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Maine's Apprenticeship Program, 2008 Annual Report

Maine Department of Labor

Maine Bureau of Employment Services

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2008 Annual Report



MAINE'S APPRENTICESHIP PROGRAM



Maine's Apprenticeship Program 2008 Annual Report

Prepared for:

Governor John Elias Baldacci &
the Members of the Joint Standing Committees on:

Labor

The Honorable Troy Dale Jackson, Senate Chair
The Honorable John L. Tuttle, Jr., House Chair

Business, Research, and Economic Development

The Honorable Elizabeth M. Schneider, Senate Chair
The Honorable Nancy E. Smith, House Chair

Education and Cultural Affairs

The Honorable Justin L. Alford, Senate Chair
The Honorable Patricia B. Sutherland, House Chair

By:

Maine Department of Labor
Laura A. Fortman, Commissioner

Bureau of Employment Services
Ned McCann, Director

Maine Apprenticeship Program
Gene Ellis, Director of Apprenticeship Standards
Don R. Berry, Chair, Maine Apprenticeship Committee

For the Period January 1, 2008 – December 31, 2008

February 27, 2009



The Maine Department of Labor provides equal opportunity in employment and programs.

Auxiliary aids and services are available to individuals with disabilities upon request.

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Registered Apprenticeship is a time-tested, demand-driven training system combining structured, customized on-the-job learning with related technical instruction. Among its many benefits are:

For employers:

- Skilled workers trained to industry/employer specifications to produce quality results.
- Increased productivity and knowledge transfer due to well-developed on-the-job learning.
- Enhanced worker retention. National figures from 2006 show 82 percent of registered apprentices were still employed nine months after registration as apprentices.
- A stable pipeline of new skilled workers. Apprenticeship programs offer a predictable pipeline of program completers, while established pre-apprenticeship programs provide access to the next generation of workers while still in secondary school.
- An emphasis on safety training that may reduce worker compensation costs.

For apprentices:

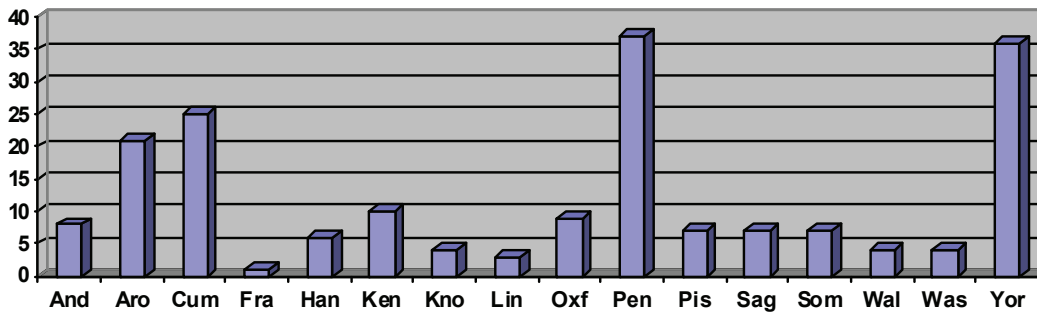
- Immediate employment in jobs that usually pay higher wages and offer career growth opportunities. In 2008, the average starting wage for an apprentice was \$11.76 with an average completion rate of \$16.19.
- Higher quality of life and skills versatility.
- Safety training creates a safer work environment and fewer injuries.
- Portable credentials recognized nationally and often globally.
- Formal articulation agreements between apprenticeship training programs and 2 and 4-year colleges that create increased opportunities for college credit and future degrees. Example: Bath Iron Works and Portsmouth Naval Shipyard Sponsored Apprentice graduates receive Associate Degrees from Maine Maritime Academy and York County Community College respectively. Articulation agreements in effect allow those who desire, the opportunity to achieve a Bachelors' Degree at the University of Southern Maine.

In 2008 Maine's Apprenticeship Program (MAP) counted its sixty-eighth year of promoting and facilitating the training of Maine's highly skilled workforce. As far as can be told, the first Apprentices were several machinists with Saco Lowell (now General Dynamics Armament & Technical Products), the first of whom, Norman J. Boutet, was registered on November 21, 1940. In that time MAP has continually undergone the change necessary to remain Maine's premiere workforce development tool. This year, more change has come to Apprenticeship.

