmission and distribution system.

DC Fundamentals Review (NUS) 6 hours

The purpose of this unit is to provide apprentices with a systematic means for reviewing the fundamental relationships between current, voltage, and resistance in DC circuits. The unit discusses basic electrical concepts and circuit analysis, Ohm's Law, Kirchhoff's Voltage Law, Kirchhoff's Current Law, and practical techniques for analyzing series circuits, parallel circuits, and series-parallel circuits.

AC Fundamentals Review (NUS) 6 hours

The purpose of this unit is to enable apprentices to review the terms, concepts, and principles associated with alternating current systems. At the conclusion of this unit, apprentices will have a general understanding of what alternating current is, how it works, and how it affects the operation and maintenance of AC equipment. In addition, they will understand how inductance, capacitance, and resistance affect AC power. Finally, they will know, in general, the differences between single-phase and three-phase systems and the ways in which three-phase systems can be connected.

Suggested Total Hours Second Six Months 112

Third Six Months:

Hotstick Class

30 hours

This class will be held anytime during the third six months and will be scheduled according to the apprentice's level of field knowledge. Only after successfully completing this class may the apprentice begin to work on energized primary lines.

During this class the apprentice will learn and demonstrate proper use of live line tools, rubber good and personal protective equipment.

Using Line Testing Equipment 1 & 2

(NUS)

12 hours

Unit 1 the purpose of this unit is to introduce types of line test equipment used in the field to detect voltage, amperage, and resistance; to show how this equipment is used; and to show the kinds of readings that can be expected from this equipment. After completing this unit, apprentices will be able to identify types of line test equipment used in the field. They will have a basic understanding of the use of this equipment; they will know how to determine which instrument to use; and they will be able to demonstrate the use of each meter to take a reading.

Unit 2 presents the basic information necessary to use some common types of line test equipment. The program demonstrates how to use voltage test devices and voltmeters, phase rotation indicators, and ground resistance test devices. This unit demonstrates the basic principles that should be followed when using voltmeters or voltage test devices to troubleshoot voltage complaints or match primary phases, demonstrates how to use a phase rotation indicator, and demonstrates how to use a ground resistance test device.

Safety in Overhead Line Maintenance 1 & 2

(NUS)

6 hours

Unit 1 examines hazards that may be present during overhead line maintenance operations. The course also introduces protective equipment designed to create a barrier between linemen and high voltage lines and equipment, and reviews safety practices that will help ensure a safe work environment.

Safety in Underground Maintenance

(NUS)

6 hours

At the conclusion of this unit, apprentices will be able to identify some of the hazards found in and around underground work areas. They will be able to recognize and explain methods used to provide a safe work environment. They will be able to describe the use of personal safety equipment and identify the safety considerations involved in a typical vault emergency.

Distribution Line Installment and Removal 1 and 2

(NUS)

12 hours

Unit 1 covers job planning, safety precautions, and job site preparation as they relate to installing a new distribution line and removing the existing line.

Unit 2 covers general procedures for installing, energizing, and phasing-in new line and for removing an existing line.

Pole Top Equipment and Replacement 1-6

(NUS)

36 hours

Unit 1 teaches safe replacement of cutouts, switches, sectionalizers, and reclosers. For each of these four, the unit explains how to identify problems, identifies safety concerns, and demonstrates replacement. Routine maintenance of pole top switches is also described and demonstrated.

Unit 2 teaches how overhead capacitors and voltage regulators work, how to detect problems in their operation, and how to safely replace them if necessary. To accomplish this, the unit presents the basic theory and operating characteristics of overhead capacitors and voltage regulators and demonstrates how they can be safely replaced.

Unit 3 covers the basic theory and operating characteristics of overhead capacitors, explains how to detect problems in their operations, and demonstrates how to safely replace them when necessary. The apprentice will learn how to identify pole top capacitors, the basic construction and general operation of pole top capacitors in an overhead distribution system and how to visually inspect, remove, and replace a pole top capacitor.

Unit 4 covers the basic theory and operating characteristics of voltage regulators, explains how to detect problems in their operation, and demonstrates how to safely replace them. The apprentice will learn the basic construction and general operation of voltage regulators, how to detect voltage regulator problems and how to visually inspect, remove, and replace a voltage regulator.

Unit 5 provides an understanding of the basic procedures used to safely remove and install pole top transformers. Although specific types of transformers are used as examples, emphasis is placed on general procedures that apply to the majority of pole top transformers.

