

**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 September 13, 2019

ATTENDEES:

Board Members

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

Board Members Absent

Marcos Martinez - NM Department of Workforce Solutions

JTIP Staff Present

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

Guests

James Adair, Solar Works Energy, LLC
Christina Martinez, Solar Works Energy, LLC
Amir Isfahani, Flow Science, Inc.
Aimee Abby, Flow Science, Inc.
Brian Henderson, Next State Systems, LLC
Sophia Ellis, Golightly Cashmere, LLC
Elaine Landon, The Boeing Company
Mario Alleva, The Boeing Company
Mark Gaspers, The Boeing Company
Jalayna Roberts, Cummins Natural Gas Engines, Inc.
Vince Cordova, New Mexico Hemp Services, LLC
Shanon Jaramillo, New Mexico Hemp Services, LLC
Brenda Allison, New Mexico Hemp Services, LLC
Tennis Snyder, United Poly Systems, LLC
Wendy Ederer, Unity Poly Systems, LLC
Steve Graves, BennuBio, Inc.
Vincent Gatlin, Vitality Works, Inc.
Dennis Houston, AED
Marc Duske, PED
Tim Hagaman, NM EDD
Bruce Krasnow, NM EDD
Peter Mitchell, NM EDD

I. Introductions

The meeting convened at 9:00 am. The introduction of board and staff followed.

II. Approval of the Agenda

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

III. Amendment(s)

a) Solar Works Energy, LLC – Albuquerque

The company was able to add health benefits recently; they have promoted 3 Sales Reps; have opened a tele-marketing division and is looking into expanding into Las Cruces and El Paso; they are looking into training programs with various community colleges as well as UNM and are intentional about recruiting college students.

A motion to approve the request in the amount of \$19,140.00 to hire and train 1 employee was made by Ms. Bannowsky and seconded by Ms. Williams. Motion passed.

b) Flow Science, Inc. – Santa Fe

The company mentioned that they will be coming back next month for 5 more positions, one of which is another IT position; they are very appreciative of the program as the company is growing fast; they've had an open house for their 39th Anniversary; have hired some candidates already, but they have not started yet; retention is good. They gave an overview of their benefits package.

A motion to approve the request in the amount of \$14,752.40 to hire and train 1 employee was made by Mr. Tremko and seconded by Ms. Bannowsky. Motion passed.

IV. Proposals

a) Next State Systems, LLC – Albuquerque

The company requested a total of \$27,598.00 for 1 trainee at an average wage of \$46.50 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 the program as they are growing rapidly; had a little trouble finding candidates, but has one starting on Monday, lots of competition; they are working with programs at UNM; interns, High School and University students have proven to be invaluable.

A motion to approve the request in the amount of \$27,598.00 to hire and train 1 employee was made by Ms. Doran and seconded by Ms. Williams. Motion passed.

b) Golightly Cashmere, LLC – Santa Fe

The company requested a total of \$76,425.00 for 7 trainees at an average wage of \$24.96 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 description of their expansion plans, they are bringing chocolate production in house and have 5 new product lines ready for next year; they are confident they will find candidates and is dedicated to training.

A motion to approve the request in the amount of \$76,425.00 to hire and train 7 employees was made by Ms. Williams and seconded by Ms. Doran. Motion passed.

c) The Boeing Company – Albuquerque

The company requested a total of \$1,379,640.80 for 46 trainees at an average wage of \$53.08 per hour. Total request includes \$2,500.00 for audit fees. The company has been approved for JTIP on one previous occasion.

The company expressed appreciation for the program; gave a description of the work going on in the Albuquerque facility; they are in a growth mode and are getting a lot of attention locally and nationally; are almost at 100 hired; 31 as of last year; about 80% are engineers, the remaining 20% are other; overall 200 jobs and growing; they are confident they can hire all 46 within the hiring period; the company has had success with UNM, great rapport with professors.

A motion to approve the request in the amount of \$1,379,640.80 to hire and train 46 employees was made by Ms. Williams and seconded by Mr. Tremko. Motion passed.

d) Cummins Natural Gas Engines, Inc. – Clovis

The company requested a total of \$40,624.00 for 5 trainees at an average wage of \$17.10 per hour. Total request includes \$1,000.00 for audit fees. The company has been approved for JTIP on two previous occasions.

