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2011 Report of the Maine Apprenticeship Program

Maine Department of Labor

Maine Bureau of Employment Services

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2011 Annual Report on

Maine Apprenticeship Program

Submitted by
Maine Department of Labor
Bureau of Employment Services



*The Maine Department of Labor provides equal opportunity in employment and programs.
Auxiliary aids and services are available to individuals with disabilities upon request*

Maine Apprenticeship Program 2011 Annual Report

Prepared for:

Governor Paul R. LePage

&

Members of the Joint Standing Committees on:

Labor, Commerce, Research and Economic Development

The Honorable Christopher W. Rector, Senate Chair

The Honorable Kerri L. Prescott, House Chair

Education and Cultural Affairs

The Honorable Brian D. Langley, Senate Chair

The Honorable David E. Richardson, House Chair

By:

Maine Department of Labor
Robert J. Winglass, Commissioner

Bureau of Employment Services
Peter Pare, Director

Maine Apprenticeship Program
Ginny Carroll, Director

Maine Apprenticeship Council
Don Berry, Chair

For the Period January 1, 2011 – December 31, 2011

March 1, 2012



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2011 Program Highlights:

At the close of 2011, there were 1,413 apprentices actively working on industry-recognized skill certifications.

Apprentices who completed their programs during 2011 saw an average wage increase of 63% from program start to program end.

On average, the Maine Apprenticeship Program leveraged nearly 110 times its taxpayer investment.

Women in Non-Traditional Occupations (*occupations in which women make up 25% or less of the workforce, such as building trades*) completed their apprenticeship programs at a wage 64% higher than the average female completion wage rate.

The first hybrid (competency & time-based) program was registered.

The first project to leverage workforce investment program funds was piloted.

2011 in Numbers

Total taxpayer dollars spent	\$467,269.21
Employer leveraged dollars (wages/ taxes)*	\$50,990,931.00
Tuition & Training dollars leveraged	\$361,787.00
Federal workforce dollars leveraged	\$125,000.00
ROI dollars leveraged per general fund dollar	\$110.17
Total served (new/active /completed/cancelled)	1603
Total new apprentices registered	159
Total apprentices completing programs	178
Total apprentices cancelled prior to completion	171
Percentage of women in NTO occupations	5.7%
Average starting hourly wage rate	\$11.82
Average ending hourly wage rate at completion	\$19.45
Average wage increase from start to completion	\$7.63

** ROI determination based on the NASTAD (National Association of State and Territorial Apprenticeship Directors) approved formula currently used by 25 state funded apprenticeship programs.

2011 Demographics

TOTAL	MALE	FEMALE	FEMALE-NTO	MINORITY	VETERAN
1413	1170	243	81	97	372

2011 - The Year in Review

- ❖ During calendar year 2011, total expenditures of \$467,269.21 leveraged 110 times that amount in apprentice wages, state income tax payments, matching tuition funds and federal training dollars. The return per each General Fund dollar was \$110.00. Approximately 60% of program expenditures were spent on training cost reimbursements to apprentices and sponsors, the remainder was spent on personnel and overhead.
- ❖ Revised statute was submitted and approved by the LCRED committee placing program authority under the Maine Department of Labor and renaming the “Standing Committee on Apprenticeship,” formerly under the auspices of the Maine Jobs Council (MJC), to “The Maine Apprenticeship Council” which will continue to advise the department and the MJC.
- ❖ Recommendations from the 2010 Apprenticeship Action Committee were implemented and a first of its kind Adult Pre-Apprenticeship pilot project was launched that utilized resources from five workforce investment programs and prepared 18 dislocated workers to enter employment as registered apprentices.
- ❖ Working collaboratively through the Maine Health Sector Grant, apprenticeship forged new and vibrant relationships with two of Maine’s hospitals in need of ongoing skill development pathways for newly hired nurses and technicians entering their employ. In partnership with Maine General Medical Center, work was begun on development of a series of specialty nurse care programs in areas such as Critical Care and Emergency Room Care and in partnership with Franklin Memorial Hospital, work continues on development of programs for Mammography and Surgical Technicians.
- ❖ Apprenticeship Council members approved revised standards and endorsed the Maine Marine Trades Association (MMTA) as the overarching sponsor for its members, which include employers in the boat manufacturing, service and repair industry. The MMTA appointed an Apprenticeship Committee and redeveloped programs in six disciplines,

