

1. How has the Schuster Concrete Construction Apprentice Training Program been going since implementing it?

The Schuster Concrete Apprenticeship and Training Program was implemented in July of 2017 and we have learned a lot and grown a lot in this first year. The most important thing we learned is that an apprenticeship program is mutually beneficial to the employer and the apprentices. The program is giving us the opportunity to replenish an aging workforce and to train, develop, and acknowledge members of existing workforce. Many of veteran employees have become instructors and mentors.

2. How many new employees have been added under the apprentice program? And how are they contributing to the work staff?

Since implementation, we have hired nineteen apprentices. They have contributed greatly to our ability staff our projects and execute the work necessary to build beautiful buildings.

3. What is being taught during the apprenticeship and what is a typical day like?

Our apprentices are given formal training and the qualifications necessary to certify them as journeyman level in Construction Craft Labor. A typical day for an apprentice is 8 hours, comprised of classroom instruction and on-the-job training. They are given objective based training in a range of topics from Employability Skills to Masonry in High-Rise Construction.

4. How does one get engaged in the apprentice program? And what are the benefits of working with Schuster?

Prospective apprentices can complete an interest form and submit their résumé on our company website, [www.weareschuster.com](http://www.weareschuster.com). We have also partnered with multiple state and local employment development centers that can assist candidates in the application process. Our apprentices are paid employees and are eligible to receive the same benefits package as our other fulltime employees.

5. What ages will you accept a candidate and what if one has a public record; will you still consider that person?

Candidates must be at least 18 years of age, with a high school diploma or GED equivalent, ability to complete basic math functions, physically able to perform construction work, and pass substance abuse testing. There is no prohibition to one having a public record.

6. When one is accepted in the program, how often do you drug screen and what happens if a test is failed?

All of our employees must adhere to our drug and alcohol policy, which includes random substance abuse testing. An apprentice who violates our drug and alcohol policy will be dismissed from the apprenticeship program and terminated.

7. What is the wage scale like for apprentice during the training and after once becoming a journeyman?

the start of their program, apprentices receive a competitive hourly wage. We increase their hourly wage progressively based on performance and training milestones. During the

interview, these milestones are explained to the candidate and we agree to a wage schedule. By the completion of the program, the apprentice will be paid at a journeyman rate.

8. What can be one's career direction path be like at Schuster once completing the apprentice program?

Upon completion of the apprenticeship program, these new journeypersons can aspire to be Construction Foremen, Concrete Finishers, Layout Engineers, and Heavy Equipment Operators. At Schuster, they also have the unique opportunity to transition into ready mix concrete operations and become Commercial Drivers and Quality Control Technicians.