

**JOB TRAINING INCENTIVE  
PROGRAM MONTHLY BOARD  
MEETING**

**Virtual Meeting**

**MEETING SUMMARY OF January 13, 2023**

**ATTENDEES:**

**Board Members**

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

**Board Members Absent**

**JTIP Staff Present**

Patrick Gannon, JTIP Manager  
Avelina Borrego, Marketing Coordinator

**Guests**

John Williamson, KiloNewton, LLC  
Shurette Neuman, Sceye, Inc.  
Marty McDonald, Paradise Power Company, Inc.  
Caley Shoemaker, Altar Spirits, LLC  
Phil Ferguson, 3D Glass Solutions, Inc.  
Adam Gushard, 3D Glass Solutions, Inc.  
Michelle Fraumeni, Kairos Power, LLC  
Vicky Ho, Kairos Power, LLC  
Adam Crespín, The Verdes Foundation  
Kayvan Khalatbari, Ramel Family Farms, LLC  
Elaine Landon, The Boeing Company  
Tyler Schroeder, The Boeing Company  
Cliff Hudson, Emerging Technology Ventures, Inc.  
Deborah Hudson, Emerging Technology Ventures, Inc.  
Johanna Nelson, City of Santa Fe  
Tim Hagaman, EDD  
Kevin Wilson, EDD  
Jim Lucero, EDD  
Max Gruner, EDD  
Yuriria Morales, EDD

## **I. Introductions**

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

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

Motion to approve the agenda was made by Ms. Sena and seconded by Ms. Sandoval-Johnson. Motion passed unanimously.

## **III. Consideration of Amendments**

### **a. KiloNewton, LLC**

The company requested a total of \$29,981.96 for 1 trainee at an average wage of \$38.43 and 1 intern at an average wage of \$25.00.

John Williamson evolving hiring strategy, hiring needs change from time to time. He thanked the board for the support

Ms. Sandoval-Johnson inquired on the five + 1 intern positions approved in August 2022 and wanted to know more about the business and sales intern position.

Mr. Williamson stated that the company is not actively recruiting for all of the positions as the company's hiring needs have changed. The intern to support company's VP of business development.

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

### **b. Sceye, Inc.**

The company requested a total of \$29,753.36 for 1 trainee at an average wage of \$40.87.

Ms. Neuman stated that the position be requested through the amendment will be filled with a JTIP funded intern. She thanked the board for the consideration.

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

## **IV. Consideration of STEP-UP**

### **a. Paradise Power Company, Inc.**

*The company requested a total of \$18,257.62 for 14 employees. The company has been approved for STEP-UP on six previous occasions and JTIP on 4 previous occasions.*

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Ms. McDonald spoke on the company culture to provide enhanced training for their employees.

Board Chair Mr. Roper provided an overview of the STEP-UP program particularly for several of the recent board members not familiar with the STEP-UP. He also complemented the company's culture and job retention due to in part to enhanced training and career path opportunities.

Ms. Sandoval-Johnson also completed the company on job retention.

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

## **V. Consideration of Proposals**

### **a) Altar Spirits, LLC – Albuquerque**

*The company requested a total of \$7,330.00 for 1 trainee at an average wage of \$19.00 per hour. The company has been approved for JTIP on one previous occasion.*

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Caley Shoemaker, Manager stated that the company recently celebrated their one-year anniversary. Company sales are growing. First year of operation the company sold 4,000 cases. In 2023, the company has projected to increase sales to 27,000.

Board Chair, Mr. Roper asked the company if they need more space. Ms. Shoemaker stated not at this time, however, likely in 2-3 years.

Ms. Shoemaker stated that in addition to their own production, they also do contract manufacturing and provides consulting services for start-ups in the distillery industry.

Ms. Johanna Nelson, Director of Economic Development with the city of Santa Fe offered her support of the company and stated that Altar Spirits is an asset to the Railyard district.

Ms. Sena wished the company well and spoke of the 60-day session and hoped the company is prepared for the increased volume the company is likely to experience.

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

### **b) 3D Glass Solutions, Inc. – Albuquerque**

*The company requested a total of \$661,295.92 for 39 trainees at an average wage of \$33.36 per hour. The company has been approved for JTIP on sixteen previous occasions.*

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Adam Gushard, CFO stated that he has been with the company for 8 years and over this time has greatly appreciated all of the support from JTIP. He stated that the application being considered today is the largest request the company has made. He spoke of another round of equity funding and that once complete, 25 employees will be receiving a wage increase.

