



May 16, 2019

Wisconsin Office of Skills Development
Wisconsin Department of Workforce Development 201 East Washington Avenue
P.O. Box 7946
Madison, WI 53707-7946

Dear Evaluation Committee Members:

This letter is to confirm Monarch Paving Companies planned participation, support and contribution to SOFTEC Education, Inc.'s Virtual Reality Heavy Equipment CAT Simulator training program. Monarch Paving knows and understand the need for these types of programs due to the lack of such training opportunities in our area on top of the shortages of a skilled workforce in the construction industry. We struggle daily to find qualified or qualifiable help with the technical skills and the CDL Endorsements needed for entry level positions in our company.

Depending on our ever-changing hiring needs, Monarch Paving Company would most likely be in need to hire one to eight of the following:

- 1-5 Newly trained entry level Heavy Equipment workers that successfully complete the training at an average starting wage of \$23.79 per hour, plus benefits.
- 1-4 Newly skilled/experienced CDL trainees that successfully complete the program at an average starting wage of \$23.79 per hour, plus benefits.

The training project will not result in any dislocation of company employees from their current place of employment. The increased skills training will benefit the trainees involved and is in response to a skills shortage experienced by both our company and the construction industry as a whole.

The company does not anticipate any circumstances, financial or legal, barring the company from meeting its commitments as presented in the project proposal but again is based on our hiring needs.

Sincerely,
Lori Moen
EEO/Safety & Compliance Officer
Monarch Paving Company