

**JOB TRAINING INCENTIVE PROGRAM  
MONTHLY BOARD MEETING**

**Virtual Meeting**

**MEETING SUMMARY OF NOVEMBER 20, 2020**

**ATTENDEES:**

**Board Members**

Mark Roper – EDD Division Director - Board Chair  
Marc Duske, NM Public Education Department  
Michelle Doran – Department of Workforce Solutions  
Michelle Ribeiro, Adult Education Div.

**Board Members Absent**

Ricky Serna - NM Department of Workforce Solutions

**JTIP Staff Present**

Sara Gutiérrez, NMEDD Deputy Division Director  
Patrick Gannon, Program Manager  
Avelina Borrego, Marketing Coordinator  
Jennifer Prada, Program Administrator

**Guests**

Sandra Bosben, Marty's Meals, Inc.  
Sandy Macke, Regional Development Corp.  
Mark Gaspers, The Boeing Company  
Mario Alleva, The Boeing Company  
Lewis Byrd, Lancs Industries, Inc.  
Jonathon Bartlett, Indica Labs, Inc.  
Chris Ziomek, Build with Robots, LLC  
Sara Magaletta, Build with Robots, LLC  
Karin Avery, LoadPath, LLC  
Chris Hilkert, Solar Works Energy, LLC  
Pennington Carter, NM Solar Group, LLC  
Nicholas Kadlec, NM Solar Group, LLC  
Mark Espiritu, Roswell Chaves County Economic Development Corporation  
Kelly Egolf, New Mexico Fresh Foods, LLC  
Courtney Rich, New Mexico Fresh Foods, LLC  
Jamey Shelton, New Mexico Fresh Foods, LLC  
Phil Gaudette, Century Wire Products West Corp.  
Gladys Rivera, Century Wire Products West Corp.  
Danielle Dupree, Century Wire Products West Corp.  
Neil Dougherty, Century Wire Products West Corp.  
Myra Penrasio, Century Wire Products West Corp.  
Michelle Fraumeni, Kairos Power, LLC  
Amy Slater, Parting Stone, LLC  
Justin Crowe, Parting Stone, LLC  
Danny Maki, Regional Development Corp.  
Mark Popovich, 3D Glass Solutions, Inc.

Adam Gushard, 3D Glass Solutions, Inc.  
Phil Ferguson, 3D Glass Solutions, Inc.  
Wendy Ederer, AED  
Dennis Houston, AED

## **I. Introductions**

The meeting convened at 9:10 am. The introduction of board and staff followed.

## **II. Approval of the Agenda**

Ms. Doran made a motion to approve the agenda. Mr. Duske seconded the motion. Motion passed.

## **III. Amendment(s)**

### **a) Marty's Meals, Inc. JTIP PRJ#2021-0023 – Santa Fe**

*The company requested a total of \$17,160.00 for 1 trainee at an average wage of \$30.00 per hour. The company has been approved for JTIP on three previous occasions.*

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Ms. Borrego read the proposal summary, nothing more was added by the company.

A motion to approve the request in the amount of \$17,160.00 to hire and train 1 employee was made by Mr. Duske and seconded by Ms. Ribeiro. Motion passed.

### **b) The Boeing Company JTIP PRJ#2020-0056 – Albuquerque**

*The company requested a total of \$124,905.56 for 5 trainees at an average wage of \$44.83 per hour. The company has been approved for JTIP on four previous occasions.*

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Ms. Borrego read the proposal summary. The company thanked the board for the opportunity and added that the additional trainees were needed due to growth; they expect to hire more from the previous application in the next couple of months; their current facility is sufficient for the time being; the freed up space adjacent in the building will be used for cubicles and seating spaces in the labs and they will be coming back in December with a new application for a few new jobs.

A motion to approve the request in the amount of \$124,905.56 to hire and train 5 employee was made by Mr. Duske and seconded by Ms. Doran. Motion passed.

## **IV. Proposals**

### **a) Lanco Industries, Inc. – Albuquerque**

*The company requested a total of \$260,224.80 for seventy-three trainees at an average wage of \$14.46 per hour. This is the first time the company has applied for JTIP.*

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The company gave a product overview and mentioned that after 40 years, they are moving operations to Albuquerque from Seattle, WA; they are proud of the fact that they have had several employees for 20 to 25 years; unfortunately, most employees in Seattle will not be moving to Albuquerque.

A motion to approve the request in the amount of \$260,224.80 to hire and train 73 employees was made by Ms. Doran and seconded by Mr. Duske. Motion passed.

### **b) Indica Labs, Inc. – Albuquerque**

*The company requested a total of \$211,894.20 for ten trainees at an average wage of \$38.47 per hour. The company has been approved on four previous occasions.*

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Ms. Ribeiro thanked the company their recruiting efforts with the local colleges; the company stated that they paused on hiring for their last application due to COVID. They are now ready to start hiring.

A motion to approve the request in the amount of \$211,894.20 to hire and train 10 employees was made by Ms. Doran and seconded by Ms. Rubeiro. Motion passed.

**c) Build with Robots, LLC – Albuquerque**

*The company requested a total of \$178,636.00 for six trainees at an average wage of \$47.58 per hour and 2 interns at an average wage of \$22.00 per hour. The company has been approved on two previous occasions.*

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The company mentioned that they are in the early stages of mass production of Breezy One and that their manufacturing headquarters will be in downtown Albuquerque in the next few months.

A motion to approve the request in the amount of \$178,636.00 to hire and train 6 employees and 2 interns was made by Mr. Duske and seconded by Ms. Doran. Motion passed.