- ❖ incorporating a first year Core-Skills component as a pre-requisite for advancing in all six programs, which include: Marine Joiner, Wooden Boatbuilder, Marine Engine Service Technician, Marine Electrician, Marine Composite Technician and an advanced program Marine Tradesperson targeted to industry supervisors.
- ❖ The range of active sponsors remained about the same at between 168 and 210 throughout the year, with some sponsors going dormant as apprentices completed programs and others re-activating with the hire and registration of new apprentices.
- ❖ Two new competency-based programs (Millwright and Lineman) sponsored by Cianbro Corporation, were unanimously approved and were the first competency/time-based hybrid programs to be launched in Maine.
- ❖ Council members implemented new policy regarding starting wage requirements that stipulate that the apprentice starting wage must be at \$10.00 per hour or fifty percent of the journey worker wage whichever is higher. The student Pre-Apprentice starting wage rate remains at minimum wage (\$7.50 per hour).
- ❖ In response to new federal requirements and the need to assure high-quality on-the-job-learning for all Maine apprentices, the Maine Apprenticeship Council approved a process by which sponsors can request reimbursement of the cost of instructor certification and training. An application process was implemented allowing sponsors to submit a request for assistance with instructor costs or the cost of innovative training initiatives that will improve overall programs and/or expand the level and type of skills training to be offered.
- ❖ The application process prioritizes sponsors who request instructor training that will also:
 - Result in more effective methods to impart skills to apprentices on the job,
 - Result in new skill training not currently offered as part of a program,
 - Result in new instructor certifications not yet held by existing trainers,
 - Result in certifications for proctoring competency tests,
 - Result in an increase of the number of or increased retention of women and minorities,
 - Result in overall cost reduction in training delivery,
 - Increase apprentices' competitiveness as well as industry competitiveness, and
 - Leverage high-cost match for apprentice training.

Statutory Authority

During the 2nd regular session of 2012 of the 125th Legislature the Maine Apprenticeship Program submitted **LD1800** “*An Act to Conform Maine Apprenticeship Program Standards with Federal Apprenticeship Regulations*” to the Committee on Labor, Commerce, Research and Economic Development. Recent changes to federal regulations provide that only a state agency can be held accountable for registration and approval of state apprenticeship programs.

In order to comply with these changes, LD1800 eliminates the Standing Committee on Apprenticeship of the Maine Jobs Council and establishes the Maine Apprenticeship Program under the Maine Department of Labor and renames the former committee which henceforth will be known as “The Maine Apprenticeship Council” and which will continue to assist and advise the department in administration of the program and work in collaboration with the Maine Jobs Council. In addition, the revised statute spells out the requirements of the program and delineates specific processes required for the registration and recognition of new programs, sponsors and apprentices. The full scope of the legislation will be listed under Title 26, Chapter 37.

Maine Apprenticeship Council

The Maine Apprenticeship Council consists of sixteen members who are familiar with apprenticeable occupations.

Twelve of the sixteen members of the council are voting members appointed by the Governor.

Four members must be representative of employees and be members of a recognized labor organization.

Four members must be representative of employers and be bona fide employers or representatives of employers.

Four members must be representative of the public and may not be industrial employers or employees or be directly concerned with any particular employer or employee; at least two of these members must represent the interests of women and minorities and representatives of recipients of benefits under the Temporary Assistance for Needy Families (TANF) program.

Four members of the council are non-voting members appointed by their respective agencies:

- One representative of the Maine Jobs Council,
- One representative of the Maine Community College System,
- One representative of the Department of Education, and
- One representative of Department Economic and Community Development

Council members serve a four-year term, or until a successor has been appointed. Council members appoint the council chair. The council meets on a quarterly basis to assist the department with respect to:

- Developing, approving and registering new apprenticeship programs and sponsors,
- Representing the Maine Apprenticeship Program to the Maine Jobs Council,