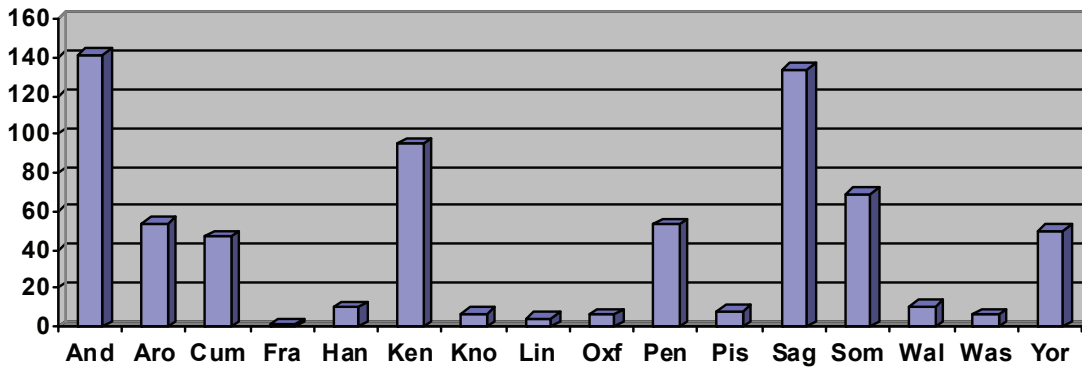
The U.S. DOL undertook a major re-write to 29 CFR Part 29, Labor Standards for the Registration of Apprenticeship Programs, which was finalized and took effect December 31,

2008. A Final Rule Fact Sheet is attached to this report as Attachment A. The significant changes to 29 CFR Part 29 will require changes to CMR 12-181, Chapters 1-3, and possibly Maine Statute Title 26, Chapter 25, Subchapter 1, §2006, Sections 5-A through O, to remain in compliance and recognized as the State Approving Agency (SAA) by the U.S. DOL Office of Apprenticeship. A two-year window has been established in which to make the needed changes and apply for continuing recognition.

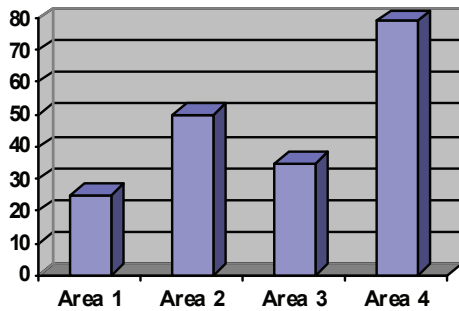
Registered Apprenticeship's use affects not only workforce development issues in an increasing competitive global economic marketplace but may also positively affect such issues as drop-out rates at our secondary and post-secondary schools as students become engaged in the combination of classroom and on-the-job learning. Also positively affected are post-secondary degree attainment rates as workers who might not have been motivated to pursue higher education do so as part of their Apprenticeship programs. Maine employers who sponsor Apprentices train more workers for high-skilled, high-wage careers than any other workforce investment program in the State of Maine, and at much less cost (in 2008, approximately \$452) per individual. This year, MAP and U.S. DOL, Office of Apprenticeship entered into an agreement to co-manage the Apprenticeship Program at Portsmouth Naval Shipyard (PNSY). Now we are better able to accurately assess the full impact of MAP on Maine's economy. We are also able to work with PNSY to develop additional Apprenticeships, beyond the traditional trades programs, in areas such as IT, healthcare, and office/administrative services. Including PNSY, the Return on Investment (ROI) calculation for 2008 in Attachment B shows an economic impact of over \$53.6 million for an expenditure of less than \$600,000. This is an ROI of approximately \$98 for every General Fund dollar spent by MAP. During 2008 there were active Apprenticeship Programs and Apprentices in all sixteen Maine counties.



