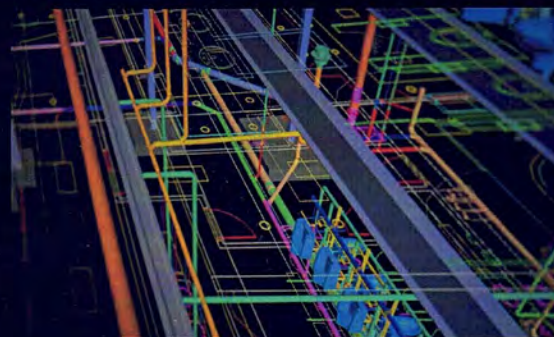




THINKBIG!THINKACTION!

Action, Inc. is one of the largest commercial mechanical contractors in Arkansas



Our Plumbing Apprenticeship Program Consists of:

- \$5,000 tiered bonus • 100% tuition paid
- 100% of books paid • 100% Apprentice License paid
- You would be a full-time employee and would receive competitive pay
- excellent benefits
- PTO
- 401k with 50% match
- continuing education and more!

← 60% Match!

Action-Mechanical.com

Watch the "About Us" video on our website to learn more!

Ph. 479-452-5723

Action Inc.
MECHANICAL CONTRACTOR



ACTION, INC.

MECHANICAL CONTRACTOR

APPRENTICESHIP PROGRAM

VISIT US AT:

WWW.ACTION-MECHANICAL.COM



Apprentice Plumber Candidate:

We want to welcome you to Action Inc.

We hope you are asking yourself, "Why would I want to work for Action, Inc., and join the Plumbing Apprenticeship Program and how does the program work?"

First, a little bit of history about Action, Inc:

Action is one of the largest Mechanical Contractors in Arkansas and surrounding regions. It was founded in 1981 and has been in the Mechanical Contracting business since.

We have four locations: Our home office is in Barling and our surrounding offices are located in Maumelle, Jonesboro, and Tulsa, OK

So how does the Apprentice Program work:

- >>> The Apprenticeship Program is a 4-year program. Successful candidates will be hired as a full-time employee, work for us during the day and attend school in the evening, either 1 or 2 nights per week, depending on the school.
- >>> The schools are structured much like high school. Each year has 2 semesters; fall thru December and January thru April.
- >>> You can earn a total of 80 hours per semester, with a total of 160 per year. (Make-up time is available).
- >>> After completing 4 years you would have accumulated the 640 hours needed to test for Journeyman Plumber license. This license is issued thru the Department of Health, from the State of Arkansas.
- >>> While employed with us, WE WILL PAY 100% OF YOUR TUITION, BOOKS, AND APPRENTICE LICENSE!



What's it like working for Action, Inc.?

Well, you would get to work for a 5-STAR Company, and...

>>> Because you will be a full-time employee, you will also receive the benefits of a full-time employee. These include:

- Medical Insurance
 - Dental Insurance
 - Vision Insurance
 - Free Life Insurance
 - Additional Life Insurance
 - 401k (60% match!)
 - Uniforms
 - Paid Vacation
-



RECRUITING BONUS FOR NEW APPRENTICE PLUMBERS
ARKANSAS AND EAST OKLAHOMA REGIONS

Effective May 1, 2018

Any Apprentice hired on May 1, 2018 or after, will be included in this program. If you have already been attending apprentice school for your JP prior to coming to Action, the below criteria will be based on years worked here. Completion of 2 years, Completion of 4 years, and Completion of 5 years employment. You will have had to advance to a Journeyman Position by the end of the 4th year of employment.

Recruiting Bonuses for New Apprentice Plumbers.

As a new hire, you will be eligible for a \$5000.00-tiered bonus:

- \$1500.00 bonus at the successful completion of the second year of the Apprenticeship Program. The Apprentice cannot be absent or tardy more than 3 times in any semester at the apprentice school, thru the end of the 2nd year to receive this bonus. The Apprentice must meet the mandatory Arkansas-regulated On-the-Job training hours of 1000 hours each semester, or what is current for that semester.
- \$1500.00 bonus at the completion of the apprenticeship program and successfully test to a JP. The Apprentice cannot be absent or tardy more than 3 times in any semester at the apprentice school, during 3rd and 4th year to receive this bonus. The Apprentice must meet the mandatory Arkansas-regulated On-the-Job training hours of 1000 hours each semester, or what is current for that semester.
- \$2000.00 bonus one year after successful test.