Unit 6 presents general procedures for replacing pole top transformers. The course includes methods commonly used to replace a transformer without interrupting customer service, and the appropriate safety equipment for transformer replacement procedures.

Distribution Line Replacement 1 and 2

(NUS)

12 hours

Unit 1 describes how to replace conductors in an existing overhead line with new conductors. The situation described is one that often occurs when it is necessary to increase the size of the conductors in a line. This course describes how to reconfigure pole framing in order to make room for the new conductors to be pulled in. It also shows how and where to set up equipment such as pilot lines, pulling riggs, and tensioners. Unit 2 describes how to replace conductors in an existing line with new conductors. This course describes how to safely pull, sag, dead-end, and tie in the new conductors. Finally, the apprentice will see one way to energize the new conductors, transfer loads from the old line to the new line, and then safely remove the old conductors.

Suggested Total Hours Third Six Months

164

Fourth Six Months:

Transformer Class

40 hours

During the third step the apprentice will attend a five day transformer class, held on company time. This will be scheduled anytime during this step dependent upon the apprentice's knowledge. During this class the apprentice will study basic electricity, transformers and basic metering. Part of this class will include a detailed and hands on look at transformers.

Transformer Connections 1-3

(NUS)

18 hours

Unit 1 teaches the common types of overhead transformers and how they are connected. Both single-phase and three-phase connections are covered, but the emphasis is on three-phase connections. The unit presents connection theory and demonstrates how connections are made.

Unit 2 teaches how common types of overhead transformers can be connected together. Both single-phase and three-phase transformers are covered, but the emphasis is on three-phase connections of three single-phase transformers. The unit presents connection theory using phasor diagrams and demonstrates how each of the connections is made.

Unit 3 explains how to make a delta-wye, wye-delta, and open bank connections. The apprentice will learn how three-phase delta-wye and wye-delta connections producing 30 degrees of angular displacement are made, how open connections are made and how to recognize and use phasor diagrams for delta-wye, wye-delta, and open connections.

Transformer Troubleshooting 1-2

(NUS)

12 hours

Unit 1 describes basic procedures for troubleshooting various types of transformers and transformer banks. The course begins by examining different types of transformers, transformer connections, and overcurrent and overvoltage devices that are typically used to protect transformers. The program identifies some typical causes of transformer outages and describes some general considerations involved in responding to a trouble call. The dangers associated with and the potential sources of backfeed are also covered.

Unit 2 describes basic procedures for troubleshooting various types of transformers and transformer banks. This course demonstrates procedures for isolating and testing single-phase transformers and three-phase transformer banks. The course also describes how to temporarily restore service in single-phase and three-phase applications.

Distribution Line Repair with Gloves

(NUS)

6 hours

This unit teaches the principles involved in working on energized lines using insulated gloves. These principles are illustrated by a demonstration of replacing dead-end crossarms with the lines energized. Method, communication, concentration, and safety are emphasized throughout the unit.

Troubleshooting Overhead Lines 1-4

(NUS)

24 hours

Unit 1 describes methods of safely locating problems on overhead lines that result in loss of power to customers. These methods are called troubleshooting. This first course describes the logical steps for

troubleshooting, one method of troubleshooting called patrolling, common problems to look for, and safety precautions to observe when troubleshooting overhead lines.

Unit 2 describes how to locate problems on a primary line using various sectionalizing approaches. It also describes how to locate trouble on secondary lines using various testing approaches. The apprentice will learn methods for sectionalizing primary lines and how to locate trouble on a line by testing secondary lines.

Unit 3 identifies some basic steps that can be used to troubleshoot any type of overhead system problem and describes how those steps can be applied in several different troubleshooting situations. The apprentice will learn the basic steps of troubleshooting overhead line problems, how the steps of troubleshooting can be used to identify and correct both simple and complex problems.

Unit 4 examines some of the conditions that tend to make troubleshooting overhead lines under emergency conditions different from normal troubleshooting. The apprentice will learn how to prepare for emergency situations, how problems are prioritized during emergencies, safety considerations that should be followed during emergency troubleshooting and how communications are handled between field personnel and the dispatcher during an emergency situation.

Suggested Total Hours Fourth Six Months 100

Fifth Six Months:

Underground Operating Class

40 hours

During this step the apprentice will be schedule for an underground operating procedures class, held on company time. This will be scheduled based upon the apprentice's level of expertise anytime during this step.