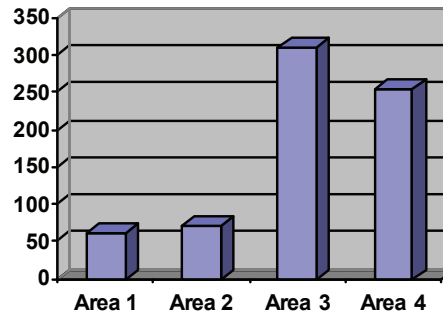
Sponsors by County (over 200)



Apprentices by County (1326)
 (York County does NOT include 577 at PNSY)



Sponsors by WIA



Apprentices by WIA
 (Area 4 does NOT include 577 Apprentices at PNSY)

Apprenticeship by Workforce Investment Area (WIA)

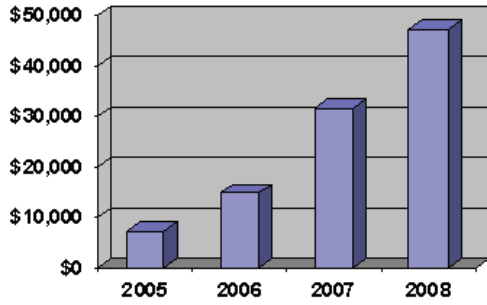
Area 1: Aroostook, Washington

Area 2: Hancock, Penobscot, Piscataquis

Area 3: Androscoggin, Franklin, Oxford, Kennebec, Somerset

Area 4: York, Cumberland, Sagadahoc, Knox, Lincoln, Waldo

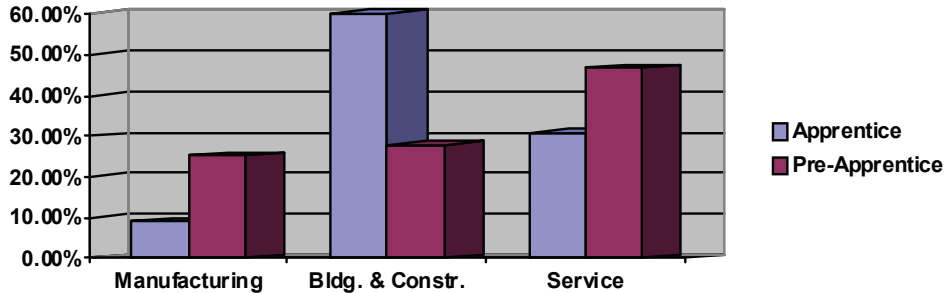
Tuition Reimbursements:



This year approximately seven hundred Apprentices in registered programs used the Maine Community College System for their Related Technical Instruction. Over 120 more used the University of Maine System, Maine Maritime Academy, and private colleges. Not all programs apply for tuition reimbursement, but for those that do, there are an increasing number of Apprentices moving to degree

programs and fewer using correspondence courses or employer provided coursework. This is resulting in an increasing amount of tuition reimbursement as shown in the chart above.

Below is a breakdown of Apprentices/Pre-Apprentices by general industry sectors.

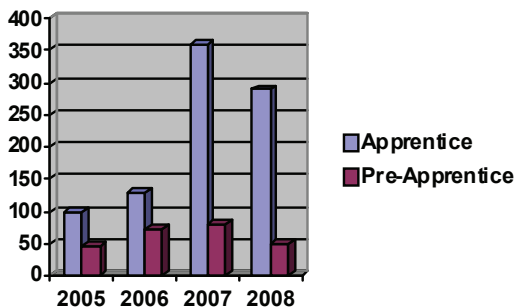


Apprentices and Pre-Apprentices by Sector

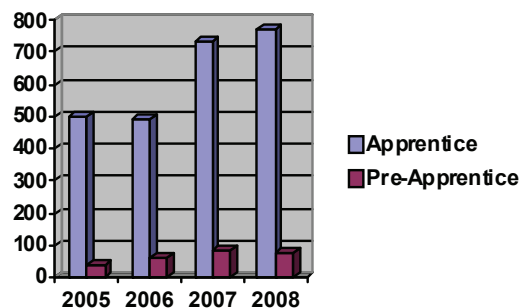
Manufacturing Occupations include: Machinist, Cabinetmaker, and Marine Joiner
 Building & Construction Occupations include: Carpenter, Electrician, and Welder
 Service Occupations include: Accountant, Veterinary Tech, and Police Officer

As the New Registrations chart shows, gains in new registrations slowed during 2008. Still, there is overall growth in the Apprenticeship program as shown in the Total Active at Year-end chart.

