

STATE OF CALIFORNIA



ANNUAL REPORT 2009 - 2010

THE EMPLOYMENT TRAINING PANEL

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Vision Statement

The Employment Training Panel will support economic development in California, through strategic partnerships with business, labor, and government.

Mission Statement

The Employment Training Panel provides financial assistance to California businesses to support customized worker training to:

- *Attract and retain businesses that contribute to a healthy California economy;*
- *Provide workers with secure jobs that pay 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.*

PREFACE

The Employment Training Panel – is a statewide business-labor, training and economic development program. The program supports the California economy by funding training to ensure employers have the skilled workers they need to compete globally. ETP funded training supports the creation and retention of high-wage, high-skilled, secure jobs in industries that have the greatest positive impact on California’s economy.

The Panel¹ is one of the nation’s premier state-funded programs for retraining incumbent workers. ETP is also an important discretionary economic incentive for job creation and business attraction, expansion, and retention in California. A National Governor’s Association study found ETP’s emphasis on performance-based accountability to be a national model.²

The Panel is an eight-member, bi-partisan board consisting of three gubernatorial appointees, two Speaker of the Assembly appointees, two Senate pro Tempore appointees, and an ex-officio member representing the Secretary of the Business, Transportation, and Housing Agency. Panel members represent the interests of both labor and employers. The Panel meets monthly to review and approve training contracts in accordance with statutory standards for eligibility and performance. Training contract terms are 24 months, and ETP monitors performance throughout the contract period.

A Brief History – ETP was created in 1982 with the mandate of addressing the large displacement of workers resulting from plant closures – by moving the unemployed quickly into jobs, or by saving jobs of workers threatened with displacement. Though the program has expanded to benefit the overall California economy, the Panel continues to operate under its legislative mandate to promote a healthy labor market, with emphasis on helping businesses overcome the challenge of out-of-state and international competition. The program adjusts to changes in economic conditions and workforce needs. For nearly three decades, the Panel has supported California’s workers and employers, having provided close to \$1.25 billion for the successful training and employment retention of 800,000 workers for approximately 78,916 California businesses.

Special Funding – ETP is principally funded by the Employment Training Tax (ETT), which California companies participating in the Unemployment Insurance system pay to promote the development of California workers. ETT revenues are deposited in the Employment Training Fund (ETF), which was established to support ETP and its training programs. As a result, ETP does not use State General Fund tax dollars.

¹ Throughout this report, the terms ETP and Panel are used interchangeably.

² National Governors’ Association Center for Best Practices, *A Comprehensive Look At State-Funded Employer-Focused Job Training Programs*, 1999.

Why ETP Works – ETP funding works because it is predicated on simple and effective principles:

- *Employers make decisions about their training program.* Employers are involved in every aspect of training. Companies assess their training needs, customize curricula to address the specific needs of their businesses, and implement and administer the training plan.
- *Training investments help companies become more profitable.* ETP contracts also promote trainee wage increases, and career progression.
- *Employers are encouraged to assume greater responsibility for training.* ETP reimburses contractors based on flat rates. Companies must pay the difference between ETP reimbursement and their actual training costs. As training costs increase, companies pay a larger percentage of the costs.
- *Performance-based contracting helps to ensure success.* A business may earn ETP funds only after a trainee completes all training and is retained for a minimum time period (normally 90 days) at a required wage, in a job using the skills learned in training. Other performance requirements ensure that each stakeholder – the company, the worker, and ETP – shares responsibility for expanding the numbers of high-wage, high-skill jobs in California.
- *ETP funding is a catalyst for future workforce training.* Employers who participate in ETP-funded training are more likely to invest in future workforce training. The ETP experience provides them with the practical knowledge and tools to successfully implement a training plan.

Report Summary – This annual report describes the Panel’s actions and accomplishments during FY 2009-10 (July 1, 2009 through June 30, 2010). Because contracts cover a span of 24 months, this report includes:

- The report year’s activities and funding approvals;
- Contracts approved in prior years which completed during FY 2009-10;
- Contracts approved prior to the report year that were still ongoing at the end of the report year, and;
- Appendices, which include appropriation and expenditure information; funding in high unemployment areas (HUA); completed contract data; participant demographic data; information on contracts terminated during the report year; and profiles of several ETP-funded projects illustrating ETP’s multi-faceted support for California businesses and workers.

THE YEAR IN REVIEW

COLLABORATION, CREATION, AND REVITALIZATION

Despite the limited availability of core funding in Fiscal Year (FY) 2009-10, the Employment Training Panel (ETP) continued to support economic and workforce development in California. Even as declining revenues and a \$20 million transfer of ETF monies to the California Department of Social Services (CDSS) left ETP with a dramatic decrease in core funding, ETP maximized resources from alternative sources to support projects and meet its strategic goals.

The availability of federal stimulus funds, known as the American Recovery and Reinvestment Act (ARRA), helped alleviate the loss of substantial core program funding. By coordinating more effectively with both the public and private sectors in the leveraging and expenditure of ARRA funding, ETP was able to continue and enhance its contribution to the development of California's workforce. Partnerships with the California Energy Commission (CEC), the California Labor and Workforce Development Agency (LWDA), and the Employment Development Department (EDD) provided alternative sources of project funding in the midst of economic uncertainty.

In FY 2009-10, ETP's ability to uniquely respond to the immediate needs of the economy was further enhanced by a new provision in ETP's enabling law which grants ETP the authorization to disburse funds from sources other than the Employment Training Tax. This change in legislation was essential to ETP's program success, and made closer coordination with other State agencies a possibility. Through collaboration, ETP was able to maximize funding and continue to support the development of a trained workforce.

As in years past, the Panel prioritized key industries to achieve the greatest return on the investment of its training resources to the State's economy. While those industries have not changed, ETP's designation of them for FY 2009-10 took into account changes in the overall economy, as well as ARRA funding and investment, and the emphasis on green technology. Priority industries identified by the Panel included manufacturing, green technology, nursing and allied healthcare, construction, goods movement and transportation logistics, information technology services, biotechnology and life sciences, multimedia/entertainment, and agriculture.

Notwithstanding the challenging economic climate, ETP continued to be driven by its vision of supporting economic development in California, focusing on job creation and retention, targeting HUAs, reaching out to small business, and addressing emerging workforce needs. In FY 2009-10, ETP continued to help move California toward economic stability and prosperity by continuously pursuing opportunities that best served the California business community and those who make it work.

Contract Activity – During the report year, ETP staff administered **955** core training contracts. These included: a) 208 new agreements approved in the report year; b) 365 contracts approved in prior years, which were completed in FY 2009-10; and c) 382 contracts approved prior to FY 2009-10, which were still active at the end of the fiscal year. The following table illustrates this activity.

	<i>Approved Contracts</i>	<i>Completed Contracts</i>	<i>Ongoing Contracts</i>	<i>TOTAL</i>
Contracts	208	365	382	955
Trainees	22,576	49,411	68,983	140,970

a) New Approved Contracts – Fiscal Year 2009-10 proved to be challenging for both stakeholders and staff. As the economy weakened and job loss continued, more and more employers were pushed into negative reserve status,³ resulting in a sharp decline in the ETT revenue that funds the ETP core program. That, coupled with a \$20 million transfer of ETF money to the CDSS for the CalWorks program, left ETP with extremely limited resources. Given the shortfall in revenues, the Panel’s funding was reduced by \$17.6 million early in the year, and after deducting for administrative costs and prior year liabilities, only \$8.7 million was available for new training contracts. By the November 2009 Panel meeting, ETP’s core funding had been depleted; all available new training funds had been expended and a significant backlog of applications was left waiting for future funding.

However, ETP continued to support California’s economy and jobs by expanding partnerships and leveraging its resources. Additional funding for alternative programs aimed at training unemployed workers for jobs emerging in the recovering economy was received principally through ARRA, the Workforce Investment Act (WIA), and ARVFTP (AB 118) (state legislation which established the Alternative and Renewable Fuel and Vehicle Technology Program in 2007). ETP also received \$5.4 million in Governor’s 15 percent Discretionary Funds from the LWDA, largely as a result of the substantial augmentation to WIA funding that occurred through ARRA.

In FY 2009-10, the Panel approved nearly \$36 million (core and alternative funded programs) to provide training to more than 32,000 new-hire and incumbent workers. ETP-funded training has helped California’s economic recovery through jobs sustainability and creation, and also enabled businesses big and small to maintain a competitive edge.

³ When unemployment insurance claims against an employer exceed that employer’s unemployment insurance reserve account balance, the employer is considered in negative reserve status. Employers in this status do not pay the ETT. See California Unemployment Insurance Code, Division 1, Chapter 4.

The breakdown of alternatively funded project totals is as follows:

Alternatively Funded Training Programs	Approved Funding	Workers Trained	Approved Contracts
Clean Energy Workforce Training Program (CEWTP)	\$4,479,514	3,443	14
Non-Profit Nursing (NPN) Skills Training Program	\$5,396,307	3,338	18
High Wage High Skill Training (HWST)	\$2,999,522	2,340	16
Alternative and Renewable Fuel and Vehicle Technology Program (ARFVTP) (AB 118)	\$1,814,300	603	5

b) Completed Contracts – A total of 365 contracts approved in the prior year, were completed, providing assistance to 1,716 employers for the training and employment retention of 49,411 workers, at an average cost of \$1,174 per trainee. Data from these completed contracts reflect the Panel’s continuing emphasis on funding training for high-wage, high-skilled workers in industries that positively impact California’s economy:

- Businesses in all major industries in California received assistance, with 62 percent of funds going to the manufacturing and high-technology sectors.
- Nearly 70 percent of all businesses served by the Panel were small:
 - 68 percent of all businesses employed 250 or fewer workers;
 - 53 percent of all businesses employed 100 or fewer workers;
 - 40 percent of all businesses employed 50 or fewer workers; and,
 - 23 percent of all businesses employed 20 or fewer workers.
- The average post-training and employment retention wage for workers who were unemployed at the beginning of training (i.e., new hires) was \$13.38 an hour; retrainees averaged \$30.51 an hour.
- Training focused on frontline workers in occupations in design work, production, delivery and warehousing, clerical and office support, technical support, sales, machining, nursing, construction, and hospitality.

(See [Appendix B1](#): “Completed Contract Data”; [Appendix B2](#): “Trainee Characteristics”; and [Appendix B3](#): “Completed Contracts in FY 2009-10”. Note that while the Completed Contract list identifies industries served in those contracts, per NAICs Code designation, many of those contracts also supported green/clean technology across various industry sectors.)

c) Ongoing Contracts – A total of 382 contracts approved prior to FY 2009-10 were still active at the end of the fiscal year, targeting training for 68,983 workers.

KEY ACTIONS AND ACCOMPLISHMENTS

In FY 2009-10, ETP successfully met most of its program goals and objectives for the report year. Given the lower amount of funding available, ETP was still able to assist in improving California's workforce. Following are highlights from ETP's core program:

- **Priority Industries:** 88 percent of all approved program funds were targeted to priority industries including green technology, manufacturing, high technology, biotechnology, multimedia entertainment, construction, goods movement and transportation, logistics, research and development, and healthcare.
- **Economic Development/Job Creation:** ETP continued its work with the California Business Investment Services group, local and regional economic development organizations, and expanded its scope to collaborate with the newly developed Governor's Office of Economic Development (GoED) for a comprehensive effort to attract, expand, and retain California businesses. Close to 3 million was approved for 11 critical proposals to provide training for 3,455 workers in such projects.
- **Marketing The Central Valley:** Unemployment rates in the Central Valley and Rural Northern California have been persistently high for nearly three decades. ETP continued its work with the California Partnership for the San Joaquin Valley (Partnership) coordinating with business leaders, state/local public agencies, and educational institutions to streamline efforts in job creation. The Partnership works to leverage incumbent employee training to reduce turnover and improve overall job stability. ETP has prioritized this particularly hard-hit, high unemployment area and has awarded \$9.3 million for approximately 7,400 trainees in the past fiscal year.
- **Healthcare:** The Panel continued its support for nurse training, approving over \$1.5 million in core program funds for the training of 1,235 nurses to upgrade their medical skills. In addition, more than \$600,000 was approved for the training of 463 workers in healthcare-related fields, such as medical office administration, medical billing technicians, lab technicians and medical assistants.
- **Direct Contracts with Small Business:** The Panel approved 88 new direct contracts with small businesses of 100 or fewer employees.
- **Green Technology:** Continuing its support for the environment, the Panel targeted training for firms employing "green technology" methods including environmental protection and other green business practices, processes, and products. The Panel approved agreements of \$3.7 million for the training of 4,216 workers in "green-clean" related projects.

- **Career Technical Education (CTE):** CTE prepares youth and adults for successful careers and increases public awareness and appreciation for career and technical programs. The Panel supports the statewide emphasis on CTE and related programs, such as pre-apprenticeship training, to meet the growing demand for employment in occupations requiring vocational education such as Certified Nurse Assistants, Medical Assistants, Radiology and Lab Technicians, Material Handlers, Carpenters, Electricians, Plumbers, Estimators, Pipefitters, etc. In the report year, the Panel approved over \$2.1 million for CTE related projects to support 1,927 workers.
- **High Unemployment Area (HUA):** The Panel targets HUAs⁴ of the State to foster training support for workers in regions with lagging economies, focusing on the “working poor”. During the report year, over 3.3 million in training funds was approved for 49 contracts serving HUAs, providing training for 3,421 workers.