Underground Residential Distribution Troubleshooting 1 & 2 (NUS)

12 hours

Unit 1 identifies and describes three common types of underground residential distribution (URD) systems: radial feed, loop feed, and double feed systems. URD components, cables, and terminations are also introduced and discussed.

Unit 2 describes how URD cable and equipment are installed. It also describes checks performed during typical URD system maintenance inspections and how the flexibility of URD systems allows various portions of a loop feed URD system to be installed without interrupting service to customers.

Locating Secondary Faults

(NUS)

6 hours

This unit explains how voltage gradient equipment works and demonstrates how to use voltage gradient equipment to locate faults in secondary URD cable. The apprentice will learn how voltage gradient equipment works and how to use voltage gradient equipment to locate faults in secondary URD cable.

Locating Primary Faults

(NUS)

6 hours

This course is a general introduction to fault location in primary URD cable. The course covers capacitor discharge equipment, how it is used to locate faults, and a demonstration of how to locate a cable fault. The apprentice will learn the features, controls, and functions of the power source for one type of capacitor discharge unit, two types of tests commonly performed on primary URD cables and how to use capacitor discharge equipment to locate a primary cable fault.

Underground Cable Installation

(NUS)

6 hours

The purpose of this unit is to teach two methods of underground cable installation: direct burying and installation in conduit. The unit demonstrates how to install and connect a direct-buried cable. A demonstration of how to install cable in underground conduit is also presented.

Suggested Total Hours Fifth Six Months 70

Sixth Six Months:

Switching Class

40 hours

This apprentice will be scheduled for this class, during company time and in his sixth step and based upon his level of expertise. At the end of this class, the apprentice will have an understanding and working knowledge of the routine substation and overhead line switching tasks and how they are carried out in a safe, consistent manner. Areas that will be addressed in this class are the scope and definitions; tagging rules, substation switching procedures and overhead line switching procedures.

Voltage Regulators 1 & 2**(NUS)****12 hours**

Unit 1 discusses the operation and control of substation voltage regulators. The apprentice will learn why voltage regulation is needed in a transmission and distribution system, the main components of induction voltage regulators and step voltage regulators and how each operates, and voltage regulator controls, and how each of these controls operates.

Unit 2 describes the general procedures for performing voltage regulator field inspections and control checks. The program also describes how to remove a voltage regulator from service and how to put a new or replacement regulator into service. The apprentice will learn the general procedures for performing voltage regulator field inspections and control checks and how to remove a voltage regulator from service and how to put a new or replacement regulator into service.

Power Transformers 1**(NUS)****6 hours**

Unit 1 describes how power transformers work and introduces some of the more common types of power transformers found in substations and switchyards. This course also demonstrates how to recognize and identify specific classes of power transformers by their cooling systems and discusses how cooling systems work.

Circuit Breakers 1**(NUS)****6 hours**

Unit 1 teaches the basic operating principles of circuit breakers found in substations and switchyards. The fundamental concepts of arc extinguishing and circuit interruption are explained, and a variety of arc extinguishing mechanisms and circuit breaker operating mechanisms are examined.

Suggested Total Hours Sixth Six Months**64****Seventh Six Months:****Transmission Structures****(NUS)****6 hours**

The purpose of this unit is to teach how transmission structures are built. It is recognized that transmission structure construction is not a routine part of a lineman's job in most locations; however, a basic understanding of how this work is done is useful for maintaining transmission lines. This unit describes how transmission structure foundations are laid and covers three types of construction methods for erecting transmission structures.

Temporary Structures**(NUS)****6 hours**

The purpose of this unit is to describe why and how temporary structures may be used to support transmission lines. Circumstances that could lead to a need for temporary structures are presented, and positioning, assembly, and guying of a temporary structure are demonstrated. How to transfer lines to a temporary structure is also explained. At the conclusion of this unit, apprentices will understand why temporary structures are sometimes used. They will understand how to position, assemble, and guy a temporary structure. They will be able to explain how to safely transfer transmission lines to a temporary structure.

Transmission Line Repair (Hotsticks)**(NUS)****6 hours**

This unit teaches the theory and practice involved in safe use of hot sticks to perform live transmission line repair. Basic safety issues and basic techniques for the care, selection, and use of hot sticks are presented. The unit builds on a basic understanding of how to work on transmission towers and the use of high-voltage rigging techniques to demonstrate replacement of string insulators using hot sticks.

