

**JOB TRAINING INCENTIVE PROGRAM
MONTHLY BOARD MEETING**

Joseph M. Montoya Building
Bid Room (Lobby)
1100 S. St. Francis Drive
Santa Fe, NM

MEETING SUMMARY OF November 8, 2019

ATTENDEES:

Board Members

Mark Roper – EDD Division Director - Board Chair
Brian Tremko – Organized Labor
Frances Bannowsky – NM Higher Education Department
Marcos Martinez - NM Department of Workforce Solutions
Michelle Doran – NM Department of Workforce Solutions
Marc Duske – NM Public Education Department

Board Members Absent

N/A

JTIP Staff Present

Patrick Gannon, Marketing Coordinator
Jennifer Prada, Program Administrator

Guests

Vince Cordova, New Mexico Hemp Services, LLC
Haleigh Palmer, Golightly Cashmere, LLC
Marti MacDonald, Paradise Power Company, Inc.
Shawn Ricketts, Unity BPO, Inc.
Dave Davies, IRD Fuel Cells, LLC
Jonathon Bartlett, Indica Labs, Inc.
Scott Lewis, Indica Labs, Inc.
Srinath Narayan, Systems Integration, Inc.
Su Fan, Systems Integration, Inc.
Valerie Jennings, Systems Integration, Inc.
Alice Tyson, Systems Integration, Inc.
Karin Avery, LoadPath, LLC
Todd Bisio, LoadPath, LLC
Larry Martinez, Universal Sheets, LLC
Brian Flamm, PhytoRemedies, LLC
Troy Lapsys, PhytoRemedies, LLC
Chris Hilkert, Solar Works Energy, LLC
Chris Scharrer, Meow Wolf
Vince Catalyback, Meow Wolf
Janis Bennett, Meow Wolf
Dennis Houston, AED
Monica Gaynier, Albuquerque Journal

I. Introductions

The meeting convened at 9:01 am. The introduction of board and staff followed.

II. Approval of the Agenda

Mr. Martinez made a motion to approve the agenda. Mr. Tremko seconded the motion. Motion passed.

III. Amendment(s)

a) NM Hemp Services, Inc. – Santa Rosa

The company is in the process of advertising now for the previously approved positions; their building is going up now; the equipment for extraction is on-site now and will be up and running soon; their drying system is working well and they are getting lots of requests from the pan handle area.

A motion to approve the request in the amount of \$58,115.60 to hire and train 2 employees was made by Mr. Tremko and seconded by Mr. Martinez. Motion passed.

b) GoLightly Cashmere, LLC – Santa Fe

The company mentioned that they need a new knitting machine, which requires the new position being applied for, they are looking for schools that already train on this machine, have the software and maintenance knowledge and is willing to learn textiles; they have an existing employee for a potential Step-Up project; and they aren't sure if they'll be able to hire the Production Engineer that was previously approved.

A motion to approve the request in the amount of \$30,280.00 to hire and train 1 employee was made by Mr. Martinez and seconded by Ms. Bannowsky. Motion passed.

IV. Proposals

a) Paradise Power Company, Inc. – Taos - STEP UP project

The company requested a total of \$4,817.50 for 6 trainees in 3 training programs. The Company has been approved on four previous occasions and Step-Up on three previous occasions.

The company gave a brief overview of the training they provide; they have an in-house apprenticeship program; they were encouraged to look into state apprenticeship programs, the company advised they will look into it.

A motion to approve the request in the amount of \$4,817.50 to hire and train 6 employees was made by Ms. Bannowsky and seconded by Mr. Tremko. Motion passed.

b) Unity BPO, Inc. – Albuquerque

The company requested a total of \$138,590.00 for 14 trainees at an average wage of \$22.50 per hour. Total request includes \$1,250.00 for audit fees. The company has been approved for JTIP on two previous occasions.

The Company gave an overview of the growth that has occurred since the previous application; they have been able to grow organically through an existing contract and will be able to fill these in January; they anticipate a 33% increase in workforce by next year and are coming back next month for more funding. The Company asked why the turn over, to which the company replied that they scale up employees who then in turn tend to go to competitors; the company is looking at being able to offer more benefits for retention purposes.

A motion to approve the request in the amount of \$138,590.00 to hire and train 14 employees was made by Mr. Martinez and seconded by Mr. Tremko. Motion passed.

c) IRD Fuel Sales, LLC – Albuquerque

The company requested a total of \$41,800.00 for 4 trainees at an average wage of \$21.25 per hour. Total request includes \$1,000.00 for audit fees. This is the first time the company has applied for JTIP.

The company explained that they have been around for approximately 10 years as a non-profit company. They were funded initially by a Denmark Company and will be non-profit for another 4ish years. Mr. Davies explained the hydrogen intake process; they hire at an associates level and does mostly on the job training. Lab and technical skills are needed.

A motion to approve the request in the amount of \$41,800.00 to hire and train 4 employees was made by Mr. Tremko and seconded by Ms. Bannowsky. Motion passed.

d) Indica Labs, Inc. – Albuquerque

The company requested a total of \$233,184.80 for 11 trainees at an average wage of \$37.23 per hour. Total request includes \$1,250.00 for audit fees. The company has been approved for JTIP on two previous occasions.

The company advised that the trainees hired under the recently approved project in May are in the process of completing their JTIP hours; the company had about a 63% growth between 2017 and 2018; they have six computer science students (3 from UNM and 3 from NM Tech), two interns from UNM were just offered full time positions when they graduate in May; their Las Cruces career fair was a huge success with 25 candidates and interviews; they are expanding recruiting efforts in NM with new graduates, through Linked In, etc.