(See Appendix A2. Note that while the HUA Contracts List identifies industries served in those contracts, per NAICs Code designation, many of those contracts also support green/clean technology).

⁴ HUAs are defined as counties or sub-county areas with unemployment rates at least 25 percent higher than the State average, based on data from EDD’s Labor Market Information Division.

PILOTS AND SPECIAL TRAINING PROGRAMS

In support of changing workforce needs and in response to Administration and Legislative priorities, the Panel continued to test new training models through the implementation of pilot programs. In the report year, several pilots were initiated, continued, or incorporated into the Panel's regular program:

- **Veterans Training:** The need for employment training assistance for veterans is increasing due to the number of active and reservist personnel who have performed military service in recent years. To support veterans that have returned to the California civilian workforce, ETP enhanced its funding of training for veterans through the implementation of a program in October 2009 designed to help unemployed veterans obtain high-skilled, high-wage jobs in secure industries by providing incentives, such as increased training reimbursement rates for contractors who prioritize training for veterans. Under this program, ETP is partnering with other State agencies to develop initiatives for the training and employment of veterans. ETP has increased marketing to veterans' organizations with the intent of developing training projects that focus on meeting veterans' training needs. ETP also reaches out to veterans by working with local chambers of commerce, ethnic chambers, women's business groups, and business community workshops.
- **Medical Skills Training:** With a rapidly aging population, California faces a long term nursing shortage. The Panel supports the healthcare industry by prioritizing training for the career advancement and job security of incumbent Registered Nurses and Licensed Vocational Nurses. In October 2008, the Panel implemented a program to fund training for nursing upgrades, nurse capacity building, and allied healthcare occupations (e.g., enhanced, upgraded skills to a specialty area as the result of hospital/department wide training initiative or specialty nursing positions in emergency, intensive care, and labor and delivery).
- **Microenterprise Pilot:** To address the need for training owners of "microenterprises," the Panel implemented a pilot in December 2008 to fund training for entrepreneurs that do not yet have any employees nor pay into the ETF, and would normally not be eligible for ETP-funded training. The Panel availed up to \$200,000 to fund up to 8 projects under the Special Employment Training (SET) program category (projects can constitute up to 10 percent of the annually available training funds and are intended to improve the skills and employment security of frontline workers who earn at least the state average hourly wage). Trainees are required to complete training and hire and employ at least 1 full-time employee for a minimum of 30 hours per week, for 90 days, within the terms of the contract
- **Ex-Offender/At Risk Youth Training:** To support efforts to prevent recidivism and to support anti-gang efforts including job training, education, and intervention programs, ETP implemented a program on September 1,

2007, under its SET category serving workers with multiple barriers to employment. Projects may serve either unemployed or employed individuals with criminal records who are currently, or have been in parole status; or young adults deemed to be at risk for becoming involved in anti-social behavior. Training focuses on long-term job preparation and job security of the ex-offender and/or training to assist youth in learning work skills, and helping them find and succeed in career paths. Pre-apprenticeship training is a priority.

- **Seasonal Worker Training:** In January 2007, the Panel implemented a Seasonal Worker program, under its SET category, focused on the agricultural industry to increase employment retention and productivity in all cycles of crop production including harvesting, packing, processing, and transportation. Employers must be subject to the ETT and they must be in a seasonal industry that bases operations on one or more cycles of crop production. Trainees can be either employed or unemployed at the time of training so long as they are engaged in cyclical employment related to crop production seasons, and meet retention requirements.

REGULATORY ACTIONS

In the report year, the Panel systematically reviewed its regulations in order to simplify, update, and eliminate unnecessary requirements. Some key actions include: streamlining critical proposal requirements; allowing wage modifications for workers in priority industry sectors or Critical Proposals; and, deleting the “needs assessment” prerequisite for Literacy Training.

The Panel also implemented the second phase of its Economic Stimulus Initiative by approving several Rulemaking Actions to improve ETP’s ability to support training and employment for dislocated workers. Phase 1 of the initiative focused on reaching and encouraging training for workers dislocated in the struggling economy. Included were efforts to increase the new hire training rate; pilot a new-hire training hour cap (in lieu a new-hire training cost cap); and, cooperate more closely with employers who participated in a variety of other programs that serve dislocated workers.

Phase 2 regulatory actions aim to ease employer access to ETP funds, improve new-hire placements, and broaden the Panel’s discretion in responding to changing economic needs and shifting workforce trends. Key actions include: establishing guidelines for funding by an alternative source, other than the ETT; improving the outcome of new-hire placements with employers that do not pay the ETT; providing an alternate method for designating regions of the state as high unemployment areas, when the state average unemployment rate is higher than 10%; and, amending the ways that the Panel treats Temporary Workers and the eligibility status of Temporary Agencies.

For more detailed information on the Economic Stimulus Initiative Regulations, including proposed regulatory language, see the ETP website under Panel Packet information for [October 29, 2010 Panel meeting](#).

(http://www.etp.ca.gov/packet/Panel%20Memo-Oct2010_1_.pdf)

ADMINISTRATIVE IMPROVEMENTS

ETP currently uses multiple database systems to provide and monitor funding to businesses for worker training. These systems are built using outdated technologies and lack an optimal user interface between the systems. This results in a high level of manual compilation of data as well as entry duplication. ETP is in the process of building a new Case Management System with the goal of allowing more flexibility within the application and agreement processes to meet funding priorities and funding sources as they change; to increase customer usability of ETP's program online and in person by streamlining and automating customer/staff involvement in the contract process; and to increase data validation and user accountability by implementing stronger business rules for data entry and the removal of manual and duplicative data entry within the new database system. ETP is working with EDD's Workforce Services Branch in the procurement of a consolidated database system that will meet both departments' needs.

PLANNING FOR THE FUTURE

In response to California's slow economic recovery and persistently high unemployment, ETP has increased its efforts to maximize its training dollars through the implementation of special training programs, pilots, and guidelines. These emphasize areas of business and industry that are instrumental in helping revitalize the State's economy. A key aspect of ETP's economic development strategy includes seeking out new partners with whom to collaborate and securing new resources, such as ARRA or State ARFVTP (AB 118) funding.

ETP annually reviews the state of the economy and identifies industries that are essential to California's economic growth and stability. These priority industries have not changed from the previous year, although ETP has considered the general economic climate, ARRA funding and investment, and the growing green technology sector. Green/Clean Technology, Manufacturing, Construction, Transportation, Information Technology Services, Biotechnology and Life Sciences, Multimedia/Entertainment, and Agriculture remain priority industries in California's economy.

The Panel has also furthered its efforts to collaborate more effectively with other workforce agencies, allowing ETP to broaden the scope and depth of its involvement in local communities statewide. Regular partners now include the LWDA, the California Regional Economies Project, GoED, CWIB, EDD, the California Community Colleges Chancellors Office (CCCCO), and CEC, among others.

ETP's ARFVTP (AB 118) pilot, the Alternative and Renewable Fuel and Vehicle Technology Program, represents one such partnership. The ARFVTP program is operating through an interagency agreement with the CEC with the goal of training individuals in new transportation technologies to meet the workforce needs of companies engaging in the development and/or deployment of alternative fuels and vehicle technologies. In the report year, CEC committed \$6 million in funding to ETP to implement this program (\$5.4 million for training contracts and \$600,000 for project administration).

The Panel also moved forward with its own Economic Initiative. The initiative is intended to reach unemployed workers in need of new skills to re-enter the job market and incumbent workers in need of new skills or cross-training to maintain their jobs or prepare for layoffs. In the report year, the Panel completed Phase 1 of the Initiative, making policy changes to encourage training for dislocated workers by increasing the New Hire training rate from \$17 to \$20 an hour, and revising the New Hire training cost cap to 260 training hours per trainee. The Panel also amended the Special Employment Training (SET) regulation to allow wage modifications for workers in priority industries. Also, the Panel launched Phase II of its Economic Stimulus Initiative which includes actions requiring regulatory change. Proposed regulatory changes include the clarification of key term definitions, increase of caps on incidental placements with temporary agency employers, modification of turnover

rates as a measure of job security, and change of the formula for determining HUAs. Also see [Regulatory Actions](#) section.

These strategies are aimed at enhancing ETP's role as an effective, relevant, resource in supporting the economic development goals of the Governor, Legislature and Panel.

ETP will continue to allocate its resources in support of projects that lead to the creation of new jobs and the retention of high quality jobs in all areas of the state. ETP is committed to supporting California's role as the nation's leader in green sector job growth, and will continue aggressive efforts in the revitalization of the state's other key industry sectors.

ETP further recognizes the need to ensure optimal leveraging and coordination of resources dedicated to economic and workforce development and will maintain a strong emphasis on partnerships with other public programs and agencies, labor and the business community.

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APPROPRIATIONS AND EXPENDITURES

In FY 2009-10, ETP initially received a Budget Act appropriation of \$56.1 million, based upon an initial projection of \$84 million in ETF funds for the fiscal year. However, given a shortfall in revenues in FY2009-10, the Panel's funding for the year was reduced early in the fiscal year by \$17.6 million, and ultimately, due to further reduced collections, only \$62.2 million was available in the ETF for the FY. After deducting for administrative costs and prior year contract liabilities, this resulted in a net of only \$8.7 million for new training contracts available in FY2009-10. The Panel expended all of these available new training funds by its November 2009 Panel meeting, leaving a significant backlog of applications awaiting future funding.

A. APPROPRIATION AND EXPENDITURE REPORT	FY 2009-10
<u>Employment Training Fund (ETF)</u>	\$62,366,453
<u>ETF Appropriations to Other Programs:</u>	
Department of Social Services/CalWORKS	(20,000,000)
Dept of Industrial Relations/Div Apprenticeship Stds	(2,908,000)
EDD Tax Branch (ETT Collection)	(4,959,565)
State Controllers Office	<u>(166,000)</u>
Total	\$ 28,033,565
 <u>ETP:</u>	
Appropriation to ETP	\$ 34,332,888
Administrative Budget Adjustment for FY 2008-09	3,404,933
Reinvested Funds	<u>7,075,646</u>
Total Amount Available Fiscal Year 2008-09	\$ 44,813,467
 <u>ETP Expenditures:</u>	
Program Administration	(7,587,403)
Other ProRata	(228,263)
Marketing and Research	(231,305)
EDD Support	(355,213)
Program Funds:	
Prior Year Contract Liabilities	(27,708,522)
New Training Contracts	<u>(8,702,761)</u>
Total	\$44,813,467

The resulting total of \$44.8 million available for FY2009-10 was allocated by the Panel as follows:

- **Program Funds:** The Panel encumbered all \$44.8 million of available program funds for training. Of this amount, \$27.7 million was for prior year contract liabilities, due as a result of incremental funding, and \$8.7 million was for new training contracts. (In order to maximize its limited funds, ETP incrementally encumbers training funds, initially encumbering about 35 percent of the contract amount to cover first year costs and mitigate second year liabilities. Funding is disbursed over a two-year term per project.)
- **Program Administration:** Close to \$7.9 million was spent for program administration costs, including EDD support, including EDD support.
- **Marketing and Research:** \$231,305 was spent on strategic marketing conducted by outside consultants under contract to the Panel. Expenditure of marketing funds included marketing agreements with the California Manufacturers and Technology Association, and the California Labor Federation, which were awarded through a request for proposal process.
- **Pro Rata:** \$228,263 was spent for ETP's share of Pro Rata costs for services provided by departments and agencies such as the Controllers Office and the Department of Finance.

B. NEW TRAINING CONTRACT APPROVALS

\$8.7 million was encumbered in the report year for new training contracts. Since the Panel incrementally encumbers about 35 percent of the total approved amount of contracts in their first year, this enabled the Panel to approve \$21.2 million in total contract amount in FY 2009-10 for new projects. These training funds were approved under (a) the regular Economic Development category, primarily for the retraining of incumbent workers in businesses threatened by out-of-state competition, as well as training for unemployed workers; and (b) the Special Employment Training (SET) category for businesses and workers not eligible under regular program criteria. Approximately 94 percent of funds was targeted for retraining, with 6 percent going for the training of unemployed workers. (Retrainees represented 98 percent of the trainee population, and new hires 2 percent.)

FY 2009-10 FUNDING COMMITMENTS	Total
Approved Training Projects	208
Total Approved Funding*	\$21.2 M
Workers Targeted for Training	22,576
Average Cost per Trainee**	937

*\$8.7 million was encumbered for new training, with the remaining liability to be covered in future fiscal years' funds, based on project performance.

**Overall average cost per trainee for new hires was \$2,607; for retrainees it was \$899.

Training was targeted to the State's key industries, including the manufacturing, services, healthcare, and high-technology sectors. 48 percent went to manufacturing and 18 percent went to services including in the healthcare industry such as for the training of Registered Nurses (RN), Licensed Vocational Nurses (LVN), and Technicians. 10 percent was approved for high technology sectors, such as software development, computer programming, and multimedia/ entertainment. This was a slight decrease in funding for manufacturing from the prior fiscal year, when 49 percent of funds went to manufacturing businesses. The decrease in funding for manufacturing businesses was accompanied by a slight increase in trade and high-tech. Additionally, 18 percent of total approved funds went to clean technology (some of which is included in the manufacturing and high technology funding percentages) to assist contractors in protecting the environment and reducing energy consumption.

