

**JOB TRAINING INCENTIVE PROGRAM
MONTHLY BOARD MEETING**

Virtual Meeting

MEETING SUMMARY OF MAY 14, 2021

ATTENDEES:

Board Members

Mark Roper, EDD Division Director - Board Chair
Marc Duske, NM Public Education Department
Michelle Doran, Department of Workforce Solutions
Monica Sandoval-Johnson, STEM Boomerang
Amber Rodriguez, NMHED

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

Mark Popovich, 3D Glass Solutions, Inc.
Phil Ferguson, 3D Glass Solutions, Inc.
Gail Houser, High Plains Processing, LLC
Karin Avery, LoadPath, Inc.
Chris Ziomek, Build with Robots, Inc.
Sara Magaleta, Build with Robots, Inc.
Michelle Fraumeni, Kairos Power, LLC
Justin Crowe, Parting Stone, Inc.
Amy Slater, Parting Stone, Inc.
Chelsea Nanawa, The Verdes Foundation
Elizabeth Scurry, The Verdes Foundation
Brian Riley, Sombra Cosmetics
Jessica Bowyer, Sombra Cosmetics
Mia Peterson, Rural Sourcing, Inc.
Margaret Bailey, ABQRSI
Anton Tao, Cymmetrik Technologies USA Southwest, Inc.
Eric Montgomery, Mesilla Valley Economic Development Alliance
Tyler Needlemyer, Crego Block & Supply
Edward Grund, Crego Block & Supply
Thomas Stephenson, Pajarito Powder
Webb Johnson, Pajarito Powder
David Newman, Contigo Compounding and Infusion Pharmacy
Christopher Smith, Contigo Compounding and Infusion Pharmacy

Dennis Houston, AED
Wendy Ederer, AED

I. Introductions

The meeting convened at 9:08 am. The introduction of board and staff followed.

II. Approval of the Agenda

A minor change to section VIII. Other 1. was suggested by Chairman Roper. The change was to read "Approval" of Policy Amendments for FY22. A motion was made by Ms. Doran to approve the agenda and seconded by Ms. Sandoval-Johnson. Motion passed.

III. Consent Calendar

The following companies were presented as a whole, since they have been before the board on previous occasions:

- a) 3D Glass Solutions, Inc. 2021-0040 (Amendment)
- b) 3D Glass Solutions, Inc. 2021-0071 (Amendment)
- c) High Plains Processing, LLC 2021-0068 (Amendment)
- d) LoadPath, Inc.
- e) Build with Robots, Inc.
- f) Kairos Power, LLC
- g) Parting Stone, Inc.
- h) The Verdes Foundation

A motion to approve the companies referenced above as a whole was made by Ms. Doran and seconded by Mr. Duske. Motion passed.

IV. Consideration of STEP-UP Proposal

a) Sombra Cosmetics, Inc. – Albuquerque

The company requested a total of \$10,546.19 for 5 trainees. The company has been approved for JTIP on one previous occasion.

The ultimate goal is to train to get to the next level, expand and hire; ISO allows for working with government agencies; are doing lean manufacturing to increase production and efficiency.

A motion to approve the request in the amount of \$10,546.19 was made by Mr. Duske and seconded by Ms. Doran. Motion passed.

V. Consideration of Proposals

a) Rural Sourcing, Inc. – Albuquerque

The company requested a total of \$385,919.80 for 19 trainees at an average wage of \$33.04 per hour and 5 interns at an average wage of \$15.00 per hour. The company has been approved for JTIP on eight previous occasions.

The company expressed appreciation for consideration as JTIP is integral in the success of the company; they are excited to be moving into the hybrid model, it'll allow the company to expand; are lucky to be working with Deep Dive; ever since COVID, close to 600 employees were shifted to working remotely; the company uses CNM for recruitment

of entry level positions, for others, relies on internal recruitment team who are actively seeking out candidates; they have re-opened centers in order to remain competitive in recruitment; sales team worked hard to close deals and were very successful. All in all, the company is doing well.

A motion to approve the request in the amount of \$385,919.80 to hire and train 19 employees and 5 interns was made by Ms. Sandoval-Johnson and seconded by Ms. Doran. Motion passed.

b) Cymmetrik Technologies USA Southwest, Inc. – Santa Teresa

The company requested a total of \$104,847.00 for 6 trainees at an average wage of \$26.49 per hour. This is the first time the company has applied for JTIP.