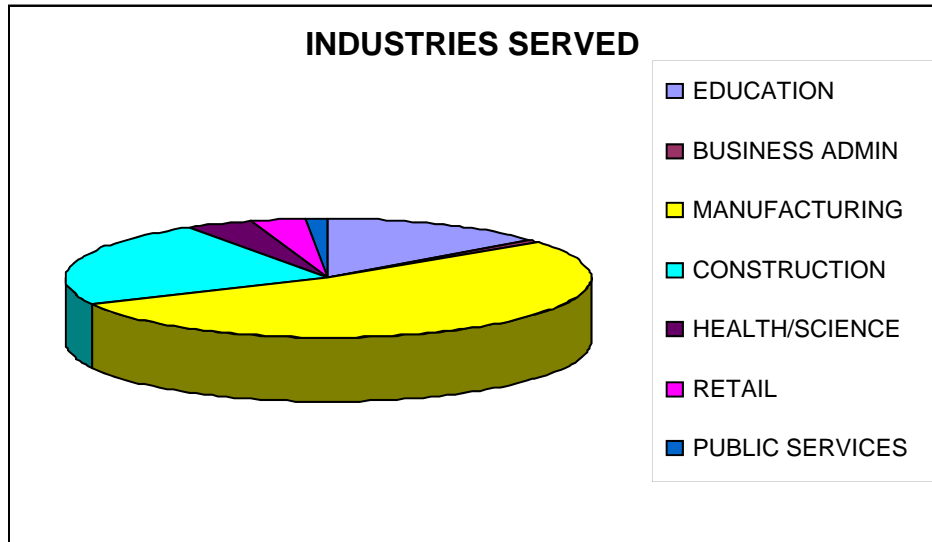
Reviewing and recommending additions or changes to program rules, policies, and processes,
 Ensuring registered apprenticeship programs meet state and federal requirements,
 Ensuring appropriate records of registered apprenticeship programs, registered apprentices and sponsors are created and maintained,
 Reviewing complaints apprenticeship program outcomes, and
 Ensuring an annual report is provide by March 1st of each year to the Governor, the joint standing committee of the legislature having jurisdiction over education and cultural affairs and labor and economic development matters, that includes names and locations of sponsors, number of apprentices registered and completing programs and the return on investment.

CURRENT VOTING MEMBERS			
1	LABOR	Don Berry (<i>Chair</i>)	Training Director - IBEW 567 (Electrical)
2	LABOR	Chris Trider	Training Director - IBEW 1253 (Electrical)
3	LABOR	Jennifer McKenna	Training Director - UA 716 (Plumbers/Pipefitters/HVAC)
4	LABOR	<i>OPEN</i>	
5	BUSINESS	Phil Dionne (<i>Co-chair</i>)	Owner – Philip A. Dionne General Construction
6	BUSINESS	Susan Swanton	Executive Director - Maine Marine Trades Association
7	BUSINESS	Dann Hayden	Training Manager - Cianbro Corp
8	BUSINESS	<i>OPEN</i>	
9	PUBLIC	Bob Bourgault	Retiree
10	PUBLIC	Bill Getz	School to Work Coordinator – Saco Island School
11	PUBLIC	Lib Jamison	Executive Director - Women Unlimited
12	PUBLIC	Liz Ray	Program Manager - ASPIRE
CURRENT NON-VOTING MEMBERS			
A	MJC	Peaches Bass	Staff – State Workforce Investment Board
B	MCCS	John Bolduc	Department Chair - SMCC
C	DOE	Shawn Lagasse	EDU Specialist -Career & Technical Education Centers
D	DECD	<i>OPEN</i>	