C. Alternative Funding Sources

ETP has historically accomplished its mission without appropriations from the State General Fund or alternative sources of funding to ETP's ETT core program funding. However, in FY 2009-10, ETP received additional funding for alternative programs aimed at training workers for jobs emerging in the recovering economy. The additional funding is principally through American Recovery and Reinvestment Act (ARRA) and the Workforce Investment Act (WIA), and AB 118, which established the Alternative and Renewable Fuel and Vehicle Technology Program in 2007. ETP implemented the following four alternative funding programs in the report year.

Clean Energy Workforce Training Program (CEWTP)	Allocation: \$5 million
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In August of 2009, the State announced the nation's largest state-sponsored green jobs training strategy, the "Clean Energy Workforce Training Program" (CEWTP). As a partner in CEWTP, ETP received \$5 Million in ARRA federal funds through an interagency agreement with the California Energy Commission (CEC) to advance workers' job skills in energy and water efficiency, and renewable energy. (ETP retains \$500,000 to offset administrative costs.) Training projects target placement for unemployed workers, or upgrading the skills of incumbent workers, in jobs that reduce energy or water use in the building trades (e.g., retrofitting, green plumbing, efficient lighting manufacturing) or that produce or transmit renewable energy (e.g., solar panel manufacturing, smart grid installation). In FY 2009-10, the Panel approved \$4,479,514 to train 3,443 workers in 14 contracts – encumbering all of its available federal funding in the current fiscal year for CEWTP.

Non-Profit Nursing Skills Training Program	Allocation: \$5.4 million
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In 2010, ETP was allocated \$5.4 million from the Labor and Workforce Development Agency (LWDA) as a result of the substantial augmentation to the Governor's 15% WIA Discretionary Funds that occurred through ARRA augmentation to the state's WIA formula funding, as well as WIA 15 percent Base Funds. The monies were proposed for a program to target incumbent nurse training in the non-profit healthcare sector, with an emphasis on rural hospitals in high unemployment areas of the state. (Non-profit hospitals typically do not pay the ETT, and for that reason are precluded from participation in the ETP program.) Unlike ETP's core program, there is no employer eligibility requirement for out-of-state competition in this program. The Panel funded medical skills training for the career advancement and job security of incumbent RNs and LVNs. In FY 2009-10, the Panel approved \$5,396,307 to train 3,338 nurses in 18 projects - encumbering all of its available federal funding the current Fiscal Year for the Non-profit Nurse Training Program.

High Wage High Skill Training	Allocation: \$3 million
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In May 2010, ETP implemented a second WIA funded program, High-Wage, High-Skill Training (HWST). For HWST, ETP was allocated \$3 million in federal funds: \$1.6 million in base funds (Base), and \$1.4 million as augmented by ARRA. The program focuses on green/clean technology and healthcare. Projects target industry sectors and occupations in alignment with LWDA goals for disbursement of WIA 15 percent funds such as green/clean technology and healthcare. The Panel approved \$2,999,552 to train 2,340 workers in 16 contracts.

ARFVTP (AB 118)	Allocation: \$6 million
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In 2007, the Alternative and Renewable Fuel and Vehicle Technology Program (ARFVTP) was created under AB 118 (AB 118 Program) – with the goal of transforming California’s fuel and vehicle types to meet the state’s climate change policies. The AB 118 Program is administered by CEC. ETP is partnering with CEC, Fuels and Transportation Division to deliver a workforce development and training component consistent with the goals of AB 118. An interagency agreement with the CEC was approved June 8, 2010, with the goal of training individuals in new transportation technologies to help attain the workforce needs of companies engaged in the development and/or deployment of alternative fuels and vehicle technologies. CEC committed \$6 million in funding to ETP to implement this program (\$600,000 will be used to offset administrative costs). Although just beginning to implement AB118, the Panel approved \$1,814,300 to train 603 workers in 5 contracts.

**Contracts Approved in High Unemployment Areas
for FY 2009-10**

APPENDX A-2

Contractor	County	Industry	Portion of Contract Approved in HUAs	# of trainees
A.B. BOYD CO. DBA BOYD CORPORATION	STANISLAUS	Manufacturing	\$21,600	40
ADVANCED POLYMER TECHNOLOGIES, LLC	SAN JOAQUIN	Manufacturing	\$20,800	16
AFFILIATED COMPUTER SERVICES, INC. DBA ACS EDUCATION SOLUTIONS, LLC	KERN	Services	\$180,000	160
ARCHITECTURAL WOOD DESIGN, INC.	FRESNO	Manufacturing	\$45,630	45
AXNER EXCAVATING, INC.	SHASTA	Construction	\$73,944	79
BEUTLER CORPORATION	SACRAMENTO	Manufacturing	\$41,580	66
CADMASTER TECHNOLOGIES, LLC	MADERA	Services (Hi Tech), Engineering	\$12,480	8
CALIFORNIA CHAMBER OF COMMERCE	ALAMEDA, CONTRA COSTA, LOS ANGELES, MARIN, ORANGE, SAN FRANCISCO, SAN MATEO, SANTA CLARA, SANTA CRUZ, SACRAMENTO, SAN DIEGO, V ENTURA	Manufacturing, Construction	\$8,340	10
CAREER DEVELOPMENT INSTITUTE, INC.	LOS ANGELES	Services - Healthcare	\$90,425	25
COMPREHENSIVE TRAINING SYSTEMS, INCORPORATED	SAN DIEGO	Manufacturing, Insurance, Services	\$229,576	44
COMPUTER TUTOR BUSINESS AND TECHNICAL INSTITUTE	STANISLAUS, CALAVERAS, MADERA, MERCED, SAN JOAQUIN, TUOLUMNE	Healthcare Services	\$192,400	37
CONSTELLATION WINES U.S., A DIVISION OF CONSTELLATION BRANDS INC., DBA MISSION BELL WINERY	MADERA	Manufacturing	\$192,978	151
DOLE FRESH VEGETABLES, INC.	MONTEREY	Manufacturing; Agriculture	\$124,956	267
E & B BULK TRANSPORTATION, INC.	KINGS	Transportation/Logistics - Goods Movement	\$49,400	50
EMINENCE HEALTHCARE, INC.	FRESNO	Services - healthcare related	\$52,800	40
FACILITY DESIGNS, INC.	FRESNO	Trade Services	\$19,800	15
FRESH EXPRESS INCORPORATED	MONTEREY	Manufacturing; Agriculture	\$212,688	422
GOLDEN SIERRA WORKFORCE INVESTMENT BOARD	PLACER, ALPINE, EL DORADO	Services, Communication, Technology/Other, Retail	\$24,346	37
GOODWILL INDUSTRIES OF SOUTHERN CALIFORNIA	LOS ANGELES	Retail, Services	\$55,320	10
GUNTERT & ZIMMERMAN, CONSTRUCTION DIVISION, INC.	SAN JOAQUIN	Manufacturing	\$74,844	154
HARRIS RANCH BEEF COMPANY	FRESNO	Manufacturing	\$41,040	38
HINES NURSERIES LLC	ORANGE, SAN DIEGO, FRESNO, YOLO	Agriculture	\$27,000	20
IMPROVEMENT DIRECT	BUTTE	Services	\$74,550	142
INTEGRATED ADVANTAGE, INC.	FRESNO	Technology/IT	\$16,640	8

**Contracts Approved in High Unemployment Areas
for FY 2009-10**

APPENDX A-2

Contractor	County	Industry	Portion of Contract Approved in HUAs	# of trainees
JERICO FIRE PROTECTION COMPANY, INC.	FRESNO	Construction/ Services	\$46,800	30
KERN COMMUNITY COLLEGE DISTRICT FOUNDATION	KERN	Manufacturing, Services, Financial Services	\$100,607	109
KLASSEN CORPORATION	KERN	Construction	\$60,840	65
LIMONEIRA COMPANY	VENTURA, TULARE	Agriculture	\$92,016	72
MANAGED CARE SYSTEMS, L.P.	KERN	Insurance	\$36,000	100
MCLANE FOODSERVICE, INC.	RIVERSIDE	Trade -Warehousing, Transportation/Logistics	\$75,000	200
MI RANCHO TORTILLA, INC.	FRESNO	Manufacturing	\$72,800	56
MIKE MORGAN DBA MD ENGINEERING	RIVERSIDE	Manufacturing	\$28,080	18
MISSION BELL MFG. CO., INC.	SANTA CLARA, SAN JOAQUIN	Manufacturing	\$37,434	34
MUSCO OLIVE PRODUCTS DBA MUSCO FAMILY OLIVE COMPANY	SAN JOAQUIN	Manufacturing	\$58,176	101
NEMAT MANAGEMENT GROUOP	MADERA	Manufacturing	\$35,880	23
NORTHERN CENTRAL DISTRIBUTING, INC.	FRESNO	Trade -Goods Movement, Warehousing	\$65,988	47
PAC-WEST TELECOMM, INC.	SAN JOAQUIN	High Tech - Communication, Technology/Other	\$37,800	56
PERRIN BERNARD SUPOWITZ, INC. DBA THE INDIVIDUAL GROUP	LOS ANGELES	Services, Green Technology	\$199,335	97
PREMIER COATINGS INC. DBA PREMIER FINISHING	SAN JOAQUIN	Manufacturing	\$39,312	36
PROFORMANCE MANUFACTURING, INC.	RIVERSIDE	Manufacturing	\$7,800	5
RAINTREE ADVANCED MANAGEMENT CORPORATION	LOS ANGELES	Services High Technology/IT	\$20,800	10
SACRAMENTO AREA ELECTRICAL WORKERS JATT	SACRAMENTO, AMADOR, PLACER, EL DORADO, SAN JOAQUIN, SOLANO, SUTTER, COLUSA, YOLO, YUBA	Construction	\$37,335	43
STEWART & JASPER ORCHARDS	STANISLAUS	Manufacturing, Agriculture	\$67,500	75
STRATEGIC MECHANICAL, INC.	FRESNO	Specialty Trade Contractors, Services	\$74,880	64
SUMMIT INDUSTRIES, INC.	RIVERSIDE	Manufacturing	\$49,920	52
SUNTREE, LLC	TULARE	Manufacturing	\$49,400	50
TOLAR MANUFACTURING COMPANY, INCORPORATED	RIVERSIDE	Manufacturing	\$67,080	43
TURNER CONSTRUCTION COMPANY	ALAMEDA, FRESNO, ORANGE, SACRAMENTO, SAN DIEGO, SAN FRANCISCO	Construction, Green Technology	\$73,440	102
WESTSTAR TRANSPORTATION, LLC.	KERN	Transportation/Logistics	\$49,686	49
TOTAL - 49 contracts			\$3,367,046	3,421

COMPLETED CONTRACT DATA

Of contracts approved in prior fiscal years, 365 completed during the report year. These contracts focused on training skills to assist employers in implementing technological innovations, diversifying goods and services, and transitioning to high-performance workplaces.

A. SUMMARY OF COMPLETED CONTRACTS*

The following table illustrates FY 2009-10 completed contracts. The Panel funded training for 49,411 trainees at an average cost of \$1,174 per trainee.

	<u>Total</u>
Number of Contracts	365
Amount Earned (in millions)	\$57.9
Retained in Employment	49,411
Cost per Trainee	\$1,174

See [Appendix B-3](#), "Completed Contracts" for a listing of the year's completed contracts.

The overall percentage of actual-to-planned placements was 61 percent (37 percent for new hires, and 61 percent for retrainees). The placement rates for retrainees increased by 13 percent; and the new hires stayed the same from the previous fiscal year. The average cost per trainee decreased in the report year from the prior fiscal year, from \$1,249 to \$1,174 per trainee. The average cost per trainee was \$4,135 for new hires, and \$1,141 for retrainees. As in the prior fiscal year, 96 percent of funds earned were for retraining and 4 percent were for unemployed workers.

B. TRAINEES SERVED BY SIZE OF BUSINESS

The following table provides numbers of trainees by size of business served. Seventeen percent of all retrainees and 68 percent of new hires were employed by small businesses (250 or fewer employees). The table also identifies the amount of training funds earned in ETP contracts for successful completion of training and retention of retrainees and new-hire trainees, by business size.