Phil Ferguson, Business Services Manager mentioned the working relationship with STEM Boomerang and with Monica Sandoval-Johnson.

Ms. Doran complemented the company on the wages, however, noted a few positions that the company may want to evaluate if they are having difficulty finding qualified candidates.

Mr. Gushard thanked Ms. Doran and stated that the company is trying to be competitive and mentioned the benefits package the company offers. He spoke of offer letters that includes the benefits package along with an equity package. Additionally, he spoke of in the event that the company goes public, everyone with the company will benefit.

Board Chair Mark Roper complemented the company on their benefits package.

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

### **c) Kairos Power, LLC - Albuquerque**

*The company requested a total of \$381,852.00 for 12 trainees at an average wage of \$59.54 per hour. The company has been approved for JTIP on seven previous occasions.*

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Vicky Ho, Recruiter for the company spoke of the achievements the company has made and lessons learned in 2022 and the working relationship with LANL. The

company to invest in workforce development. The company will be hiring 6 interns in the summer with the goal of transitioning them into FT positions. Kairos will be completing a living wage increase for all employees effective January 23, 2023.

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

Michelle Fraumeni, HR Manager stated that the company is a people-centered organization. She spoke of the benefits package and added that employees have the 1<sup>st</sup> Friday of every month as a paid holiday of the company.

Ms. Doran complimented the company on great wages.

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

**d) The Verdes Foundation – Albuquerque**

*The company requested a total of \$68,549.00 for 8 trainees at an average wage of \$21.50 per hour. The company has been approved for JTIP on nine previous occasions.*

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Adam Crespín, HR generalist expressed appreciation to the JTIP program. He stated that the company has experienced significant growth in 2022. The company has opened 3 new dispensaries: 2 in Santa Fe and 1 in Albuquerque. Additionally, the company increased production capacity, opening a new manufacturing facility and a new grow facility.

Ms. Doran complemented the company on the great wages.

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

**e) Ramel Family Farms – Raton**

*The company requested a total of \$24,892.24 for 2 trainees at an average wage of \$17.25 per hour. The company has been approved for JTIP on one previous occasion.*

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Kayvan Khalatbari, Manager spoke of the delays in getting his greenhouse facility open.

Ms. Doran complemented the company on the great wages.

Mr. Hagaman, EDD Regional Representative provided support of the company and the investment the company has made to Mainstreet Raton.

Ms. Sena stated thanked the company for creating employment opportunities in Northern New Mexico.

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

**f) The Boeing Company – Albuquerque**

*The company requested a total of \$780,695.44 for 21 trainees at an average wage of \$65.33 per hour. The company has been approved for JTIP on nine previous occasions.*

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Elaine Landon, Operations Manager thanked the JTIP board and stated that the JTIP funds have allowed the company to hire and train. She spoke of a 27,000 sq. ft. expansion planned this year.

Tyler Schroeder with the company stated the JTIP has provided tremendous support to Boeing and thanked the board for their continued support.

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

**g) Emerging Technology Ventures, Inc. – Alamogordo**

*The company requested a total of \$62,506.00 for 2 trainees at an average wage of \$25.00 per hour and 2 interns at an average wage of \$18.50. The company has been approved for JTIP on six previous occasions.*

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Cliff Hudson spoke of NASA STTR Phase II contract awarded to company in November 2022. He also spoke of another contract that has not been fully executed however, awarded from the US Navy; proposed solution for Autonomous Inspection of Large Marine Shafts. Mr. Hudson spoke of his working relationship with Navajo Tech.

Jim Lucero, Regional Representative with EDD provided a few words of support.

Ms. Sena thanked the company for the relationship the company has with Navajo Tech.

Mr. Roper commented on job retention, 11 people funded with JTIP are still employed by the company.

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

**VI. Approval of Minutes**

- a. JTIP Board meeting, December 16, 2022 - A motion was made by Mr. Martinez and seconded by Ms. Sandoval Johnson. Motion passed unanimously.

**VII. Fiscal Update**

Mr. Gannon provided a budget update.

**Other (Discussion Items)**

- a. Next Board Meeting – February 10, 2023; 9:00 am -12:00 pm; Virtual

**VIII. Adjourn**

A motion to adjourn was made by Chairman Roper. The motion passed unanimously, and the meeting adjourned at 11:14am.