A motion to approve the request in the amount of \$233,184.80 to hire and train 11 employees was made by Mr. Duske and seconded by Mr. Martinez. Motion passed.

e) Systems Integration, Inc. – Albuquerque

The company requested a total of \$120,310.00 for 22 trainees at an average wage of \$16.27 per hour. Total request includes \$1,250.00 for audit fees. This is the first time the company has applied for JTIP.

The company expressed appreciation for the opportunity and explained that they have been in business for over 25 years and has expansion plans for Albuquerque; they plan to add an additional 120 employees by May of next year from other states and move some existing employees from Washington, DC. Total expansion plans are for over 250 employees within next year, so the need to expand building capacity is a must. The company has an upgraded accounting system, which will regulate expenses and monitor everything on-line. NM Workforce Solutions was very helpful with hiring 22 employees, about 200 applied but security clearance issues prohibited being able to hire other positions.

A motion to approve the request in the amount of \$120,310.00 to hire and train 22 employees was made by Ms. Bannowsky and seconded by Mr. Martinez. Motion passed.

f) LoadPath, LLC – Albuquerque

The company requested a total of \$95,380.00 for 3 trainees at an average wage of \$55.00 per hour. Total request includes \$1,000.00 for audit fees. This is the first time the company has applied for JTIP.

The company expressed appreciation for JTIP; they've had challenges with employees moving around a lot; staffing is highly technical, engineers with experience is crucial; the company is AS9100 Certified and they've won the SBIR award recently. The company now offers tuition reimbursement and were applauded for their great benefits.

A motion to approve the request in the amount of \$95,380.00 to hire and train 3 employees was made by Mr. Tremko and seconded by Mr. Martinez. Motion passed.

g) Universal Sheets, LLC – Santa Teresa

The company requested a total of \$116,846.00 for 15 trainees at an average wage of \$15.77 per hour. Total request includes \$1,250.00 for audit fees. The company has been approved for JTIP on two previous occasions.

The company explained that their corrugator was now up and running; they would like to open facilities in Las Vegas and Atlanta GA in the near future; 2nd shift corrugators to start early January/February and there's a possibility for a 3rd shift; they raved about the great turn-around time with their Nizoni machine; their raw material is sourced from anywhere they can get it; and are looking at ways to advance.

A motion to approve the request in the amount of \$116,846.00 to hire and train 15 employees was made by Mr. Martinez and seconded by Ms. Bannowsky. Motion passed.

h) PhytoRemedies, LLC – Albuquerque

The company requested a total of \$161,925.60 for 25 trainees at an average wage of \$18.86 per hour. Total request includes \$1,250.00 for audit fees. This is the first time the company has applied for JTIP.

The company explained that hemp has a very low percentage of THC, it has to be below 3%, otherwise it would be considered cannabis, the two products are kept separate; extracts approximately 10,000 pounds a day, they are looking to expand and need extractors; the impact of legalization would lead to exponential growth, approximately \$450 million per year is generated for non-medical use; the company wants to do drywall but it's a matter of time and money. The FDA will regulate the CBD and hemp side. The NMENV interaction inspection was completed recently.

A motion to approve the request in the amount of \$161,925.60 to hire and train 25 employees was made by Mr. Tremko and seconded by Ms. Bannowsky. Motion passed.

i) Solar Works Energy, LLC – Albuquerque

The company requested a total of \$166,230.00 for 16 trainees at an average wage of \$24.56 per hour. Total request includes \$1,250.00 for audit fees. The company has been approved for JTIP on one previous occasion.

The company stated that they are recognized as the fastest growing company; they anticipate explosive growth next year; they generate their own customer base and their solar panels are sourced from Panasonic and Hyundai.

A motion to approve the request in the amount of \$166,230.00 to hire and train 16 employees was made by Ms. Bannowsky and seconded by Mr. Martinez. Motion passed.

j) Meow Wolf, Inc. – Santa Fe

The company requested a total of \$528,283.04 for 26 trainees at an average wage of \$36.60 per hour. Total request includes \$1,750.00 for audit fees. The company has been approved for JTIP on four previous occasions.

The company expressed appreciation for JTIP; stated that they had an 18% growth over last year, 189 employees just in 2019, and they currently have 471 employees. Their timeline for opening in other states is that Nevada will open within the next 12 months, Colorado will open within the next 24 months and DC after 2023. They are expanding their recruiting department and are currently working with recruiting

companies. They headquarter here in NM because of the strong support, however most contributions come from out of state.

A motion to approve the request in the amount of \$528,283.04 to hire and train 26 employees was made by Mr. Duske and seconded by Ms. Bannowsky. Motion passed.

V. Approval of the Minutes

- a. October 11, 2019 – JTIP Board Meeting

A motion to approve the minutes for the meeting on October 11, 2019 was made by Mr. Martinez and seconded by Ms. Bannowsky. Motion passed.

VI. Fiscal Update – Chairman Roper reviewed the fiscal report and mentioned projects in the pipeline.

VII. Other (Discussion Items)

- a. The Public Policy Meeting will be held November 20, 2019 from 9:00 am – 12:30 pm at the Albuquerque, CNM Workforce Training Center. Chairman Roper encouraged the board to attend.
- b. Review of public comment received to date.
- c. Next Board Meeting – December 13, 2019, 9:00 am-12:00 pm; Albuquerque, CNM Workforce Training Center. January’s Board Meeting will potentially be at Meow Wolf with a tour to follow.

VIII. Adjourn

A motion to adjourn was made by Chairman Roper and seconded by Mr. Tremko. The motion passed and the meeting adjourned at 11:35 am.