This is the first company in the US, the rest is in China; no employees yet, therefore, no benefits yet, but full coverage of at least 80% is the company's goal; they are working with a staffing agency for the six positions they have applied for.

A motion to approve the request in the amount of \$104,847.00 to hire and train 6 employees was made by Ms. Sandoval-Johnson and seconded by Ms. Doran. Motion passed.

c) CBP Acquisition Company, LLC dba Crego Block & Supply – Albuquerque & Santa Fe

The company requested a total of \$90,680.00 for 11 trainees at an average wage of \$20.20 per hour. This is the first time the company has applied for JTIP.

The company expressed appreciation for the opportunity, they are the premiere landscape company, is certified NM True, is a member of the Association Contractors of NM; have experienced about 30% growth and is up 5% in the last two months, don't foresee a decrease in the future; as soon as they produce the product, it's gone; their goal is to add a 2nd shift to increase production and are currently training for this, will be a differential in pay, the goal is to get all employees into the \$20.00 plus range. Plan to increase the Santa Fe location quite a bit; wants to reach out to other company's that are buying from out of state as soon as they can produce more; a combine neighboring plant is being planned "expansion project".

A motion to approve the request in the amount of \$96,440.00 to hire and train 11 employees was made by Mr. Duske and seconded by Ms. Doran. Motion passed.

d) Pajarito Powder, LLC – Albuquerque

The company requested a total of \$111,153.56 for 8 trainees at an average wage of \$27.71 per hour. This is the first time the company has applied for JTIP.

The company expressed appreciation for the opportunity, it is an exciting time in the industry, hydrogen products are huge; expecting quadruple sales; next generation manufacturing plant in Albuquerque will allow the company to double hiring. Ms. Doran mentioned that the Chemical Process Engineer position wage may be a little low and the company may want to consider increasing if hard to fill; the company plans to hire interns, one as of this summer and more soon.

A motion to approve the request in the amount of \$111,153.56 to hire and train 8 employees was made by Ms. Doran and seconded by Ms. Sandoval-Johnson. Motion passed.

e) NM Compounding & Infusion Pharmacy, LLC dba Contigo Compounding and Infusion Pharmacy – Albuquerque

The company requested a total of \$53,918.00 for 4 trainees at an average wage of \$27.69 per hour. This is the first time the company has applied for JTIP.

The company expressed that they are excited for expansion, initially looked at renovating the existing location, but realized they needed a lot more space and have purchased a 3,600 sq. ft. facility, ½ of the facility will be used for the lab, very high tech facility with unique capabilities; they will need about 6 employees in the first year, then an additional 6 the following year until they meet the 25-30 as planned; they are entertaining a mentorship/internship program.

motion to approve the request in the amount of \$53,918.00 to hire and train 4 employees was made by Ms. Rodriguez and seconded by Ms. Doran. Motion passed.

VI. Approval of the Minutes

- a. JTIP Board meeting, April 9, 2021 - a motion was made by Ms. Doran and seconded by Ms. Rodriguez. Motion passed.
- b. JTIP Public Hearing and Board Retreat, May 6, 2021 – a motion was made by Ms. Doran and seconded by Ms. Rodriguez. Motion passed.

VII. Fiscal Update

Mr. Gannon reviewed the fiscal report, projects in the pipeline and current appropriation balances. Short term projects are down for June and July, no changes for long term yet. Film slowed down for a bit but is blowing up now.

VIII. Other (Discussion Items)

- a. Next Board Meeting
 - i. June 11, 2021; 9:00 am -12:00 pm; Virtual
 - 1. Review of Policy Amendments for FY22 – possible changes discussed were remote work option #3, Zebra Works is 100% remote, the registered agent is Bill Bice and his address is his home address. Ms. Sandoval-Johnson is leaning toward option #2 if there is an executive representative who becomes a registered agent and lists home as address. If board not good with, then use someone else? Chairman Roper does not see the difference between option 2 and 3 but board can vote on; take out option 1 commercial real estate; ABC Co. must have a NM residence that is owned or leased. Chairman Roper amenable to option of 50% for Staffing Agencies; eliminate cap of 50 for STEP-UP; regarding rural tribal, paid at wage where company resides, language needs to be added, the company would receive 65% if employee located in rural area. Company would pay urban rate. Mr. Gannon to refine language.

IX. Adjourn

A motion to adjourn was made by Mr. Chairman Roper. The motion passed and the meeting adjourned at 11:06 am.