Additional Criteria: No written warnings or greater, allowed throughout the 5-year recruiting program.

Must have a "score of 3.5 or above" on all annual evaluations.



>>> You would get to work for great customers like these:

RETAIL

Lowe's
Sam's Club
Kroger
Target

CORPORATE

Hunt Ventures
ArcBest
Bank of Ozarks
Wal-Mart

MEDICAL

Mercy Hospital
Baptist health Hospital
St. Vincents Hospital
Washington Regional Medical Center
OSU Medical Facility

HIGHER EDUCATION

JBU
UAF
UAFS
UAMS
UALR
ASU
Tulsa Tech

PUBLIC SCHOOLS

Ft. Smith
Horatio
Conway
Greenbrier
Sheridan
Little Rock
Jonesboro
Broken Arrow
Bristow
Union

INDUSTRIAL

Frito Lay
Glatfelter
Adjuvants
Groendyke Transport
Whirlpool

Bekaert Steel
Ben E. Keith
Green Bay Packaging
American Airlines

PLUS, you will get to work side-by-side with some of the most talented people in this profession.

**We hope you are interested in our Program and want to come
and be a part of our team!!**



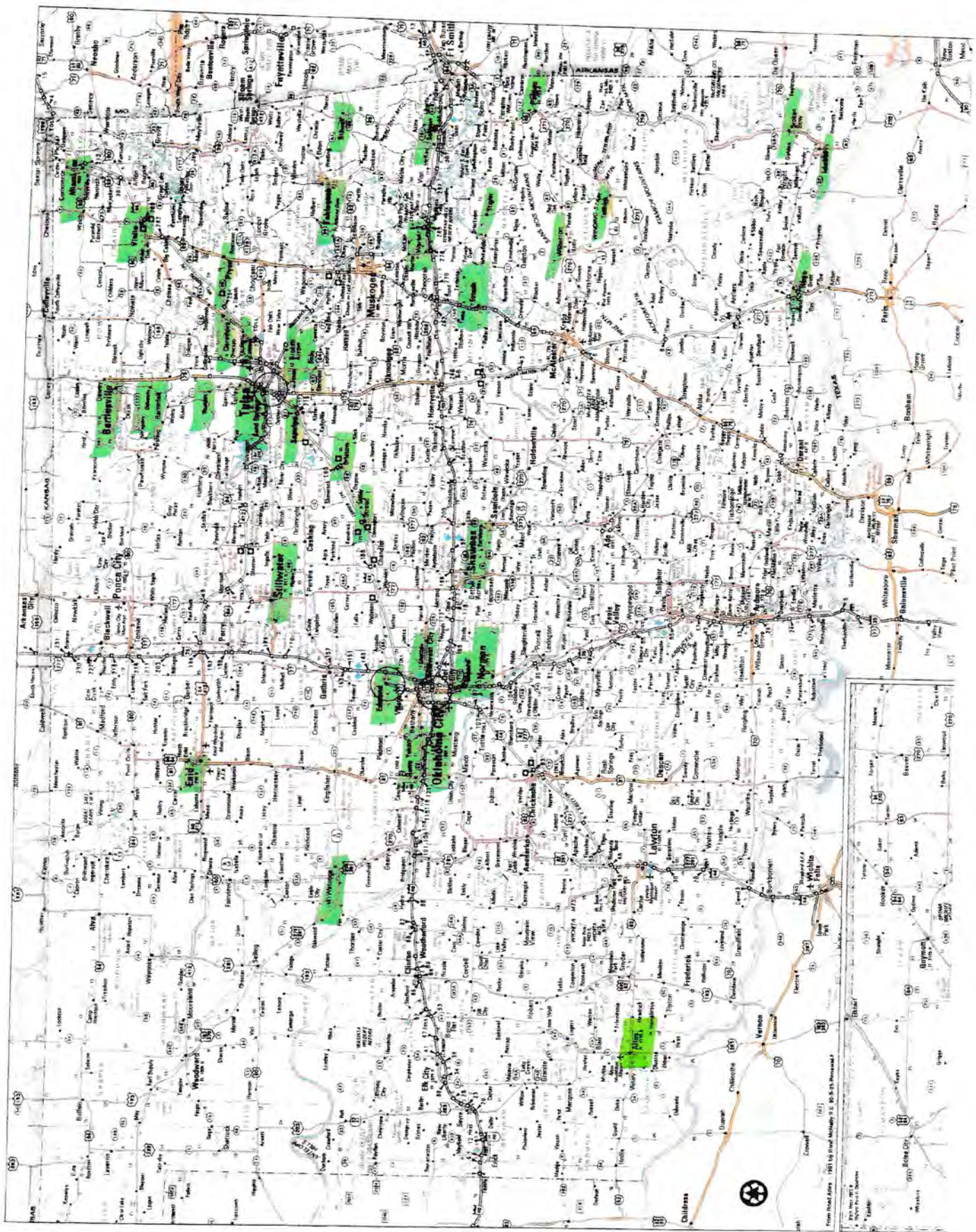
THE FOLLOWING MAP REFLECTS

CURRENT OR PAST ARKANSAS CUSTOMERS:



THE FOLLOWING MAP REFLECTS

CURRENT OR PAST OKLAHOMA CUSTOMERS:





SCHOOLS

ACTA (Arkansas Construction Trades Academy)

Fort Smith, AR

Schedule: 1 night per week: 5:00-9:00 p.m.

ACTA (Arkansas Construction Trades Academy)

Springdale, AR

Schedule: 1 night per week: 5:00-9:00 p.m.

ACTA (Arkansas Construction Trades Academy)

Little Rock, AR

Schedule: 1 night per week: 5:00-9:00 p.m.

Jonesboro Area Plumbing Association:

Jonesboro, AR.

Schedule: 1 night per week: 5:00-9:00 p.m.



PLUMBING APPRENTICESHIP TRAINING

BUILDING MINDS. BUILDING SKILLS. BUILDING FUTURES.

ACTA is the official school affiliated with the Associated Builders & Contractors of Arkansas. It provides a formal apprenticeship training program that is registered with the United States Department of Labor, Office of Apprenticeship (OA). This program meets all federal and state requirements for formal classroom instruction. Apprenticeship training combines work and academics in a formal program leading to journeyperson consideration.

