

**JOB TRAINING INCENTIVE PROGRAM
MONTHLY BOARD MEETING**

Virtual Meeting

MEETING SUMMARY OF AUGUST 14, 2020

ATTENDEES:

Board Members

Mark Roper – EDD Division Director - Board Chair
Marc Duske, NM Public Education Department
Michelle Doran – Department of Workforce Solutions
Brian Tremko – Organized Labor
Frances Bannowsky – NM Higher Education Department via phone call
Ricky Serna - NM Department of Workforce Solutions

Board Members Absent

N/A

JTIP Staff Present

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

Guests

Lydia Gonzales, Carenet Healthcare Services
Joel Gregory, Ex Novo Brewing Company
Mark Popovich, 3D Glass Solutions, Inc.
Phil Ferguson, 3D Glass Solutions, Inc.
Anthony Marlowe, Mass Market NM
Don Christiano, Mass Market NM
Davin Lopez, Mesilla Valley Economic Development Alliance
Joseph Beck, Advanced Manufactured Power Solutions
Eric Branson, Advanced Manufactured Power Solutions
Neal Pederson, Automotive Test Solutions, Inc.
Neal Pederson, ATS Chemical, LLC
Austin Nielsen, SpinLaunch, Inc.
Austin Nielsen, New Mexico Build, LLC
Amanda Cola, OpenEye Scientific Software, Inc.
Chelsea Nanawa, The Verdes Foundation
Jonathan Bartlett, Indica Labs, Inc.
Hunter McDaniel, Indica Labs, Inc.
Liseth Garay, Indica Labs, Inc.
Gurusevak Khalsa, Twistle, Inc.
Chris Ziomek, Build with Robots, LLC
Sara Magaletta, Build with Robots, LLC
Dennis Houston
Sandy Davis

I. Introductions

The meeting convened at 9:05 am. The introduction of board and staff followed. Mr. Serna will join later and Ms. Doran will vote in his place until he arrives.

II. Customer Support Centers – Outbound Calls/Exception to Policy – COVID-19/Contact Tracing

This was moved to after the approval of the agenda. The board discussed allowing outbound calls of this nature.

Motion: consider allowance for customer service/call centers to be approved for JTIP for positions that may be making outbound calls related to COVID-19 contact tracing, on a case by case basis, if jobs will be permanent after COVID-19 efforts subside. Mr. Tremko made the motion, Mr. Duske seconded the motion. Motion passed.

III. Approval of the Agenda

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

IV. Amendment(s)

a) Indica Labs, Inc. JTIP PRJ#2020-0067 – Albuquerque

The company requested a total of \$37,128.52 for 2 trainees at an average wage of \$32.45 per hour. The company has been approved for JTIP on four previous occasions.

The company thanked the board for the opportunity and is pleased to be in a position to continue to expand despite the pandemic. The board chair summarized the company's history in NM, starting out in a small office in Corrales and expanding into a larger facility in ABQ last year.

A motion to approve the request in the amount of \$37,128.52 to hire and train 2 employees was made by Mr. Duske and seconded by Ms. Doran. Motion passed.

b) Twistle, Inc. JTIP PRJ#2020-0055 – Albuquerque

The company requested a total of \$78,036.28 for 2 trainees at an average wage of \$65.67 per hour. The company has been approved for JTIP on one previous occasion.

The company thanked the board and described its current efforts working with client hospitals, monitoring 45,000 at-risk employees in COVID-type environments and providing remote monitoring services.

A motion to approve the request in the amount of \$78,036.28 to hire and train 2 employees was made by Mr. Duske and seconded by Mr. Tremko. Motion passed.

c) Build with Robots, LLC JTIP PRJ#2020-0062 – Albuquerque

The company requested a total of \$10,296.00 for 1 trainee at an average wage of \$35.00 per hour. The company has been approved for JTIP on two previous occasions.

Current headcount is closer to 20. Product is helping address issues with COVID-19 crisis and can effectively disinfect viruses, bacteria and pollen in large spaces such as airports, data centers, warehouses. The company maintains an office at the Fuse

Makerspace, but has outgrown its production space there and have temporarily moved into a space at the Verge building while they work with EDD to identify a permanent building with capacity for 100 employees.