**d) LoadPath, LLC – Albuquerque**

*The company requested a total of \$121,370.00 for four trainees at an average wage of \$48.75 per hour. The company has been approved on two previous occasions.*

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The company stated that the unfilled positions from the last application were due to the fact that the positions were highly technical engineering positions, which are harder to fill due to their needed skill set. Ms. Doran stated that the minimum hiring wage for the engineers may be too low and suggested that the company take that into consideration if they have trouble filling the positions.

A motion to approve the request in the amount of \$178,636.00 to hire and train 4 employees was made by Ms. Doran and seconded by Mr. Duske. Motion passed.

**e) Solar Works Energy, LLC – Roswell**

*The company requested a total of \$196,220.00 for sixteen trainees at an average wage of \$27.42 per hour. The company has been approved on two previous occasions.*

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The company stated that they have been able to expand to Texas and Utah and plan on expanding to Idaho, Colorado and one other state in 2021. Working remotely has helped the company to realize where their growth needs to be; they have developed a telemarketing department and is excited for 2021 possibilities.

A motion to approve the request in the amount of \$196,220.00 to hire and train 16 employees was made by Mr. Duske and seconded by Ms. Ribeiro. Motion passed.

**f) New Mexico Fresh Foods, LLC – Albuquerque**

*The company requested a total of \$62,713.00 for ten trainees at an average wage of \$19.09 per hour. This is the first time the company has applied for JTIP.*

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The company gave an overview and stated that they have over 50 million fresh food products; the company acquired Verde Juice and will expand to include Apple juice for distilleries and other juices for stores.

A motion to approve the request in the amount of \$62,713.00 to hire and train 10 employees was made by Ms. Duske and seconded by Ms. Doran. Motion passed.

**g) Century Wire Products West Corp. – Moriarty**

*The company requested a total of \$39,361.60 for six trainees at an average wage of \$13.32 per hour. This is the first time the company has applied for JTIP.*

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The company mentioned that they had been operating in South America, Europe and Asia

for the past 23 years; they chose to tap into new and existing business in NM; their only other competition is in Austin, TX; they build all their machines and will be looking for a mechanic in the near future; plan on opening their new facility by the end of this year, construction is almost done; are working to bring fiber to the facility with Plateau, etc.; they also do fishing line and tie wire; Telecom and CATV is their focus now in NM.

A motion to approve the request in the amount of \$39,361.60 to hire and train 6 employees was made by Ms. Doran and seconded by Mr. Duske. Motion passed.

**h) Kairos Power, LLC – Albuquerque**

*The company requested a total of \$355,254.28 for fourteen trainees at an average wage of \$44.98 per hour. The company has been approved on one previous occasion.*

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The company stated that they have officially opened their doors on March 16, 2020, due to COVID; most employees are working remotely; their building expansion is underway; couldn't bring their set up equipment from out of state due to COVID; they have 2 UNM students/interns; one UNM graduate moved out of state, then back to NM and is a mechanical engineer.

A motion to approve the request in the amount of \$355,254.28 to hire and train 14 employees was made by Mr. Duske and seconded by Ms. Doran. Motion passed.

**i) Parting Stone, LLC – Santa Fe**

*The company requested a total of \$136,360.00 for nineteen trainees at an average wage of \$18.24 per hour. The company has been approved on one previous occasion.*

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The company stated that 2021 is looking bright. With a new Sales and Marketing team, sales have increased with current funeral homes in US and Canada; are grateful for JTIP, which has really helped the company; they are in about 30 states now and just received a \$100,000 Arrowhead grant.

A motion to approve the request in the amount of \$136,360.00 to hire and train 19 employees was made by Ms. Ribeiro and seconded by Ms. Doran. Motion passed.

**j) 3D Glass Solutions, Inc. – Albuquerque**

*The company requested a total of \$111,069.76 for six trainees at an average wage of \$35.10 per hour. The company has been approved on nine previous occasions.*

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The company mentioned their appreciation for JTIP; the new positions represent higher levels with potential to move into management positions; they just celebrated their first year in the new facility; their headcount has increased by 36% and with this application will increase to 60%; 3D Glass and Nokia's joint press release created the first "radio" on glass with 3D's technology; Ms. Doran mentioned that the minimum wage for the engineer position was a little low and that the company may want to consider increasing if they have issues with hiring.

A motion to approve the request in the amount of \$111,069.76 to hire and train 6 employees was made by Ms. Doran and seconded by Mr. Duske. Motion passed.

**V. Approval of the Minutes**

a. October 9, 2020 – a motion was made by Ms. Doran and seconded by Mr. Duske. Motion passed.

## **VI. Fiscal Update**

Mr. Gannon reviewed the fiscal report and mentioned the projects in the pipeline.

## **VII. Other (Discussion Items)**

- a. Report on projects impacted by COVID-19 – Mr. Gannon reported that he has been working with Matthias for a required field for COVID policy and safety measures that are being used by the company; Mr. Roper asked if anything was being done with the information or are we just collecting it for now? Yes, the latter was the response. Ms. Ribeiro suggested perhaps adding a disclosure as to why we are requesting this information as it is not a mechanism for JTIP approval. This requires further discussion.
- b. Next Board Meeting – December 11, 2020; 9:00 am-12:00 pm; Virtual Meeting

## **VIII. Adjourn**

A motion to adjourn was made by Chairman Roper and seconded by all. The motion passed and the meeting adjourned at 11:38 am.