

**JOB TRAINING INCENTIVE  
PROGRAM MONTHLY BOARD  
MEETING**

**Virtual Meeting**

**MEETING SUMMARY OF December 9, 2022**

**ATTENDEES:**

**Board Members**

Mark Roper, EDD Division Director, Board Chair  
Marc Duske, NM Public Education Department  
Marcos Martinez, 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**

Lem Hunter, Vibrant Corporation  
Michael Calhoun, Red River Brewing Company, LLC  
Linda Calhoun, Red River Brewing Company, LLC  
Maksim Khudiakov, Red River Brewing Company, LLC  
Chris Ziomek, Build With Robots, Inc.  
Teresa Dahl-Bredine, Little Toad Creek Brewery and Distillery  
Cassie Arias-Ward, Deming/Luna County Economic Development  
Richard Guerrero, SupplyOne  
Carlos Perea, Terra Vera  
Melanie Padilla, Terra Vera  
Kary Ann Taha, TS Nano Sealants, LLC  
Karin Avery, LoadPath, LLC  
Sam Jones, RefractAR, LLC  
Lauren Cason, RefractAR, LLC

## **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. Sandoval-Johnson and seconded by Ms. Sena. Motion passed unanimously.

## **III. Consideration of Amendment**

### **a) Vibrant Corporation – Albuquerque**

*The company requested a total of \$15,866.40 for 1 trainee at an average wage of \$30.05 per hour. The company has been approved for JTIP on eleven previous occasions.*

---

The company stated that they have out of state opportunities for manufacturing of systems in house, have increased and will be in demand in 2023.

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

## **IV. Consideration of Proposals**

### **a) Red River Brewing Company, LLC – Red River**

*The company requested a total of \$10,370.00 for 1 trainee at an average wage of \$19.00 per hour. The company has been approved for JTIP on one previous occasion.*

---

The company stated that JTIP is a great benefit for the town; they have two on staff from the previous project; the tourists enjoy the craft beers and spirits, and the company feels like they are a great example for other businesses.

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

### **b) Build With Robots, Inc. – Albuquerque**

*The company requested a total of \$13,730.00 for 1 trainee at an average wage of \$24.00 per hour. The company has been approved for JTIP on six previous occasions.*

---

The company stated that they have participated in the CNM Boot Camp and the UNM Computer Science Graduation program and they've proven to be very helpful; Breezy Blue is their new product. Ms. Doran mentioned that if they have a hard time finding candidates that they may want to increase their wages for this position.

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

### **c) Little Toad Creek, LLC dba Little Toad Creek Brewery and Distillery - Silver City/Deming**

*The company requested a total of \$125,260.00 for 10 trainees at an average wage of \$19.75 per hour. The company has been approved for JTIP on two previous occasions.*

---

The company stated that distribution has been changing since 2020; 15% of distribution is from out of state and they are anticipating 25% in 2023; the brewery in Silver City is still going but the distilling is moving to Deming.

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

**d) Supplyone Tucson, Inc. dba SupplyOne – Albuquerque**

*The company requested a total of \$52,190.80 for 11 trainees at an average wage of \$18.62 per hour. The company has been approved for JTIP on four previous occasions.*

---

The company expressed appreciation for the JTIP program and stated that 90% of their sales goes to NM and all hires are from NM.

Mr. Duske mentioned that they've done a good job of implementing pre-approved positions, however retention is slightly an issue.

Ms. Sandoval-Johnson mentioned that 14 are now in the promotion phase and asked about their recruiting efforts, to which Mr. Guerrero responded that they are using city and state methods, LinkedIn and employee referrals.

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

**e) Terra Vera Corporation – Placitas**

*The company requested a total of \$70,380.88 for 2 trainees at an average wage of \$47.48 per hour. This is the first time the company has applied for JTIP.*

---

The company expressed appreciation for the JTIP program and stated that the company can be based out of anywhere; Mr. Perea gave information on its B Corporation Certification and gave a slide show presentation and an overview of what the company does. They are now in 13 states and growing; they have a small facility in Rio Rancho and need a production facility in Albuquerque and is also looking into Bernalillo. The Placitas plant is just virtual right now.

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

**f) TS Nano Sealants, LLC – Albuquerque**

*The company requested a total of \$172,035.40 for 9 trainees at an average wage of \$34.59 per hour. The company has been approved for JTIP on one previous occasion.*

---

The company stated that they are completely and fully into their expansion now and have office space for four desktops; sealants have been tailored for wells that are expected to last 50-100 years; facility expansion quadrupled in size, and they are overflowing; 3 wells were successfully filled and one more is coming up this week, the previous four years cost them millions of dollars and they were unsuccessful, so this is a big accomplishment. The company gave more overview of their processes and stated that they are looking into a Hobbs location now and would like to find NM residents to fill the jobs and will most likely be looking into Farmington soon. They are moving into ISO9000 now and an investor is to provide \$1 million in June, they are also talking to Series B investors; have had lots of interest from Canada; Mr. Duske will provide referrals for property acquisition and resources such as Lea County Economic Development folks.

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

**g) LoadPath, LLC – Albuquerque**

*The company requested a total of \$164,520.00 for 5 trainees at an average wage of \$57.00 per hour. The company has been approved for JTIP on six previous occasions.*

---

The company stated that they are in the process of expanding their lease and will be taking over the fourth floor for office and lab space; in addition to the stated benefits, they also have a long-term incentive program in which they offer company shares to their employees to invest in and they also get referral benefits. They have contract from Amazon, Kipper and LANL any day now. They've had challenges in being able to hire highly technical people in certain positions and remote work may be for out of state people who are more qualified.

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

**h) RefractAR, LLC – Santa Fe**

*The company requested a total of \$38,430.00 for 2 trainees at an average wage of \$33.75 per hour. This is the first time the company has applied for JTIP.*

---

The company stated that they have experimental/prototype work for corporations for XR; has grown fast this past year; they are recruiting from UNM, NM Tech and IAIA as well as using various other methods. Ms. Sena mentioned Santa Fe Community College graduates as a resource and Ms. Sandoval-Johnson referred CNM ingenuity also. They are flexible for remote work. They have a Santa Fe space rental that will be used later this year.

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

**V. Approval of Minutes**

- a. JTIP Board meeting, November 18, 2022 - a motion was made by Mr. Duske and seconded by Ms. Sandoval Johnson. Motion passed unanimously.

**VI. Fiscal Update**

Mr. Gannon made a revision to include RefractAR to the report, which was previously inadvertently omitted and shared the fiscal report and the projects in the pipeline.

**VII. Other (Discussion Items)**

- a. Next Board Meeting – January 13, 2023; 9:00 am -12:00 pm; Virtual
- b. Mr. Duske will introduce Denise Ojeda, PED Board Member for voting rights on his behalf in his absence.

**VIII. Adjourn**

A motion to adjourn was made by Chairman Roper. The motion passed unanimously, and the meeting adjourned at 11:36 am.