MOUNTAIN STATES TECHNICAL INSTITUTE

4.14

January 29, 1992

To Whom It May Concern:

Reed H. Gaddie was Air Conditioning Department Training Director at Mountain States Technical Institute for about eight years.

During that time, he represented top management at a training seminar on curriculum development. The seminar was sponsored by the National Association of Trade and Technical Schools (NATTS), our accrediting agency. Here Mr. Gaddie became qualified to write curriculum which he did very successfully for our school.

Not only did Mr. Gaddie rewrite and update the curriculum for his entire department, but he also developed a new course and wrote the curriculum for it as well.

He was successful in getting the new course which he developed licensed by the State of Arizona and accredited by NATTS as a degree program. He named it: an Associate of Occupational Studies in Thermodynamics and Technology of Boilers and Chillers. He hired the teachers for this course and assembled the training equipment. Articles about the course appeared in six national trade magazines.

Mr. Gaddie was responsible for selecting his teaching staff for his entire department. Being an excellent instructor himself, he did the job of assembling an outstanding teaching staff very well.

His responsibilities also included plant management. He was over maintenance, tools and equipment during much of the time that filled the position of Air Conditioning Department Training Director.

He was responsible for approximately twenty employees including his office staff, instructors, maintenance, and tool room personnel.

His most outstanding quality was his ability to teach. He has a natural talent in this area. He often taught right along with his other responsibilities. His students highly praised him as an instructor and gave him top ratings on evaluations. He was awarded the title of Instructor of the Month many times.

Sincerely,

Dixie Krauss

Dixie Krauss
Former Director of Education

3120 NORTH 34TH DRIVE • PHOENIX, ARIZONA 85017 • (602) 269-7555

4.14

B2-00266

The Accrediting Commission

of the

National Association of Trade and Technical Schools, Washington, D.C.

certifies that

Mountain States Technical Institute
Phoenix

has voluntarily submitted its objectives, policies, standards, facilities records, and staff for evaluation by the Commission. Upon review of a self-evaluation report and supporting documents prepared by the school, an examining visit and report by Commission representatives, and an evaluation of all available data, this Commission expresses its approval of the school with this

Certificate of Accreditation

October 8, 1977
Date

Secretary

ARIZONA PRIVATE SCHOOL ASSOCIATION

NATTS Accredited School
National Association of Trade and Technical Schools

A NATIONALLY ACCREDITED TECHNICAL SCHOOL

The school reserves the right to change any provision or requirement, including fees, at any time with or without notice. The school further reserves the right to require a student to withdraw from the school for cause at any time.

Failure to read this catalogue does not excuse students from the requirements and regulations described herein.

Admission to employment by, and promotion in Mountain States Technical Institute shall be on the basis of merit, and there shall be no discrimination on the basis of race, color, creed, religion, sex, or national origin.

Mountain States Technical Institute adheres to all rules and regulations set forth by the Family Educational Rights and Privacy Act of 1974, Federal Law 93-380.

This catalogue has been published by Mountain States Technical Institute.

ACCREDITATIONS & APPROVALS

Mountain States Technical Institute is accredited by the Accrediting Commission of the National Association of Trade and Technical Schools, Washington, D.C.

Mountain States Technical Institute is licensed by the Arizona State Board for Private Postsecondary Education.

Approval is granted by the Arizona Veterans Service Commission (State Approving Agency), State of Arizona, for the training of veterans or other eligible persons in all programs.

Approval is granted for all programs by the State of Arizona, Department of Economic Security for the training of students under Vocational Rehabilitation Services.

Approval is granted for all programs by the Bureau of Indian Affairs for the training of students deemed eligible by these agencies.

Documents describing the school's accreditation, license and approval are available upon request in the administrative offices.

LEARNING TO MAKE AMERICA WORK

National Association of Trade & Technical Schools
2251 Wisconsin Avenue North West
Washington, DC 20007
Telephone 202-333-1021
FAX 202-342-7263

4.16

NATTS

August 18, 1989

Reed Gaddie
Training Director
Mountain States Technical Institute
3120 North 34th Drive
Phoenix, Arizona 85017

Dear Mr. Gaddie:

On behalf of the National Association of Trade and Technical Schools (NATTS), I congratulate both you and your staff for participating in the NATTS-recommended Competency-Based Staff Development (CBSD) Program. In recognition of your staff's efforts, CBSD Certificates of Completion are enclosed for you to present in honor of this professional development effort.

We believe the success of NATTS schools is due in large part to a competent and skillful instructional staff. In offering this comprehensive teacher training program, you have indicated your commitment to excellence in education through excellence in the classroom.

Once again, congratulations on a job well done!

Sincerely yours,

Stephen J. Blair

Stephen J. Blair
President
NATIONAL ASSOCIATION OF TRADE AND TECHNICAL SCHOOLS

SJB/ab

Enclosure

37-00257

4.16

4.17

National Asso ation of Trade and Technical Scho

IN RECOGNITION OF

PROFESSIONAL ACHIEVEMENT

Level 1

ACKNOWLEDGES THAT

Reed Gaddie

HAS COMPLETED

16

Competency-Based Teacher Education Modul

as developed by the

Center on Education and Training for Employment

31-00251

1/9/91

Stephen R

31-00251

4.17

TECH TALK

May 1987 Vo. 4 No. 3

MOUNTAIN STATES TECHNICAL INSTITUTE

3120 NORTH 34th DRIVE
PHOENIX, ARIZONA 85017
(602) 269-7555

4.18

NATTS Visiting Team Praises MSTI

The Accrediting Commission of the National Association of Trade and Technical Schools sent a visiting team to MSTI on April 20.