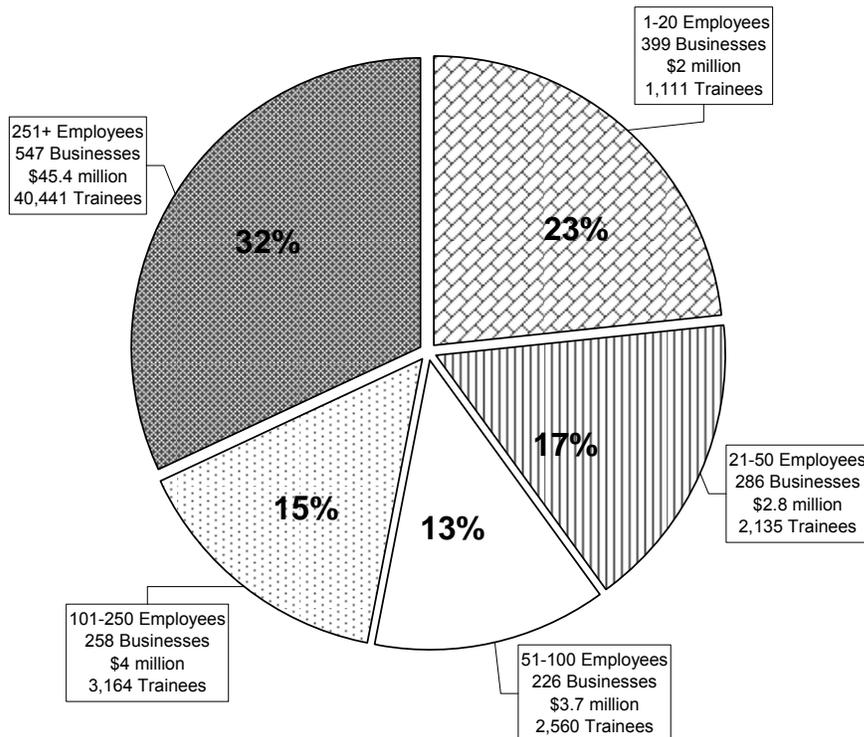
<i>Bus. Size</i>	Retrainees	New Hires	Retrainees \$ Earned	NH \$ Earned	\$ Earned Amount
1-20	948	163	1,207,143	757,322	1,964,465
21-50	2,080	55	2,607,394	265,382	2,872,776
51-100	2,475	85	3,415,620	301,274	3,716,894
101-250	3,069	95	3,662,241	333,398	3,995,639
251+	40,307	134	44,896,164	542,696	45,438,860
Totals	48,879	532	55,788,562	2,200,072	57,988,634

C. BUSINESSES SERVED BY SIZE

1,716 businesses were served in last year's completed contracts. 68 percent of all firms served were small (i.e., employed 250 or fewer workers), which was a decrease of nearly 7 percent over last fiscal year. Further, 53 percent employed 100 or fewer workers; 40 percent employed 50 or fewer workers; and those with 20 or fewer employees represented 23 percent of all businesses served. (See chart below.)

The Panel funds training for small business through both direct contracts with single employers, and multiple-employer contractors (MEC) such as employer consortia, or training agencies that train workers of multiple employers. The Panel served 166 small businesses through direct contracts to provide training for 3,613 workers. This was a 21 percent increase from the prior fiscal year, due principally to the Panel's implementation of the Small Business Program several years ago. Another 1,003 small businesses were served through 63 multiple employer contracts, which provided training for 5,357 workers.

**NUMBER & SIZE OF BUSINESSES SERVED
IN 2009-10 COMPLETED CONTRACTS**



D. TRAINING BY INDUSTRY

The Panel funded training in all major industries in California, with a majority of contracts and funds going towards the manufacturing and high-technology sectors (e.g., software development, biotechnology, telecommunications, engineering and multi-media/entertainment). The following table identifies by industry:

- the number of individuals trained;
- dollar amount earned;
- percent of dollars earned *across all industries*; and,
- percent of businesses served *across all industries*.

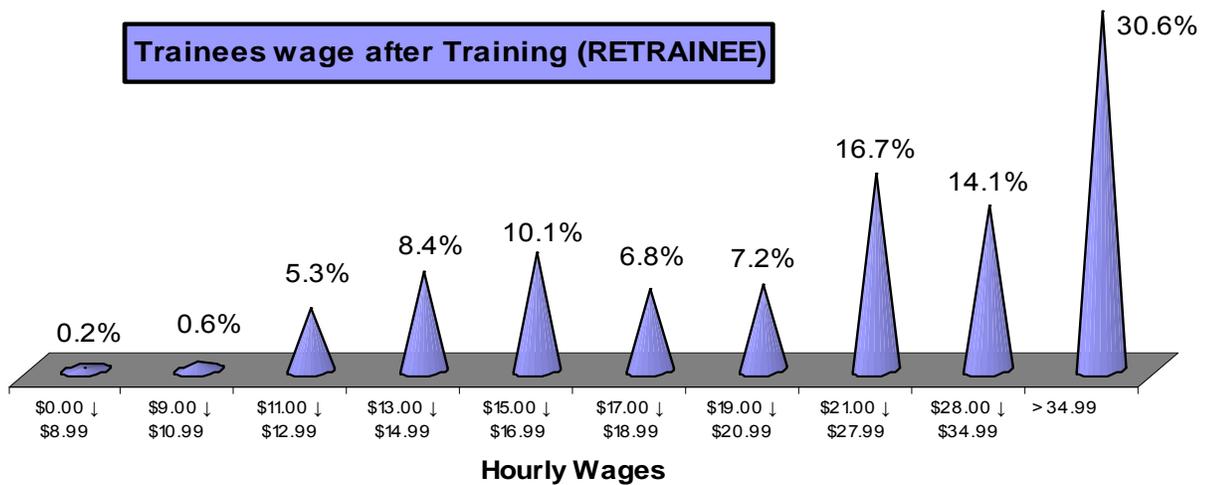
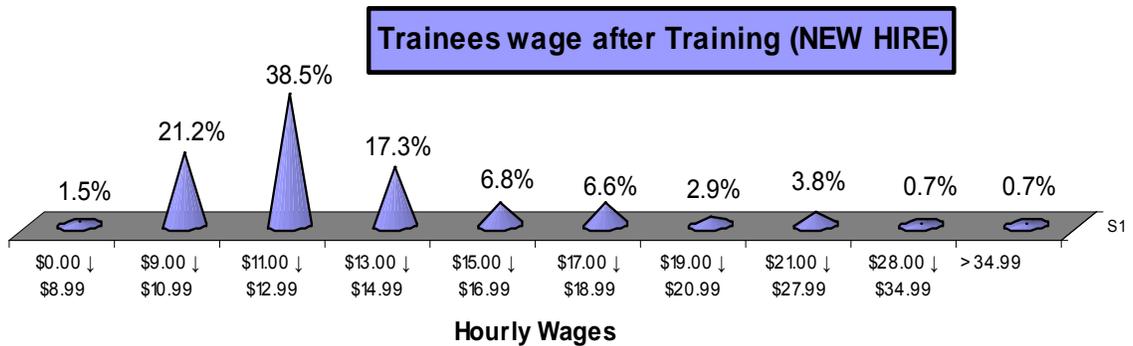
<p><u>Manufacturing</u> 30,233 trainees \$31.1 million earned (54% dollars earned) 34% businesses served</p>	<p><u>Services</u> 7,124 trainees \$9.6 million (17% dollars earned) 23% businesses served</p>
<p><u>High Technology*</u> 4,259 trainees \$4.8 million (8% dollars earned) 16% businesses served <small>*includes software development, multimedia/ entertainment, computer programming and systems design, engineering and telecommunications.</small></p>	<p><u>Finance</u> 3,493 trainees \$3.5 million (6% dollars earned) 4% businesses served</p>
<p><u>Transportation</u> 1517 trainees \$5.4 million (9% dollars earned) 3% businesses served</p>	<p><u>Other**</u> 2,8785 trainees \$3.5 million (6% dollars earned) 20% businesses served <small>**Includes agriculture, construction, and trade.</small></p>

These industry data show that the percentage of funds earned by manufacturing firms in completed contracts decreased significantly from the previous fiscal year, from 70 percent to 54 percent. The percentage of manufacturing businesses served was 34 percent, compared to 40 percent in FY 2008-09. The businesses served in high-technology contracts stayed the same at 16 percent, while funds earned by businesses in high technology services increased slightly from the prior year's 7 percent to 8 percent.

E. TRAINEE WAGES

The average post-training and retention wages for workers who were unemployed at the start of training (new hires) was \$13.38 an hour; for retrainees, it was \$30.51 per hour. The average new hire wage **decreased** by 1 percent over the previous fiscal. The average retrainee wage **increased** by 4.4 percent.

While ETP funds training for high-wage, high-skill jobs, it also funds training for lower-wage workers to assist them in advancing to better paying, more secure jobs. The tables below illustrate the distribution of trainee wages after training and retention in the report year. Data is consistent with prior fiscal years' data, and reflects ETP's ability to assist workers at both ends of the wage spectrum.



F. LITERACY TRAINING

The Panel supports literacy training (writing, reading, language comprehension, math, and Vocational English as a Second Language) where training has a demonstrated link to job skills training. The majority of literacy training was for frontline workers in manufacturing, many whom were in high unemployment areas. Forty-three of the completed contracts included literacy components for approximately 8,330 participants.

G. TRAINEE DEMOGRAPHICS

Retrainee Characteristics:

In the report year, 60.6 percent of the retrainee population in completed contracts was male and 39.4 percent was female.

New Hire Characteristics:

In the report year, 55.8 percent of the new hire population in completed contracts was male and 44.2 percent was female. The female population increased 12% over the last report year.

H. DISENCUMBRANCES/REINVESTMENT OF FUNDS

Since ETP contracts are “performance based”, a contractor does not earn funds until a trainee has completed training and a subsequent employment retention period, at a specified minimum wage. Any funds encumbered in a training contract that are not earned, are subsequently disencumbered, and reinvested in new training projects.

The overall disencumbrance rate of the 365 contracts completing in the report year, as well as the 23 contracts terminating in the report year, was 19 percent. \$71.9 million was encumbered in these contracts, of which \$57.9 million was earned for successful completion of training and employment retention, and \$14 million was disencumbered and reinvested in new training.

Research conducted by the University of California Los Angeles indicates that disencumbrances are an integral bi-product of performance-based contracting – assuring that funds not earned by contractors are disencumbered and reinvested in new training projects. Further, disencumbrances are caused largely by changes in economic and business conditions that force firms to reduce or forego training – conditions out of ETP’s control. Nonetheless, the Panel has taken steps to reduce and minimize disencumbrances, including the use of incremental funding, where contract funds are encumbered in phases at minimal levels, with additional funds encumbered only as the contractor demonstrates performance.

Other Panel actions in recent years to reduce disencumbrances have included: limiting the number of training hours in projects; requiring top management involvement in the contract process; and, early intervention in poorly performing projects through increased

technical assistance to help contractors be successful. If intervention is unsuccessful, the project is terminated, and funds are disencumbered and reinvested in new training projects.

In its earlier years, ETP incurred disencumbrance rates at levels averaging 40 percent annually. However, by taking the administrative actions described above, the Panel has significantly reduced its disencumbrances, as evidenced by the low rate of 19 percent in contracts completing and terminating in the previous and current report year.

**CHARACTERISTICS OF PANEL TRAINEES
COMPARED TO CALIFORNIA LABOR FORCE**

Characteristic	Employment Training Panel		California Labor Force	
	<u>New Hire</u>	<u>Retrainee</u>	<u>Unemployed</u>	<u>Employed</u>
<u>SEX:</u>			<u>2009</u>	<u>2009</u>
Female	44%	39%	41% <i>a/</i>	47% <i>a/</i>
Male	56%	61%	59% <i>a/</i>	53% <i>a/</i>
<u>AGE:</u>			<u>2010</u>	<u>2010</u>
<25	14%	8%	26% <i>a/</i>	12% <i>a/</i>
25-34	24%	26%	23% <i>a/</i>	22% <i>a/</i>
35-44	30%	28%	18% <i>a/</i>	22% <i>a/</i>
45-54	22%	25%	19% <i>a/</i>	24% <i>a/</i>
55-64	9%	10%	11% <i>a/</i>	16% <i>a/</i>
65+	0%	3%	3% <i>a/</i>	4% <i>a/</i>
<u>EDUCATION:</u>			<u>2009</u>	<u>2009</u>
Less than H.S. Grad.	47%	38%	17% <i>a, b/</i>	8% <i>a, b/</i>
H.S. Graduate	32%	24%	35% <i>a, b/</i>	28% <i>a, b/</i>
Some College	8%	26%	20% <i>a, b/</i>	28% <i>a, b/</i>
College Graduate	1%	6%		
Post Graduate	13%	6%	20% <i>a, b/</i>	36% <i>a, b/</i>
<u>ETHNICITY:</u>			<u>2010</u>	<u>2010</u>
White	28%	40%	64% <i>a/</i>	73% <i>a/</i>
African-American	18%	6%	17% <i>a/</i>	10% <i>a/</i>
Hispanic	38%	27%	17% <i>a/</i>	13% <i>a/</i>
Asian	6%	17%	3% <i>a/</i>	4% <i>a/</i>
Native American	1%	1%		
Other	8%	9%		
<u>VETERAN:</u>			<u>2009</u>	<u>2009</u>
Yes	6%	2%	4% <i>e/</i>	5% <i>e/</i>
No	94%	98%	95% <i>e/</i>	95% <i>e/</i>

a/ Civilian Labor Force data was obtained from www.bls.gov/cls in May 2011. Provided by the Bureau of Labor Statistics in the Current Population Survey conducted by the Bureau of the Census for 2009 and 2010.

b/ Percentages are for total population 25 years and older in the labor force.

c/ Labor Force data does not include agricultural workers.

d/ Based on March 2006 Civilian Labor Force data.

e/ Based on 2009 Veteran Data from Dept Veterans Affairs & US Census Bureau for ages 18 to 64.

