



**STATE OF CALIFORNIA
EMPLOYMENT TRAINING PANEL**
California Environmental Protection Agency
1001 I Street
Sierra Hearing Room, Second Floor
Sacramento, CA 95814
June 22, 2018
(916) 327-5640

PANEL MEMBERS

Barry Broad
Chair

Janice Roberts
Vice-Chair

Gloria Bell
Member

Will Koch
Ex-Officio Member

Gretchen Newsom
Member

Vacant
Member

Ernesto Morales
Member

Ali Tweini
Member

Executive Staff

Stewart Knox
Executive Director

Michael A. Cable
Legal Counsel

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I. PUBLIC PANEL MEETING CALL TO ORDER

Chairperson Barry Broad called the meeting to order at 9:34 a.m.

II. ROLL CALL

Present

Barry Broad
Gretchen Newsom
Janice Roberts
Will Koch
Ernesto Morales
Ali Tweini
Gloria Bell

Absent

None

Executive Staff Present

Stewart Knox, Executive Director

Legal Counsel

Michael A. Cable

III. AGENDA

A brief overview of the Agenda was made, and it was questioned whether anyone has any changes to the Agenda. No changes were suggested or made.

ACTION: Ms. Roberts moved and Ms. Bell seconded the motion to approve the Agenda.

Motion carried, 7 - 0.

IV. MINUTES

It was questioned whether there were any changes and/or additions that need to be made to the Minutes from May 24, 2018. No changes were suggested or made.

ACTION: Ms. Roberts moved and Ms. Belle seconded the motion that the Panel approve the Minutes from the May 24, 2018 meeting.

Motion carried, 7 - 0.

V. REPORT OF THE EXECUTIVE DIRECTOR

Stewart Knox, Executive Director, welcomed new Panel Member Ernesto Morales. Anthony Rendon, Speaker of the Assembly, conducted the swearing in for Mr. Morales.

Mr. Knox reported that today's Panel Meeting concerns projects totaling just over \$16.2M, with approximately \$531,590 in Delegation Orders, for a grand total of just over \$16.7M.

It was reported that the following people were in attendance to present Proposals: Gregg Griffin, North Hollywood Regional Office Manager; Anna Nastari, San Francisco Bay Area Regional Office Manager; Diana Torres, San Diego Regional Office Manager; and Jana Lararewicz, Sacramento Regional Office Manager.

It was reported, regarding the Budget for Alternative and Renewable Fuel and Vehicle Technology Program (ARFVTP): that ETP is in partnership with the California Energy Commission in regards to \$2M approved through an Interagency Agreement; and that ETP's four ARFVTP proposals in the last few months totaled over \$900K, with one approved for over \$620K, leaving approximately \$1M remaining for ARFVTP proposals this year.

It was reported, regarding Core Funds for Fiscal Year (FY) 2018/19: today the Panel will consider close to \$16.9M with an additional \$531K that upon the Panel approving the just over \$16.9M in projects for this year, ETP will have approximately \$87.1M for the remainder of FY 2018/19.

It was reported, regarding Delegation Orders: that all such project proposals are capped at \$75,000; that all such project proposals are to be approved by the Executive Director on a continuous flow basis; and that the 13 projects subject to Delegation Orders for today's Panel Meeting total just over \$531K.

It was reported, regarding 2018/19 total program funding to date: that approximately 475 projects have been submitted to the Panel, with a value of just over \$75M; and if all project proposals for today's Panel Meeting are funded today, that the Panel will have approved 52 projects, with a value of just over \$16.8M.

It was reported, regarding applications for contracts that are remaining in the Regional Offices: Single Employer Contract requests are at \$45M in demand, with \$39M in allocation; Multiple Employer Contract (MEC) requests are at \$11M in demand, with \$20M in allocation; Small Businesses requests are at \$5.1M in demand, with \$5.6M in allocation; Critical Proposals are at \$1.1M in demand, with \$5M in allocations; and Apprenticeship programs are at \$7.7M in demand, with \$16.6M in allocation. Overall demand is approximately \$72M.

It was reported that the number of total projects in FY 2017/18 in the Regional Offices is 382; that the total number of projects currently in the Applications and Assessment Unit is 94; and that the number of total projects is 475.

It was reported that Staff is working hard to get the projects assigned out to the Regional Offices, and that to date about 80% of the projects have been assigned to the Regional Offices.

VI. LEGISLATIVE UPDATE

A Legislative Update memorandum was provided to Panel Members. It was reported that there are a lot of bills on Workforce Development and Cannabis; as well as two bills that directly impact ETP:

AB 2420, which adds soft skills training to ETP's legislative mandate. It was reported that ETP remains neutral and does not oppose AB 2420.

AB 1831, which changes the term of service in regards to certain appointees appointed by the Assembly. Specifically, as it pertains to those two ETP Panel Members appointed by the Speaker of the Assembly; those members will no longer serve two year terms, but rather they will now serve at the will of the Speaker of the Assembly.

VII. MOTION TO ADOPT CONSENT CALENDAR PROJECTS

Mr. Broad asked whether there was any discussion needed in regards to a motion to adopt the consent calendar projects.

Ms. Newsom requested the imposition of a forfeiture of 25% of the amount earned for each trainee, which was included on Page 5 of 6 of the Proposal submitted by Sturgeon Services International, Inc. (Tab No. 15). It was recognized that the foregoing penalty was explicitly included in the Proposal provided to the Panel, and that said penalty was stated and already included in the Proposal as an option for the Panel to consider, due to a high turnover rate. Ms. Newsom requested that the Panel impose the foregoing penalty stated in the Proposal, and proceed with adoption of the consent calendar.

Ms. Newsom questioned whether veterans were being treated as lesser employees within the Proposal submitted by Virgin Galactic, LLC (Tab No. 18). Specifically, in comparing Job No. 1 employees with Job No. 2 employees, the Job No. 2 employees appear to be veterans with a lower wage range under Engineer and Administrative Staff. Ms. Newsom asked for clarification, and for Staff to follow-up on this issue.

Barry Mazell from the Training Funding Source came forward and stated that under the Proposal, Virgin Galactic, LLC is not actually paying veterans less than other employees in the same job categories.

Ms. Newsom and Mr. Broad explained that they would proceed with approval of the consent calendar with clarification that veterans are not being paid less than other employees in regards to the Proposal submitted by Virgin Galactic, LLC (Tab No. 18).

Chairperson Broad asked for a motion to adopt Consent Calendar Items #1 through #18.