Transmission Line Repair (Bare hand)**(NUS)****6 hours**

The purpose of this unit is to teach the theory and practice involved in using the bare-hand method to perform live transmission line repair. Safety is emphasized throughout the unit. The basic theory of bare-hand work is presented as well as the equipment used to perform this work. Installation of a repair sleeve is used as an example to illustrate how the principles of bare-hand work are applied.

Climbing Steel Poles and Towers**(NUS)****6 hours**

The purpose of this unit is to teach the basic principles of safe climbing on steel poles and towers. Apprentices are also introduced to some of the common techniques for getting into position to do a job on a steel pole or tower. At the conclusion of this unit, apprentices will be able to list and describe common climbing-related hazards encountered by linemen. They will be able to identify basic climbing equipment and demonstrate how it is used when climbing steel poles and towers. They will be able to demonstrate and explain basic techniques for positioning in order to perform specific tasks.

Rigging for High Voltage Work**(NUS)****6 hours**

The purpose of this unit is to teach the basic principles of rigging for high-voltage work and to demonstrate how these principles apply in three typical rigging jobs. Particular emphasis is placed on basic safety issues and on properly planning a rigging job. At the conclusion of this unit, apprentices will be able to explain how to approach rigging near energized lines. They will understand how to plan a job and how the amount of strain involved affects the size and type of equipment selected. They will be able to describe how to rig to remove strain from a transmission insulator.

Suggested Total Hours Seventh Six Months: 36

Eighth Six Months:**Hot stick/Transformer Refresher****40 hours**

During this period the apprentice will be schedule for a final review class, held on company time. This class emphasizes the use of hotsticks in the field and the theory and workings of transformers. This is a hands-on class designed to answer and address questions and situations the apprentice may have faced during his on-the job training.

During this final step the apprentice and instructor will review and addresses and topics the apprentice may have questions on or the instructor feels need to be addressed.

Suggested Total Hours Eighth Six Months 40

**NOTE: See Attachment II – Continued; for suggested total classroom
program hours summary**

Attachment II – Continued

Supplemental Training hours for the Total Class Program Hours

The following list highlights the 6 month sessions with an annual summary, in addition to the supplemental training;

- First (6) months total: 222hrs, Second (6) months total: 112hrs = 334hrs for year one – meets and exceeds 144 hour minimum.
- Third (6) months total: 164hrs, forth (6) months total: 100hrs = 264hrs for year two – meets and exceeds 144 hour minimum.
- fifth (6) months total: 70hrs, sixth (6) months total: 64hrs = **134hrs** for year three, with an additional **10** hours of field & lab training - meets the 144 hour minimum.
- Seventh (6) months total: 36hrs, eighth (6) months total: 40hrs = **76hrs** for year four with an addition **68** hours field & lab Training - meets the 144 hour minimum.

Total Apprentice Program Hours 886

ATTACHMENT III

Wage Schedule for Apprentice Lineman (% of Journeyman's Pay)

NV ENERGY

1 st 6 months	55%
2 nd 6 months	60%
3 rd 6 months	65%
4 th 6 months	70%
5 th 6 months	75%
6 th 6 months	80%
7 th 6 months	85%
8 th 6 months	90%
Journeyman's Rate -	100%

Affirmative Action Plan

NV Energy Company recognizes that Equal Employment Opportunity is the law and is engaged in an aggressive program to affect equal opportunity in all aspects of the Company's employment practices. Our Company assures equal employment opportunity in all its policies regarding recruiting, hiring, compensation, other benefits, training, transfers, promotions, reduction-in-force, and all other terms and conditions of employment.

We believe that special measures and extraordinary efforts are required to prevent discrimination and eliminate it within our diverse organization. To this end, we pledge ourselves to a determined and sustained effort in support of this belief and the policies outlined in our affirmative action program.

The recruitment, selection, employment and training of apprentices during their apprenticeship shall be without discrimination because of race, color, religion, national origin, gender or age. 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**, and equal employment opportunity regulations of the State of Nevada.

The Company will work cooperatively with, and seek the assistance of, appropriate minority groups and agencies, government agencies, educational institutions, civic organizations, study groups, and its suppliers to ensure that the diverse workforce of Southern Nevada is aware of employment opportunities and the nondiscriminatory hiring practices at NV Energy Company.

The intent of the Company and the Union in developing these standards is to design a comprehensive training program to train qualified journeyman craftsmen for the electric utility industry. The terms journeyman, journeymen, lineman, linemen, and craftsmanship as used in these standards are meant to define a recognized level of competency and includes both male and female.