Completed Contracts in FY 09/10

APPENDIX B-3

Contractor Name	County	Business Size**	Industry	Retirees	New Hires	Earned Amount	Percent Earned
"R" ROOTER & PLUMBING*	FRESNO	1	Construction	2	0	\$6,656	30%
318, INC.	LOS ANGELES	1	High tech	0	0	\$0	0%
A & P HEATING AND COOLING, INC.*	MULTI COUNTIES	1	Service	7	0	\$8,591	65%
ABBOTT DIABETES CARE	ALAMEDA	5	Manufacturing	1,163	0	\$843,336	100%
ABBOTT VASCULAR, INC.	MULTI COUNTIES	5	Manufacturing	2,579	0	\$1,470,600	100%
ABSO	PLACER	3	Service	0	0	\$0	0%
ACADEMYX, INC.*	MULTI COUNTIES	6	Various	218	0	\$152,114	76%
ACME BIOSCIENCE, INC.	SANTA CLARA	1	Service	14	0	\$6,240	27%
ADVANCE PAPER BOX COMPANY	LOS ANGELES	3	Manufacturing	0	0	\$0	0%
ADVANCED BIONICS, L.L.C.	LOS ANGELES	5	Manufacturing	117	0	\$76,725	26%
ADVANTAGE ROUTE SYSTEMS, INC.	STANISLAUS	1	Manufacturing	0	0	\$0	0%
AERO BENDING COMPANY	LOS ANGELES	1	Manufacturing	16	0	\$16,374	36%
AHC INC.	FRESNO	5	Finance	37	0	\$16,416	8%
AHMC HEALTHCARE - WHITTIER HOSPITAL MEDICAL CENTER*	LOS ANGELES	5	Service- health	88	0	\$223,668	100%
AHMC HEALTHCARE, INC. DBA MONTEREY PARK HOSPITAL*	LOS ANGELES	5	Service- health	96	0	\$169,466	61%
AHMC SAN GABRIEL VALLEY MEDICAL CENTER LP*	LOS ANGELES	5	Service	262	0	\$420,899	94%
ALAMEDA CORRIDOR JOBS COALITION*	LOS ANGELES	6	Various	0	0	\$0	0%
ALHAMBRA HOSPITAL MEDICAL CENTER, L.P., DBA ALHAMBRA HOSPITAL MEDICAL CENTER*	LOS ANGELES	5	Service- health	85	0	\$166,185	37%
ALL METALS SUPPLY, INC.	BUTTE	1	Trade	4	0	\$4,591	17%
ALLAN COMPANY	MULTI COUNTIES	3	Service	58	0	\$123,555	37%
ALLIED MODULAR BUILDING SYSTEMS, INC.	ORANGE	2	Manufacturing	21	0	\$31,852	17%
ALOM TECHNOLOGIES CORPORATION	ALAMEDA	1	Manufacturing	43	0	\$78,072	54%
ALPHA AVIATION COMPONENTS, INC.	LOS ANGELES	1	Manufacturing	23	0	\$19,716	40%
ALVARADO HOSPITAL, LLC*	SAN DIEGO	5	Service	52	0	\$87,335	26%
ALYN INDUSTRIES INC. DBA ELECTRONIC SOURCE COMPANY	LOS ANGELES	2	Manufacturing	12	0	\$34,369	69%
AMCOR PET PACKAGING, USA, INC.	MULTI COUNTIES	5	Manufacturing	78	0	\$61,938	44%
AMERICAN ALL-RISK LOSS ADMINISTRATORS, INC.	FRESNO	2	Finance	63	0	\$162,197	89%
AMERICAN BIODIESEL, INC. DBA COMMUNITY FUELS*	SAN JOAQUIN	1	Manufacturing	8	0	\$31,200	33%
AMERICAN TOWING ALLIANCE, INC.	SAN BERNARDINO	1	Service	24	0	\$19,377	49%
AMERICAN WEB SERVICES, INC.	MULTI COUNTIES	1	Service	8	0	\$4,810	34%
AMPAC FINE CHEMICALS, LLC*	SACRAMENTO	4	Manufacturing	92	0	\$50,283	15%
ANDREW FURUETH SCHOOL OF SEAMANSHIP TRAINING PLAN TRUST*	MULTI COUNTIES	6	Transportation	62	0	\$74,284	35%
ANGELES COLLEGE OF NURSING	LOS ANGELES	6	Service	15	0	\$144,924	76%
ANIMAL SUPPLY COMPANY*	SAN JOAQUIN	3	Trade	36	0	\$19,420	77%
ANRITSU COMPANY	SANTA CLARA	5	Manufacturing	323	0	\$288,000	100%
ARCHITECTS ORANGE	ORANGE	2	Service	0	0	\$0	0%

*Special Employment Training (SET) Category

** (1) 1-50; (2) 51-100; (3) 101-250; (4) 251-500; (5) 501+; (6) Multiple Employers

Completed Contracts in FY 09/10

APPENDIX B-3

Contractor Name	County	Business Size**	Industry	Retirees	New Hires	Earned Amount	Percent Earned
ARCHITECTURAL AREA LIGHTING	LOS ANGELES	5	Manufacturing	21	0	\$19,098	41%
ARLON, INC.	MULTI COUNTIES	5	Manufacturing	98	0	\$331,200	100%
ARROW ELECTRONICS, INC.	SAN BERNARDINO	5	Trade	10	0	\$5,628	2%
ARTHROCARE CORPORATION	MULTI COUNTIES	5	Manufacturing	4	0	\$2,485	1%
ATLAS DATABASE SOFTWARE CORP. DBA ATLAS DEVELOPMENT CORPORATION	LOS ANGELES	2	High Tech	23	0	\$0	0%
AUTOMOBILE CLUB OF SOUTHERN CALIFORNIA	MULTI COUNTIES	5	Finance	1,121	0	\$1,013,500	100%
AUTOMOTIVE TECHNICIAN ASSOCIATES, INC.*	MULTI COUNTIES	6	Various	13	0	\$9,572	39%
B/E AEROSPACE, INCORPORATED	LOS ANGELES	5	Manufacturing	11	0	\$5,021	8%
BAE SYSTEMS ADVANCED CERAMICS, INC.	SAN DIEGO	5	Manufacturing	10	0	\$6,237	9%
BAKERSFIELD ENVELOPE CO. INC. DBA CASTLE PRINT & PUBLICATION	KERN	1	Manufacturing	17	0	\$3,081	9%
BAKERSFIELD HEART HOSPITAL*	KERN	5	Service- health	62	0	\$144,131	39%
BALKAN MANUFACTURING, INC.	ALAMEDA	1	Manufacturing	1	0	\$338	1%
BALL CORPORATION	SAN BERNARDINO	5	Manufacturing	7	0	\$4,032	35%
BALL METAL FOOD CONTAINER, LLC	MULTI COUNTIES	5	Manufacturing	203	0	\$388,691	49%
BANK OF AMERICA CORPORATION*	MULTI COUNTIES	5	Finance	739	0	\$671,563	54%
BAY AREA ECONOMIC DEVELOPMENT CENTER	MULTI COUNTIES	6	Various	208	0	\$285,448	89%
BAY AREA VIDEO COALITION*	MULTI COUNTIES	6	Various	0	24	\$106,886	30%
BAYCORR PACKAGING INC. DBA HERITAGE PAPER	MULTI COUNTIES	3	Manufacturing	86	0	\$176,549	93%
BAYLESS ENGINEERING & MANUFACTURING	LOS ANGELES	3	Manufacturing	22	0	\$20,501	28%
BELLECI DESIGNS	CONTRA COSTA	1	High Tech	0	0	\$0	0%
BIMBO BAKERY USA	SACRAMENTO	5	Manufacturing	24	0	\$43,151	30%
BLUE TECH, INC.	SAN DIEGO	1	Service	21	0	\$4,895	15%
BMC SOFTWARE, INC.	MULTI COUNTIES	5	High Tech	19	0	\$11,731	2%
BON APPETIT MANAGEMENT COMPANY*	SANTA CLARA	5	Service	183	0	\$129,449	62%
BOSTON SCIENTIFIC NEUROMODULATION CORPORATION	LOS ANGELES	5	Manufacturing	378	0	\$270,977	75%
BRITHINEE ELECTRIC	SAN BERNARDINO	1	Manufacturing	22	0	\$10,686	21%
BUILDING SKILLS PARTNERSHIP*	MULTI COUNTIES	6	Various	169	0	\$162,967	83%
BUNGE NORTH AMERICA, INC.	STANISLAUS	5	Manufacturing	32	0	\$42,849	41%
C.W. DRIVER, INCORPORATED*	MULTI COUNTIES	3	Other- Construct	171	0	\$249,632	81%
CACTUS MEDIA GROUP, INC. DBA FRESNO MAGAZINE	FRESNO	1	Manufacturing	0	0	\$0	0%
CALGREN RENEWABLE FUELS, L.L.C.*	TULARE	1	Manufacturing	38	0	\$58,084	78%
CALI BAMBOO, LLC.	SAN DIEGO	1	Trade	20	0	\$20,245	77%
CALIFORNIA CONSTRUCTION SERVICE CORPORATION DBA SUN LIGHT AND POWER COMPANY	ALAMEDA	2	Other- Construct	45	0	\$37,361	50%

*Special Employment Training (SET) Category

** (1) 1-50; (2) 51-100; (3) 101-250; (4) 251-500; (5) 501+; (6) Multiple Employers

Completed Contracts in FY 09/10

APPENDIX B-3

Contractor Name	County	Business Size**	Industry	Retirees	New Hires	Earned Amount	Percent Earned
CALIFORNIA CONTROLLED ATMOSPHERE	MULTI COUNTIES	1	High Tech	31	0	\$39,354	80%
CALIFORNIA COUNCIL FOR EXCELLENCE*	MULTI COUNTIES	6	Various	23	0	\$11,776	13%
CALIFORNIA DISTRIBUTION	LOS ANGELES	2	Other-Transport	51	0	\$44,330	100%
CALIFORNIA HISPANIC CHAMBER OF COMMERCE	MULTI COUNTIES	6	Various	0	0	\$0	0%
CALIFORNIA MANUFACTURERS AND TECHNOLOGY ASSOCIATION*	MULTI COUNTIES	6	Manufacturing	2,085	0	\$2,073,105	100%
CALIFORNIA MANUFACTURING TECHNOLOGY CONSULTING	MULTI COUNTIES	6	Various	2,006	0	\$2,124,630	100%
CALIFORNIA RETREADERS, INC.*	FRESNO	2	Manufacturing	16	28	\$163,580	90%
CALIFORNIA STATE UNIVERSITY, FRESNO FOUNDATION*	MULTI COUNTIES	6	Various	61	0	\$48,580	98%
CALIFORNIA TECHNICAL PLATING, INC.	LOS ANGELES	1	Manufacturing	0	0	\$0	0%
CAMPBELL SOUP COMPANY	MULTI COUNTIES	5	Manufacturing	171	0	\$129,600	100%
CANCER CARE ASSOCIATES OF FRESNO MEDICAL GROUP, INC.*	FRESNO	2	Service- health	78	0	\$83,652	87%
CAPITAL CORRUGATED INC.	SACRAMENTO	1	Manufacturing	20	0	\$11,804	21%
CARDINAL HEALTH, INC.	MULTI COUNTIES	5	Manufacturing	1,051	0	\$770,816	24%
CARNEY'S OFFICE EQUIPMENT INC. DBA CARNEY'S BUSINESS TECHNOLOGY CENTER*	KERN	1	Service	1	0	\$1,320	8%
CARRINGTON MORTGAGE SERVICES, L.L.C.	ORANGE	5	Finance	72	0	\$53,615	20%
CARTER DUNCAN CORPORATION DBA SEYMOUR DUNCAN	SANTA BARBARA	3	Manufacturing	0	0	\$0	0%
CAVOTEC DABICO US INC.	ORANGE	1	Manufacturing	22	0	\$10,101	21%
CERIDIAN TAX SERVICES, INC.	ORANGE	5	Service	68	0	\$32,370	10%
CERTAINTED CORPORATION	MADERA	5	Manufacturing	78	0	\$67,108	25%
CHAFFEY COMMUNITY COLLEGE DISTRICT*	SAN BERNARDINO	6	Various	651	0	\$543,382	100%
CHAMPION ELECTRIC, INC.*	RIVERSIDE	3	Other- Construct	9	0	\$7,497	10%
CHARLES A. JONES SKILLS AND BUSINESS CENTER*	MULTI COUNTIES	6	Various	0	0	\$0	0%
CHRISP COMPANY*	ALAMEDA	3	Other- Construct	17	0	\$11,668	20%
CHROMATIC INC. LITHOGRAPHERS	LOS ANGELES	2	Manufacturing	25	0	\$26,910	76%
CINE-LOOK*	FRESNO	1	Service	2	0	\$6,240	17%
CIRCOR AEROSPACE, INC.	RIVERSIDE	5	Manufacturing	104	0	\$111,701	31%
CLAREMONT BUSINESS GROUP DBA CLAREMONT INSURANCE SERVICES	CONTRA COSTA	1	Finance	27	0	\$92,906	100%
CODDING STEEL FRAME SOLUTIONS, INC.	SONOMA	1	Manufacturing	7	0	\$2,411	29%
COMPREHENSIVE TRAINING SYSTEMS, INC.*	SAN DIEGO	6	Various	0	18	\$115,511	55%
COMPREHENSIVE TRAINING SYSTEMS, INCORPORATED	SAN DIEGO	6	Various	0	84	\$364,250	62%
COMPUTER SCIENCES CORPORATION	LOS ANGELES	5	High Tech	18	0	\$7,776	27%
COMPUTER TUTOR BUSINESS AND TECHNICAL INSTITUTE*	MULTI COUNTIES	6	Various	0	53	\$255,378	70%