Applus RTD USA, Inc.....	\$144,300
Ariat International, Inc.....	\$135,720
Holthouse Carlin & Van Trigt, LLP.....	\$144,000
L&S Framing, Inc.....	\$199,342
Lance, Soll & Lunghard, LLP.....	\$ 81,466
McKesson Medical-Surgical, Inc.....	\$100,620
Molecular Bioproducts, Inc.....	\$123,240
Ms. C. Manager, LLC.....	\$154,200
Novogradac & Company, LLP.....	\$105,800
Pacifica Foods, LLC.....	\$145,600
Pioneer Circuits, Inc.....	\$152,880
Sierra Nevada Brewing Co.....	\$129,480
Sierra Pacific Home & Comfort, Inc.....	\$196,378
Sky Rider Equipment Company, Inc.....	\$ 98,124
Sturgeon Services International, Inc.....	\$196,960
Systems and Software Enterprises, LLC dba Zodiac Inflight Innovations.....	\$ 99,840
Timberworks Construction, Inc.....	\$199,550
Virgin Galactic, LLC.....	\$164,970

ACTION: Ms. Roberts moved and Mr. Tweini seconded the motion to approve the consent calendar for Items #1 through # 18 with the clarifications concerning Tab No. 15 and Tab No. 18.

Motion carried, 7 – 0.

VIII. REQUEST MOTION TO DELEGATE IN EVENT OF LOSS OF QUORUM

Mr. Knox asked for a motion for the Panel to delegate authority to the Executive Director in the event of loss of quorum to approve Proposals and other action items on the Agenda in consultation with the Panel Chair or Vice Chair.

ACTION: Mr. Tweini moved and Ms. Newsom seconded the approval to delegate authority to the Executive Director in event of a loss of quorum.

Motion carried, 7 - 0.

IX. COMMITTEE REPORT TO PANEL

Ms. Newsom provided an update regarding the ETP Committee, which met the day before, on June 21, 2018. Ms. Newsom noted that the following topics were discussed at said Committee Meeting: an overview of new system upgrades; conducting a comprehensive review of ETP Legislation and Regulations; development of a permanently disabled injured worker pilot program; ETP broker model rules and strategies; an update on the status of non-traditional apprenticeship programs; and a discussion on how ETP calculates ETP wages and regions. Ms. Newsom explained that the foregoing topics are an on-going discussion, and they will be the subject of future meetings. Ms. Newsom stated that ETP Staff is working

on development of all of these topics; and that ETP Staff will bring those ideas to Committee, which will be further developed and brought as action items before the Panel.

Mr. Broad asked whether there are any current action items for the Panel.

Mr. Knox explained that there are no current action items for the Panel.

X. REVIEW AND ACTION ON PROPOSALS

Single Employers

Tab #19 – Aspen Skilled Healthcare, Inc.

Mr. Griffin presented a proposal on behalf of Aspen Skilled Healthcare, Inc., (Aspen) in the amount of \$292,344. Founded in 2009 Aspen offers nursing and rehabilitative senior care at Aspen healthcare facilities throughout California. Aspen facilities are certified by Medicare, Medi-Cal, and various HMO's. Medical care is provided for patients who no longer require acute hospitalization, but have ongoing medical needs that require care from a nurse. This proposal will include a total of 11 California Aspen facilities. This will be Aspen's first ETP Agreement.

Mr. Griffin introduced Jeff Bradshaw, Vice President of Operations.

Ms. Roberts expressed appreciation for the modest size of this Proposal, given this is Aspen Skilled Healthcare, Inc.'s first project with ETP.

ACTION: Ms. Roberts moved and Ms. Bell seconded the motion for approval of the proposal for Aspen Skilled Healthcare, Inc., in the amount of \$292,244.

Motion carried, 7 - 0.

Tab #20 – General Mills Operations, LLC

Mr. Griffin presented a proposal on behalf of General Mills Operations, LLC (General Mills), in the amount of \$388,830. General Mills was founded in 1866 and is headquartered in Minneapolis, MN. The Carson facility was established in 1979, and produces General Mills yogurt products such as Yoplait and Mountain High Yogurt. These products are distributed to major retail grocery chains, wholesalers, and club stores nationwide. There are a total of three General Mills facilities located in the state of California; however, all training under this Agreement will occur at the Carson location. This will be General Mills fifth Agreement at the Carson location.

Mr. Griffin introduced Robert Gonzalez, Training Coordinator; and Arnold De Fiesta, Training Coordinator, Carson Facility.

It was questioned and clarified that this project concerns a manufacturing facility.

Mr. Gonzalez stated that there are approximately eight packaging lines now, and that they are adding one more packing line over the next six months.

It was questioned and clarified that the manufacturing facility is not unionized.

Ms. Newsom applauded the Proposal for its high wages and wage progression.

It was questioned by Mr. Tweini and Mr. Gonzalez explained that they have significant competition from many of the Greek yogurt manufacturers, such as Chobani and Dannon.

It was questioned by My. Tweini and Mr. Gonzalez explained that they have a requirement to hire a certain percentage of veterans, but Mr. Gonzalez could not recall the specific percentage amount.

ACTION: Ms. Bell moved and Mr. Tweini seconded the motion to approve the proposal for General Mills Operations, LLC in the amount of \$388,830.

Motion carried, 7 - 0.

Tab #21 – Pandora Media, Inc.

Mr. Griffin presented a proposal on behalf of Pandora Media, Inc. (Pandora) in the amount of \$749,320. Pandora is a music streaming and automated music recommendation service. Pandora is an internet radio, which plays musical selections of a certain genre based on the user's artist selection on a wide range of smartphones, tablets, computers and car audio systems, as well as a range of other internet-connected devices.

Founded in 2000, Pandora started as a small company called Savage Beast Technologies with the idea of creating music preference profiles for users into an online music recommendation system using its proprietary Music Genome technology. Eventually, the Company used the genome as the engine of an Internet radio service that plays only the music users like.

Mr. Griffin introduced Jennifer Mitchell, Training and Design Specialist.

Ms. Roberts noted that Pandora Media, Inc. performed very well with its last project with ETP, obtaining 100% performance, and Mr. Roberts thanked them for coming back to ETP.

ACTION: Ms. Roberts moved and Ms. Newsom seconded the approval of the proposal for Pandora Media, Inc., in the amount of \$749,320.

Motion carried, 7 - 0.