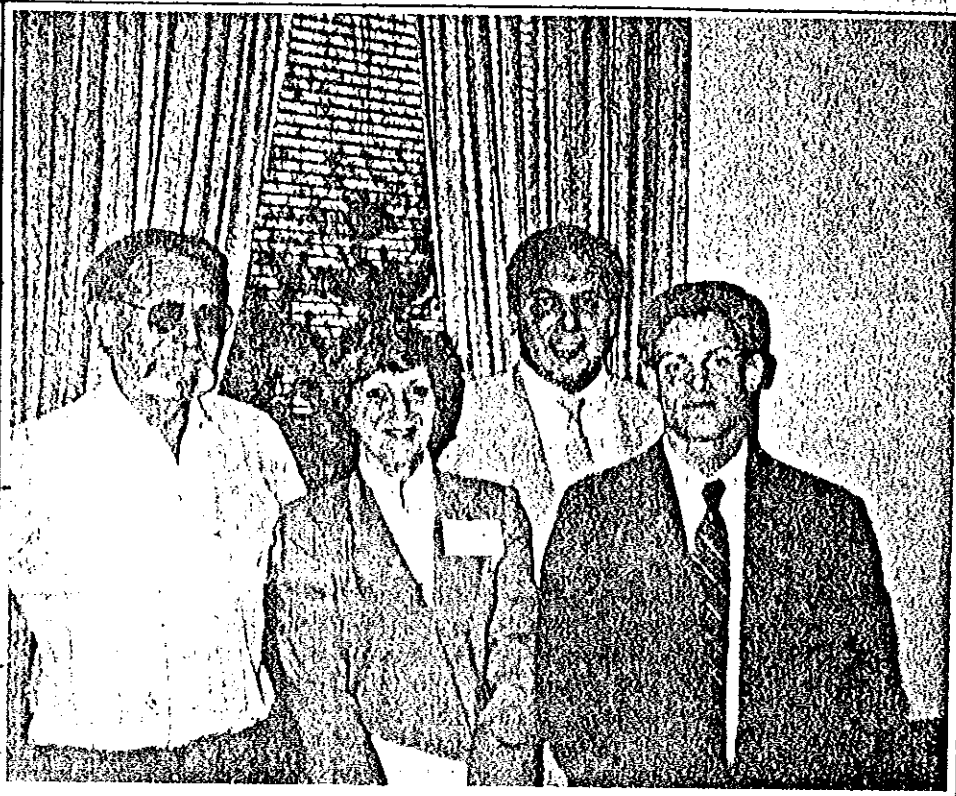
The team examined all aspects of the school operation looking for strengths and needed improvement. Their findings were encouraging.

Mr. William D. Antonelli, visiting team leader from Career Com (Ohio), complimented MSTI saying, "I think you have a very nice school." He observed a caring attitude towards students and commented, "You do everything you can for them."

Mr. Charles R. Cobler, air conditioning specialist from Bennetts Refrigeration Services (California), expressed admiration for the air conditioning instructors and curriculum. He felt that students receiving this training would be at or above entry level.

"Overall my impression was very favorable," said Ms. Terri Newstead, data and word processing specialist from Honeywell (Arizona). "The students really have a great loyalty to the school and the people here."

Dr. Louis Pardini, education specialist from ASU (Arizona), and Mr. Cedric A. Richner III, accreditation specialist from NATTS (Washington D.C.), completed the team.



NATTS visiting team
Charles Cobler, Terri Newstead, William Antonelli, Cedric Richner

"Where one succeeds because of his smartness, ten succeed because of their faithfulness."
AUTHOR UNKNOWN

"The winners in life think constantly in terms of I can, I will and I am. Losers, on the other hand, concentrate their waking thoughts on what they should have done, or what they don't do."
DENIS WAITLEY

Glen's Corner

Students Give Suggestions

MSTI has a history of student suggestions. One that comes to mind is the present four-day school week. There [illegible] time when MSTI students went to school five days a week like at [illegible]. A student suggested a four-day week. Mr. Ernest Gaddie, owne[illegible] ook the suggestion seriously and sought out approval for this chan[illegible] as our present four-day week. Students have benefited for several [illegible]

Some students use the Su[illegible] ox, located in the main building, as a way to communicate with m[illegible] en signed, these improvement ideas are given serious considerati[illegible] are not feasible, all positive suggestions are sincerely appreciated [illegible] ng to use the suggestion box should address their ideas to Mr. Gle[illegible] may contact you for more detail or clarification and will answer yo[illegible] signed suggestion within 48 hours.

Xerox this page

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STUDENT SERVICES

Shelly Gaddie.....Director

ACADEMIC CENTER

G.E.D.....Phoenix Union High School District

PLACEMENT

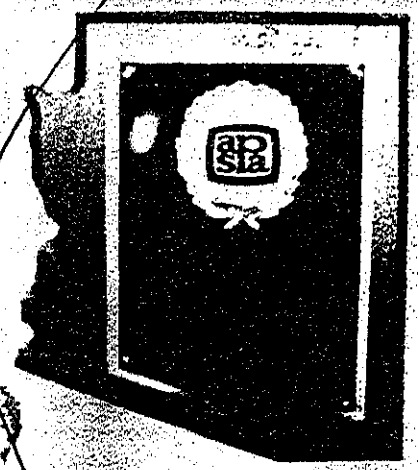
Rey Best.....Graduate Services
Jane Prelich.....Employment Counselor