*Special Employment Training (SET) Category

** (1) 1-50; (2) 51-100; (3) 101-250; (4) 251-500; (5) 501+; (6) Multiple Employers

Completed Contracts in FY 09/10

APPENDIX B-3

Contractor Name	County	Business Size**	Industry	Retirees	New Hires	Earned Amount	Percent Earned
COMTEK COMPUTER SYSTEMS, INC.	MULTI COUNTIES	4	Service	242	0	\$373,367	98%
CONCEPTUAL DESIGN AND PLANNING COMPANY	ORANGE	1	Service	12	0	\$12,200	62%
CONECTUS WIRELESS	VENTURA	1	Trade	14	0	\$40,756	91%
CONNECTICUT GENERAL LIFE INSURANCE COMPANY*	MULTI COUNTIES	5	Finance	124	0	\$359,597	100%
COXCOM, INC.*	SAN DIEGO	5	High tech	295	0	\$343,477	50%
CREATIVE COMMUNICATION TECHNOLOGIES, INC.	MULTI COUNTIES	3	Communication	0	10	\$9,792	4%
CROSSBOW TECHNOLOGY, INC.	SANTA CLARA	2	Manufacturing	20	0	\$20,152	18%
CRYSTAL TECHNOLOGY, INC.	SANTA CLARA	5	Manufacturing	7	0	\$4,482	6%
CUMMING CONSTRUCTION MANAGEMENT, INC. DBA CUMMING CORPORATION*	MULTI COUNTIES	3	Other- Construct	0	0	\$0	0%
CYPRESS MANUFACTURING LLC DBA HITECH PLASTICS AND MOLDS	LOS ANGELES	1	Manufacturing	9	0	\$13,104	84%
CYVEX NUTRITION, INC.	ORANGE	1	Manufacturing	5	0	\$5,070	16%
DAIRY FARMERS OF AMERICA, INC.	VENTURA	5	Manufacturing	83	0	\$60,877	66%
DAN HAGGERTY'S INTERNATIONAL PRODUCTS, INC. DBA PRECISION DESIGN & MFG.	LOS ANGELES	1	Manufacturing	0	0	\$0	0%
DAVIS INSTRUMENTS CORPORATION	ALAMEDA	3	Manufacturing	17	0	\$11,576	12%
DCX-CHOL ENTERPRISES, INC.	MULTI COUNTIES	4	Manufacturing	37	0	\$33,588	35%
DEL AMO CONSTRUCTION, INC.*	LOS ANGELES	2	Other- Construct	0	0	\$0	0%
DEL MONTE CORPORATION*	MULTI COUNTIES	5	Manufacturing	211	0	\$158,886	33%
DENMAC INDUSTRIES	LOS ANGELES	1	Manufacturing	19	0	\$24,783	50%
DESIGN BUILD SPECIALISTS, INC.	MARIN	1	Construction	9	0	\$7,890	51%
DISCO HI-TEC AMERICA, INC	SANTA CLARA	5	Manufacturing	4	0	\$4,608	13%
DISNEYLAND RESORT, A DIVISION OF WALT DISNEY COMPANY	ORANGE	5	Service	815	0	\$759,570	70%
DISTRICT COUNCIL 16 NORTHERN CALIFORNIA JOURNRYMEN AND APPRENTICE TRAINING TRUST FUND*	MULTI COUNTIES	6	Construction	39	0	\$18,018	8%
DOCTOR'S HOSPITAL OF WEST COVINA*	LOS ANGELES	3	Service- health	45	0	\$59,964	41%
DON TODD ASSOCIATES, INC.	ALAMEDA	1	High Tech	2	0	\$1,040	4%
DONGALEN ENTERPRISES, INC. DBA INTERSTATE PLASTICS	MULTI COUNTIES	1	Manufacturing	34	0	\$36,353	52%
DOREL INDUSTRIES	SAN BERNARDINO	5	Manufacturing	14	0	\$7,398	12%
DREYER'S GRAND ICE CREAM HOLDINGS INC. , BAKERSFIELD OPERATIONS	MULTI COUNTIES	5	Manufacturing	822	0	\$1,112,062	98%
DREYER'S GRAND ICE CREAM, TULARE OPERATIONS CENTER	TULARE	5	Manufacturing	280	0	\$545,863	100%
DRY CREEK CORPORATION, DBA E & J GALLO WINERY	MULTI COUNTIES	5	Manufacturing	792	0	\$1,004,400	100%
EL CLASIFICADO	LOS ANGELES	2	Manufacturing	84	0	\$73,876	100%
EQUUS PRODUCTS, INC.	ORANGE	1	Manufacturing	10	0	\$7,447	28%
ESOLAR, INC.	LOS ANGELES	3	Manufacturing	6	0	\$4,860	7%

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Completed Contracts in FY 09/10

APPENDIX B-3

Contractor Name	County	Business Size**	Industry	Retirees	New Hires	Earned Amount	Percent Earned
EUROMARKET DESIGNS, INC. DBA CRATE AND BARREL	MULTI COUNTIES	5	Trade	48	0	\$35,481	15%
EXECUTIVE SAFE AND SECURITY CORPORATION DBA AMPHION	SAN BERNARDINO	1	Manufacturing	23	0	\$34,450	100%
EXTRON LOGISTICS, LLC	ALAMEDA	3	Manufacturing	2	0	\$882	2%
FARMWORKER INSTITUTE OF EDUCATION AND LEADERSHIP DEVELOPMENT, INC.*	MULTI COUNTIES	6	Agriculture	171	0	\$152,886	61%
FERGUSON PAPE BALDWIN ARCHITECTS INC.*	SAN DIEGO	1	Service	9	0	\$4,994	21%
FIRST SOFTWARE USA, INC. DBA OXFORD INSTITUTE OF TECHNOLOGY*	MULTI COUNTIES	6	Various	192	0	\$289,541	100%
FLOWSERVE CORPORATION	LOS ANGELES	5	Manufacturing	295	0	\$408,316	88%
FORMFACTOR INC.	ALAMEDA	5	Manufacturing	140	0	\$92,646	15%
FRANKLIN CAREER COLLEGE	MULTI COUNTIES	6	Service	4	0	\$48,128	9%
FRITO-LAY, INC.	MULTI COUNTIES	5	Manufacturing	1,155	0	\$931,931	81%
FUEL TOTAL SYSTEMS CALIFORNIA CORPORATION	SAN JOAQUIN	4	Manufacturing	69	0	\$58,934	55%
FUNCTION ENGINEERING, INC.	SANTA CLARA	1	High Tech	0	0	\$0	0%
GERI'S SCREENPRINTING, LLC	SAN BERNARDINO	1	Manufacturing	6	0	\$6,844	87%
GHIRARDELLI CHOCOLATE COMPANY	ALAMEDA	5	Manufacturing	86	0	\$157,406	62%
GIMBAL BROTHERS, INC.	SAN MATEO	2	Manufacturing	59	0	\$50,638	83%
GIVE SOMETHING BACK BUSINESS PRODUCTS	MULTI COUNTIES	2	Manufacturing	59	0	\$232,597	99%
GLENDALE COMMUNITY COLLEGE PROFESSIONAL DEVELOPMENT CENTER*	MULTI COUNTIES	6	Various	1,737	0	\$1,814,408	100%
GOGLANIAN BAKERIES, INC.	ORANGE	4	Manufacturing	35	0	\$49,266	99%
GOOD SAMARITAN HOSPITAL, A CALIFORNIA LIMITED PARTNERSHIP*	KERN	4	Service- health	100	0	\$108,125	39%
GOODWILL INDUSTRIES OF SAN JOAQUIN VALLEY, INC.*	MULTI COUNTIES	6	Various	0	11	\$47,689	48%
GOODWILL INDUSTRIES OF SANTA CLARA COUNTY	SANTA CLARA	6	Various	0	46	\$221,404	94%
GOTHIC LANDSCAPING, INC. DBA GOTHIC LANDSCAPE*	MULTI COUNTIES	5	Service	0	0	\$0	0%
GREATER SACRAMENTO URBAN LEAGUE	SACRAMENTO	6	Various	0	9	\$48,582	26%
GREATER SAN DIEGO CHAMBER OF COMMERCE DBA SAN DIEGO REGIONAL CHAMBER OF COMMERCE*	SAN DIEGO	6	Various	64	0	\$52,783	76%
H. HENDY ASSOCIATES	ORANGE	1	Service	16	0	\$7,212	27%
HANSON AGGREGATES, PERMANENTE PLANT	SANTA CLARA	5	Manufacturing	40	0	\$121,464	46%
HARKNESS ENTERPRISES, INC. DBA PACIFIC PLASTICS & ENGINEERING	SANTA CRUZ	1	Manufacturing	19	0	\$29,087	20%
HENKELS & MCCOY, INC.*	MULTI COUNTIES	5	Other- Construct	83	0	\$57,384	9%
HILL PARTNERSHIP, INC.	ORANGE	1	Service	22	0	\$20,196	100%
HILMAR CHEESE COMPANY, INC.	MERCED	5	Manufacturing	340	0	\$481,668	80%
HI-SHEAR CORPORATION DBA LISI AEROSPACE	LOS ANGELES	5	Manufacturing	48	0	\$65,725	7%

*Special Employment Training (SET) Category

** (1) 1-50; (2) 51-100; (3) 101-250; (4) 251-500; (5) 501+; (6) Multiple Employers

Completed Contracts in FY 09/10

APPENDIX B-3

Contractor Name	County	Business Size**	Industry	Retirees	New Hires	Earned Amount	Percent Earned
HISPANIC CHAMBER OF COMMERCE OF SOLANO COUNTY	SOLANO	6	Various	0	0	\$0	0%
HOBBS CONTAINER COMPANY, INC.	TULARE	1	Manufacturing	8	0	\$15,532	37%
HOMEQ SERVICING	MULTI COUNTIES	5	Finance	383	0	\$0	0%
HSBC CARD SERVICES, INC.*	MULTI COUNTIES	5	Finance	385	0	\$454,400	61%
HUNTER TECHNOLOGY CORPORATION	SANTA CLARA	3	Manufacturing	41	0	\$40,088	24%
ILLUMINA, INC.	MULTI COUNTIES	5	Manufacturing	261	0	\$285,314	33%
INFOTECH CAREER COLLEGE, INC. DBA INFOTECH CAREER COLLEGE	LOS ANGELES	6	Various	0	0	\$0	0%
INNOVA ELECTRONICS CORPORATION	ORANGE	1	Manufacturing	0	0	\$0	0%
INSURANCE EDUCATIONAL ASSOCIATION*	MULTI COUNTIES	6	finance	73	0	\$47,645	31%
INTEL CORPORATION	MULTI COUNTIES	5	Manufacturing	1,520	0	\$1,627,290	100%
INTERNATIONAL ENERGY SERVICES COMPANY DBA IESCO, INC.	LOS ANGELES	3	Other	0	0	\$0	0%
INTERNATIONAL TRAINING AND EXCHANGE, INC. DBA INTRAX	SAN FRANCISCO	3	Service	36	0	\$28,482	40%
ISLAND PACIFIC, INC., DBA RETAIL PRO	MULTI COUNTIES	3	High Tech	0	0	\$0	0%
J. M. CALIFF AIA & PARTNERS, INC.	ORANGE	1	Service	2	0	\$4,356	99%
K-1 PACKAGING GROUP	LOS ANGELES	2	Manufacturing	74	0	\$175,844	89%
KENT A. BROOKS INSURANCE SERVICES, INC. DBA BROOKS JUCHA & ASSOCIATES	SAN DIEGO	1	Finance	0	0	\$0	0%
KERN FEDERAL CREDIT UNION*	KERN	2	Finance	48	0	\$25,748	52%
KIRKHILL-TA COMPANY	ORANGE	5	Manufacturing	793	0	\$789,041	99%
KOMBAT SOCCER, INC.	SACRAMENTO	1	Trade	0	0	\$0	0%
KYOHU MANUFACTURING CALIFORNIA (KHMCA)	SAN JOAQUIN	5	Manufacturing	138	0	\$883,120	100%
LABEL TECHNOLOGY, INC.	MERCED	2	Manufacturing	24	0	\$14,869	95%
LALANNE BROTHERS, INC.*	TULARE	1	Trade	13	0	\$13,207	71%
LARES RESEARCH INC.	BUTTE	2	Manufacturing	55	0	\$30,248	14%
LEADERSHIP TRAINING AND EDUCATION FUND*	MULTI COUNTIES	6	Various	240	0	\$171,303	39%
LEICA GEOSYSTEMS ACQUISITION, INC. DBA SURVEYORS SERVICE COMPANY	ORANGE	2	Service	0	0	\$0	0%
LIFE TECHNOLOGIES CORPORATION	MULTI COUNTIES	5	Manufacturing	716	0	\$755,064	94%
LINDY OFFICE PRODUCTS	ORANGE	1	Trade	33	0	\$10,032	19%
LOGIC DEVICES, INCORPORATED	SANTA CLARA	1	Manufacturing	11	0	\$15,600	100%
LONG BEACH AREA CHAMBER OF COMMERCE*	LOS ANGELES	6	High Tech	37	0	\$33,000	17%
LOS ANGELES OPPORTUNITIES INDUSTRIALIZATION CENTER*	LOS ANGELES	6	Various	0	0	\$0	0%
LOS ROBLES HOSPITAL AND MEDICAL CENTER*	VENTURA	5	Service- health	55	0	\$98,737	30%
MACRO PLASTICS, INC.	SOLANO	2	Manufacturing	29	0	\$27,768	54%