Active Apprenticeship Programs

<p>ADMINISTRATIVE / BUSINESS SERVICES</p> <ul style="list-style-type: none"> ➤ Administrative Assistant ➤ Business Manager ➤ Crew Manager ➤ Office Manager ➤ Retail Manager <p>CONSTRUCTION TRADES</p> <ul style="list-style-type: none"> ➤ Architectural Drafter ➤ Carpenter ➤ Concrete Layer ➤ Construction Craft Laborer ➤ Crane Electrician ➤ Electrician ➤ Heavy Equipment Mechanic ➤ Heavy Equipment Operator ➤ HVAC Technician ➤ Inside Wireman ➤ Lineworker ➤ Maintenance Carpenter ➤ Millwright ➤ Outside Wireman ➤ Painter Blaster ➤ Plumber ➤ Pipefitter ➤ Rigger ➤ Telecommunications Technician ➤ Weatherization Technician ➤ Welder <p>EDUCATION</p> <ul style="list-style-type: none"> ➤ Child Care Development Specialist ➤ Education Technician I, II, III, IV ➤ Head Start Teacher I, II, III, IV ➤ Home Start Coordinator ➤ Special Education Technician <p>HEALTH / SOCIAL SERVICES</p> <ul style="list-style-type: none"> ➤ Embalmer ➤ Funeral Director ➤ Funeral Practitioner ➤ Human Services Assistant ➤ Medical CSR ➤ Pharmacy Technician ➤ Veterinary Technician 	<p>MANUFACTURING</p> <ul style="list-style-type: none"> ➤ Cabinetmaker ➤ Boiler Operator ➤ Cabinet Maker ➤ Composite Technician ➤ CNC Operator ➤ Electrical Designer ➤ Fabric Worker ➤ Hull Outfit Designer ➤ HVAC Designer ➤ Insulator ➤ Laminator ➤ Machinist ➤ Manufacturing Lab Technician ➤ Marine Electrician ➤ Marine Joiner ➤ Materials Engineer ➤ Non-Destructive Test Technician ➤ Offset Press Operator ➤ Outside Machinist ➤ Plastic Fabricator ➤ Production Laborer ➤ Sheet Metal Fabricator ➤ Shipfitter ➤ Shipwright ➤ Structural Designer ➤ Structural Fitter ➤ Tinsmith ➤ Welder Fitter <p>RETAIL SERVICES</p> <ul style="list-style-type: none"> ➤ Automobile Mechanic ➤ Auto Body Repair Technician ➤ Auto Service Mechanic ➤ Building Maintenance Technician ➤ Chef (Hotel & Restaurant) ➤ Cook (Hotel & Restaurant) ➤ Maintenance Technician ➤ Marine Electrician ➤ Marine Engine Technician ➤ Marine Trades Person <p>PUBLIC SERVICES</p> <ul style="list-style-type: none"> ➤ Fire Fighter ➤ Police Officer
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Industries Served



Program Benefits

Registered Apprenticeship is an industry-provided training system that integrates structured on-the-job learning with theoretical and academic instruction. Maine employer/sponsors can increase their competitive edge by ensuring their employees hold the highest level, nationally recognized industry skill credentials.

Benefits of Apprenticeship for Employers:

- Provides a formal, affordable, industry-endorsed skill development model.
- Attracts self-directed individuals interested in and committed to attaining high level skill credentials, thus reducing recruitment and attrition costs.
- Assures customers that services and products are provided by industry experts deemed proficient via national certification and credential processes.
- Equips journey worker experts with guides and methods to impart skills to new and advancing members of their workforce.
- Allows employers to pay rates that are commensurate with skill levels thus increasing competitiveness in the contract bidding arena.
- Provides formal career pathways and incentives for employees to increase their work-related knowledge.
- Ensures employees acquire required theoretical and academic knowledge.
- Improves worker retention, safety and productivity.
- Links companies to additional workforce-related programs and resources and provides a venue for them to voice their workforce skill needs to the education and workforce training system.

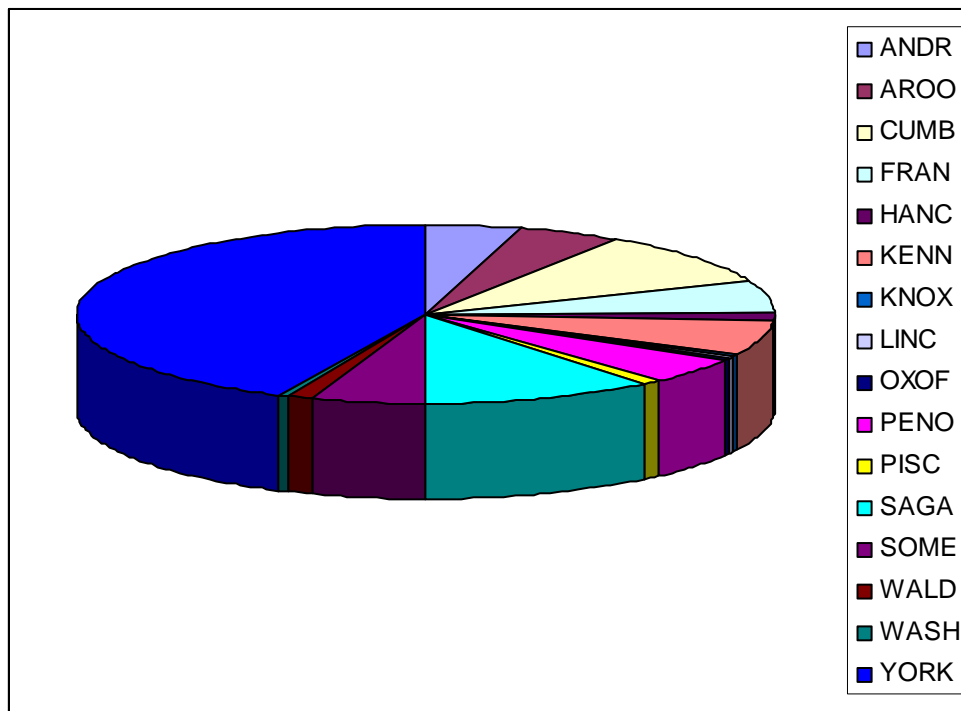
Benefits for Apprentices:

- Apprenticeship is an “earn-while-you-learn” training program.
- Achieve attainment of portable, nationally recognized credentials, degrees, licenses and certificates that ultimately increase worker competitiveness.
- May earn a Trades and Technology Associate Degree from the Maine Community College through a special articulation agreement that allows apprentices to complete degrees in expanded timeframes and earn college credits for their on-the-job learning.
- Compensates apprentices according to their education and skill gains.
- Exposes apprentices to new and emerging technologies, equipment, tools and processes not ordinarily available through traditional educational pathways.

Benefits for Workforce Development System:

- Strengthens local economies by developing highly trained and educated workers.
- Is demand driven, eliminating mismatch between skills taught to workers and skills employers need.
- Provides a customized and long term solution to skills gap industry is facing as highly skilled workers retire.
- Offers an affordable talent development approach for Maine’s workforce investment system that results in all required performance outcomes, specifically:
 - Attainment and retention of full-time employment,
 - Incremental earnings gains, and
 - Achievement of nationally recognized credentials.

Geographic Breakdown by County 2011



Note: York County includes Portsmouth Naval Shipyard in Kittery

Active Apprenticeship Sponsors 2011

SPONSOR

ANDROSCOGGIN HEAD START
ADVANCED RESOURCE CONSTRUCTION (ARC)
AROOSTOOK COUNCIL HEALTHY FAMILIES
AROOSTOOK COUNTY ACTION PROGRAM (ACAP)
ASHLAND BULDING SUPPLY
ATLANTIC COMFORT SYSTEMS
ATLANTIC MECHANICAL
ATWOOD & SON ELECTRIC
AUGUSTA SCHOOL DEPT
AUTOTRONICS
AUTUMN GREEN
BATH IRON WORKS
BANGOR, CITY OF
BANGOR ROOFING /HAHNEL BROS
BATH BRUNSWICK CHLD CARE SERVICES
BATH BRUNSWICK VETERINARY ASSOCIATES
BIDDEFORD, CITY OF
BIOSAFE ENVIRONMENTAL
BLACK FUNERAL HOME
BLAIS & HAY FUNERAL HOME
BOULOS COMPANY, E.S.
BRAGDON-KELLEY FUNERAL HOME
BRAVE HEARTS
BURPEE STRONG FUNERAL HOME
CCB INC
CHAMBERLAIN POTATO CORP
CHARLOTTE WHITE CENTER
CHILDHOOD HOURS
CIANBRO CORP
CIRCLE OF LEARNING
CLEWLEY FOUNDATIONS, INC.
CMP HOLDINGS aka VERSO PAPER
COCA COLA BOTTLING CO
COLLINS CO INC, S.W.
COMPASSINATE CARE VETERINARIAN
CRABIAL RIPOSTA FUNERAL HM
CUMBERLAND ANIMAL CLINIC
DAY & ZIMMERMAN GROUP
DISTRICT COUNCIL OF LABORERS
DOLBY FUNERAL CHAPEL
DOODY'S ELECTRICAL, INC.
DORR'S EQUIPMENT
DOWNEAST TOYOTA
DUNCAN GRAVES FUNERAL HOME
DUNN FUNERAL HM
EASTERN ELECTRIC CORP
ECS LLC -EASTERN FIRE PROTECTN
ELECTRICAL MAINTENANCE & INSTALLATION
ELMET TECHNOLOGIES
FAMILY FOCUS
FASTCO FABRICATION
FIRST NATIONAL BANK DAMARISCOTTA
FRYBURG VETERINARY HOSPITAL
FUNERAL ALTERNATIVES