The student must be 18 years of age, physically capable of performing required tasks, working for an employer, able to collect OJT time, and registered through their employer with the Department of Labor, Office of Apprenticeship (OA). The majority of the crafts require 8,000 hours of on-the-job supervised training (approximately four years for full time work). Plumbing apprentices are also required to complete 640 hours of classroom training (approximately four years). Upon successful completion, craft workers are recognized at the journey-level in their trade and are awarded their BAT certificate.

Why Choose ACTA?

We give you practical hands-on career training.

We think it's important to practice what you're learning. That's why we incorporate hands-on training into our program. You'll learn better and quicker by doing the work than you will just sitting in a lecture room.

With NCCER certification you can work anywhere.

ACTA Craft Training is certified by NCCER. If a student leaves the area, the education is transferable, portable, and recognized throughout the nation. Our training is also recognized by the Department of Labor Office of Apprenticeship Training (DOL/OA).

Employers recognize the quality of our graduates.

Employers hire ACTA trained employees because they recognize the quality of training we provide. Our program will meet the same expectation we hold for the Associated Builders & Contractors of Arkansas, one of the highest degree of professionalism and excellence.

To **register**, email Megan Greenland at megan@abcark.org or call 501-812-0828.



Schedule

Fall 2019 | September 9 – December 18th

Spring 2020 | January 6th – April 15th

N. Little Rock Location Class Days:

Mondays – Levels 1 & 2

Wednesdays – Levels 3 & 4

Fort Smith Location Class Days:

Mondays – All Levels

(30 Weeks of classes, plus 12 online assignments)

Semester Tuition

ABC Members: \$400 per student

(Includes use of class books and tablets)

WHAT ARE THE BENEFITS OF REGISTERED APPRENTICESHIP?