*Special Employment Training (SET) Category

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Completed Contracts in FY 09/10

APPENDIX B-3

Contractor Name	County	Business Size**	Industry	Retirees	New Hires	Earned Amount	Percent Earned
MAGNUS MOBILITY SYSTEMS, INC.	ORANGE	1	Trade	9	0	\$6,358	32%
MALMBERG ENGINEERING, INC.	ALAMEDA	1	Manufacturing	0	0	\$0	0%
MANCO ABBOTT, INC.*	MULTI COUNTIES	3	Other	58	0	\$32,599	17%
MARTIN-CHANDLER, INC.	LOS ANGELES	1	Manufacturing	7	0	\$10,920	100%
MASS PRECISION INC.	SANTA CLARA	4	Manufacturing	258	0	\$351,900	100%
MCCAIN FOODS USA, INC.	SAN BERNARDINO	3	Manufacturing	18	0	\$16,242	6%
MCMILLAN SYSTEMS, INC. DBA MCMILLAN CONSULTING	FRESNO	1	High Tech	9	0	\$2,262	18%
MEDAMERICA BILLING SERVICES, INC.*	STANISLAUS	5	Service	211	0	\$176,539	55%
MEDTRONIC MINIMED, INC.	LOS ANGELES	5	Manufacturing	337	0	\$527,782	70%
MEMORYTEN, INC.	SANTA CLARA	6	trade	45	0	\$162,174	100%
MENLO LOGISTICS, INC. DBA MENLO WORLDWIDE	MULTI COUNTIES	5	Other-Transport	0	0	\$0	0%
MERRYVALE VINEYARDS LLC	NAPA	2	Manufacturing	0	0	\$0	0%
MESA BOOGIE LTD.	SONOMA	3	Manufacturing	0	0	\$0	0%
MICHAEL J. STOIBER	CONTRA COSTA	1	Finance	0	0	\$0	0%
MIYACHI UNITEK CORPORATION	LOS ANGELES	3	Manufacturing	33	0	\$30,225	61%
MOMENTUM TEXTILES, INC.	ORANGE	3	Trade	35	0	\$20,630	51%
MOUNTAIN TRAVEL DBA MOUNTAIN TRAVEL SOBEK	ALAMEDA	1	Service	20	0	\$42,510	43%
MOUNTAIN VIEW CHILD CARE, INC. DBA TOTALLY KIDS*	MULTI COUNTIES	5	Service- health	233	0	\$489,001	98%
NATIONAL GLASS ASSOCIATION*	MULTI COUNTIES	6	Service	19	0	\$7,293	4%
NATURAL ALTERNATIVES INTERNATIONAL, INC.	SAN DIEGO	3	Manufacturing	51	0	\$40,866	10%
NDS SURGICAL IMAGING, L.L.C.	SANTA CLARA	3	Manufacturing	26	0	\$23,711	32%
NESTLE PURINA PETCARE COMPANY	KERN	5	Manufacturing	32	0	\$35,414	86%
NETWORK HARDWARE RESALE, INC.	SANTA BARBARA	3	Service	27	0	\$12,937	27%
NEW WAY SERVICES INC.*	CONTRA COSTA	2	Service- health	12	0	\$22,386	30%
NEW TANGRAM, LLC	MULTI COUNTIES	4	Manufacturing	132	0	\$108,434	22%
NICK SCIABICA AND SONS	STANISLAUS	1	Manufacturing	0	0	\$0	0%
NORTH STATE GROCERY, INC., DBA HOLIDAY QUALITY FOODS*	MULTI COUNTIES	4	Trade	49	0	\$20,925	78%
NORTHERN CALIFORNIA CONSTRUCTION AND TRAINING, INC.*	MULTI COUNTIES	6	Construction	0	40	\$246,280	100%
NORTHERN CALIFORNIA REHABILITATION HOSPITAL*	SHASTA	5	Service	126	0	\$143,541	52%
NORTHERN CALIFORNIA TEAMSTERS APPRENTICE TRAINING & EDUCATION TRUST FUND	MULTI COUNTIES	6	Various	36	34	\$179,646	100%
NORTHROP GRUMMAN GUIDANCE AND ELECTRONICS COMPANY, INC.	LOS ANGELES	5	Manufacturing	280	0	\$204,774	17%
NORTHROP GRUMMAN INTEGRATED SYSTEMS	MULTI COUNTIES	5	Manufacturing	992	0	\$699,067	47%
NOUSHIG, INC. DBA AMORETTI	VENTURA	1	Manufacturing	16	0	\$19,925	27%
NU VISIONS MANUFACTURING, LLC DBA ONCORE MANUFACTURING SERVIS	SAN DIEGO	5	Manufacturing	48	0	\$36,791	15%

*Special Employment Training (SET) Category

** (1) 1-50; (2) 51-100; (3) 101-250; (4) 251-500; (5) 501+; (6) Multiple Employers

Completed Contracts in FY 09/10

APPENDIX B-3

Contractor Name	County	Business Size**	Industry	Retirees	New Hires	Earned Amount	Percent Earned
NU VISIONS MANUFACTURING, LLC DBA VERITEK MANUFACTURING SERVICES	SANTA CLARA	5	Manufacturing	118	0	\$88,335	79%
OMB ELECTRICAL ENGINEERS, INC.	ORANGE	1	High Tech	28	0	\$39,591	70%
OMNICELL, INC.	SANTA CLARA	5	Manufacturing	80	0	\$49,814	22%
OPPORTUNITIES INDUSTRIALIZATION CENTER WEST INC. DBA JOBTRAIN*	MULTI COUNTIES	6	Various	0	16	\$70,595	59%
ORANGE COUNTY NURSERY, INC.	MULTI COUNTIES	3	Agriculture	18	0	\$14,818	10%
OVISO MANUFACTURING	CONTRA COSTA	5	Manufacturing	0	0	\$0	0%
PACIFIC BELL DIRECTORY	MULTI COUNTIES	5	High tech	203	0	\$658,800	100%
PACIFIC COAST COMPANIES, INC.	MULTI COUNTIES	5	Manufacturing	282	0	\$322,021	68%
PACTIV CORPORATION	MULTI COUNTIES	5	Manufacturing	373	0	\$619,965	100%
PAMC, LTD. DBA PACIFIC ALLIANCE MEDICAL CENTER*	LOS ANGELES	3	Service- health	94	0	\$168,278	63%
PARAMOUNT CITRUS ASSOCIATION	MULTI COUNTIES	5	Agriculture	68	0	\$74,778	34%
PATTON SALES CORPORATION	MULTI COUNTIES	2	Trade	32	0	\$5,588	11%
PAYDAY PAYROLL SERVICE, INC.	ORANGE	1	Service	23	0	\$34,842	75%
PCL INDUSTRIAL SERVICES, INC.*	KERN	5	Other- Construct	40	0	\$172,800	100%
PG FILMS, INC.	SAN DIEGO	2	Manufacturing	0	0	\$0	0%
PGP INTERNATIONAL CORPORATION	MULTI COUNTIES	5	Manufacturing	120	0	\$131,332	56%
PLASIDYNE ENGINEERING AND MANUFACTURING INC.	LOS ANGELES	1	Manufacturing	0	0	\$0	0%
PLAYA VISTA JOB OPPORTUNITIES AND BUSINESS SERVICES*	LOS ANGELES	6	Various	0	25	\$68,833	34%
PNEUDRAULICS, INC.	SAN BERNARDINO	4	Manufacturing	32	0	\$36,378	17%
PRIME HEALTHCARE SERVICES, INC.*	MULTI COUNTIES	5	Service- health	606	0	\$749,658	100%
PRIVATE EYES, INC.	CONTRA COSTA	1	Service	0	0	\$0	0%
PROFESSIONAL COLLEGE INSTITUE DBA PCI COLLEGE	MULTI COUNTIES	6	Various	0	45	\$197,514	100%
PROMEGA BIOSCIENCES, INC.	SAN LUIS OBISPO	5	Manufacturing	16	0	\$10,036	23%
PROSPECT MEDICAL HOLDINGS, INC.	MULTI COUNTIES	4	Service	3	0	\$1,432	0%
PURPLE LYNX*	ALAMEDA	1	Service	2	0	\$2,444	40%
Q. P. E. TECHNICAL INSTITUTE	MULTI COUNTIES	6	Manufacturing	91	0	\$259,325	62%
QUAD KNOPF, INC.	MULTI COUNTIES	3	High Tech	74	0	\$91,978	19%
QUEST DIAGNOSTICS NICHOLS INSTITUTE	ORANGE	5	High Tech	109	0	\$327,664	57%
QUOTIT CORPORATION	ORANGE	1	High Tech	7	0	\$6,227	16%
RADIOLOGICAL ASSOCIATES OF SACRAMENTO MEDICAL GROUP, INC.*	SACRAMENTO	5	Service- health	20	0	\$104,000	100%
RANTEC MICROWAVE SYSTEMS, INC.	LOS ANGELES	2	Manufacturing	52	0	\$30,602	41%
RANTEC POWER SYSTEMS INC.	SAN LUIS OBISPO	2	Manufacturing	38	0	\$32,925	66%
RAYTHEON COMPANY	MULTI COUNTIES	5	Manufacturing	1,361	0	\$816,244	45%
RED INTERACTIVE AGENCY	LOS ANGELES	1	High Tech	0	0	\$0	0%

*Special Employment Training (SET) Category

** (1) 1-50; (2) 51-100; (3) 101-250; (4) 251-500; (5) 501+; (6) Multiple Employers

Completed Contracts in FY 09/10

APPENDIX B-3

Contractor Name	County	Business Size**	Industry	Retirees	New Hires	Earned Amount	Percent Earned
RENAISSANCE ENTREPRENEURSHIP CENTER*	SAN FRANCISCO	6	Various	0	0	\$0	0%
RENESAS TECHNOLOGY AMERICA, INC.	SANTA CLARA	5	Manufacturing	56	0	\$42,448	27%
RICNO TECHNOLOGIES INC.	SAN BERNARDINO	1	Manufacturing	13	0	\$17,862	46%
RIVERSIDE COUNTY ECONOMIC DEVELOPMENT AGENCY	MULTI COUNTIES	6	Service	7	0	\$83,442	17%
RIVIERA, INC. DBA THE ENTERPRISE U	MULTI COUNTIES	6	Various	352	0	\$241,284	97%
ROCKLIN CHAMBER OF COMMERCE	PLACER	6	Various	0	0	\$0	0%
ROSS DRESS FOR LESS, INC.	MULTI COUNTIES	5	Trade	156	0	\$97,127	19%
S & S FLUID POWER, INC.	ORANGE	1	Manufacturing	0	0	\$0	0%
SACRAMENTO AREA ELECTRICAL WORKERS JATT*	MULTI COUNTIES	6	Construction	89	0	\$60,641	28%
SACRAMENTO ASIAN PACIFIC CHAMBER OF COMMERCE*	MULTI COUNTIES	6	Various	3	0	\$2,219	5%
SACRAMENTO EMPLOYMENT & TRAINING AGENCY*	SACRAMENTO	6	Various	98	0	\$188,650	18%
SAE MATERIALS, INC.	SANTA CLARA	1	Manufacturing	0	0	\$0	0%
SAFETY MANAGEMENT CONSULTATION SERVICES*	SUTTER	1	Service	2	0	\$1,639	47%
SAFEWAY, INC.	MULTI COUNTIES	5	Manufacturing	113	0	\$61,935	6%
SAIC, INC.	MULTI COUNTIES	5	High Tech	774	0	\$536,104	85%
SAN MATEO COUNTY ELECTRICAL JOINT APPRENTICESHIP AND TRAINING*	MULTI COUNTIES	6	Construction	43	0	\$28,059	35%
SANTA MONICA COLLEGE	MULTI COUNTIES	6	Various	216	0	\$151,024	60%
SCALED COMPOSITES, LLC.*	KERN	4	Manufacturing	87	0	\$69,480	100%
SCHURTER, INC.	SONOMA	1	Trade	19	0	\$12,237	87%
SDA SECURITY SYSTEMS, INC.*	MULTI COUNTIES	2	Other- Construct	21	0	\$11,817	53%
SENROR SNACKS, INC.	LOS ANGELES	2	Manufacturing	23	0	\$13,422	22%
SHASTA REGIONAL MEDICAL CENTER, LLC*	SHASTA	5	Service- health	172	0	\$202,148	41%
SHORELINE WORKFORCE DEVELOPMENT SERVICES	MULTI COUNTIES	6	Service	0	17	\$76,596	25%
SIEGFRIED ENGINEERING, INCORPORATED	SAN JOAQUIN	1	High Tech	12	0	\$8,293	17%
SIGMATRON INTERNATIONAL, INC.	ALAMEDA	5	Manufacturing	28	0	\$41,201	25%
SIMMONS BEDDING COMPANY	MULTI COUNTIES	5	Manufacturing	94	0	\$44,259	23%
SKY ONC, INC. DBA VERTEX CHINA	LOS ANGELES	1	Manufacturing	12	0	\$25,350	100%
SOLOPOWER, INC.	SANTA CLARA	1	Manufacturing	43	0	\$67,759	17%
SOUTH GATE ENGINEERING L.L.C.	SAN BERNARDINO	2	Manufacturing	31	0	\$11,349	23%
SOUTHERN CALIFORNIA FLOOR COVERING CRAFTS JATC*	MULTI COUNTIES	6	Construction	24	0	\$15,246	12%
SOUTHERN CALIFORNIA GLAZIERS LOCAL UNION 636 JOINT APPRENTICESHIP TRUST*	MULTI COUNTIES	6	Various	9	0	\$4,158	2%
SOUTHERN CALIFORNIA PERMANENTE MEDICAL GROUP*	MULTI COUNTIES	5	Service- health	1,137	0	\$900,900	100%
SPECIALTY MINERALS INC.	SAN BERNARDINO	5	Manufacturing	77	0	\$69,424	25%
SPECTRA LABORATORIES, INC.	SANTA CLARA	5	High Tech	131	0	\$88,362	56%