Tab #22 – Reliant Management Group, LLC

Mr. Griffin presented a proposal on behalf of Reliant Management Group, LLC (Reliant) in the amount of \$437,580. Founded in 2014 and headquartered in Paramount, Reliant provides certified skilled nursing care and rehabilitation services with a specialty in senior care. Services includes short and long-term skilled nursing care, medication management, hospice, behavioral health support, diabetes management, traumatic brain injury treatment, wound treatment, dementia care, and special dietary and meal services.

Mr. Griffin introduced Luis Angel, Vice President of Corporate Development.

There were no questions from the Panel.

ACTION: Ms. Roberts moved and Mr. Tweini seconded the motion for approval of the proposal for Reliant Management Group, LLC, in the amount of \$437,580.

Motion carried, 7 - 0.

Tab #23 – Virgin Orbit, LLC

Mr. Griffin presented a proposal on behalf of Virgin Orbit, LLC (Virgin Orbit), in the amount of \$595,400. Founded in 2017, Virgin Orbit is a space vehicle manufacturing company that designs, builds, and launches rockets. As the Virgin Group's latest standalone spinoff company, Virgin Orbit's focus is launch services for small satellites. The company's customers include satellite providers and clients seeking technical advice about rocket launches. Virgin Orbit is headquartered in Long Beach and has an additional facility in Mojave. The proposed training will include employees from both locations. This will be the company's first ETP Agreement.

Mr. Griffin introduced Jesse Harris, Senior Manager of People Learning and Development.

Mr. Morales questioned and Mr. Harris stated that Virgin Orbit and Virgin Galactic are separate companies. Mr. Harris then explained that Virgin Orbit was founded in 2017, initially as part of Virgin Galactic, but now they are their own single company based in Long Beach.

Mr. Tweini asked how many of the 500 employees are veterans.

Mr. Harris indicated that the number of veterans should be included in the Proposal; but he believed it to be 20. Mr. Harris also stated that the head of manufacturing is a marine, and that they aggressively recruit veterans because they possess unique skills that they need.

Mr. Broad questioned the range of wages stated in the Proposal; specifically, whether engineers were really making \$14.20/hr.

Mr. Harris explained that he believes that the lower dollar amount for engineers listed in the Proposal is due to their aggressive program of recruiting interns that are still in school.

Ms. Roberts questioned whether the interns will be part of the training program.

Mr. Broad explained that including summer interns would be a problem because they will soon be gone and Virgin Orbit, LLC will therefore not be able to get reimbursement.

Mr. Griffin explained that trainees would need to be full-time employees.

Mr. Harris stated that he did not believe that interns were included in the Proposal.

Mr. Broad noted that there is a large wage range stated in the Proposal, and Mr. Broad suggested that Staff press on the actual wages being paid in order for the Panel to have a more accurate understanding of the wage levels being paid.

Mr. Griffin stated that Staff will definitely develop and confirm the actual wages being paid.

Ms. Roberts questioned whether this new operation has the internal structure and familiarity in order to successfully perform an ETP contract.

Mr. Harris responded by stating that they are familiar with EPT and already use the ETP Roster. Mr. Harris then noted other areas that will assist in performance, including: a new learning management system; and a 5-person staff that is focused on training plans, development, instruction, and structural design, which includes learning professionals as well as engineering professionals. Mr. Harris also stated that they will work closely with their vendor in order to make sure that are able to meet 100% of their contract.

Ms. Roberts wished them well with their contract, but did note the difficulties of startups learning the ETP Program, and stated that she thought the wages would be higher.

ACTION: Ms. Roberts moved and Mr. Tweini seconded the motion for approval of the proposal for Virgin Orbit, LLC in the amount of \$595,400.

Motion carried 7 -0 .

Tab #24 – AFFIRMA Rehabilitation, Inc.

Ms. Torres presented a proposal on behalf of AFFIRMA Rehabilitation, Inc. (AFFIRMA) in the amount of \$387,504. Founded in 1994 and headquartered in Aliso Viejo, AFFIRMA is a subsidiary of Covenant Care California, LLC. AFFIRMA is a nationwide on-site provider of quality rehabilitation therapy services. AFFIRMA provides on-site therapist services to various contract healthcare facilities. AFFIRMA has over 1,500 therapy professionals serving over 100 skilled nursing hospitals, residential care, and outpatient facilities in 7 states. Most employees work at customer facility locations throughout the state.

California has a shortage of skilled allied healthcare workers, therefore, companies such as AFFIRMA, are able to assist with customer healthcare staffing needs. To continue to meet customer needs for quality healthcare workers, AFFIRMA must train and hire physical

therapists, including new graduate therapists to meet client and respective patient care demands.

Ms. Torres introduced Judy Elmore, Vice President and Bill Parker, National Training Group.

Mr. Broad questioned and Ms. Elmore explained that they are supplying physical therapy services to rehabilitation hospitals and facilities; and that they are bringing in their physical therapists. Ms. Elmore stated that they look at the facilities as their customers.

Ms. Roberts asked whether they work independently from the hospitals.

Ms. Elmore said no and explained that upon initiating a contract with a facility, then they become their department by fully staffing them on an ongoing basis with all of the necessary employees.

Ms. Roberts asked whether the reduction of the average work week to 30 hours, as indicated in the Proposal, was due to a work at home situation.

Ms. Elmore responded by stating no; that the majority of persons work 40 hours a week, but that their policy uses a 30-hour threshold for determining full-time employees for purposes of benefits and other things.

Ms. Newsom asked whether any incentives were going to be used in order to pay their employees less.

Ms. Elmore stated that they will definitely pay the higher wages; and that higher wages are a given for therapists, who are currently in major demand.

ACTION: Ms. Roberts moved and Mr. Tweini seconded the motion for approval of the proposal for AFFIRMA Rehabilitation, Inc., in the amount of \$387,504.

Motion carried, 7 - 0.

Tab #25 – Unical Aviation, Inc.

Ms. Torres presented a proposal on behalf of Unical Aviation, Inc. (Unical) in the amount of \$409,500. Founded in 1990 and located in the City of Industry, Unical supplies aircraft parts and components to the aerospace industry from a 500,000 sq. ft., facility. The company also assists its customers with part and component repair product lifecycle focused on heavy maintenance repair, daily repair, component repair and engine services. The company has built partnerships with aerospace part suppliers all around the world, accumulating a massive inventory of parts. The company provides its products to over 3,500 customers worldwide including major airlines and defense contractors.

Ms. Torres introduced Lorynn Negron, Vice President of Human Resources and Michelle Rickner of Training Financial Partners.

Ms. Newsom questioned the wage ranges. Specifically, using Job No. 2 as a reference, the Production Staff wage range is between \$11.47 to \$40/hr. Accordingly, Ms. Newsom asked roughly how many of the 100 proposed trainees are at the lower end of the wage range.

