

**JOB TRAINING INCENTIVE PROGRAM  
MONTHLY BOARD MEETING**

Central New Mexico Community College  
Workforce Training Center  
5600 Eagle Rock Ave. NE  
NW Corner of I-25 & Alameda  
Albuquerque, NM

**MEETING SUMMARY OF April 12, 2019**

**ATTENDEES:**

**Board Members**

Juan Torres, EDD Finance Development Director - Acting Board Chair  
Louise Williams - NM Public Education Department  
Michelle Ribeiro - Adult Education Division  
Michelle Doran – Department of Workforce Solutions

**Board Members Absent**

Frances Bannowsky – NM Higher Education Department  
Paul DiPaola – US Bank, Private Sector  
Brian Tremko – Organized Labor  
Marcos Martinez - NM Department of Workforce Solutions

**JTIP Staff Present**

Sara Gutiérrez, Program Manager  
Patrick Gannon, Marketing Coordinator  
Jennifer Prada, Program Administrator

**Guests**

David Oddo, Scada Products, LLC dba Eagle Automation  
Jessie Pasco, Scada Products, LLC dba Eagle Automation  
Brandon Giles, Scada Products, LLC dba Eagle Automation (via telephone)  
Amir Isfahani, Flow Science, Inc.  
Aimee Abby, Flow Science, Inc.  
Joel Gregory, Ex Novo Brewing Company  
Juliana Ciano, Reunity Resources  
Phil Ferguson, 3D Glass Solutions, Inc.  
Mark Popovich, 3D Glass Solutions, Inc.  
Andy Carrabus, Taos Mountain Energy Bars  
Lance Maurer, Cinnafilm, Inc.  
Liseth Garay, UbiQD, Inc.  
John Groth, Southwest Pattern Works  
Matias Roybal, Ridgeline Manufacturing & Engineering, Inc.  
Lynn Straus, New Mexico Consortium, Inc.  
Christine Boyer, Banyan Botanicals Flow Science, Inc.  
Peter Mitchell, EDD  
Mark Roper, EDD  
Wendy Ederer, AED  
Dennis Houston, AED  
Lorraine Ruggles, State of NMWC

## **I. Introductions**

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

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

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

## **III. Proposals**

### **a) Scada Products, LLC dba Eagle Automation – Carlsbad**

*The company requested \$360,919.84 for 15 trainees at an average wage of \$37.47 per hour. Total request of \$360,919.84 includes \$1,500.00 for audit fees. This is the first time the company has applied for JTIP.*

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The company provided background information and expressed appreciation for JTIP and reported that they are currently leasing but are in the process of purchasing a 3,000 sq. ft. facility; are expanding 7,500 sq. ft. fabrication/assembly and warehouse operations; employ 150 employees state wide; expanded in to Carlsbad in 2018; have a comprehensive safety program in which employees are trained once a month; will interview and hire people that have the Company's same core values; are working with Texas State Tech college and other colleges as well; are working on developing/manufacturing a continuous methane emissions camera, which will be deployed in Colorado and brought to NM. The board commented on their efficiency and good wages and recommended several resources for the company.

A motion to approve the request in the amount of \$360,919.84 to hire and train 15 employees was made by Ms. Williams and seconded by Ms. Doran. Motion passed.

### **b) Flow Science, Inc. – Santa Fe**

*The company requested \$162,234.92 for 7 trainees at an average wage of \$41.60 per hour. Total request of \$162,234.92 includes \$1,250.00 for audit fees. The company has been approved for JTIP on two previous occasions.*

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The company provided an update on their current status and expressed appreciation for JTIP and reported that they have 80 employees worldwide; are re-investing profits; 85% of staff are highly technical and very educated; they've had great success in hiring from UNM and have already filled the position added via an amendment; challenges with bringing younger engineers to Santa Fe, and that the hiring process can be anywhere from 3 months to 2 years. The board offered assistance if needed.

A motion to approve the request in the amount of \$162,234.92 to hire and train 7 employees was made by Ms. Doran and seconded by Ms. Williams. Motion passed.

### **c) Ex Novo Brewing Company – Corrales**

*The company requested \$57,352.00 for 6 trainees at an average wage of \$16.13 per hour. Total request of \$57,352.00 includes \$1,000.00 for audit fees. This is the first time the company has applied for JTIP.*

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The company expressed appreciation for JTIP and explained that they are taking a conservative approach to this expansion in order to remain sustainable; that all packaging will be moved to NM, to supply products to NM and the West Coast; and that CNM has sent teams out to visit the brewery and there are lots of opportunities for employees to grow.

A motion to approve the request in the amount of \$57,352.00 to hire and train 6 employees was made by Ms. Williams and seconded by Ms. Doran. Motion passed.

**d) Reunity Resources – Santa Fe**

*The company requested \$17,926.00 for 1 trainee at an average wage of \$23.25 per hour. Total request of \$17,926.00 includes \$1,000.00 for audit fees. This is the first time the company has applied for JTIP.*

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The company provided a description of operations and an overview of composting practices; their infrastructure plans, such as a walk in cold storage, SAP certified weigh station and a community learning kitchen; they began as an agent for the city with their food waste program, which is a separate revenue source; they are officially operating a farm and will be selling downtown at the Farmers Market; they sell onsite and at the Agua Fria Nursery and possibly at Osuna Nursery in Albuquerque.

A motion to approve the request in the amount of \$17,926.00 to hire and train 1 employee was made by Ms. Doran and seconded by Ms. Williams. Motion passed.

