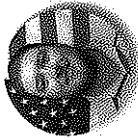


"This program has been a big life-changer for me. I started at TLC with very little experience, and in the almost four years of being in the program, I have accomplished so much. This program is a great way to get into a trade and also a great way to get an education."



MICHAEL BARGER

"The TLC Apprenticeship Program helped me jump-start my career and my life. In the beginning, I was just a high school graduate trying to make it, but by the end, I had a vision and a purpose and a career that I loved. It certainly wasn't an easy journey, but it was absolutely worth it for me, and if I had the opportunity to do it again, I would."

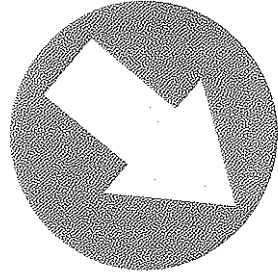


JESSIE OTERO

"The TLC apprenticeship program changed my life and gave me the opportunity to become the man I needed to be for my family and also gives me the assurance of a bright future for myself and my family."



WESLEY HOLLAWAY

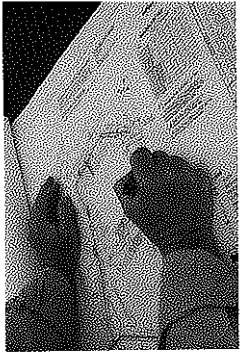
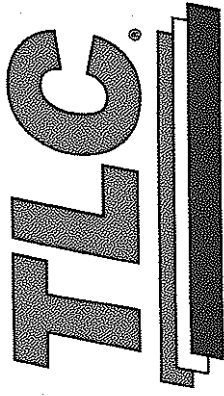
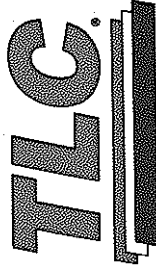


MAXIMIZING EACH INDIVIDUAL'S POTENTIAL THROUGH WORLD CLASS TRAINING AND DEVELOPMENT OPPORTUNITIES

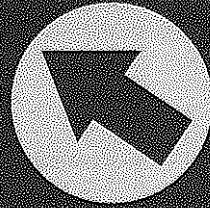
FOR MORE INFORMATION:

LISA KNAPP
505-449-5593
training@tlcplumbing.com

5000 Edith Blvd NE
Albuquerque, NM 87107



APPRENTICESHIP PROGRAM



OVERVIEW

TLC offers a rigorous, four-year apprenticeship program that enables students to work full-time, earn a competitive wage, learn a skill or trade, and receive a fully paid education. In 2006, TLC began the apprenticeship program with the intention of helping young men and women across New Mexico develop the necessary skill set and education to become successful individuals within our company and in their communities. TLC is committed to ensuring young workers receive the training and education needed to succeed without incurring debt along the way. Our apprentices:

- WORK FULL-TIME
- LEARN A TRADE
- EARN A LICENSE, CERTIFICATE, AND/OR DEGREE

TLC'S COMMITMENT & INCENTIVE BONUS

At the end of the fourth year, after the apprentice has successfully met all program requirements and has earned a Journeyman license, certificate and/or degree, an incentive is awarded by TLC. This incentive is in addition to **full-time wages, benefits, and reimbursement for tuition and books.**



RECRUITMENT

TLC actively reaches out to communities throughout New Mexico to recruit highly motivated young people who show an interest in the trades and believe they can thrive in a fast-paced, challenging, and rewarding environment. TLC seeks individuals who demonstrate strong character attributes that align with our core values of Honesty, Hard Work, Respect, Compassion and Consistency.

At TLC, our culture is our bedrock. Our values are core to our culture. They should be taught, demonstrated, and most importantly, lived every day.

- Dale Armstrong

EDUCATION

The first year of the program is focused on helping apprentices get settled as employees of TLC, selecting a career pathway or trade, and developing crucial life skills that include:

SETTING GOALS **CONFLICT RESOLUTION**
COMMUNICATION **FINANCIAL HEALTH**
TIME MANAGEMENT **STUDY HABITS**

Years two through four allow apprentices to begin taking classes for their chosen trade or career pathway while still working as full-time employees of TLC. This is the period in which apprentices earn their Journeyman's licenses while also completing a trade certificate and/or degree. TLC pays for tuition and books as long as the apprentice meets the requirements outlined in both the TLC Higher Standards Commitment and Education Tuition Agreement.

AREAS OF FOCUS

HVAC Technician
Plumber
Auto/Diesel Mechanic
Electrician
Project Manager
Fabricator/Welder