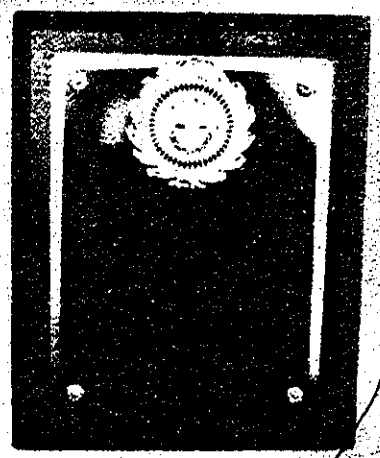
FINANCIAL AID

Christine Koffile.....Director
Glenola Viviano.....Financial Aid Officer
Ami Scott.....Financial Aid Officer
Terry Brunner.....Student Loan Advisor

ADMISSIONS

Allan Wade.....Director





Arizona Private School Association's "Educator of the Year" award is presented to Delite Gaddie.

4-19

45-00260

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4.20

Arizona State Board for Private Postsecondary Education

1624 W. ADAMS, ROOM 102
PHOENIX, ARIZONA 85007
(602) 542-5709

September 22, 1989

Reed Gaddie
Mountain States Technical Institute
3120 N. 34th Drive
Phoenix, AZ 85017

Dear Mr. Gaddie:

The Arizona State Board for Private Postsecondary Education has approved the supplemental application submitted by Mountain States Technical Institute for an additional degree program.

Please accept this letter as official notification that Mountain States Technical Institute is, hereby, issued a supplemental license to offer:

Associate of Occupational Studies in
Thermodynamics and Technology
of Boilers and Chillers

On behalf of the Board, please accept my best wishes in your new educational activities.

Sincerely,

Dona Marie Markley
Executive Director

DMM:mm

Enclosure: Supplemental License

Addendum 27

33-00253

State of Arizona

4.21

State Board for Private Postsecondary Education

MOUNTAIN STATES TECHNICAL INSTITUTE

YOUR SUPPLEMENTARY APPLICATION FOR: ADDITIONAL PROGRAM

CERTIFICATE IN
THERMODYNAMICS AND TECHNOLOGY
OF BOILERS AND CHILLERS

Has been approved effective SEPTEMBER 22, 1989

Executive Director *Chairman*

State of Arizona

State Board for Private Postsecondary Education

MOUNTAIN STATES TECHNICAL INSTITUTE

YOUR SUPPLEMENTARY APPLICATION FOR: ADDITIONAL DEGREE PROGRAM

ASSOCIATE OF OCCUPATIONAL STUDIES IN
THERMODYNAMICS AND TECHNOLOGY
OF BOILERS AND CHILLERS

Has been approved effective SEPTEMBER 22, 1989

Executive Director *Chairman*

Addendum 28

4.22

TECH TALK

December 1989 Volume 6 No.3

MSTI MOUNTAIN STATES TECHNICAL INSTITUTE

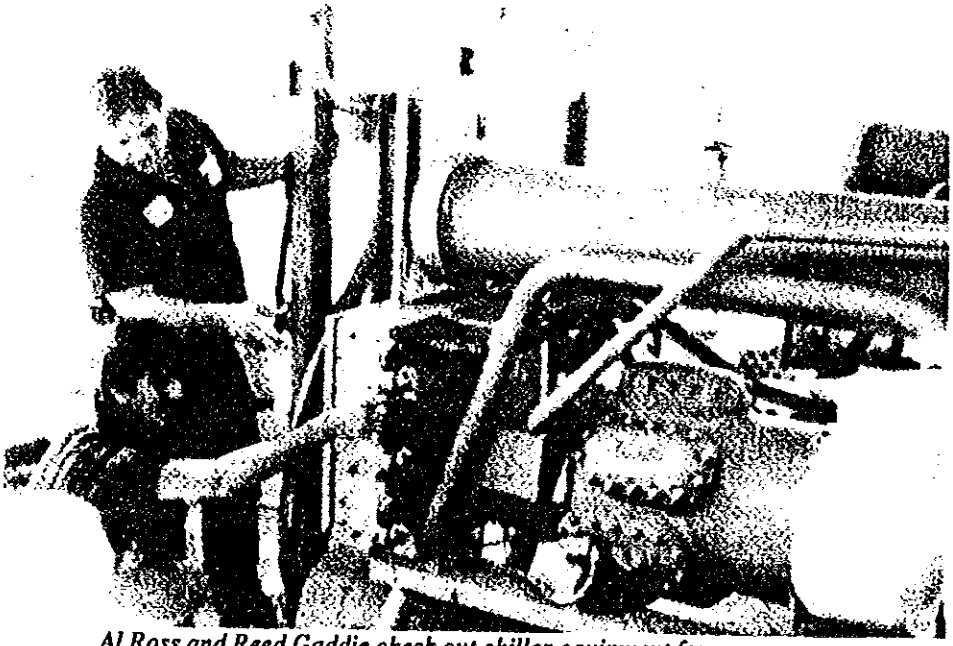
3120 NORTH 34th DRIVE
PHOENIX, ARIZONA 85017
(602)269-7555

STATE BOARD APPROVES NEW PROGRAM

The Arizona State Board of Private Postsecondary Education has approved the application submitted by Mountain States Technical Institute (MSTI) for an additional degree program.

On September 22, MSTI received official notification that it was issued a license to offer an Associate of Occupational Studies in Thermodynamics and Technology of Boilers and Chillers.

MSTI has also completed its application to the National Association of Trade and Technical Schools (NATTS) for the occupational studies degree; this approval is pending.



