

Appendix E

INTERIM CREDENTIALS

**Memorandum of Understanding between the Home Builders
Institute and Tidewater Builders Association**

Memorandum of Understanding

The purpose of this Memorandum of Understanding is to formalize Interim Credentialing between HBI's Facilities Maintenance Job Corps program at Old Dominion Job Corps Center and Tidewater Builders Association's Facilities Maintenance Apprenticeship program.

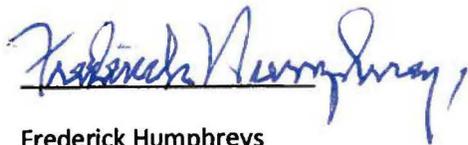
An Interim Credential is a Certificate of Training issued by the U.S. Department of Labor Office of Apprenticeship. Tidewater Builders Association may recognize the credential and grant either Direct Entry or Credit for Previous Experience, or both, to graduates of HBI's Old Dominion Job Corps Facilities Maintenance program. The Certificate of Training must be accompanied by the affixation of the Job Corps graduate's Training Achievement Record (TAR) that details the competencies achieved while in the Job Corps program to serve as documentation. All apprentices must meet the minimum qualifications set forth by the Tidewater Builders Association's apprenticeship committee.

Tidewater Builders Association will review the Certificate of Training and the TAR to determine:

- The applicant's qualifications to enter the apprenticeship program.
- The skills attainment to determine credit for OSHA 10 training and other certifications such as Environment Protection Agency Type 1, Type 2, Universal and others.
- Prior work and related instruction experience.
- Where applicable, grant the graduate advanced standing to the wage rate commensurate with their training.

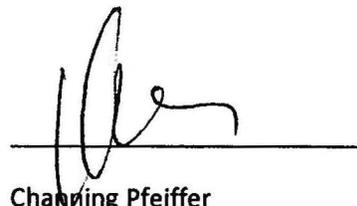
Signature of HBI's Facilities Maintenance Instructor at the Old Dominion Job Corps Center on the completed TAR and a letter of recommendation from the instructor will certify skills attained by the Job Corps student.

The MOU will take effect on 3/21/2011 and will be revisited every two years to ensure satisfaction by both Tidewater Builders Association and the Home Builders Institute.



Frederick Humphreys
President and CEO
Home Builders Institute

Date: 3/3/11



Channing Pfeiffer
CEO
Tidewater Builders Association

Date: 3/3/11