Ms. Negron stated that they actually have no employees making less than \$14/hr. There are some summer interns currently making \$13/hr, but as for employee wages, their target is to have everybody at least at \$15/hr in the following year.

Ms. Newsom asked how many of the employees are at the much higher end, such as \$22 to \$40/hr.

Ms. Negron said she thinks the answer is about 92%.

Mr. Roberts then questioned whether the wage modification would no longer apply.

Ms. Torres said they are still \$1 short, so they would still need the wage modification and that would bring them up to \$16. With the health benefits, it would be \$16.50. Ms. Torres said that she thinks that they need to make \$17.54. Ms. Torres said she did not know what the wage is for the County of San Bernardino, but then they could actually put them all in under Job No. 1, if it's in there.

Ms. Roberts said there is no reason to have it in there.

Ms. Torres said, if the wage meets, they will definitely structure the contract so there will be no reason for the HUA wage modification and it wouldn't change anything in the contract as far as agreement amount.

Mr. Tweini asked about the number of veterans being trained in the training program.

Ms. Negron indicated that conservatively it's between 10-15%; and that they actively seek to recruit veterans, due in part to the fact that they own Black Hawk Helicopters and Schnooks.

ACTION: Ms. Roberts moved and Ms. Newsom seconded the motion for approval of The proposal for Unical Aviation, Inc., in the amount of \$409,500.

Motion carried 7 – 0.

Tab #26 – Alta Vista Solutions, Inc.

Ms. Nastari presented a proposal on behalf of Alta Vista Solutions, Inc. (AVS) in the amount of \$226,200. Founded in Emeryville in 2003, AVS is a large-scale construction and quality management company with an emphasis on steel and concrete inspections. The company also develops and manufactures innovative engineering solutions such as robotic/drone assisted inspection and survey technology. Services include: site planning, blueprint/construction drawings, construction administration, and materials testing. Customers include city and local agencies, private and public developers, and government agencies. All six locations will participate in training under this proposal. AVS will apply \$.22 for health benefits and not \$2.50 as shown in the proposal.

Ms. Nastari introduced Bahjat Dagher, Professional Engineer and Regional Manager; and Tashiana Jackson, Project Manager.

Ms. Newsom commended them on having higher wages than what the minimum requires. Additionally, Ms. Newsom noted that this Proposal strikes her as a potential opportunity for further discussion in regards to a disabled workers program, and doing outreach to recently injured workers.

Mr. Dagher responded by explaining that one of their four recruiters focuses on veterans, disabled or otherwise.

Mr. Tweini thanked them for recruiting veterans.

Mr. Broad commended them on their high wages, particularly in regards to the lesser skilled employees.

ACTION: Ms. Newsom moved and Mr. Tweini seconded the motion for approval of the proposal for Alta Vista Solutions, Inc., in the amount of \$226,200.

Motion carried, 7 - 0.

Tab #27 – Audentes Therapeutics, Inc.

Ms. Nastari presented a proposal on behalf of Audentes Therapeutics, Inc. (Audentes) in the amount of \$728,000. Founded in San Francisco in 2012, Audentes is a biotechnology company that develops, manufactures, and tests gene therapy products. Audentes is among the first gene therapy companies in the U.S. to advance from research stages into trials of products that treat specific diseases. The company is dedicated to the development and commercialization of gene therapy products for rare and serious diseases such as X-linked Myotubular Myopathy, Crigler-Najjar Syndrome, Pompe disease and more.

Ms. Nastari introduced David Nagler, Sr., Vice President Human Resources and Corporate Affairs; and Steve Duscha, Duscha Advisories.

Chairman Barry Broad recused himself from this proposal.

Ms. Newsom questioned whether the wages for Job No. 1 and Job No. 2 are the same.

Mr. Nagler and Mr. Griffin indicated yes.

Mr. Tweini thanked them for their presentation, and working with veterans.

Ms. Roberts questioned and Mr. Nagler clarified that they have three sites in San Francisco and South San Francisco; one location is manufacturing, and one location is a research group.

ACTION: Mr. Tweini moved and Ms. Newsom seconded the motion for approval of the proposal for Audentes Therapeutics, Inc., in the amount of \$728,000.

Motion carried, 6 - 0.

Tab #28 – Columbus Manufacturing, Inc.

Ms. Nastari presented a proposal on behalf of Columbus Manufacturing, Inc. (Columbus) in the amount of \$229,580. Founded in 1917, Columbus is a food processing company specializing in salami and other prepared delicatessen meats, cheeses, and condiments. The addition of deli meats has added a new dimension to its brand name recognition and growth, at a rate of 20% a year. Customers includes Costco, Trader Joe's, Albertson's and Safeway. ETP-Funded training will be delivered at its two facilities in Hayward; headquarters and the processing facility.

Ms. Nastari introduced Eric Schram, Manager, Learning & Development; and Shelley Moreno, Senior Associate, Consultant, RSM.

Ms. Newsom questioned how many of the approximately 200 employees in the production staff are making about \$20/hr.

Mr. Schram did not know a particular percentage, but explained that they are mostly at the lower end, with a lot of workers in the mid range.

Ms. Newsom commended them in caring for and empowering their workers through the Ambassador Program and the Leadership Academy.

Mr. Tweini questioned and Mr. Schram clarified that the workers are not unionized.

Mr. Tweini questioned and Mr. Schram clarified that they promote from within when possible.

Mr. Tweini questioned whether veterans are part of their program.

Mr. Schram responded by stating that he did not have any data, but that veterans are definitely not excluded. Veterans are welcomed.

ACTION: Ms. Roberts moved and Ms. Bell seconded the motion for Approval of the proposal for Columbus Manufacturing, Inc. in the amount Of \$229,580.

Motion carried 7 – 0.

Tab #29 – Archer-Daniels-Midland Company

Ms. Lazarewicz presented a proposal on behalf of Archer-Daniels-Midland Company (ADM), in the amount of \$355,446. Founded in 1902 and headquartered in Chicago, ADM is one of the world's largest agricultural processors and food ingredient providers. The company operates more than 270 ingredient manufacturing facilities and 500 crop procurement locations worldwide, where cereal grains and oilseeds are processed into produces used in food, beverage, nutraceutical, industrial and animal feed. Its products are used worldwide by clients such as Nestle, Danone and Trader Joe's. ADM also provides agricultural storage and transportation services.