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

*The company requested \$59,890.00 for 2 trainees at an average wage of \$52.75 per hour. Total request of \$59,890.00 includes \$1,000.00 for audit fees. The company has been approved for JTIP on five previous occasions.*

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The company explained their hiring plans and have hired 11 engineers; reported that they are growing quickly and are projecting 10x the revenue this year; have several investors; have had challenges with finding candidates; have great relationships with technical colleges and have hired out of their programs; project a \$2 million investment in equipment this year and are dedicated to staying in NM. The board encouraged the company to consider an internship program.

A motion to approve the request in the amount of \$59,890.00 to hire and train 2 employees was made by Ms. Williams and seconded by Ms. Doran. Motion passed.

**f) Taos Mountain Energy Foods, LLC dba Taos Mountain Energy Bars – Questa**

*The company requested \$67,000.00 for 10 trainees at an average wage of \$13.75 per hour. Total request of \$67,000.00 includes \$1,000.00 for audit fees. This is the first time the company has applied for JTIP.*

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The company gave a description of their product as well as samples; spoke of rebranding efforts, investments in online marketing and their marketing plant; they are in national grocery chains, REI stores, coffee shops, etc. and are targeting high school graduates for candidates.

A motion to approve the request in the amount of \$67,000.00 to hire and train 10 employees was made by Ms. Doran and seconded by Ms. Williams. Motion passed.

**g) Cinnafilm, Inc. – Albuquerque**

*The company requested \$40,182.00 for 1 trainee at an average wage of \$68.50 per hour. Total request of \$40,182.00 includes \$1,000.00 for audit fees. The company has been approved for JTIP on one previous occasion.*

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The company expressed appreciation for JTIP; reported that they just won a coveted award for a Cloud solution; are investing heavily in research and development; are a homegrown NM company with their headquarters in Albuquerque; are now in over 600 facilities worldwide; are anticipating significant growth in the next year and a half; and that their 1<sup>st</sup> principal hire is identified as a NM State graduate for this position.

A motion to approve the request in the amount of \$40,182.00 to hire and train 1 employee was made by Ms. Williams and seconded by Ms. Ribeiro. Motion passed.

**h) UbiQD, Inc. – Los Alamos**

*The company requested \$88,520.16 for 3 trainees at an average wage of \$40.07 per hour. Total request of \$88,520.16 includes \$1,000.00 for audit fees. The company has been approved for JTIP on four previous occasions.*

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The company reported that they have launched their first commercial product; gave updates on JTIP hires; are looking at adding employee benefits; have converted from an LLC to a C Corp and have switched accounting systems and CPAs.

A motion to approve the request in the amount of \$88,520.16 to hire and train 3 employees was made by Ms. Doran and seconded by Ms. Williams. Motion passed.

**i) Southwest Pattern Works – Albuquerque**

*The company requested \$62,200.00 for 6 trainees at an average wage of \$21.25 per hour. Total request of \$62,200.00 includes \$1,000.00 for audit fees. This is the first time the company has applied for JTIP.*

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The company reported that the machine shop has been in operation since 1994; that many machinists are from the CNM program; the challenges to find and maintain skilled workers; have new contracts in various states; and the need for a new facility in the near future.

A motion to approve the request in the amount of \$62,200.00 to hire and train 6 employees was made by Ms. Williams and seconded by Ms. Doran. Motion passed.

**j) Ridgeline Manufacturing & Engineering, Inc. – Albuquerque**

*The company requested \$17,067.04 for 1 trainee at an average wage of \$30.43 per hour. Total request of \$17,067.04 includes \$1,000.00 for audit fees. The company has been approved for JTIP on one previous occasion.*

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The company is adding this position because Matias has been doing it all thus far. The trainee will help with operations and assurances. The company is going through MEP for the ISO 9001 certification; a relocation is planned in June 2019 to a larger facility; and they are expanding into other commercial markets – targeting Aerospace.

A motion to approve the request in the amount of \$17,067.04 to hire and train 1 employee was made by Ms. Doran and seconded by Ms. Williams. Motion passed.

**IV. Recess**

A motion by Mr. Torres was made for a 5-minute recess at 10:28 am, meeting reconvened at 10:36 am.

**V. Amendments**

**a) New Mexico Consortium – Los Alamos – PRJ-2019-0052**

The company discussed the need for an additional trainee due to current growth.

A motion to approve the request in the amount of \$21,120.00 to hire and train 1 employee was made by Ms. Doran and seconded by Ms. Ribeiro. Motion passed.

**b) Pearl Banyan Capital, LLC dba Banyan Botanicals – Albuquerque – PRJ-2019-0027**

The company discussed the need for an additional trainee due to current growth. They are bursting at the seams and may need a new location; have purchased the building next door; gave an overview of the previous request results and hiring successes - will come in again in May for another position.

A motion to approve the request in the amount of \$6,500.00 to hire and train 1 employee was made by Ms. Williams and seconded by Ms. Doran. Motion passed.

**VI. Approval of the Minutes**

- a. March 8, 2019 – JTIP Board Meeting

A motion to approve the minutes for the meeting on March 8, 2019 was made by Ms. Williams and seconded by Mr. Torres. Motion passed.

**VII. Fiscal Update** – Ms. Gutiérrez reviewed the fiscal report and the projects in the pipeline.

**VIII. Other (Discussion Items)**

- a. Ms. Gutiérrez provided a legislative update and mentioned that the JTIP Policy Amendments will be postponed until FY20.
- b. Next Board Meeting – May 10, 2019, 9:00 am-12:00 pm; Santa Fe, Joseph M. Montoya Bldg., Bid Room.

**IX. Adjourn**

A motion to adjourn was made by Ms. Williams and seconded by Ms. Doran. The motion passed and the meeting adjourned at 12:05 pm.