New Registrations Year over Year



Total Active at Year-end*



Statutory Authority & Definitions

Statute:

Under **Title 26 MSRA, §2006, 5-A**, the Maine Apprenticeship Committee is a Standing Committee of the Maine Jobs Council. The Committee is responsible for the following activities:

Section 5-C:

- Establish standards, through joint action of employers and employees, assist in the development of registered apprenticeship programs in conformity with this subsection and generally encourage and promote the establishment of registered apprenticeship programs.
- Register or terminate, or cancel the registration of, apprenticeship programs and apprenticeship agreements, including journeyman upgrading.
- Authorize and issue certificates of completion of apprenticeship to apprentices who have been certified by a joint apprenticeship committee or employer as having satisfactorily completed their training.
- Keep a record of registered programs and apprentice agreements, including the number of women and minority apprentices by occupation and the number of occupations that are nontraditional for women.
- Adopt rules necessary to carry out the intent and purpose of this subsection. Rules adopted pursuant to this subsection are routine technical rules as defined in Title 5, chapter 375, subchapter II-A.
- Make an annual report by March 1st of each year to the Governor, the joint standing committee of the Legislature having jurisdiction over labor matters, the joint standing committee of the Legislature having jurisdiction over education and cultural affairs and the joint standing committee of the Legislature having jurisdiction over business and economic development matters. The report must include, for each business assisted under this subsection, the name and location of each business, the number of apprentices, the return on investment and, when applicable, the number of new jobs created.
- Ensure availability and oversee coordination of related and supplemental instruction for apprentices.
- Develop a biennial plan in consultation with the Department of Labor and develop an evaluation tool and process that facilitates a review of the apprenticeship program outcomes based on the committee's biennial goals and objectives. As a result of this process, the committee may initiate programs that promote apprenticeship and work force development.

Definitions:

Apprentice is a person at least 16 years of age who is employed under an apprenticeship agreement to work at and learn a specific occupation and is registered with the committee.

Pre-Apprentice is a person at least 16 years of age registered with the committee who is engaged in a full time program of academic requirements leading to a High School Diploma and part time employment developing the knowledge and skills required for entry into an Apprenticeship Program.

Apprentice agreement is a written agreement that is entered into by an apprentice or organization of employees with an employer or an association of employers and provides for the apprentice's participation in a definite sequence of job training and for such related and supplemental instruction as may be determined necessary for the apprentice to qualify as a journeyman in a particular occupation.

Committee is the council's Standing Committee on Apprenticeship.

Journeyman upgrading is continued related instruction advocated for by a sponsor, including joint apprenticeship and training committees or employers, for an individual who has fulfilled a bona fide apprenticeship as determined by the committee. The committee establishes enrollment criteria.

Sponsor is an employer or a potential employer.

Attachment A

Apprenticeship Final Rule Fact Sheet

On October 29, 2008, the U.S. Department of Labor published in the *Federal Register* a final rule to modernize the National Apprenticeship System. This rule takes effect on December 29, 2008, and provides State Apprenticeship Agencies (SAA) with up to an additional two years from the effective date to implement necessary changes.

The revised regulations, which incorporate many of the recommendations of the Secretary's Advisory Committee on Apprenticeship (ACA), emphasize the need for a flexible National Apprenticeship System by including options for both program sponsors and apprentices that address the needs of the nation's regional economies and provide for the development of a skilled, competitive workforce.

For more than 70 years, the National Apprenticeship System has provided training to rigorous industry standards in a variety of fields. While registered apprenticeship remains a unique, on-the-job training option that benefits apprentices and employers alike, its future growth and continued success require that it adapt and reflect changes in the American workplace.