It is recognized that it is the responsibility of every member of management, from the President to the team leader, to give this nondiscrimination policy full support through inspirational leadership and personal example. In addition, it is the responsibility of every employee of this Company to create an atmosphere that is conducive to our nondiscrimination policies. Violations of this affirmative action policy will be met with appropriate action.

NV ENERGY
Recruiting Sources

City of Las Vegas, Dept. of Personnel
Clark County Library
Clark County School District/School-to-Work
Clark County, Dept. of Personnel
Community College of Southern NV
Desert Research Institute
Economic Opportunity Board
Employment Security Division
Korean Association of Las Vegas
Las Vegas Indian Center, Inc.
Las Vegas Paiute Tribal Council
Latin Chamber of Commerce
Moapa Band of Paiutes Tribal Council
NAACP, Las Vegas Chapter
Nellis Air Force Base / Personnel
Nevada Association for the Handicapped
Nevada Association of Latin Americans
Nevada Business Services
Nevada Partners
New Ventures, Inc.
Opportunity Village for Retarded Citizens
Society of Women Engineers, UNLV CME
State of Nevada / Dept. of Personnel
The Re-Entry Center / CCSN
UNLV Women's Center
UNLV / Minority Engineering Program
Women's Development Center

Declaration

I have read and understand the terms and conditions as described above and agree to be bound by them throughout the duration of apprenticeship training with NV Energy.

I understand that an 'Apprenticeship' comprises of several different qualification aims, as specified in the apprenticeship standards and work processes, and that these must all be completed in full in order to qualify for available advancements and achieve the Apprenticeship diploma:

JATC Representative

Signature: _____

Print Name: _____ Date: _____

Apprentice

Signature: _____

Print Name: _____ Date: _____



STATE OF NEVADA
NEVADA STATE APPRENTICESHIP COUNCIL
555 EAST WASHINGTON AVENUE #4100
LAS VEGAS, NV 89101

APPRENTICESHIP AGREEMENT

FOR OFFICE USE ONLY I.D. NO. _____

This agreement entered into this _____ day of _____, 2010, between,

Apprentice Name (PLEASE PRINT) _____

Address _____ City, State, Zip _____

Apprentice Signature _____

Parent or Guardian if a Minor _____

D.O.B _____ SS# _____

NV ENERGY

Program Sponsor Name _____

6226 W. Sahara Ave., Las Vegas Nv. 89146

Program Address _____ City, State, Zip _____

John West

Officer's Name (PLEASE PRINT) _____

Officer's Signature _____

NV 004000001

Program No. _____

VETERAN STATUS:

☐ Yes
☐ No

ETHNIC DERIVATION:

☐ Black (not Hispanic)
☐ American Indian or Alaskan Native
☐ Asian or Pacific Islander

☐ Hispanic
☐ White (not Hispanic)

SEX:

☐ Male
☐ Female

EDUCATION:

☐ High School Diploma
☐ 8th grade or less
☐ None
☐ GED
☐ 9th to 12th

CREDIT FOR PREVIOUS EXPERIENCE:

Hours _____ Dates Previously In Program _____ Hours _____

IF OVER 50% CREDIT

Transfer (State) _____ Other Employment _____

CREDIT FOR RELATED INSTRUCTION:

Trade **Lineman** Term (Hrs) **8000** Probation Period **6 months**

Related Instruction Hours per year **222** Hours per day **8** Hours per week to be worked by apprentice **40**

APPRENTICE WAGES: The apprentice schedule of pay shall be listed for each advancement period (The apprentice rate is by percentage of the journeyman's rate unless otherwise indicated.) Please place the dollar amount in the first set of boxes listed below.

Period 1st	2nd	3rd	4th	5th	6th	7th	8th

Term Hours (OJT hours for each advancement should be placed below, as approved in standards by the Council)

1000	2000	3000	4000	5000	6000	7000	8000
-------------	-------------	-------------	-------------	-------------	-------------	-------------	-------------

Work process must be placed in the area below.

Major Work Process: **Climbs poles, installs cross-arms, guy wires, insulators, pins, wires, transformers. etc.**

Splices and pull wire for associated equipment. Will maintain all equipment within the Transmission and Distribution system

Special Provisions:

Either party may terminate the Agreement by submitting written notification of termination to the approving agency; but, if such notifications are submitted after completion of the probationary period, the reason for termination shall be given. Due notice thereof must be given to the APPRENTICE, as well as an opportunity to be heard and reasonable opportunity for corrective action. The provisions on this form are acknowledged as a binding part of this agreement by the signators; and

The terms of the Nevada state apprenticeship statutes, regulations and standards are incorporated as a binding part of this Agreement and are acknowledged by the signators; and

That the APPRENTICE shall not be discriminated against with respect to hire, advancement, compensation or other terms, conditions or privileges of employment because of race, color, religion creed, national origin or ancestry, sex, age, or occupationally irrelevant physical requirements.