Ms. Lazarewicz introduced Fernanda Ethur, Human Resources Manager; and Terry Hansen, Subcontractor.

Ms. Roberts asked whether they are located in Chicago or California.

Ms. Ethur indicated that she is located in Chicago, but they have one person in Los Angeles and one in Arbuckle.

Ms. Roberts stated concerns about not having sufficient representation in California with people who understand the ETP Program.

Ms. Ethur said they have two representatives: one, Thomas Harris, our employee in Los Angeles; and the second, Mr. Caliente, in Arbuckle.

Mr. Hansen said they will also be using CMTA.

Ms. Roberts requested that they make sure that the local representation is included in the contract in the future.

Ms. Roberts questioned and Mr. Hansen clarified that Mr. Hansen was only assisting in the presentation and was not being compensated.

Ms. Roberts asked how do they communicate with the people in California.

Ms. Ethur explained they have two ways: a learning system that is already used by ADM nationwide to help control and implement the program; and training specialists that report to us in terms of quality, safety, and technical skills.

Ms. Roberts questioned and Nathan from CMTA clarified that Nathan will be assisting with the project.

Mr. Tweini thanked them for supporting unions, and asked how veterans were being incorporated into their program.

Ms. Ethur explained that they have a national veterans hiring program, and last year, they hired 228 veterans, which was almost 10% of their hiring.

ACTION: Ms. Roberts moved and Ms. Newsom seconded the motion for approval of the proposal for Archer-Daniels-Midland Company for the downsized amount of \$355,446.

Motion carried 7 – 0.

Tab #30 – Bigham Services, Inc.

Ms. Lararewicz presented a proposal on behalf of Bigham Services, Inc. (Bigham) in the amount of \$249,132. Founded in 1990 and headquartered in Santa Rosa, Bigham provides air conditioning, heating, ventilation, electrical, and repair diagnostic services to residential homeowners and tenants. Bigham operates within the residential HVAC, electrical, and solar segment. Training will take place at Bigham's locations in Santa Rosa and Concord. This is Bigham's first ETP Agreement.

Ms. Lararewicz introduced Gene Davis, Sales Manager; and Jill Meeuwsen, Subcontractor.

Mr. Newsom questioned and Mr. Davis clarified that the electrical components are being done by certified electricians.

Mr. Tweini thanked him for working with veterans and green technology.

ACTION: Ms. Roberts moved and Mr. Tweini seconded the motion for approval of the proposal for Bigham Services, Inc. in the amount of \$249,132.

Motion carried 7 – 0.

Tab #31 – Esurance Insurance Services, Inc.

Ms. Lararewicz presented a proposal on behalf of Esurance Insurance Services, Inc. (Esurance) in the amount of \$240,248. Founded in 1998 and headquartered in San Francisco, Esurance is a subsidiary of the Allstate Corporate and provides personal auto, homeowner, renters and motorcycle insurance directly to consumers online and through select online agents nationwide. The company has three locations, however, only its San Francisco and Rocklin locations will be participating in training.

Ms. Lararewicz introduced Gabriel Urrea, Director – Corporate Learning.

Mr. Urrea addressed the issue of veterans by noting that they have a large internal program called E-Vets, which seeks to recruit veterans.

Ms. Roberts explained that they are non-priority industry; that this is their fourth contract; and that they need to figure out how to train their employees using their own money. Ms. Roberts also explained that her issue is not particularly focused on job creation, but rather retraining.

Mr. Urrea indicated that he understood Ms. Roberts' concerns; and further explained that their training is not focused on just customer service, but also includes training in regards to WebEx, Adobe Connect, Skype for Business, and other areas.

Ms. Roberts questioned whether at this point their training program should be able to stand on its own two feet without ETP Funding.

Mr. Urrea explained that they spend about \$4M in training; that they are doing their fair share to stand alone the best they can; but that ETP Funding is still needed in certain areas.

Ms. Roberts acknowledged Mr. Urrea's comments, but indicated that she would like some Panel discussion, since it appears these proposals are merely retraining a similar population over and over again on different types of software over the last six or seven years.

Mr. Broad indicated that there are some things that the Panel can do, such as voting to approve the proposal; not voting to approve the proposal; imposing a substantial contribution requirement; especially when it looks like ETP Funding is becoming a supplemental part of their training budget. Mr. Broad asked for any motions.

Ms. Newsom asked the Executive Director whether, under the new broker model being suggested, this would create a 2-year wait requirement.

Mr. Knox indicated yes, but that the Panel still has the ability to impose a substantial contribution on a case-by-case basis; so the Panel could recommend a 20% reduction, 25% reduction of the current contract, and then wait 2-3 years to see what that goes.

Ms. Newsom stated that she looks forward to a motion on this Proposal, but wanted to stress the point that if they come back for more ETP Funding, that the Proposal should focus on how the proposal is bettering the employees and not the company.

Ms. Roberts proposed a substantial contribution to reduce the amount by 25%.

ACTION: Ms. Roberts moved and Ms. Bell seconded the motion for approval of the proposal for Esurance Insurance Services, Inc., with a substantial contribution to be reduced by 25% in the amount of \$180,186.

Motion carried 7 – 0.

Tab #32 – LiDestri Foods, Inc.

Ms. Lararewicz presented a proposal on behalf of LiDestri Foods, Inc. (LiDestri) in the amount of \$468,910. Founded in 1981 and headquartered in Fresno, LiDestri specializes in manufacturing and processing beverages and tomato-based products (red sauces, dips, BBQ sauces, salsas, and retort processed products). LiDestri also manufactures and co-pack products for domestic private labels, such as Paul Newman's Own and Francesco Renaldi. Training will take place in the company's Fresno facility.

Ms. Lararewicz introduced Patricia Trudeau, CI Manager.

Ms. Roberts inquired about their company, and Mr. Trudeau explained that they are headquartered in New York, but have 200+ employees in Fresno.

ACTION: Ms. Roberts moved and Mr. Tweini seconded the motion for approval of the proposal for LiDestri Foods, Inc., in the amount of \$468,910.

Motion carried 7 – 0.

Tab #33 – Mary Ann’s Baking Co., Inc.

Ms. Lararewicz presented a proposal on behalf of Mary Ann’s Baking Co., Inc. (Mary Ann’s) in the amount of \$400,920. Founded in 1961 and headquartered in Sacramento, Mary Ann’s produces a variety of fried and baked products for distribution in the continental United States and Hawaii. Products are transported and distributed both fresh and frozen. Mary Ann’s customers including Aldi’s, Albertson’s, DOT Foods, Grocery Outlet, and Kroger.

