

**JOB TRAINING INCENTIVE
PROGRAM MONTHLY BOARD
MEETING**

Virtual Meeting

MEETING SUMMARY OF May 20, 2022

ATTENDEES:

Board Members

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

Board Members Absent

JTIP Staff Present

Patrick Gannon, Program Manager
Avelina Borrego, Marketing Coordinator
Jennifer Prada, Program Administrator

Guests

Jonathon Bartlett, Indica Labs, Inc.
Michelle Fraumeni, Kairos Power, LLC
Elaine Landon, The Boeing Company
Joseph Beck, Advanced Manufactured Power Solutions
Jessa Kano Garrett, Soto Brands, Inc.
Daniel Galvis, Soto Brands, Inc.
Kara Deyhle, NM Ferments, LLC
Tom Witterholt, LoadPath, LLC
Davis Andreas, Green Theme Technologies, Inc.
Purvi Moddy, Green Theme Technologies, Inc.
Stacey Gunthorpe, X Bow Launch Systems, Inc.
Stormy Tuttle, X Bow Launch Systems, Inc.
Bill Bice, Nq Zebraworks, Inc.
Tara Crabe, Rural Sourcing, Inc.
Margarete Bailly, Rural Sourcing, Inc.
Babu Mandava, 3D Glass Solutions, Inc.
Phil Ferguson, 3D Glass Solutions, Inc.
Lorraine Ruggles, NMEDD Regional Representative
Max Gruner, NMEDD Regional Representative

I. Introductions

The meeting convened at 9:04 am. The introduction of board and staff followed.

II. Approval of the Agenda (amended)

Motion to approve the agenda as amended due to adding the Boeing Company with an Amendment request was made by Ms. Michelle Doran and seconded by Ms. Sandoval-Johnson. Motion passed unanimously.

III. Consideration of Amendments

a) Indica Labs, Inc. – Albuquerque

The company requested a total of \$25,442.56 for 1 trainee at an average wage of \$44.48 per hour. The company has been approved for JTIP on eight previous occasions.

The company expressed appreciation for JTIP and stated that they couldn't get this position into the last round and that is why the amendment was requested.

A motion to approve this request was made by Ms. Michelle Doran and seconded by Ms. Kathleen Sena. Motion passed unanimously.

b) Kairos Power, LLC – Albuquerque

The company requested a total of \$16,320.00 for 1 trainee at an average wage of \$34.00 per hour. The company has been approved for JTIP on six previous occasions.

The company stated that the company needs to expand their accounting and finance team and hire an Accounting Specialist that was overlooked in the company's application approved in April 2022.

A motion to approve this request was made by Mr. Marc Duske and seconded by Ms. Kathleen Sena. Motion passed unanimously.

c) The Boeing Company – Albuquerque

The company requested a total of \$43,317.56 for 1 trainee at an average wage of \$75.73 per hour. The company has been approved for JTIP on eight previous occasions.

The company expressed appreciation for JTIP. The company stated that that will be back at the June meeting for numerous positions.

A motion to approve this request was made by Ms. Michelle Doran and seconded by Ms. Kathleen Sena. Motion passed unanimously.

IV. Consideration of Proposals

a) Advanced Manufactured Power Solutions – Albuquerque

The company requested a total of \$43,625.44 for 2 trainees at an average wage of \$37.26 per hour. The company has been approved for JTIP on two previous occasions.

The company thanked Avelina for the introduction and thanked the JTIP board. Joseph Beck stated that he has strong working relationships the Sandia Labs and the Engineering Department at UNM. The company currently has an intern from UNM that will graduate this spring and will be offered one of the FT positions. Monica Sandoval-Johnson asked if the positions required a background clearance. Joseph Beck stated that it will not be required because the work they do is considered unclassified.

A motion to approve this request was made by Ms. Monica Sandoval-Johnson and seconded by Ms. Kathleen Sena. Motion passed unanimously.

b) Soto Brands, Inc. – Albuquerque

The company requested a total of \$27,000 for 4 trainees at an average wage of \$19.06 per hour. This is the first time the company has applied for JTIP.

Jessa Kano Garrett thanked the board for the opportunity. She stated that the company expects to see acceleration of growth in the next six months to a year and it is the perfect time to lean into JTIP for training assistance. Kathleen Sena thanked Jessa for responding to her questions that were addressed through email correspondence. Marc Duske inquired on the company's home improvement product line and if there were plans to expand beyond the touch up paints. Jessica stated that the company is developing, designing and engineering new product offerings, however, did not wish to discuss the details.

A motion to approve this request was made by Mr. Duske and seconded by Ms. Kathleen Sena. Motion passed unanimously.

c) NM Ferments, LLC – Albuquerque

The company requested a total of \$16,840.00 for 2 trainees at an average wage of \$19.50 per hour. This is the first time the company has applied for JTIP.

The company expressed appreciation and thankful for the opportunity. Marc Duske inquired on the specialization of brewing kombucha and targeting a particular market segment or demographic. Kara Deyhle stated that it a growing market, demand is increasing, and the company needs to hire several new employees to increase production and consumer demand. Monica Sandoval-Johnson inquired on the production process. The company produces the Kombucha in small batches and transfers into 5-gallon kegs for local breweries and also cans product for single serving

A motion to approve this request was made by Ms. Monica Sandoval-Johnson and seconded by Ms. Kathleen Sena. Motion passed unanimously.

d) LoadPath, LLC – Albuquerque

The company requested a total of \$167,130.00 for 5 trainees at an average wage of \$58.00 per hour. The company has been approved for JTIP on five previous occasions.