For employers, benefits include:

- Skilled workers trained to the industry/employer specification to produce quality results
- Reduced turnover
- Pipeline for new skilled workers
- Reduced worker compensation costs due to an emphasis on safety training

For apprentices and journeymen, benefits include:

- Jobs that typically pay higher wages
- Higher quality of life and skills versatility
- Portable credentials recognized nationally and often globally
- Opportunity for college credit and future degrees



APPLICATION FOR EMPLOYMENT:

We consider applicants for all positions without regard to race, color, religion, sex, national origin, age, marital or veteran status, the presence of a non-job related medical condition or any other legally protected status, Action, Inc., is an Equal Opportunity Employer

Name in Full (First, Middle, Last)				Date	Social Security Number
Present Address	City	State	Zip	Phone No.	Cell Number

In Case of Emergency Notify:
 Name and Relationship: _____ Address: _____ City: _____ State: _____ Phone Number: _____

IMPORTANT: Give Name and Address of Last Three Employers

Name and Address of Employer (Include Phone Number)	Salary	Position	Reason for Leaving	EMPLOYED	
				From	To

EMPLOYMENT DESIRED

Position For Which You Are Applying For: _____
 Are You Employed Now? _____ If So May We Contact Your Employer? _____
 Salary Desired: _____ Date You Can Start: _____
 Have You Ever Applied With This Company Before, If So, When: _____ and Where: _____
 Do You Have Any Relatives Employed Here? Name _____ Relationship: _____

EDUCATION

Name & Locations of School	Years Attended	Courses Studies
High School: _____	_____	_____
Business School: _____	_____	_____
College: _____	_____	_____
Graduate School: _____	_____	_____
Other: _____	_____	_____

Additional Information: _____

R 8/18 DM

REFERENCES:

Give Names of Two (2) Persons Not Related to You Whom You Have Known at Least One (1) Year
*Please Note: References Will Be Checked

NAME	ADDRESS & PHONE NUMBER	BUSINESS	YRS ACQUAINTED

DRIVING RECORD

What Type of Driver's License Do You Have?

____ Operator ____ Class A ____ Class B ____ Class C ____ Class D

Driver's License Number: _____ State _____ Expiration Date: _____

***Release: I hereby authorize release of my driving record to Action, Inc. which will include but is not limited to the record of all accidents in which I have been involved and of all arrests and warning tickets which have been issued to me.

X _____
Signature

CERTIFICATION & LICENSING INFORMATION

Plumber License Number: _____ State: _____ Expiration Date: _____

HVAC License Number: _____ State: _____ Expiration Date: _____

Welder (Certified): _____ State: _____

Other: _____

If The Job You're Presently Working On Moves To A New Location, Will You Accept Employment At The New Location? _____ YES _____ NO

APPLICATION CERTIFICATION

I am not disabled in any way which would prevent me from steadily performing all of the work of the job applied for in this application.

I hereby certify that all questions answered are correct, and authorize the company to contact my former employers, references furnished, and all other sources that they see fit in order to verify the facts and information furnished with regard to my character and qualifications. Included in these qualifications will be the appropriate documents furnished by me verifying citizenship or valid authority to work in this country. These will be furnished in conjunction with Immigration Reform and Control Act of 1986 and/or other applicable laws. I understand that the completion of this form or any other application form of the company does not assure me a position with said company or obligate the company in any way. I further understand that this application is not, nor is it intended to be a contract of employment and that any employment relationship will occur. I understand that I am required to abide by all rules and regulations of the company. I understand that any misleading, incorrect, or omitted statements may render this application void, and, would cause for immediate discharge.

I certify that this application was completed by me, and that all entries on it and information in it are true and complete to the best of my knowledge.

DRUG TESTING CONSENT FORM

I have applied for employment with Action, Inc. As a condition for my application being considered, I understand and agree to undergo substance screening. I understand that if my test results are positive, I shall not be considered further by Action, Inc.

I hereby authorize any physician, laboratory, hospital or medical professional retained by Action, Inc. for screening purposes to conduct such screening and to provide the results to Action, Inc., and I release Action, Inc. and any person affiliated with Action, Inc. and any such institution or person conducting the screening, from liability.

Signature Of Applicant: _____ Date: _____

WE'RE HIRING PLUMBING APPRENTICES!



For THIS

NOT This



WHY CONSIDER BECOMING A PLUMBING APPRENTICE?

100 % of Your Tuition is PAID! · Work is Available Throughout Arkansas and Oklahoma!
Great Healthcare, Insurance & 401K Benefits! · Learn Valuable Skills... and Finish as a Licensed Plumber!
Work on Awesome Jobsites – Not Under Houses or in Toilets
We Provide Continuing Education While You Increase your Professional Value!

To Learn More About This Wonderful Opportunity
Visit Us Online at: www.ArkansasOpportunity.com
or Call: 479-452-5723



Offices in: Little Rock | Fort Smith | Jonesboro | Tulsa