Al Ross and Reed Gaddie check out chiller equipment for new program

Darla Johnson reviews training materials.

FACULTY TRAINER GOES TO TRAINING

Darla Johnson, the newly appointed faculty administrator at Mountain States Technical Institute (MSTI) began her new role by joining with over 50 educational managers from across the Country for a training workshop.

She attended the National Association of Trade and Technical Schools (NATTS) workshop for teacher trainers held on October 14-15 in New Orleans and brought back valuable information on how to monitor and maintain the quality of instruction at MSTI.

50-00265

Western HVACR News

Serving the Heating, Ventilating, Air Conditioning, Refrigeration, Sheet Metal, Solar, Hydronics and Energy Industries in the West.

JANUARY, 1990
Volume 10, Number 1

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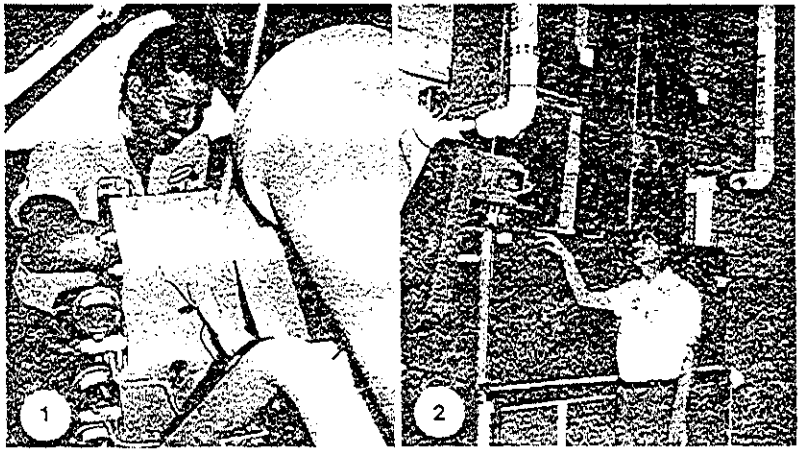


AT THE MOUNTAIN STATES Technical Institute: **1**-student Donnie Morales troubleshoots a fully-functional Trane reciprocating chiller.—**2**-Instructor John Tokar checks the chilled water temperature on one of the school's training aids for the thermodynamics and technology of boilers and chillers course.

HVAC Course "Makes History"

Phoenix, Ariz.—According to Director of HVAC Education Reed Gaddie, Mountain States Technical Institute recently began the nations first in-depth chiller and boiler course licensed for an Associates Degree where students receive extensive hands-on training on "real world" HVAC chillers, large tonnage compressors and boilers.

After six months of concentrated training, graduates will have the skills necessary to enter the workforce as entry-level technicians. They will be able to diagnose, repair and properly maintain most types of commercial and industrial boilers and chilled water HVAC systems.

Students learn how to troubleshoot reciprocating and centrifugal chilled water systems, how to diagnose and repair cooling towers, pumps, air handlers, controls and other components and system-related problems.

For additional information contact Reed Gaddie, Mountain States Technical Institute, 3120 N. 34th Dr., Phoenix, AZ 85017; (602) 269-7555. ■

Addendum 42
4.23

Reed's Student @ MSTI

Air Conditioning, Heating, Ventilation & Refrigeration

SERVICE REFRIGERATION

The magazine for contractors and plant engineers

...h 1990

cCarty on CFCs

Vorking with EPA key to ood CFC recycling rules

ouple of columns ago, we talked ut the CFC problem. I made the ement in the November column : We are on the threshold of the test fundamental change our indus- will ever see."

thought I knew what I meant when ote that statement. I must admit, igh, it looked kind of pompous ı I actually read the magazine arti- bout two months after I wrote it.

the 90 days since the article was ished, I have found no reason to ct that statement; rather, I believe ore strongly today.