For apprentices and program sponsors, the regulations:

- **Incorporate technology-based learning** – By including the use of electronic media in the definition of Related Technical Instruction (RTI), the final rule fully supports technology-based and distance learning.
- **Provide additional pathways to certification** – The final rule specifies that program sponsors may offer three different ways for apprentices to complete a registered apprenticeship program:
 - Traditional, time-based approach, which requires the apprentice to complete a specific number of on-the-job (OJT) and RTI hours;
 - Competency-based approach, which requires the apprentice to demonstrate competency in the defined subject areas and requires OJT and RTI; and
 - Hybrid approach, which requires the apprentice to complete a minimum number of OJT and RTI hours and demonstrate competency in the defined subject areas.
- **Introduce interim credentials** – The final rule provides registration agencies with the option to issue official interim credentials, which offer incentives for apprentices to complete their programs and continue their career preparation. Issued as certificates, such credentials will enable apprentices to demonstrate to employers their proficiency

in particular required skills and competencies. Interim credentials will be issued only for recognized components of an apprentice's occupation.

- **Improve program registration and review process** – Changes to the regulations establish 90-day timeframes for registration agencies to process sponsor requests for registering and modifying program standards and 45-day timeframes for sponsors to notify registration agencies regarding other employment and apprenticeship agreement changes.
- **Update the reciprocal registration provision** – Previously, apprentices in building and construction programs could work as registered apprentices only in those states where their programs were registered, because the states were not required to accord reciprocal registration or approval to out-of-state building and construction programs. The updated regulations remove this exemption and provide for reciprocal approval, for Federal purposes, of apprentices, apprenticeship programs, and standards that are registered in other states for all industries and occupations. Additionally, to ensure that out-of-state programs do not gain an undue advantage over reciprocal state programs when bidding on a contract, the final rule requires apprenticeship program sponsors seeking reciprocal approval to meet the wage and hour provisions and apprentice ratio standards of the reciprocal state.
- **Introduce provisional registration** – The regulations call for newly registered programs to receive provisional approval for one year to enhance program quality. After one year, programs meeting the regulatory standards may either be permanently approved or have their provisional registration extended through the end of the first training cycle.

For State Apprenticeship Agencies (SAA), the regulations:

- **Increase linkages with the workforce investment system** – The revised regulations require SAA requesting DOL recognition to demonstrate linkages and coordination with the state's economic development strategies and public workforce investment system.
- **Redefine the roles and responsibilities of SAA and State Apprenticeship Councils (SAC)** – In an effort to establish a clear path of accountability between DOL and the state agency that oversees apprenticeship, the regulations grant registration agency recognition solely to SAA. SAC will continue to be required for advisory or regulatory purposes.
- **Establish a process for continued recognition** – The revised regulations require SAA to reapply for DOL recognition within two years of the effective date and to reapply every five years thereafter for continued recognition. This change will improve state conformity with Federal requirements and establish consistency across administration and management of the National Registered Apprenticeship system.
- **Increase flexibility for location of an SAA** – The revised regulations give states the flexibility to determine the location of the apprenticeship agency within the state

government organizational structure and no longer require that an SAA be housed in a state Department of Labor.

For the U.S. Department of Labor, the regulations:

- **Enhance program accountability** – The updated regulations include a new section on performance standards that support DOL efforts to demonstrate results and increase program quality. Programs with completion rates below the national average will be provided with technical assistance targeted to improve their performance and improve overall program quality. In addition to completion rates, the revised regulations emphasize the existing practice of using quality assurance assessments and Equal Employment Opportunity Compliance Reviews to evaluate program performance for quality and compliance with program requirements.
- **Ensure national conformity with federal apprenticeship legislation and regulations** – The updated regulations require that recognized states provide the Office of Apprenticeship (OA) with the opportunity to review all potential changes to the state's apprenticeship law so that OA can safeguard conformity with 29 C.F.R. Part 29. Such a review process affords an opportunity for an SAA and OA to identify and resolve issues that could potentially affect a state's recognition status before proposals take effect and must be undone to preserve recognition.