Ms. Lararewicz introduced Mark Salerno, Program Manager; and Cheryl Moore, Human Resources.

Mr. Broad questioned and Ms. Moore explained that they are adding 137 new employees, which is almost doubling their workforce.

Ms. Roberts asked and Ms. Moore noted that their next step will be looking into expanding their facility.

Mr. Broad questioned and Ms. Moore clarified that all of the trainees are new employees.

Mr. Broad questioned and Ms. Moore explained that the people in Job No. 1 are training the people in Job No. 2.

Ms. Roberts stated that she appreciated the 88% success rate, but indicated that 100% would be better.

Ms. Newsom noted that the wage range is between \$11 - \$17.20/hr, and asked how many are getting paid at the minimum wage and the higher wage?

Ms. Moore explained it would be in the higher range because there are a lot of bakeries that have shut down, and they are getting those workers with more experience. Ms. Moore then explained that the wages progress as they stay on with them.

ACTION: Ms. Roberts moved and Ms. Newsom seconded the motion for approval of the proposal for Mary Ann’s Baking Co., Inc., in the amount of \$400,920.

Motion carried, 7 - 0.

Multiple Employer Contracts

Ms. Roberts expressed her thanks toward ETP Staff in bringing in new clientele, as Ms. Roberts noted that 50% of the proposals, both in single employers and consent calendar, were all new contracts.

Tab #34 – Apprentice & Journeymen Training Trust Fund of the Southern California Plumbing and Piping Industry

Mr. Griffin presented a proposal on behalf of Apprentice & Journeymen Training Trust Fund of the Southern California Plumbing and Piping Industry (P&P Trust) in the amount of \$949,428. Founded in 1959, P&P Trust provides training for workers in the plumbing and pipefitting industry. The Trust was established by unions and contractors and is governed by a joint labor-management committee. The Trust operates a total of nine training centers for the plumbing and piping industry in Southern California.

Mr. Griffin introduced Ray LeVangie, III, Executive Director; Oscar Meyer from the L.A. Unified School District; and Steve Duscha.

No questions from the Panel.

ACTION: Ms. Newsom moved and Ms. Bell seconded the motion for approval of the proposal for Apprentice & Journeymen Training Trust Fund of the Southern California Plumbing and Piping Industry in the amount of \$949,428.

Motion carried, 7 - 0.

Tab #35 – Bricklayers & Allied Craftworkers Local #4 California Joint Apprenticeship Committee

Mr. Griffin presented a proposal on behalf of Bricklayers & Allied Craftworkers Local #4 California Joint Apprenticeship Committee (Brickmasons JAC) in the amount of \$230,725. Brickmasons JAC is located in the City of Arcadia, sponsors a training program for Southern California Brickmasons through its JAC.

Training at the Arcadia location is provided to Apprentice and Journeymen in the Brickmason trade. Bricklayers JAC currently trains approximately 480 Journeymen and 100 Apprentices. Those who successfully complete the program become bricklayers, craft workers, stone and marble masons, cement masons, plasters, tile setters, terrazzo and mosaic workers, cleaners/caulkers, and pointers. This will be the third ETP Agreement with Bricklayers JAC, and third within five years.

Mr. Griffin introduced Robert Kay, Director of Training and Steve Duscha.

No questions from the Panel.

ACTION: Mr. Tweini moved and Ms. Newsom seconded the motion for approval of the proposal for Bricklayers & Allied Craftworkers Local #4 California Joint Apprenticeship Committee in the amount of \$230,725.

Motion carried 7- 0.

Tab #36 – Laborers Training and Retraining Trust Fund for Southern California

Mr. Griffin presented a proposal on behalf of Laborers Training and Retraining Trust Fund for Southern California (SoCal Laborers) in the amount of \$938,666. Founded in 1970, the SoCal Laborers funds training for three separate Apprenticeship Programs, two of which will participate in this proposal: Laborers Southern California JAC and Southern California Laborers Landscape and Irrigation Fitters JAC. So Cal Laborers serves eight Southern California Locals (89, 220, 300, 585, 652, 783, 1309, and 1184) in 12 counties. The school currently has 1,924 Apprentices enrolled. This will be the JATC's sixth ETP Agreement and fifth within five years.

Mr. Griffin introduced Martin De La Cruz, Marketing/Special Operations Manager.

No questions from the Panel.

ACTION: Ms. Roberts moved and Ms. Newsom seconded the motion for approval of the proposal for Laborers Training and Retraining Trust Fund for Southern California in the amount of \$938,666.

Motion carried, 7 - 0.

Tab #37 – El Camino Community College District, Center for Applied Competitive Technologies

Ms. Torres presented a proposal on behalf of El Camino Community College District, Center for Applied Competitive Technologies (El Camino CATC) in the amount of \$949,648. Founded in 1946, El Camino CATC is a two-year community college offering academic and vocational education programs. The district established El Camino CATC to advance California's economic growth and global competitiveness through education, training, and services that contribute to continuous workforce development, technology deployment, and business development. Located in Hawthorne, El Camino CATC provides customized training, workshops, and technical assistance to employers.

Ms. Torres introduced Eldon Davidson, Director for Center for Customized Training.

No questions from the Panel.

ACTION: Mr. Tweini moved and Ms. Newsom seconded the motion for approval of the proposal for El Camino Community College District, Center for Applied Competitive Technologies in the amount of \$949,648.

Motion carried, 7 - 0.

Tab #38 – Professionals in Human Resources Association

Ms. Torres presented a proposal on behalf of Professionals in Human Resources Association (PIHRA) in the amount of \$949,616. Established in 1944, PIHRA is headquartered in Gardena and is a non-profit membership organization dedicated to providing business education, networking and advocacy with an emphasis on the human resources environment. PIHRA has 17 locations throughout California, located in Los Angeles, Orange, Riverside, San Bernardino and Ventura counties. PIHRA is the largest affiliate of the Society for Human Resources Management Organization.

Ms. Torres introduced Brian Allain, Deputy Executive Director; and Deborah Imonti, of DLI & Associates.

No questions from the Panel.

ACTION: Ms. Roberts moved and Mr. Tweini seconded the motion for approval of the proposal for Professionals in Human Resources Association in the amount of \$949,616.

Motion carried, 7 - 0.