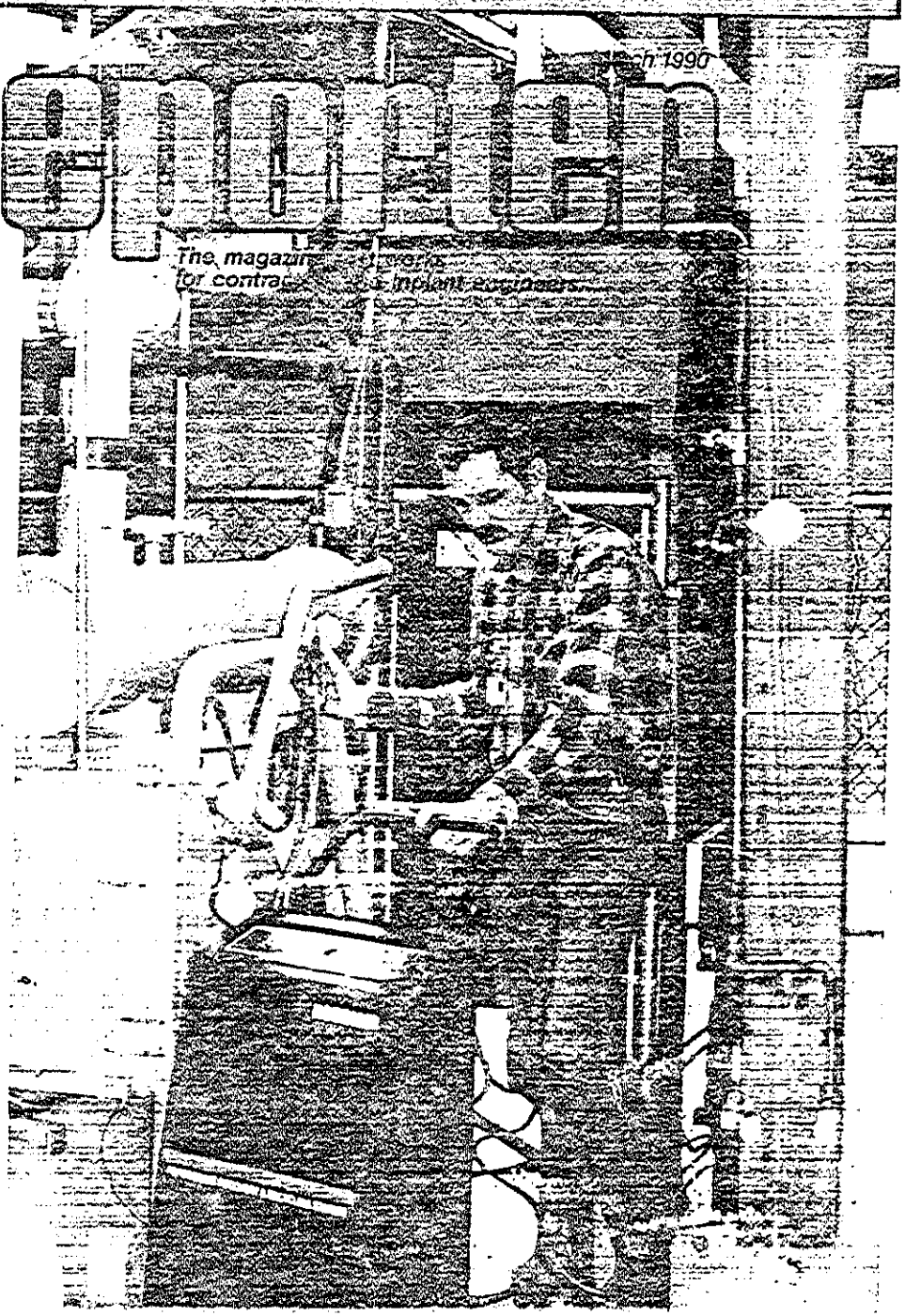
ıave just returned from a meeting ıe "CFC" Committee of the Air litioning Contractors of America. all met to share knowledge and iences and facts about the "CFC" and how it will affect the industry. re is what we know:

As of last July, CFCs 11, 12, 113, 115 and some halons are capped at production rates. In 1993, pro- on will be dropped to 80% of 1986 . In 1988, it will be dropped to of the 1986 level.

The Montreal Protocol, which set ove reductions, will be reviewed

gerants (up to $1.37/pound) and never asked for a comment from those people who manufacture or use the product. In fact, the collection of the money almost begins before the tax laws are even published.

- The CFC Alliance has asked the EPA to publish rules regarding CFCs so national rules will take precedence over state and county rules.
- The EPA has taken the bull by the horns (we asked them to) and has taken 90 to 120 days to write up a 90-page document that will regulate recovery and recycling of refrigerant in our industry.
- By the time you read this, that document will be out for a 60-day public comment.
- The automobile air conditioning industry has come together to agree to recapture and recycle *all* R-12 and to stop using R-12 in new care after 1995. They are switching to HCFC-134a.
- The EPA document will attempt to tell us how and when to remove, reclaim and/or recycle existing refrigerants. They can only use information from the automobile industry as a model for us because



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AC GRAD NEWS

AC Grad Lands Pipe Liner Job

It is not unusual for a graduate to return to Mountain States Technical Institute (MSTI) in hopes of sharing the excitement of getting that job.

Justin Dalé was no exception. He had just landed that first job and came by to tell his instructors.

Dale would be working for the International Pipe Line as a pipeliner doing maintenance. "All the pumping stations have air conditioning units on them," he explained.

Being a family man, Dale was especially excited about the extensive benefits, in addition to the good pay, that his new job offered. □

Justin Dale comes to MSTI with no job and no transportation. "It was a struggle, but we made it." says Dale.

Check The Newspaper For That Job

Randall Scott takes the initiative when it comes to getting that job. He looks in the help wanted section... and Bingo!

Randall Scott, an air conditioning student, went to Santa Barbara, California after graduation and found his own job in the newspaper. He didn't even have to fill out an application and was hired by Miramar Resort Hotel. "I'm doing something I like," said Scott, "after a year I can get a job in any motel."

This was the ending of his training. The beginning was a different story. "I had nothing, "said Scott, "everything changed around when I came to school."

Scott has had a reading problem all his life, and school was hard for him. He almost quit five times. "This is the first thing I have accomplished," he said. He graduated with honors.

"I still use my notes," smiled Scott. "I was taught by the best: Reed Gaddie, Jim Carnes and Dan Gillespie." □

AC EMPLOYER WRITES

Dear Rey:

I would like to thank you and the members of your staff for the gracious welcome we received at your facility last Wednesday. Chuck's tour was comprehensive and very informative.

In addition to the extensive training and hourly wage compensation that our employees receive, there are numerous other benefits that we would like your students/graduates to consider. The attached listing is very brief and general, but I would be glad to expand on those if you would like.

Our method for processing applications is to request that prospective employees go to the Department of Economic Security, Job Service Office, 3406 North 51st Avenue, Phoenix, and complete an application. They should have good previous employment records with three to six months of recent verifiable history. We will, of course, take the time they have spent in school as a partial completion of this requirement. The application process also consists of an interview, a pre-employment physical, and an orientation session.