LOCATION

LEWISTON
KINGFIELD
HOULTON
PRESQUE ISLE
ASHLAND
BIDDEFORD
WOOLWICH
FAIRFIELD
AUGUSTA
MADAWASKA
ALFRED
BATH
BANGOR
BANGOR
BATH/BRUNSWICK
BATH/BRUNSWICK
BIDDEFORD
WESTBROOK
SPRINGVALE
WESTBROOK
WESTBROOK
ELLSWORTH
DYER BROOK
ROCKLAND
WESTBROOK
ST AGATHA
DOVER FOXCROFT
BIDDEFORD
PITTSFIELD
PRESQUE ISLE
BANGOR
JAY
BANGOR
CARIBOU
WINDHAM
BELFAST
CUMBERLAND CTR
PORTLAND
HOPKINTON, MA
SO. WINDHAM
RANDOLPH
BANGOR
BREWER
PRESQUE ISLE
HOULTON
PORTLAND
AUBURN
SCARBOROUGH
LEWISTON
BATH
LINCOLN
DAMARISCOTTA
FRYBURG
LEWISTON

G & D ELECTRIC	AUBURN
GOODWILL HINCKLEY	HINCKLEY
GRIFFIN ELECTRIC	HOLLISTON, MA
HALL FUNERAL HOME	WALDOBORO
HAMLIN INC. PROCESS PIPING	SCARBOROUGH
HARBOR TECHNOLOGIES	BRUNSWICK
HAYMAN, J.T.	NO. WINDHAM
HILLSIDE ELECTRIC	BUCKSPORT
HODGDON SHIP BUILDING	EAST BOOTHBAY
HOLDEN CABINET & MILL WORK	EAST HOLDEN
HONEYWELL INTERNATIONAL	PORTLAND
HOPE MEMORIAL CHAPEL	BIDDEFORD
HOWARD TOOL, INC	BANGOR
IBEW LOCAL 1253	FAIRFIELD
IBEW 567	LEWISTON
IDEAL ELECTRIC	WINSLOW
INTEGRITY ELECTRICAL INSTALLATION & SERVICE	FARMINGTON
JEFF'S MARINE, INC	THOMASTON
JERRY'S PLUMBING & HEATING	BIDDEFORD
JOHNSON CONTROLS INC	FALMOUTH
JOHNSON FUNERAL HOME	NORTH BERWICK
JOHNSON & JORDAN, INC	SCARBOROUGH
JONES, RICH & HUTCHINS	SCARBOROUGH
KAPLAN ELCTRICAL	WINTHROP
KATAHDIN VALLEY HEALTH CENTER	PATTEN
KEITH KENDALL ELECTRIC	GUILFORD
KENNEBEC TECHNOLOGIES	AUGUSTA
KENNEBEC VALLEY COMMUNITY ACTION (KVCAP)	WATERVILLE
KENNEBUNK VETERINARY ASSOCIATES	KENNEBUNK
KENWAY CORP	AUGUSTA
KID ZONE	BRUNSWICK
KINETIC SYSTEMS INC.	SCARBOROUGH
KNIGHT MARINE SERVICE	ROCKLAND
KNOWLTON & HEWINS FUNERAL HOME	AUGUSTA
LAMSON FUNERAL HOMES	MILLINOCKET
LANCASTER FUNERAL HOME	CARIBOU
LANGFORD & LOW, INC	PORTLAND
LARKIN ENTERPRISES	LINCOLN
LARY FUNERAL HOME	DOVER-FOXCROFT
LEGENDRE ELECTRIC	SACO
LOGAN ELECTRICAL	PORTER
LOUISIANA PACIFIC CORP	HOULTON
MADAWASKA SCHOOL DEPT	MADAWASKA
MAINE COURSE aka MUDDY RUDDER	BREWER
MAINE ELECTRICAL POWER SYSTEMS	TOPSHAM
M AINE MACHINE PRODUCTS	SO. PARIS
MARQUIS & SON ELECTRIC1	MID
MCGUIRE ELECTRIC	DEDHAM
M & R ELECTRIC	PORTLAND
MSAD 14	DANFORTH
MSAD 27	FORT KENT
MSAD 33	FRENCHVILLE
MSAD 41	LAGRANGE
MSAD 49	FAIRFIELD
MSAD 59	MADISON
MSAD 70	HODGDON
MANCINI ELECTRIC1	PORTLAND