Tab #39 – City and County of San Francisco

Ms. Nastari presented a proposal on behalf of the City and County of San Francisco (City of SF) in the amount of \$592,640. City of SF is a joint powers entity governed by the City Mayor and County Board of Supervisors. The City of SF's Office of Economic and Workforce Development (OEWD) operates Workforce Innovation and Opportunity Act (WIOA) programs in San Francisco. OEWD also supports Workforce Investment San Francisco, a Workforce Investment Board (WIB). This will be the fifth ETP Agreement, and the third within the last five years.

Ms. Nastari introduced Holly Muala, S.F. Mayor's Office of Economic and Workforce Development; and Steve Duscha.

Ms. Newsom inquired about any outreach activities in order to promote women in the construction trades, and Ms. Muala explained that part of her team is focused on promoting women, especially in certain districts, such as the Bay View District and Mission District. Ms. Muala also noted that they actually graduated 4 women in their last class, and they went on to become carpenters and went straight to work.

ACTION: Ms. Newsom moved and Mr. Tweini seconded the motion for approval of the proposal for City and County of San Francisco in the amount of \$592,640.

Motion carried, 7 - 0.

Tab #40 – JATC Plumbing and Pipe Fitting Industry of San Mateo County

Ms. Nastari presented a proposal on behalf of Joint Apprenticeship and Training Committee of the Plumbing and Pipe Fitting Industry of San Mateo County (Plumbers JATC San Mateo) in the amount of \$556,832. The JATC was formalized in 1955 with the establishment of the Pipe Trades Apprentice and Journeyman Training Trust and a Training Center located in Burlingame. The Fund is governed by a Board of Trustees comprised of six labor and six management representatives. The JATC and Trust are formed under collective bargaining between the UA Local 467 and the Plumbing-Heating-Cooling Contractors Association of the Greater Bay Area.

Participating employers are located in South San Francisco (including the San Francisco Airport) to East Palo Alto. These companies are primarily building and plumbing contractors. They employ 161 Apprentices and 791 Journeymen in heavy industrial, manufacturing, commercial and residential sectors. Approximately 60% of the signatory employers meet the Panel's definition of a small business.

Ms. Nastari introduced Robert Kay, Training Director; and Jan Borunda, Cal Labor Fed.

Ms. Nastari noted that there was a special request by the JATC to lower the minimum hours delivered to 4 hours instead of a 8 hours required by the ETP Program.

In discussion, it was determined that Mr. Kay was asked to raise and discuss the issue of delivering a 4-hour training with the Panel today, but that said 4-hour training is not actually included in the current Proposal before the Panel. In fact, the intent was to raise the issue of making a special request for 4-hour training with the Panel, knowing that this issue will likely come up later with this project by way of a future amendment, as well as other projects.

Mr. Board explained the accounting complexities raised with the issue, and stated that he thinks that this needs to be spelled out in such proposals; i.e., how much money is being requested for any 4-hour training.

Ms. Roberts expressed concern that this opens the door, and does not want to set precedence at 4 hours, so that the next time they ask for a special determination for delivering 2-hour training. Ms. Roberts explained it used to be 24; now it's 8; and they are now asking it be lowered to 4.

Mr. Broad clarified that the Panel is not being asked to approve 4-hour training with this Proposal, but indicated that if they come back to request such an amendment, that they should literally separate the number by showing how much money is being asked for this 4-hour training.

Mr. Knox indicated that the Panel will likely see other applications asking for 4-hour training in the future, but that they will be broken down by job number, so the Panel will be able to see the breakdown in those proposals.

Ms. Roberts clarified that the Panel is not approving a special request for 4-hour training with this current Proposal.

Mr. Knox agreed and stated that any special request for 4-hour training herein would be by way of an amendment; to which Mr. Broad stated that we can deal with the issue at that time.

Ms. Newsom stated that she was appreciative of efforts made to benefit the workers through new technologies and policy changes.

ACTION: Ms. Roberts moved and Ms. Newsom seconded the motion for approval of the proposal for JATC Plumbing and Pipe Fitting Industry of San Mateo County in the amount of \$556,832.

Motion carried, 7 – 0.

Tab #41 – Northern California Heat & Frost Insulators and Allied Workers Joint Apprenticeship and Training Committee

Ms. Nastari presented a proposal on behalf of Northern California Heat & Frost Insulators and Allied Workers Joint Apprenticeship and Training Committee (Insulators JATC) in the amount of \$646,720. Founded in 1961, Insulators JATC administers the apprenticeship program created in collective bargaining between representatives from Local 16 and the Western Insulation Contractors Association. The JATC operates a state-of-the-art training center in Benicia serving workers and employers in 47 Northern California counties. This will be Insulators JATC fourth ETP Agreement and the fourth in the last five years.

Ms. Nastari introduced Bill Hodges, Apprenticeship Coordinator/ President; and Steve Duscha.

No questions from the Panel.

ACTION: Ms. Roberts moved and Ms. Newsom seconded the motion for approval of the proposal for Northern California Heat & Frost Insulators and Allied Workers Joint Apprenticeship and Training Committee in the amount of \$646,720.

Motion carried, 7 – 0.

Tab #42 – California Workforce Association

Ms. Lararewicz presented a proposal on behalf of California Workforce Association (CWA) in the amount of \$949,932. Established in 1998, CWA is a non-profit member association representing all 45 Workforce Development Boards in the State of California. They also represent over 70 other members from labor, education, industry, chambers of commerce, government, and community-based organizations involved in training, education, economic development, welfare and employment, and other workforce development partners. This will be CWA's fifth ETP funded project and the third in the last five years.

Ms. Lararewicz introduced Brandon Anderson, Program Manager; and Steve Duscha, Duscha Advisories.

No questions from the Panel.

ACTION: Ms. Roberts moved and Mr. Tweini seconded the motion for approval of the proposal for California Workforce Association in the amount of \$949,932.

Motion carried, 7 – 0.

XI. PRESENTATION FROM LIS TESTA – STRATEGIC PLAN

Ms. Testa presented the Strategic Plan to the Panel, and expressed her thanks to ETP Staff for updating the design and layout of the Strategic Plan.

Ms. Testa then presented an overview of the Table of Contents as follows:

Section A: Vision and Mission Statements.

Vision: ETP's vision is that the Employment Training Panel will support economic development in California through strategic partnerships with business, labor and governments.

Mission Statements: ETP provides financial assistance to California businesses to support customized worker training to:

- Attract and retain businesses contributing to a healthy California economy;
- Provide workers secure jobs paying good wages and have opportunities for advancement;
- Assist employers to successfully compete in the global economy; and,
- Promote the benefits and ongoing investment in employee training among employers.