Background

In developing the rule, the Department's Employment and Training Administration (ETA) and OA consulted extensively with the Secretary of Labor's Advisory Committee on Apprenticeship (ACA). From September 2005 to May 2006, the ACA Work Group on Regulations and Competency-Based Training Certification drafted recommendations. In June 2006, the ACA unanimously adopted the recommendations, which became the starting point for ETA proposed rule.

On December 13, 2007, ETA published a Notice of Proposed Rulemaking (NPRM), soliciting comments from the public on the proposed changes to the existing regulations. The NPRM generated 2,660 responses. DOL carefully considered the suggestions and concerns of commenters and, in many instances, modified the proposed rule to reflect their input.

ATTACHMENT B**Maine Apprenticeship Committee
Return on Investment – Annual Report Period Ending: 12/31/08**

SPONSOR	ACTIVE	# NEW	12 MONTH ROI
Acadia Hospital–Bangor	1	1	\$19,878.00
All Aboard Day Care–Buxton	1	0	19,760.00
Androscoggin Head Start–Lewiston	5	5	93,069.00
Aroostook County Action Program–Presque Isle	7	6	193,388.00
Atlantic Comfort Systems–Biddeford	3	3	124,800.00
Autocraft Collision Center–Glenburn	2	2	47,632.00
Baker Co. –Sanford	1	0	27,664.00
Bangor, City of–Bangor	4	0	130,070.00
Bath-Brunswick Veterinary Assoc.–Brunswick	3	0	80,028.00
Bath Iron Works Corp.–Bath	110	48	4,032,395.00
Beauregard Equipment, Inc.–Hermon	2	0	43,472.00
Belanger, Tina–Old Orchard Beach	1	0	19,760.00
Biddeford Internet Corp–Biddeford	2	0	102,402.00
Biddeford, City of–Biddeford	1	0	38,532.00
Black Bear Assoc.–Orono	1	0	15,808.00
Black Bear Security–Pembroke	1	0	29,640.00
BMR Donuts–Bridgton	1	0	15,808.00
Boothbay Harbor Shipyard–Boothbay Harbor	2	0	63,232.00
Bragdon-Kelley Funeral Home–Ellsworth	1	1	27,664.00
Brian St. Saviour–Cornish	2	0	49,400.00
Busy Hands Daycare–Augusta	1	0	21,736.00
Capital Franchise Assoc. –Brunswick	1	0	15,314.00
Central Maine Motors, Inc. –Waterville	1	1	28,652.00
Charlotte White Center–Dover-Foxcroft	1	0	21,840.00
Childhood Hours–Biddeford	1	0	21,736.00
Cianbro Corporation–Pittsfield	19	8	694,564.00
Circle of Learning–Presque Isle	4	4	101,670.00
Clewley Foundations, Inc–Bangor	1	0	33,280.00
Compagna Electrical Cont.–York	1	0	37,440.00
Conroy, Tully, Crawford–Portland	1	0	27,664.00
Correct Building Products–Biddeford	1	0	33,280.00
Coughlin, John–Bangor	1	0	22,880.00
Crabel-Riposte Funeral Home–Belfast	2	2	59,280.00
Darlings Corp. –Ellsworth	1	1	31,200.00
Dave Fox–Parsonsfield	1	0	29,640.00
David F McCubrey–Porter	1	0	24,700.00
Design Fab Inc –Greene	1	0	28,652.00
District Council of Laborers–Hopkinton, MA	8	4	231,903.00
Dorr's Equipment Co.–Bangor	2	2	48,412.00
Down East Toyota–Brewer	5	0	146,016.00