We will be in touch with you after the Christmas holiday to start what we hope will be a mutually rewarding relationship. If at any time I can answer questions or provide you with information, please call the Personnel Department number direct 936-6988.

Sincerely,

NK Wellman
Personnel Director

TECH TALK
Is published bimonthly by
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Technical Institute
Editor.....Dixie Krauss

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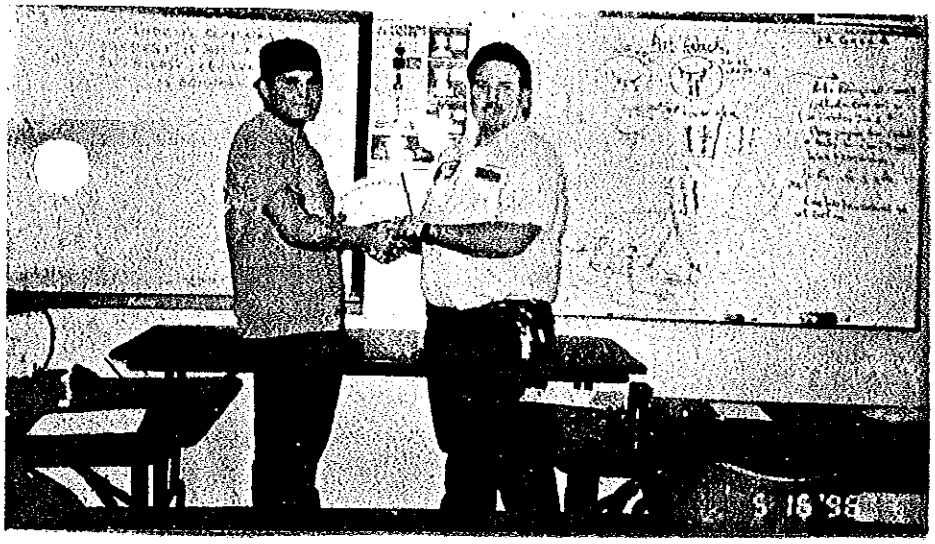
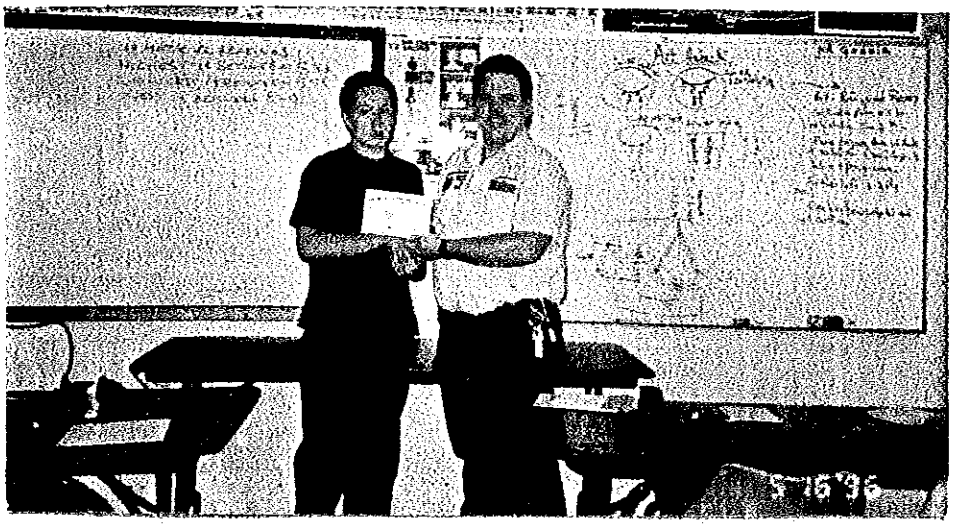
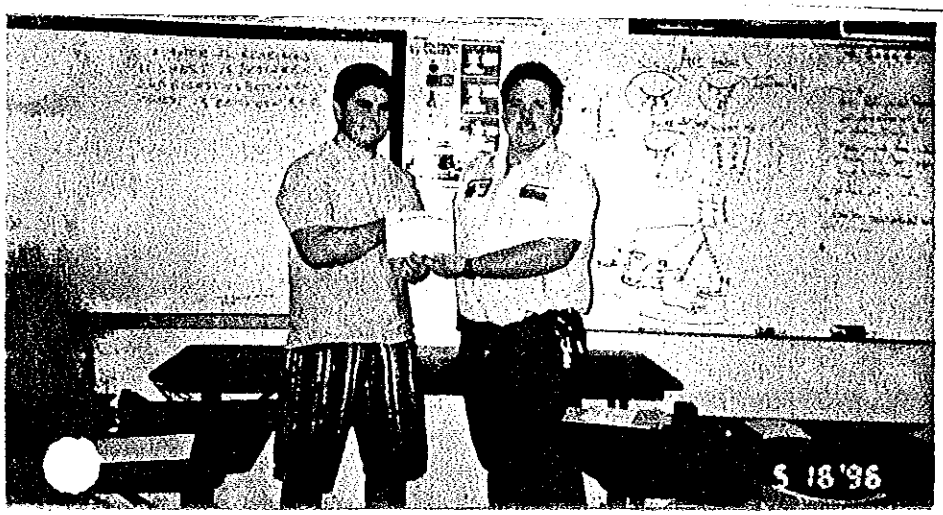


ANOTHER ONE OF LAST YEAR'S APPRENTICES RECIEVING A "STUDENT PHASE" AWARD.



ONE OF LAST YEAR'S APPRENTICES RECEIVING A "STUDENT PHASE" AWARD.