The company expressed appreciation for JTIP. Tom Witterholt stated that the company see continual growth in the space industry and New Mexico graduates in Engineering filling the positions. Monica Sandoval-Johnson mentioned LoadPath's previous JTIP awards and asked if the company has difficulty in filling the positions. Tom Witterholt stated that the positions are challenging to fill, demand for the skill set is high. The company works with New Mexico Universities Engineering schools to hire recent grads. Michelle Doran mentioned that the entry wage for the positions may be low and made a recommendation to increase to find more qualified applicants. Tom Witterholt thanked her for the recommendation. Board Chair noted that the company had been purchased by Redwire Space, and thanked the company leadership for keeping the company in New Mexico.

A motion to approve this request was made by Ms. Kathleen Sena and seconded by Ms. Michelle Doran. Motion passed unanimously.

e) Green Theme Technologies, Inc. – Rio Rancho

The company requested a total of \$60,081.88 for 3 trainees at an average wage of \$34.43 per hour. The company has been approved for JTIP on three previous occasions.

David Andreas thanked Avelina and the JTIP Board. In the Proposal Summary that Avelina narrated, that there were concerns on the company's financial position. David Andreas addressed the concerns and spoke on the company's existing licensing agreements, a bridge round, brand partnerships, and a Series B funding round that is likely to close in July. Fred Shepherd with the Sandoval Economic Alliance stated that he has worked with the company for several years and has watched the company grow and thrive in Rio Rancho and supports the company's request for JTIP funding.

A motion to approve this request was made by Ms. Michelle Doran and seconded by Ms. Kathleen Sena. Motion passed unanimously.

f) X Bow Launch Systems, Inc. – Albuquerque/Socorro

The company requested a total of \$415,880.56 for 13 trainees at an average wage of \$40.31 per hour and 3 interns at an average wage of \$25.50. The company has been approved for JTIP on four previous occasions.

The company expressed appreciation to the JTIP board. The company stated that they closed on a Series A funding round with new investors. Stacey Gunthorpe stated that the company is finding it challenging to fill the positions with New Mexico residents and has expanded their search for candidates out-of-state. Stacey mentioned the Graphic Designed position in the application would be responsible for developing marketing content for social media platforms that would help in recruitment. Several of the board members discussed recruiting strategies with the state. Kathleen Sena spoke of the NM Tech Student Rocket Club. Monica Sandoval-Johnson discussed student interns from NM Universities as a pathway to FT employees.

A motion to approve this request was made by Ms. Michelle Doran and seconded by Mr. Marc Duske. Motion passed unanimously.

g) Nq Zebraworks, Inc. – Sandia Park

The company requested a total of \$82,765.84 for 5 trainees at an average wage of \$30.01 per hour. The company has been approved for JTIP on two previous occasions.

The company expressed appreciation for JTIP. Bill Bice stated that the company merged with another company and currently has 16 employees in NM. He mentioned that the company has about 230 large legal firms globally. Kathleen Sena inquired to see if the company had any existing clients in NM. Bill Bice, stated, not at this time. The company's target market are large firms. Monica Sandoval-Johnson inquired on the company's recruiting strategy to fill the positions, particularly the Software Developer positions and mentioned the CNM Coding Bootcamp. Bill Bice indicated that the Bootcamp is the company's main source for finding entry-level developers.

A motion to approve this request was made by Ms. Sandoval-Johnson and seconded by Mr. Marc Duske. Motion passed unanimously.

h) Rural Sourcing, Inc. – Albuquerque

The company requested a total of \$95,268.00 for 4 trainees at an average wage of \$37.25 per hour and 2 interns at an average wage of \$19.00 per hour. The company has been approved for JTIP on ten previous occasions.

The company expressed appreciation for JTIP for all the support over the past several

years. Margarete Bailly provided an overview of work-related activity for Junior Associate Consultant positions. She mentioned the company's backlog of projects for them to work on, helping them to develop real work-based learning opportunities. The Jr. Associates present, demo their software they are developing. Marc Duske spoke on secondary education and value in work-based learning opportunities working with students with emerging skills. The company seemed opened minded to the idea. Mr. Duske stated that he would like to follow up with the company to discuss further.

A motion to approve this request was made by Mr. Marc Duske and seconded by Ms. Sandoval-Johnson. Motion passed unanimously.

i) 3D Glass Solutions, Inc. – Albuquerque

The company requested a total of \$65,512.72 for 5 trainees at an average wage of \$28.25 per hour. The company has been approved for JTIP on fourteen previous occasions.

The company expressed appreciation for JTIP. Babu Mandava is the new CEO for the company and this was his first time in front of the JTIP board. He spoke of the company's emerging and disruptive technology that is like no other in the market. He spoke on increasing the production capacity and the company's growth. Board Chair stated that it has be great to see the company's growth and is a poster company for JTIP and the state of New Mexico.

V. Approval of Minutes

- a. JTIP Board meeting, April 8, 2022 - a motion was made by Mr. Marc Duske and seconded by Ms. Michelle Doran. Motion passed unanimously.

VI. Fiscal Update

Mr. Gannon shared the fiscal report and the projects in the pipeline.

VII. JTIP Final Review and Discussion of Proposed Policy Amendments for FY23

JTIP Board discussed policy amendments that they will support and will make a motion to adopt the policy amendments at the June 10, 2022 JTIP Board Meeting.

VIII.

- a. Next Board Meeting – June 10, 2022; 9:00 am -12:00 pm; Virtual

IX. Adjourn

A motion to adjourn was made by Chairman Roper. The motion passed unanimously, and the meeting adjourned at 12.19 pm.