

## **Memorandum of Understanding**

### **Kentucky Department of Education**

**And**

### **AE Electrical Solutions**

The Kentucky Department of Education (KDE) and AE Electrical Solutions (hereafter "Program") enter into this Memorandum of Understanding (MOU). KDE and the Program will work together to provide postsecondary opportunities for the Career & Technical Education (CTE) students with the Program.

#### **General Understanding:**

The parties agree that Direct Interview will be awarded as follows, with the Program, provided a participating student:

1. Meets apprenticeship eligibility criteria established by AE Electrical Solutions' Technical Center (AETC);
2. Properly completes the online application process found at aees.com;
3. Has earned or is earning a high school diploma as prescribed by Kentucky law;
4. Has achieved a grade of "C" or better in Algebra or a higher math course;
5. Provides an instructor recommendation;
6. Completes or is in the process of completing the Electrical TRACK Pathway.

The parties further agree that Direct Entry into the First Year of the state-registered AETC Apprenticeship Program, and a starting wage as determined by the current AETC Apprenticeship Pay Scale, will be awarded as follows, with AE Electrical Solutions, provided a participating student:

1. Meets company eligibility criteria as determined in a Direct Interview;
2. Meets AETC apprenticeship eligibility criteria, and space in the program is available;
3. Passes the AETC entrance test with a grade of "C" or better, with possible placement in Second Year;
4. Receives the TRACK Industry Certificate for Electricity.

The parties further agree:

- That the KDE personnel and the Program will strive to maintain relationships that will permit continued development, refinement, and implementation of all components of the program, including evaluation, marketing, counseling, recruitment, and retention plans.
- Neither KDE or the Program shall discriminate against any applicant or student on the basis of race, creed, color, sex, age, marital status, disability, national origin or any other classification protected by Federal or applicable State constitutional/or Statutory Laws.
- That this MOU is exclusive to KDE and the Program, and no assurance is given that courses awarded credit through this MOU will transfer to post-secondary institutions.

#### **Program Responsibilities**

- Maintaining a United States Department of Labor federally registered apprenticeship program that remains in good standing.
- Tuition and other fees for courses shall be outlined in writing and provided to each student prior to enrollment.

**CTE Program Responsibilities**

- Promoting the program’s post-secondary opportunities among qualified high school students, parents, and high school faculty.
- Scheduling at least one classroom visit per year with a representative of the apprenticeship program.

**Duration of Review**

This MOU shall be effective for no more than three (3) years from the date of affixing signatures and is subject to annual review by all parties of signature. All changes must be documented in a new MOU. Either party may terminate this MOU immediately for cause or may terminate without cause on thirty (30) days’ written notice served on the parties by registered or certified mail. In the event this MOU is terminated, students who are impacted shall have the opportunity to obtain the benefits according to the terms herein.

This MOU shall be governed by and construed in accordance with Kentucky law. Any suit, action or other proceeding regarding the execution, validity, interpretation, construction, or performance of this MOU shall be filed in the Franklin Circuit Court of the Commonwealth of Kentucky. This MOU shall be subject to the general bylaws and/or policies or procedures of the entities entering into this MOU that impact its subject and purpose. This MOU shall not be modified or amended except in writing and signed by both parties. All attachments hereto shall be considered part of this MOU. This MOU further shall not be assigned without the express written consent of the parties.

In testimony thereof, witness the duly authorized signatures of the parties hereto:

**Kentucky Department of Education**

  
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 Dr. Robbie Fletcher  
 Commissioner of Education  
 Kentucky Department of Education

3/5/2026  
 Date

**Organization**

  
 \_\_\_\_\_  
 Amy Gentry  
 Chief Financial Officer  
 AE Electrical Solutions

2/23/26  
 Date