METCALF ELECTRIC
MIDCOAST MAINE COMMUNITY ACTION (MMCAP)
MID STATE MACHINE
MILLENNIUM POWER SERVICES
MILLIKEN BROTHERS INC.
MILLIKEN INC., B.H.
MLC ELECTRIC
MOODY'S COLLISION CENTERS
MORRIS YACHTS
MORRISON CHEVROLET
MO'S ELECTRIC
NORM'S ELECTRIC
NORTHEAST ELEVATOR SERVICES INC.
NORTHERN ELECTRIC,INC
NORTHERN NEW ENGLND CARPENTERS
NORTH WOODS ELECTRIC
O'CONNER ELECTRIC
PAINTERS & ALLIED TRADES
PANOLAM INDUSTRIES INTERNATIONAL
PATE & PATE REALTY
PATS AUTOMOTIVE CENTER
P D INDUSTRIES INC.
PERFORMANCE PLUMBING & HEATING
PLUMBERS PIPEFITTERS UA-716
P M ELECTRIC
PORTLAND VETERINARY SPECIALISTS
PORTLAND YACHT SERVICES
PORTSMOUTH NAVAL SHIPYARD
QUIRK AUTO PARK
REITZ ELECTRIC
RITE AID OF MAINE
RIVERVIEW HOMES, INC
ROB SHAW ELECTRIC
ROWES GARAGE AND AUTO SALES
R T H MECHANICAL DRAFTERS
SANDERSON ELECTRIC
SCARBOROUGH POLICE DEPT
SEABEE ELECTRIC, INC
SHAMROCK LEASING, LLC
SHEET METAL WORKERS LOCAL 17
SHOREY NICHOLS FUNERAL HOME
SIEMENS
SMART & EDWARDS FUNERAL HOME
SNAP ELECTRIC
SOUTHERN AROOSTOOK CSD
SOUTHERN KENNEBEC CHILD DEVELOPMENT CTR
SPRUCE RUN ASSOCIATES
SULLIVAN & MERRITT
SUSAN E SEWALL DAY CARE
SVI INC.
SWISSLOG USA INC
TALBOT, R.J.
TAYLOR ELECTRIC
THERMO DYNAMICS, INC
THOMAS MOSER CABINETMAKER
THOMPSON FUNERAL HOME
TWITCHELL ELECTRIC

POWNEE
BATH
WINSLOW
FAIRFIELD
PORTLAND
PORTLAND
NEW GLOUCESTER
GORHAM
BASS HARBOR
ELLSWORTH
LOVELL
ARUNDEL
GORHAM
ASHLAND
AUGUSTA & MA
WATERBORO
MADAWASKA
ROSLINDALE, MA
AUBURN
SACO
CARIBOU
BANGOR
YORK
AUGUSTA
LEWISTON
PORTLAND
PORTLAND
KITTEERY
BANGOR
AUGUSTA
BELFAST/BIDDEFORD
FORT KENT
NO BERWICK
CORINTH
BRENTWOOD, NH
GORHAM
SCARBOROUGH
SCARBOROUGH
PORTAGE
LEWISTON
PITTSFIELD
PORTLAND
SKOWHEGAN
PERU
DYER BROOK
AUGUSTA
BANGOR
BANGOR/SCARBOROUGH
HOULTON
CAPE ELIZABETH
FALMOUTH
PORTLAND
CUMBERLAND
ELIOT
AUBURN
CORINTH
SO. PORTLAND

UMAINE ORONO
UNITED ELECTRICAL SYSTEMS
UNITED TECHNOLOGIES CORP
VEAZIE, TOWN OF (Fire Dept)
VEAZIE VETERINARY CLINIC
WALDO COUNTY COMMUNITY ACTION PROGRAM
WAUGH'S MOUNTAIN VIEW ELECTRIC
WELCH ELECTRIC
WESTON CHANDLER FUNERAL HOME
WHITING ELECTRICAL SERVICE
WIRED ELECTRICAL SERVICES
WIRE NUTS
WOODHEAD ELECTRIC
YORK COUNTY COMMUNITY ACTION PROGRAM

ORONO
HERMON
WESTBROOK
VEAZIE
VEAZIE
BELFAST
ROXBURY
FALMOUTH
SOUTH PARIS
STRATTON
HOLDEN
HARPSWELL
AUBURN
SANFORD