ONE OF LAST YEAR'S APPRENTICES RECEIVING THE "STUDENT OF THE PHASE" AWARD (GIVEN

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55-00269

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HE FORGOT HIS DREAM

An excited air conditioning student returned to school to report that he had been offered a job as soon as he graduates.

"I left my school ID on when I went shopping at the mall with my wife," said the student. "A man noticed it and spoke to me," he told his fellow students.

"I'm a contractor," said the man. "You have a job as soon as you graduate. No interview is needed. Just come in and I'll hire you."

However, the student's excitement to get that job wained; he gave up his dream and dropped out of school. By the time he left school, he had earned four A's and one B.

He left owing the full amount of the course and now faces his student loan payments without that job.

Some students who drop out come back. One recently requested permission to return. He had a job in his field but wanted more of a choice about who he worked for.

"I want to come back so I can be more selective," said the student. He did not like his present job and wanted to have more to offer a future employer.

Both students' names are withheld, but their story could be any student's story. Career training is an excellent investment but only to those who "cross the finish line."

CHEMICAL DEPENDENCY DEFINED

Drugs are a problem in the world today. Being forewarned may be the only protection a student may have against the enticement of drugs. Perhaps the following quote from intervention will be of help:

"If the use of alcohol or other drugs is causing ANY continuing disruption in an individual's personal, social, spiritual or economic life, and the individual DOES NOT STOP USING, he or she is chemi-

"The refusal to stop - even when using is clearly having an impact on the individual's life - signals a pathological attachment to the chemical and is one of the surest signs of harmful dependency."

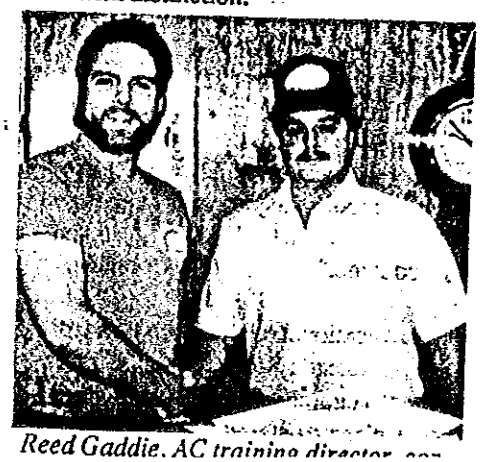
"The NON-chemically dependent person might have ONE brush with the law. He or she might have ONE reprimand from his or her employer. He or she might have family problems over ONE drinking or using episode. But that one event will be sufficient to make him or her think, 'If I'm going to have that kind of trouble, I'm going to cut this stuff out.' And he or she will."

"The chemically dependent person, on the other hand, will keep using the drug even though it causes continuing problems in any or all of the relationships that are important to him or her. By these actions, he or she is saying, 'Family, friends, and job are important to me, but drinking or using is MORE important.' This is...an obviously abnormal response, and one that indicates....chemical dependency."

JOB WELL DONE EARNS A JOB

Brian Evans started looking for an air conditioning school after being laid off from a job. He chose Mountain States Technical Institute.

While in school, Evans kept up his grades and maintained a 4.0 grade point average. After six months of school, Evans graduated with distinction.



Reed Gaddie, AC training director, con

Evans efforts in school to do a good job paid off. He was hired by Arizona Public Service Company and has already received a raise and a promotion.

"Thanks to MSTI, I have a good job," said Evans. "I have a nice home, a wonderful wife, and I'm not standing in the unemployment line."

Evans plans to enroll again at MSTI in September to take the new Chiller course that is being offered.

AC GRAD NEWS

March 17, 1989
Dear Mr. Best:

I would like to send appreciation to the instructors of MSTI for giving me the knowledge for such success in the air conditioning and electrical field. But most of all, I would like to give you, Mr. Best, the thanks for sending me on such a good job lead. I was able to use my knowledge to be successful in the goals I have set for myself in the electrical field.

The company I'm with, Jensen System, Inc., has established an expense account, along with extensive travel, for me to work on electrical components which we have designed for other companies.

In the short time I have been working here, I have traveled to New York, Texas, and New Mexico. I see this as a big plus for the Moye family since I recently graduated from MSTI. In this short period of time, I have climbed the ladder of success.

Thank you and the whole teaching staff of MSTI for the advancement you all have given me.

Sincerely,
Julius Moye
Jensen System, Inc.

IN MEMORY

In spite of medical problems, Robin DeLong, Data Processing student, was determined to finish school.

He died suddenly on May 28, 1989 just short of his goal.

We wish to offer the fam

4.28

DP GRAD NEWS

Dear Mr. Best:

I would like to take this opportunity to thank you and the staff of Mountain States. It is almost too hard to believe that I just recently graduated and am now holding a permanent job - a job that I really enjoy.

I have taken on a lot of responsibility now that I am working for this company. We process data for Maricopa County affidavits and property values and locations and send them to the Real Estate Data Company in Miami. They use this data to create Microfiche for other companies to use as information on property values and locations.

Each day I learn new things, and I am very thankful that I do have this job. I pushed forward every step of the way to get to where I am, and it has paid to its fullest. I [illegible]eved my goals at Mountain States to [illegible]uate with honors and maintain perfect attendance, while also working a full time job. It was not easy, but I am proud to say that I am now receiving my reward.