A motion to approve the request in the amount of \$10,296.00 to hire and train 1 employee was made by Mr. Duske and seconded by Ms. Bannowsky. Motion passed.

d) Carenet Healthcare Services JTIP PRJ#2020-0031 – Albuquerque

Discussion related to request to add new Patient Service Care Specialist job classification to previously approved project and to allow the company to claim 24 trainees hired during the hiring period into that position on that project. Points made: same ONET code, slightly higher-level responsibilities and wage range, under the Clinical division rather than the Customer Service division, company is expanding positions in this division at ABQ facility, was an immediate need and company informed JTIP staff after hiring rather than before, wages are higher and more attractive.

A motion to approve the request was made by Mr. Duske and seconded by Mr. Roper. Motion passed with one dissenting vote.

V. Proposals

a) Carenet Healthcare Services – Albuquerque

The company requested a total of \$111,130.00 for 45 trainees at an average wage of \$13.53 per hour. Total request includes \$1,250.00 for audit fees. The company has been approved for JTIP on three previous occasions.

Thanked the board, happy to continue to be expanding. There was discussion related to plans to continue to expand jobs in both classifications at ABQ facility, 90% of staff working remotely, effectively, employee benefits and out of pocket expenses, potential for business model to continue to provide services remotely, the high attrition rate recently, which the company representative attributed to competition in the local market and COVID -19 crisis.

A motion to approve the request in the amount of \$111,130.00 to hire and train 45 employees was made by Mr. Duske and seconded by Mr. Roper. Motion passed.

b) UbiQD, Inc. – Los Alamos

The company requested a total of \$96,596.96 for 5 trainees at an average wage of \$35.51 per hour. Total request includes \$1,000.00 for audit fees. The company has been approved for JTIP on one previous occasion.

Current headcount 15. Company informed the board that its third and fourth hires were JTIP trainees in 2016, and have since been promoted within the company and are purchasing homes in NM. The company described its current focus in various industries, including agriculture and greenhouses, its internal efforts creating a safe workspace following COVID safe practices, production and donations of hand sanitizer, has increased employer portion of healthcare for employees from 80% to 85% and for employee plus family from %55 to 60%, challenges finding qualified candidates in NM and wages for Electrical Engineers, additional benefits include stock options, 40 paid days off, opportunity for promotion, and the potential of the greenhouse industry impacting further product development and growth.

A motion to approve the request in the amount of \$96,596.96 to hire and train 5 employees was made by Mr. Serna and seconded by Mr. Duske. Motion passed.

c) Ex Novo Brewing Company – Corrales

The company requested a total of \$31,384.00 for 3 trainees at an average wage of \$18.67 per hour. Total request includes \$1,000.00 for audit fees. The company has been approved for JTIP on one previous occasion.

The company stated that they are growing despite COVID-19, they exceeded their goals in the first year and expect a 17% increase in capacity next month; are collaborating with CNM and other colleges; their IPA brand is a top seller. With the JTIP funds, they've been able to use the money for their infrastructure program and most of the enhancements, equipment, etc. also. They have a goal of 9,000 barrels in 2021, currently it's at 6,500 per year. The NM True Certification Program was suggested to them.

A motion to approve the request in the amount of \$31,384.00 to hire and train 3 employees was made by Mr. Serna and seconded by Mr. Duske. Motion passed.

d) 3D Glass Solutions, Inc. – Albuquerque

The company requested a total of \$13,480.00 for 2 trainees at an average wage of \$19.50 per hour. Total request includes \$1,000.00 for audit fees. The company has been approved for JTIP on seven previous occasions.

The company stated that of the 35 previously hired, 29 were through the JTIP program; have hired 2 new trainees this month; are working with Nokia to manufacture some components, such as fiber optics; Nokia broke the world record with 3D Glass product; they are successful in retaining employees; 25 out of 31 JTIP employees and 24 others have been promoted.

A motion to approve the request in the amount of \$13,480.00 to hire and train 2 employees was made by Mr. Duske and seconded by Ms. Bannowsky. Motion passed.

e) Mass Market NM – Las Cruces

The company requested a total of \$912,360.00 for 360 trainees at an average wage of \$13.64 per hour. Total request includes \$2,000.00 for audit fees. This is the first time the company has applied for JTIP.

The company stated that they've seen a lot of growth, but have had to shift employees due to COVID; they have a strong balance of public and commercial sector work; have never had to lay off employees and are appreciative of the JTIP program.

A motion to approve the request in the amount of \$912,360.00 to hire and train 360 employees was made by Ms. Bannowsky and seconded by Mr. Serna. Motion passed.

f) 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. Total request includes \$1,000.00 for audit fees. This is the first time the company has applied for JTIP.