Section B: Introduction/Overview

Introduction: Fulfilling Its Mission

- Gives a brief history of ETP, and describes ways we meet our mission statements.
- Contains overall figures of ETP’s performance since our founding.
- Points readers to our Annual Reports for additional information.

Overview of the Organization

- Gives a description of where ETP fits in the overall Labor & Workforce Development Agency environment.
- Lays out the make-up of Panel.

Section C: Goals & Objectives

Outlines six (6) main goals of ETP:

1. Enhance the *visibility of the program* through connections with LWDA, GO-Biz, and other public and private agencies and legislators.
2. *Target California’s key industries.*
3. *Continue support for small businesses* through outreach and specialized contract formats.
4. *Support Governor’s initiatives* and hard-to-serve populations including: veterans, injured and disabled workers, businesses in high unemployment areas, workers with barriers to employment, apprenticeships, women in non-traditional fields, green technology, and industry recognized credentials.
5. *Enhance ETP’s impact on job creation and retention* by utilizing our Retrainee-Job Creation program and through collaboration with GO-Biz.
6. *Increase efficiency and effectiveness* of the ETP program with internal program reviews, coordinating our services with other labor agencies, building a new data management system, and by utilizing our funding caps and allocations.

Section D: Improvements & Funding

- Introduces five (5) policies and approaches that ETP uses to maximize program efficiencies:
- **1) Process Improvement & Simplification:** ETP has begun a process of comprehensively reviewing our policies with the goal of improving our processes and simplifying the more complicated areas of the program.
 - ❖ Completed Items: Formation of the Committee, Delegation Order Review, Funding Priorities, Application of Health Benefits, Fixed-Fee Reimbursement Rates, Repeat Contractor Rule, OSHA 10/30 Review, Out-of-State Vendor/Training Simplifications.
 - ❖ In Progress Items: Regions, Non-Traditional Apprenticeships, Comprehensive Review of Legislation/Regulations, Review of Pilots/Guidelines
- **2) Funding Caps:**
 - ❖ MECs over \$950,000 must wait 18 months from the start of their contract term before submitting a second preliminary application.
- **3) Funding Allocations**

MECs	\$ 24,000,000
Single Employers	\$ 48,000,000

Small Business	\$ 6,000,000
Critical Proposals	\$ 5,000,000
Apprenticeships/ Non- Traditional	\$ 20,000,000
TOTAL	\$103,000,000

- **4) Lowest Funding Priorities:**

- ❖ Commission sales in the retail trade, multi-level marketing, training for employees or training agencies, adult entertainment, gambling, mortgage banking, car dealerships, truck driving schools, and partners in professionals firms.

- **5) Other Limitations:**

- ❖ Repeat Contractor Rule.
- ❖ Support Costs for MECs default to highest percentage (8% retrainee training, 12% new hire training).
- ❖ Employer Demand in MECs (60% with at least 80% prior performance, 80% with less than 80% prior performance).
- ❖ Training Vendors in a MEC may only provide up to 50% of the training

E. Priority Industries

- Lists Our Priority Industries:
 - ❖ Agriculture
 - ❖ Allied Healthcare
 - ❖ Biotechnology & Life Sciences
 - ❖ Construction
 - ❖ Goods Movement & Transportation Logistics
 - ❖ Green/Clean Technology
 - ❖ Information Technology Services
 - ❖ Manufacturing/Food Production
 - ❖ Multimedia/ Entertainment
 - ❖ Technical Services
- Visual of the percentage of ETP funding earned per industry

F. Labor Force Priority Populations

- Briefly describes eight (8) labor force populations that are given ETP priority:
 - ❖ Critical Proposals
 - ❖ New Hires & Retrainee-Job Creation
 - ❖ Small Businesses
 - ❖ Veterans
 - ❖ Pre-Apprentices, Apprentices, and Journeymen
 - ❖ Medical Skills and Certified Nursing Assistant to Licensed Vocational Nurse Training
 - ❖ Alternately Funded Projects
 - ❖ Ex-Offenders/At-Risk Youth

G. Key Strategies, Initiatives, & Partnerships

- Describes four (4) strategies that help the ETP to meet our mission and program objectives, including:

- ❖ Strategic Partnerships with the Labor & Workforce Development Agency, GO-Biz, California Workforce Development Boards, the California Energy Commission, and others;
- ❖ The Apprenticeship Training Program, which in its first six (6) years has approved over \$73M for 157 contracts to train over 44,000 individuals;
- ❖ A partnership through the Workforce Innovation & Opportunity Act (WIOA) Implementation Workgroup;
- ❖ Continuing to fund projects in California's High Unemployment Areas.

Appendices

Appendix A: Provides descriptions of all ETP's Priority Industries

Appendix B: Describes one of ETP's alternative funding sources and programs – the Alternative & Renewable Fuel & Vehicle Technology Program.

Ms. Testa noted, under Section C (Goals & Objectives), that Staff would like to include workforce training for prisoners leaving prison, so that they can enter the workforce and lower recidivism rates.

Mr. Broad asked for any objections from the Panel, and hearing none, stated that the Strategic Plan should be considered with said addition.

ACTION: Ms. Newsom moved and Mr. Tweini seconded approval of the Strategic Plan for fiscal year 2018/2019.

XII. ANNOUNCEMENTS

Diana Torres announced that after 32 years of dedicated state service, Joe Davey is retiring. ETP thanked Mr. Davey for his service, and congratulated and wished Mr. Davey well in his retirement.

Anna Nastari announced that after 33 years of dedicated state service, Lily Lai is retiring. Ms. Lai began as an OT working her way up to AGPA. She has been ETP's top performer in both Development and Monitoring and has been a huge part of training in the San Francisco/Bay Area Regional Office. ETP thanked Ms. Lai for her service, and congratulated and wished Ms. Lai well in her retirement.

XIII. GENERAL PUBLIC COMMENT

A. K. Thakore, President of Saisoft, provided a presentation and update to the Panel regarding his recent purchase of Professional Career Development Center; his apologies for engaging in any past actions that may have upset the Panel; and his plans for the future.

Mr. Broad expressed thanks on behalf of the Panel; indicated that Mr. Thakore's future intentions appear to be a much better fit with the ETP Program; that there was never anything personal; and Mr. Broad finished by personally thanking Mr. Thakore for his presentation.

Phillip Herrera of Herrera & Associates provided a handout about a 2018 Talent Integration – California Workforce Trends in the Life Science Industry publication by the California Life Science Association. The full report will be sent to Robert Meyer, for forwarding to the Panel Members.

XIII. MEETING ADJOURNMENT

Meeting adjourned at 12:20 p.m.