I remember my first day of school when you went in and read letters to us from recent graduates. Believe me, I never thought that one day I would be writing one, also. But, it only goes to show that if you are serious about doing something with your life, then give it all you've got. If I did it, anyone can do it. If I have anything to say to any new students, it is this: PUSH FORWARD AND STRIVE TO REACH YOUR HIGHEST DREAMS, FOR DREAMS ARE NOT DREAMS, BUT A REALITY OF LIFE. Once again, I thank MSTI for the future it has promised me.

Sincerely,
Frances Pizano
Real Estate Data, Inc.

WHERE SOME GET THAT JOB

As a student comes to the close of his or her program of training, the normal question that comes up is, "Where am I going to get that job?"

In the last three years, Karen McCray of Health Care Excellence has tried to lay that question to rest by employing more than fifty MSTI students.

"I like hiring students straight out of school," she recently commented. "They want to do a good job and are in the general mind set to learn."

Dina Perez, a current Mountain States student, works for McCray as a part-time monitoring specialist. Her job is to make contact with people who have been injured on their job, and find out their current status and progress.

Health Care Excellence (HCX) began their Arizona center in March of this year. HCX currently employs two permanent and six part-time MSTI people.

STUDENTS HONOR FAVORED TEACHER

The air conditioning graduating class of June 16 showed their appreciation to a favored instructor at the recent commencement ceremony.

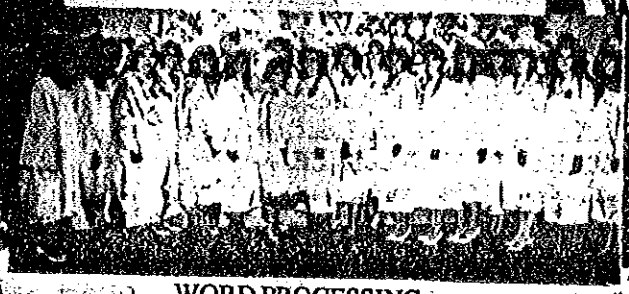
They presented a plaque to James Carnes for teacher excellence. Dan Gillespie, another instructor, and Al Ross, a lab assistant, were also recognized for their caring attitude towards students.

Carnes has taught at Mountain States Technical Institute for over ten years and is valued by the students for the depth of his knowledge and for his ability to teach commercial air conditioning and refrigeration..

Joe Prieto, graduate speaker, presents teacher excellence plaque to James Carnes.

JUNE 16, 1989 GRADUATES

DATA PROCESSING



WORD PROCESSING

AIR CONDITIONING

39 - 00259

4.28

Camelback Place apartments
(602) 242-8948 4802 North 19th Ave. Phoenix, Arizona 85015

4.29

December 20, 1987

MOUNTAIN STATES TECHNICAL INSTITUTE
3120 N. 34th Drive
Phoenix, Az 85017

Attention: Ray Best

Re: Employment

Dear Mr. Best;

Carl Price, a recent graduate of Mountain States Tech. Institute, is now a member of our staff, here at Camelback Place Apartments.

After being here only a few weeks, we started receiving letters and phone calls from our residents letting us know how GREAT our new man is. That Carl's workmanship and personality are outstanding. We are proud to welcome Carl aboard.

Carl speaks very highly of your school and your instructors. To date Carl has made a believer of us and our residents.

Also, as of today, December 20, 1987, the newest member of our is Steve Siddal, a graduate of Mountain States.

We, at Camelback Place Apartments, have very positive thoughts on Mountain States Tech. Institute graduates. We believe Steve will be as GREAT an asset as Carl.

Thank you,

Judy Henke

Judy Henke
Manager

48-00263

4.29

Supervisor by Day: Student By Night

Some students have the good fortune of getting hired while only half way through school. Cliff Sanders is such a student. On November 27, he was hired by General Electric Company as an air conditioning service technician.

His success story did not end there; on December 28, he was made supervisor over fifteen other technicians and was given a company van to drive. When asked how he liked his job, he answered, "I love it."

Cliff got interested in air conditioning when he went to work for his cousin who had an air conditioning business. Cliff found he needed training and started looking for a school. "I had heard a lot about MSTI," he explained, "and I wanted a school with hands-on training". MSTI had what Cliff wanted.

Cliff Sanders lands job while in school

General Electric has hired three other MSTI students and plans to hire more. Cliff's supervisor told him, "I don't know what your school is doing, but it sure is teaching depth."

Cliff gives credit to his teachers and the air conditioning training program for his success, but he deserves some credit as well. He works by day and goes to school by night. This is quite an accomplishment as Cliff lives in Case Grande, commutes 75 miles, gets five to six hours of sleep per day, and works on Saturday.

Why does Cliff work and study so hard? He has at least four reasons: his wife, Ginger, and their three boys.

The couple will celebrate their seventh wedding anniversary on Valentine's Day.

MOUNTAIN STATES TECHNICAL INSTITUTE
3120 NORTH 34th DRIVE
PHOENIX, ARIZONA 85017

STAMP

~~4.30~~
4.32

ARIZONA STATE UNIVERSITY
PHYSICAL PLANT
TEMPE, ARIZONA 85287-2605

April 2, 1991

To Whom It May Concern:

Reed Gaddie of Mountain States Technical Institutes and owner of Mountain Climate has been working with me here at Arizona State University - Central Heating and Refrigeration Plant for the past 8 months to help design an apprenticeship program which is compatible with our needs. His twelve years of experience in this field have been of great assistance in helping accomplish our goals. He has proven to be a great asset to our establishment, and I would give him my highest recommendations as a valuable employee to any organization.

Sincerely,

Paul J. Kelchner

Paul Kelchner
Asst. Supervisor, A.S.U. - Central Plant

36 - 00256