SPONSOR	ACTIVE	# NEW	12 MONTH ROI
Downeast Auto Body–Brewer	2	0	48,141.60
Dysarts Service, Inc. –Bangor	2	0	52,041.00
ECl Services of Maine–Waterville	1	1	28,652.00
Eastern Fire Protection, Co. –Auburn	5	0	136,864.00
Ellis Boat Co., Inc. –Manset	6	1	168,480.00
Elmet Technologies, Inc. –Lewiston	15	15	531,148.00
Family Focus–Bath	3	1	64,459.00
FASTCO Fabrications–Lincoln	1	1	31,200.00
Fraser Timber Ltd–Ashland	2	1	53,507.00
Fryeburg Veterinary Hospital–Fryeburg	2	0	66,560.00
Goodwill Hinckley–Hinckley	3	0	102,648.00
Hall Funeral Home–Waldoboro	1	1	19,760.00
Henry L. Holmes Inc. –Cornish	1	0	35,568.00
Hobbs Funeral Home–So. Portland	1	1	29,640.00
Holden Cabinet & Millwork, Inc. –East Holden	1	1	37,440.00
Home Companions Inc. –Saco	2	0	45,219.00
Hope Memorial Chapel–Biddeford	1	0	27,040.00
Howard Tool–Bangor	5	5	168,480.00
IBEW Local 567 JATC–Lewiston	102	18	4,849,796.00
IBEW Local 1253 JATC–Fairfield	42	17	1,863,865.00
Industrial Actuation Group LLC–Limerick	1	0	21,736.00
International Union Elevator Constr.–Dorchester, MA	25	0	2,183,480.00
JBj Machine Company Inc.– No. Berwick	1	0	23,920.00
Jeff's Marine–Thomaston	1	1	32,604.00
Jerry's Plumbing & Heating, Inc.–Biddeford	1	0	37,440.00
Johnson & Jordan–Scarborough	11	10	404,976.00
Johnson Funeral Home, Inc. –No. Berwick	2	0	59,280.00
Jordan, Geneva–Cornish	2	1	37,440.00
Joseph Darryl Rankin–West Baldwin	1	0	25,688.00
Kaplan Electrical Constr. –Winthrop	2	1	63,232.00
Katahdin Valley Health Ctr. –Patten	3	1	62,400.00
Kendal, Keith–Guilford	1	0	29,640.00
Kennebec Tool & Die, Co. Inc.–Augusta	1	0	27,664.00
Kennebec Valley CAP–Waterville	8	2	254,716.00
Kennebunk Veterinary Assoc., Inc. –Kennebunk	2	0	54,080.00
Kid Zone–Brunswick	1	0	23,462.00
Kittery Electrical Services–Kittery	1	0	41,600.00
Knowlton, Hewins, Roberts Funeral Home–Augusta	1	1	31,200.00
Laberge & Sons, Inc. –Windham	1	1	31,200.00
Lancaster Morgan Funeral Home–Caribou	1	0	27,664.00
Landing Management–Kennebunk	1	0	39,520.00
LaPlante, George–Van Buren	1	0	25,688.00
Lary Funeral Home–Dover-Foxcroft	2	1	79,040.00
LHI Constr. –West Rockport	1	1	29,640.00