IN WITNESS WHEREOF, the parties hereto have set their hands on the dates indicated above:

Registered by the Nevada State Apprenticeship Council on _____

Secretary - Director of Apprenticeship _____

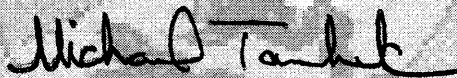
*Warning: this agreement does not constitute a certification under NRS 610 or Title 29, Part 5 for the employment of the apprentice of Federal or State financed projects. Current certification must be obtained from the Nevada State Apprenticeship Council or Bureau of Apprenticeship & Training.

OFFICIALLY ADOPTED

The foregoing Apprenticeship Standards, being in conformity with Chapter 610 of the Nevada Revised Statute and the Nevada Administrative Regulations and applicable Federal regulations are hereby approved by the Nevada State Apprenticeship Council for **NV. Energy Power Lineman Program.**

Approved at registered with the Nevada State Apprenticeship Council

this 21st day of December, 2009

A handwritten signature in black ink, appearing to read "Michael Tanchek".

Nevada Labor Commissioner, Michael Tanchek

Program Number NV004000001





STATE OF NEVADA
Office of the Labor Commissioner
Nevada State Apprenticeship Council

APPLICATION FOR APPROVAL
ON THE JOB TRAINING & APPRENTICESHIP

Program Name NVEnergy Apprentice Lineman Program Program # NV004000001
Address 6226 W. SAHARA AVE City LAS VEGAS State/Zip NV 89151 Telephone 702-402-2331
Contact Person PETER EASLER Title Corp. Staff Counsel Type of Program: Elec. Appr. Program Sic Code

EIN #

Type of Action: (Check One) A. Wage Increase B. <u>Revision of Standards</u> C. New Occupation	Type of Program: (Check One) A. Individual Union B. Individual Non Union C. <u>Group Union</u> D. Group Non Union E. If Union Bargaining Unit	Journey Workers (JW) A. No. of Females B. No. of Minorities C. No. JW <u>-102</u> D. No. of Employers	Pay Period (Circle One) Weekly <u>Bi-Weekly</u> Semi Monthly Pay Increases (Months) 3 <u>6</u> 12 Other
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TRADE INFORMATION

Occupation	Term (OJT hours)	RTI (Classroom hours)	# Of Journey workers	# Of Apprentices in Training	Journey worker Hourly Rate	Days per Week
<u>Elec. Apprentice Lineman</u>	<u>8,000 hrs.</u>	<u>886 hrs.</u>	<u>102</u>	<u>32</u>	<u>\$38.56</u>	<u>5</u>

HOURLY APPRENTICE WAGES BY PERIOD (Excluding Benefits) Top Line Dollar Amounts Bottom Line Percentages

Occupation	1ST	2ND	3RD	4TH	5TH	6TH	7TH	8TH	9TH	10TH
<u>Elec. Apprentice Lineman</u>	<u>\$21.21</u>	<u>\$23.14</u>	<u>\$25.06</u>	<u>\$26.99</u>	<u>\$28.92</u>	<u>\$30.78</u>	<u>\$32.78</u>	<u>\$34.70</u>	<u>\$36.62</u>	<u>\$38.56</u>
	<u>55 %</u>	<u>60 %</u>	<u>65 %</u>	<u>70 %</u>	<u>75 %</u>	<u>80 %</u>	<u>85 %</u>	<u>90 %</u>	<u>95 %</u>	<u>100 %</u>

Instructor	Occupation	Experience (Years)
<u>GREG MOORE</u>	<u>Lines Dept. Trainer</u>	<u>25 yrs</u>
<u>TOMMY CONRAD</u>	<u>Lines Dept. Trainer</u>	<u>27 yrs</u>
<u>Todd Waymire</u>	<u>Lines Dept. Trainer</u>	<u>20 yrs</u>

10/26/09
Date

Signature of Program Coordinator

DO NOT WRITE BELOW THIS LINE

Approved: DEC 21 2009

Disapproved: _____

Michael T. Tumbel DEC 21 2009
Secretary Director of Apprenticeship Date