The company gave a background of how they got started and gave an overview of their product. Since 2017, the company has brought in millions in revenue for NM; they

purchased a new 7,700 square foot building last year and has been very successful due to their high quality product.

A motion to approve the request in the amount of \$43,625.44 to hire and train 2 employees was made by Mr. Duske and seconded by Mr. Serna. Motion passed.

g) Automotive Test Solutions, Inc. - Albuquerque

The company requested a total of \$14,440.00 for 2 trainees at an average wage of \$21.00 per hour. Total request includes \$1,000.00 for audit fees. This is the first time the company has applied for JTIP.

The company was able to stay open during COVID because they are an essential business, but had to think about how to thrive as trade shows, etc. were cancelled. A lot of shops in Albuquerque needed training and the company was able to train virtually for thousands, all the money went toward patents; a building purchase is in the works and the company is doing well.

A motion to approve the request in the amount of \$14,440.00 to hire and train 2 employees was made by Mr. Serna and seconded by Ms. Bannowsky. Motion passed.

h) ATS Chemical, LLC - Albuquerque

The company requested a total of \$14,440.00 for 2 trainees at an average wage of \$21.00 per hour. Total request includes \$1,000.00 for audit fees. This is the first time the company has applied for JTIP.

The company gave an overview of operations and expressed appreciation for the JTIP program.

A motion to approve the request in the amount of \$14,440.00 to hire and train 2 employees was made by Mr. Duske and seconded by Mr. Serna. Motion passed.

i) SpinLaunch, Inc. – Truth or Consequences

The company requested a total of \$66,312.00 for 2 trainees at an average wage of \$39.25 per hour. Total request includes \$1,000.00 for audit fees. The company has been approved for JTIP on one previous occasion.

The company commended Mr. Gannon for his summary overview and expressed appreciation for the JTIP program.

A motion to approve the request in the amount of \$66,312.00 to hire and train 2 employees was made by Mr. Duske and seconded by Mr. Serna. Motion passed.

j) New Mexico Build, LLC – Truth or Consequences

The company requested a total of \$245,290.00 for 11 trainees at an average wage of \$29.05 per hour. Total request includes \$1,000.00 for audit fees. This is the first time the company has applied for JTIP.

The company's construction crew is on site, while developing the facility, most employees will reside in Las Cruces.

A motion to approve the request in the amount of \$245,290.00 to hire and train 11 employees was made by Ms. Doran and seconded by Mr. Duske. Motion passed.

k) OpenEye Scientific Software, Inc. – Santa Fe

The company requested a total of \$298,940.00 for 11 trainees at an average wage of \$47.27 per hour. Total request includes \$1,000.00 for audit fees. The company has been approved for JTIP on three previous occasions.

The company was awarded the JFK 3M contract for design and expects more to come; Ms. Cola gave an overview of how the deferred revenue process works, their benefit package and stated that COVID hasn't really impacted the company.

A motion to approve the request in the amount of \$298,940.00 to hire and train 11 employees was made by Mr. Duske and seconded by Ms. Bannowsky. Motion passed.

l) The Verdes Foundation – Albuquerque

The company requested a total of \$37,720.00 for 7 trainees at an average wage of \$16.39 per hour. Total request includes \$1,000.00 for audit fees. The company has been approved for JTIP on two previous occasions.

The company was asked if they use DOT film in green houses, to which the reply was no, they don't have greenhouses so to speak and operations are in house.

A motion to approve the request in the amount of \$37,720.00 to hire and train 7 employees was made by Mr. Duske and seconded by Ms. Doran. Motion passed.

VI. Approval of the Minutes

- a. July 17, 2020 – a motion was made by Mr. Duske and seconded by Ms. Doran. Motion passed.

VII. Fiscal Update – Mr. Gannon reviewed the fiscal report and mentioned the projects in the pipeline. There are several companies that will be coming back in September. Film has a lot of backlog and we expect a lot of push to come to NM once COVID is over. Mr. Gannon will ask that Ms. Bussey attend September's meeting.

VIII. Other (Discussion Items)

- a. Report on projects impacted by COVID-19 - Mr. Gannon and Ms. Prada reported on the companies that have been impacted by COVID-19 and how hiring and end dates have been amended for certain companies as a result. Ms. Gutierrez suggested that we also track calculations regarding eligibility and give a summary report as a visual for the board.
- b. Next Board Meeting – September 11, 2020; 9:00 am-12:00 pm; Virtual Meeting

IX. Adjourn

A motion to adjourn was made by Chairman Roper and seconded by all. The motion passed and the meeting adjourned at 12:34 pm.