SPONSOR	ACTIVE	# NEW	12 MONTH ROI
Logan Electric, Inc. –Porter	1	0	20,800.00
Louisiana Pacific Corp. –Houlton	29	5	1,102,836.00
Madawaska School Dept.–Madawaska	1	0	26,058.00
Maine Course Hospitality Group–Brewer	3	1	59,280.00
Maine Electric Power Systems–Topsham	1	1	26,676.00
Maine Material Handling, Inc.–Bangor	1	1	19,760.00
Martes, Inc.–Old Town	1	0	19,760.00
Mays, LLC–Calais	1	1	29,640.00
McConnell and Associates–Wiscasset	1	0	27,664.00
McKay's RV Center–Holden	1	0	27,040.00
Midcoast Maine Community Action–Bath	20	5	606,959.00
Miller Collision Ctr.–Sanford	1	0	29,640.00
Miller Ford–Sanford	1	0	29,640.00
Milliken Inc., B. H.–Portland	4	0	141,440.00
Moody's Collision Centers, Inc.–Gorham	1	1	52,364.00
Moose River Lumber Co., Inc. –Jackman	1	1	27,683.00
Morris Yachts Inc.–Bass Harbor	8	2	222,040.00
Morse, Lyman Boatbuilding Co., Inc.– Thomaston	3	0	105,580.00
MSAD 1–Presque Isle	1	0	21,973.00
MSAD 41–Brownville	4	0	96,595.00
MSAD 49–Fairfield	1	1	21,459.00
MSAD 70–Hodgdon	1	0	22,724.00
Netland, Thomas, Veterinary–Cumberland Center	2	0	54,080.00
NNE Carpenters, Millwrights–Augusta	36	15	1,311,502.00
Norm's Electric & General Maint.–Arundel	1	1	29,640.00
Northern Electric–Ashland	1	1	35,568.00
Orono, Town of–Orono	1	0	25,688.00
Painters and Allied Trades–Roslindale, MA	3	1	142,082.00
Panolam Industries, Int.–Auburn	4	2	150,074.00
Patrick McAllaster Carpentry–Brunswick	1	0	29,640.00
Performance Plumbing & Heating–York	1	0	33,280.00
Pine State Elevator–Portland	7	0	580,944.00
Playmates Family Day Care–Buxton	1	0	19,760.00
Plumbers Local #716–Augusta	32	17	1,394,764.00
Portland Yacht Services–Portland	3	0	96,512.00
Portsmouth Naval Ship Yard–Kittery	577	577	25,592,720.00
Precision Manufacturing Solutions– Biddeford	1	0	27,664.00
Quirk Autopark–Bangor	2	1	55,328.00
R. C. Villineau Firewood–Parsonsfield	1	0	19,760.00
Rawcliffe's Inc.–Hampden	1	0	23,712.00
Rent-a Husband–Portland	1	0	31,616.00
Rex Rolfe–Waterford	1	0	24,700.00
Rite Aid of Maine, Inc.–Biddeford	2	0	47,195.00
Robbins Lumber, Inc.–Searsport	3	0	46,051.00
Rowes Garage–East Corinth	1	0	31,200.00

SPONSOR	ACTIVE	# NEW	12 MONTH ROI
Richard Roy, Jr.–Holden	1	1	29,640.00
SAD 14–Danforth	3	0	73,149.00
SAD 27–Ft. Kent	1	0	19,266.00
SAD 33–Frenchville	1	0	20,016.00
SAD 59–Madison	1	0	47,759.00
S. W. Collins, Inc.–Caribou	1	1	28,158.00
Scarborough Police Department– Scarborough	4	0	201,177.00
School Union 104–Eastport	1	0	20,649.00
Shea Bros. Construction–Parsonsfield	1	0	23,712.00
Shea's Auto Sales, Inc.–East Sebago	1	0	16,640.00
Sheet Metal Workers Local #17–Lewiston	5	0	184,961.00
Shepard Chevrolet–Rockland	2	1	43,264.00
Smart & Edwards Funeral Home– Skowhegan	2	1	59,280.00
So. Aroostook CSD 9, MSM–Augusta	2	0	58,568.00
Southern Kennebec Child Dev.–Augusta	10	6	260,981.00
Spruce Run Assoc.–Bangor	1	1	35,251.00
St Andre Health Care Facility–Biddeford	2	2	49,920.00
SUBCO Enterprises, Inc.–Windham	1	1	20,748.00
Sewall, Susan–Houlton	2	0	37,606.00
Taylor & Sons–Porter	1	1	26,000.00
Telford Aviation, Inc.–Bangor	1	1	31,616.00
Thermo Dynamics, Inc.–Eliot	2	2	80,080.00
Thos. Moser Cabinetmaker–Auburn	4	0	126,464.00
Todd & Son, Inc.–Caribou	1	0	24,960.00
Twin City Motor Inn–Brewer	1	0	39,520.00
United Technologies–Bangor	1	0	39,520.00
Unitel, Inc.–Unity	1	0	54,995.00
University of Maine Facilities–Orono	1	1	23,712.00
Veazie Veterinary Clinic–Veazie	2	1	62,400.00
Veazie, Town of–Veazie	2	2	52,245.00
Wal Mart Assoc., Inc.–Bangor	1	0	34,382.00
Waldo County Head Start–Belfast	5	5	106,193.00
Westcon Manufacturing, Inc.–Brunswick	1	0	35,360.00
Whiting Electrical Services–Sratton	1	1	34,580.00
Woods Electric, Inc.–York	1	0	31,200.00
York County Community Action–Sanford	5	5	121,680.00
TOTALS	1,326	836	\$53,628,571.00