The company expressed appreciation for the program and is working closely with the City; they have constructed a new warehouse and is expanding their manufacturing line, a new auto transfer switch line will be added at the facility. They also gave an overview of their benefits package.

A motion to approve the request in the amount of \$40,624.00 to hire and train 5 employees was made by Ms. Bannowsky and seconded by Ms. Doran. Motion passed.

e) New Mexico Hemp Services, LLC – Santa Rosa

The company requested a total of \$246,530.00 for 17 trainees at an average wage of \$19.41 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 program and gave a descriptive background on Santa Rosa, the President's educational background and professional history. The facility is 54,000 sq. ft.; the company wants to expand and grow NM and to be able to compete at a national level; they are focused on education, safety and training. The company has 2 rounds of hiring between now and March and is working with colleges. They've had challenges with being able to hire Chemists and may need to go a little higher on the wages.

A motion to approve the request in the amount of \$246,530.00 to hire and train 17 employees was made by Ms. Bannowsky and seconded by Ms. Williams. Motion passed.

f) United Poly Systems, Inc. – Albuquerque

The company requested a total of \$60,360.00 for 20 trainees at an average wage of \$13.80 per hour. Total request includes \$1,000.00 for audit fees. The company has been approved for JTIP on one previous occasion.

The company expressed that they've gone through some challenges with management; gave a description of the production facility and output; the 5th production line will be in October and in operation November 1st, will have a 6th production line by next year; the skill set is difficult to find, but training plans are in place; they bought property including an additional 5 acres, are adding 2 silos and will add 2 more.

A motion to approve the request in the amount of \$60,360.00 to hire and train 20 employees was made by Ms. Doran and seconded by Ms. Williams. Motion passed.

g) BennuBio, Inc. – Albuquerque

The company requested a total of \$96,330.00 for 4 trainees at an average wage of \$31.88 per hour and 4 interns at an average wage of \$17.50 per hour. Total request includes \$1,000.00 for audit fees. The company has been approved for JTIP on one previous occasion.

The company expressed appreciation for the program and gave a description of the new technology; SBIR \$1 million, SBIR is Phase II - the company will go after matching funds; 2 years to develop new product projections; 2 sales this year, 8 sales next year; 1st instrument with the National Cancer Institute placed for evaluation, then purchase comes down the line, instruments are complex. Will raise Series B round in the next year, is also working with pharmaceutical companies.

A motion to approve the request in the amount of \$96,330.00 to hire and train 4 employees and 4 interns was made by Ms. Williams and seconded by Mr. Tremko. Motion passed.

h) Vitality Works, Inc. – Albuquerque

The company requested a total of \$136,202.48 for 17 trainees at an average wage of \$19.77 per hour. Total request includes \$1,250.00 for audit fees. The company has been approved for JTIP on nine previous occasions.

The company expressed appreciation for the program and gave an overview of their expansions, improved amenities and added benefits; they mentioned that production has increased over 4 to 5 times over a period of time; Workforce Solutions and other job fairs are being utilized, they get about 3-4 applications per month, has a good pool of 150 people for entry level jobs and feels confident that they will be able to hire these new positions.

A motion to approve the request in the amount of \$136,202.48 to hire and train 17 employees was made by Ms. Williams and seconded by Ms. Bannowsky. Motion passed.

V. Approval of the Minutes

- a. August 9, 2019 – JTIP Board Meeting

A motion to approve the minutes for the meeting on August 9, 2019 was made by Ms. Williams and seconded by Ms. Doran. Motion passed.

VI. Fiscal Update – Ms. Gutiérrez reviewed the fiscal report, went over some potential policy changes and mentioned projects in the pipeline (about 6 companies for October.)

VII. Other (Discussion Items)

- a. Ongoing discussion about JTIP Policy-wage requirements – Chairman Roper wants to complete by the end of the year. The board agreed the date for public hearing will be November 20th. Staff will continue research on potential policy updates and policy will be an ongoing discussion item at board meetings when time is available.
- b. It was announced that Board Member; Ms. Williams is retiring; this is her last Board Meeting. She will be succeeded by Mr. Duske.
- c. Next Board Meeting – October 11, 2019, 9:00 am-12:00 pm; Albuquerque, CNM Workforce Training Center.

VIII. Adjourn

A motion to adjourn was made by Ms. Doran and seconded by Ms. Williams. The motion passed and the meeting adjourned at 12:30 pm.