*Special Employment Training (SET) Category

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Completed Contracts in FY 09/10

APPENDIX B-3

Contractor Name	County	Business Size**	Industry	Retirees	New Hires	Earned Amount	Percent Earned
SPRECKELS SUGAR COMPANY, INC.	FRESNO	5	Manufacturing	15	0	\$8,208	24%
SPS TECHNOLOGIES, INC. DBA CHERRY AEROSPACE	ORANGE	5	Manufacturing	23	0	\$22,945	13%
STANFORD MEDICAL BILLING SERVICES, INC.*	FRESNO	1	Service	32	0	\$40,095	75%
STERLING ALLIANCE INC., DBA CCT COMPUTER LEARNING CENTER	MULTI COUNTIES	6	Various	93	0	\$143,232	90%
STRUCTURAL INTEGRITY ASSOCIATES, INC.	MULTI COUNTIES	3	Service	0	0	\$0	0%
SUN MICROSYSTEMS, INC.	MULTI COUNTIES	5	Manufacturing	1,403	0	\$1,043,273	70%
SUNPOL RESINS AND POLYMERS, INC.	SOLANO	1	Manufacturing	0	0	\$0	0%
SUPERIOR ANHAUSNER FOODS	LOS ANGELES	3	Trade	101	0	\$195,995	145%
SUPHERB FARMS	STANISLAUS	2	Manufacturing	49	0	\$48,854	94%
SUREFIRE, L.L.C.	ORANGE	5	Manufacturing	201	0	\$295,333	96%
SUTI HOLDINGS, LP	ORANGE	6	Service	30	0	\$29,070	29%
SYNAPTICS INCORPORATED	SANTA CLARA	4	Manufacturing	121	0	\$98,774	37%
TBP/ARCHITECTURE, INC.*	ORANGE	2	Service	0	0	\$0	0%
TEAMSTERS JOINT COUNCIL 42 TRAINING ACADEMY*	MULTI COUNTIES	6	Various	5	51	\$173,953	42%
TECHNICAL CONSUMER PRODUCTS, INC.	SAN JOAQUIN	5	Manufacturing	0	0	\$0	0%
TECHNICAL HEATERS, INC.	LOS ANGELES	1	Manufacturing	13	0	\$18,200	90%
TECHNOLOGY ASSOCIATION OF AMERICA, INC.	MULTI COUNTIES	6	Various	843	0	\$1,205,900	100%
TENACORE HOLDINGS, INC.	ORANGE	2	Manufacturing	22	0	\$102,090	75%
TENET HEALTHCARE CORPORATION*	MULTI COUNTIES	5	Service- health	291	0	\$449,783	50%
TESCO CONTROLS, INC.	SACRAMENTO	3	Manufacturing	125	0	\$131,955	52%
TFI/EPI, L.L.C.	BUTTE	3	Manufacturing	8	0	\$5,958	22%
THC - ORANGE COUNTY, INC. DBA KINDRED HEALTHCARE WESTMINISTER*	MULTI COUNTIES	5	Service	45	0	\$24,338	6%
THE CONRAD CORPORATION D.B.A. CONQUEST IMAGING	SAN JOAQUIN	1	Service	37	0	\$55,503	74%
THE EVANS GROUP	LOS ANGELES	1	Manufacturing	0	0	\$0	0%
THE FULFILLMENT CENTER, INC.	MULTI COUNTIES	1	Service	19	0	\$10,102	29%
THE NEIL JONES FOOD COMPANY DBA TOMATEK, INC.*	FRESNO	5	Manufacturing	349	0	\$306,261	32%
THE OLIVIA COMPANIES, L.L.C.	SAN FRANCISCO	1	Service	37	0	\$142,416	108%
THERMAL TECH INC.	LOS ANGELES	1	Manufacturing	1	0	\$1,560	37%
THERM-X OF CALIFORNIA, INC.	ALAMEDA	2	Manufacturing	28	0	\$135,620	93%
TIMOTHY STEWART & LEKOS SEED COMPANY DBA TS&L SEED COMPANY	YOLO	1	Trade	12	0	\$8,288	47%
TOLCO A BRAND OF NIBCO INC	RIVERSIDE	5	Manufacturing	99	0	\$169,650	100%
TOPPAN PHOTOMASKS, INC.	SANTA CLARA	5	Manufacturing	13	0	\$23,904	13%
TOTAL MANAGED CARE INC.	FRESNO	1	Service	12	0	\$19,994	20%
TRADESHOW AND SIGN CRAFTS LOCAL UNION 831 TRAINING AND RE-TRAINING TRUST FUND FOR SOUTHERN CALIFORNI*	MULTI COUNTIES	6	Various	5	21	\$17,278	8%
TRANS BAY STEEL CORPORATION	SOLANO	2	Manufacturing	0	0	\$0	0%

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Completed Contracts in FY 09/10

APPENDIX B-3

Contractor Name	County	Business Size**	Industry	Retirees	New Hires	Earned Amount	Percent Earned
TRONEX TECHNOLOGY, INC.	SOLANO	1	Manufacturing	3	0	\$1,053	25%
TUFF STUFF PRODUCTS, INC.	TULARE	1	Manufacturing	0	0	\$0	0%
UAW LABOR EMPLOYMENT AND TRAINING CORPORATION	LOS ANGELES	6	high tech	185	0	\$310,695	99%
UHV SPATTERING, INC.	SANTA CLARA	1	Manufacturing	19	0	\$17,974	51%
UNILEVER SUPPLY CHAIN, INC.	LOS ANGELES	5	Manufacturing	37	0	\$67,107	65%
UNITED FACILITIES, INC.	MULTI COUNTIES	4	Service	96	0	\$266,220	100%
UNIVERSAL PROPULSION COMPANY, INC., DBA AIRCRAFT INTER PRODUCTS, PROPULSION SYSTEMS-CA	SOLANO	5	Manufacturing	61	0	\$56,160	100%
US FOODSERVICE, INC.	ALAMEDA	5	Trade	158	0	\$169,458	85%
USS-POSCO INDUSTRIES	CONTRA COSTA	5	Manufacturing	233	0	\$305,442	98%
VALLEY ECONOMIC DEVELOPMENT CENTER, INC.*	LOS ANGELES	6	Various	3	0	\$658	7%
VAN BEURDEN INSURANCE SERVICES, INC.	MULTI COUNTIES	2	Finance	63	0	\$158,400	100%
VARIAN MEDICAL SYSTEMS, INC.	MULTI COUNTIES	5	Manufacturing	335	0	\$220,246	24%
VEOLIA TRANSPORTATION SERVICES*	YOLO	5	Other-Transport	2	0	\$2,489	19%
VERDEGAAL BROTHERS, INC.	KINGS	1	Agriculture	11	0	\$6,182	31%
VERITABLE VEGETABLE, INC.	SAN FRANCISCO	2	Agriculture	73	0	\$156,713	95%
VIASAT, INC.	SAN DIEGO	5	Manufacturing	133	0	\$100,606	35%
VIDEO SYMPHONY ENTERTRAINING, INC.	MULTI COUNTIES	6	high tech	133	0	\$150,426	38%
VIETNAM VETERANS OF CALIFORNIA, INC.	MULTI COUNTIES	6	Various	0	0	\$0	0%
VIRGIN AMERICA, INC.	MULTI COUNTIES	5	Other-Transport	1,135	0	\$4,928,306	70%
VISTA HEALTHCARE, LLC*	MULTI COUNTIES	5	Service- health	67	0	\$193,661	65%
VVP AMERICA INC./VITRO AMERICA	MULTI COUNTIES	5	Manufacturing	157	0	\$199,453	24%
WALGREEN DISTRIBUTION CENTER	YOLO	5	Trade	24	0	\$30,360	40%
WEST COAST INDUSTRIAL FLOORING, INC.	SACRAMENTO	1	Construction	18	0	\$18,982	53%
WEST COVINA CHAMBER OF COMMERCE	MULTI COUNTIES	6	Various	249	0	\$326,351	81%
WEST HILLS HOSPITAL AND MEDICAL CENTER*	LOS ANGELES	5	Service- health	29	0	\$28,284	6%
WESTERN MARINE INSURANCE SERVICES	SAN JOAQUIN	2	Finance	27	0	\$35,107	16%
WESTERN PACIFIC PRODUCTS, INC.	MULTI COUNTIES	1	Trade	0	0	\$0	0%
WESTERN SUMMIT CONSTRUCTORS, INC.*	MULTI COUNTIES	5	Other- Construct	18	0	\$13,693	27%
XICOM TECHNOLOGY	SANTA CLARA	4	Manufacturing	71	0	\$55,691	61%
XILINX, INC.	SANTA CLARA	5	Manufacturing	199	0	\$140,490	36%
YAHOO! INC.	MULTI COUNTIES	5	High Tech	517	0	\$493,852	49%
YES! SOLAR SOLUTIONS, INC.	PLACER	2	Manufacturing	14	0	\$20,696	29%
365 Contracts				48,879	532	57,988,633	

*Special Employment Training (SET) Category

** (1) 1-50; (2) 51-100; (3) 101-250; (4) 251-500; (5) 501+; (6) Multiple Employers

TERMINATED CONTRACTS

In the report year, twenty-four contracts terminated prior to completion of the contract term. In the majority of these cases training never began. The most often cited reasons were economic downturn and subsequent unexpected layoffs. While the Panel initially approved \$1,502,997 to fund these contracts, less than a quarter of the approved amount was actually encumbered and subsequently disencumbered in the report year.

ETP continues to prevent contract terminations and subsequent disencumbrances through proactive intervention and guidance in projects where problems arise, as well as implementing increased flexibility for contractors implementing training.

The following table identifies contracts terminated in the report year, reason for terminations, funding amount, number of trainees, industry, and county of training.

Contractor Name	Reason for Termination	Funding Amount	No. of Trainees	Industry	County
Advanced Drainage Systems, Inc.	Economic downturn; unexpected layoffs	\$74,520.00	90	Manufacturing	Madera
AKRA Plastic Products, Inc.	Economic Downturn	\$74,958.00	31	Manufacturing	San Bernardino
Assembly Masters Ltd.	Unable to complete training hours within contract timeline	\$24,960.00	12	Manufacturing	Contra Costa
Battery Systems, Inc.	Increased business demand; workforce reallocation	\$74,700.00	166	Services	Multi Counties
Certified Coatings Co.	Unable to complete training hours within contract timeline	\$41,340.00	30	Construction	Contra Costa
Deweyl Tool Co, Inc.	Unable to complete contract	\$39,000.00	30	Manufacturing	Sonoma
Facility Designs, Inc.	Unexpected layoffs/ prospect of further layoffs	\$19,800.00	15	Services	Fresno
Fresno West Coalition for Economic Development	Lack of activity	\$54,235.00	35	Services	Fresno
Garaventa Enterprises dba SEG Trucking	Poor financial status; necessary reallocation of resources	\$11,520.00	32	Services	Contra Costa
Grafil, Inc.	Reduced training base; restriction on outside training course requirements set forth by parent company	\$72,036.00	69	Manufacturing	Sacramento
Greater Bakersfield Chamber of Commerce	Economic downturn	\$18,800.00	25	Other	Kern
HDA Technology,	Economic downturn;	\$30,316.00	22	Services	Orange

Contractor Name	Reason for Termination	Funding Amount	No. of Trainees	Industry	County
Inc.	unexpected layoffs				
Lowe's HIW, Inc.	Change in the training delivery plan from contract	\$365,250.00	538	Services	Riverside
LSI Products, Inc. dba Pro Armor	Economic downturn; unexpected layoffs	\$59,280.00	40	Manufacturing	Riverside
Manhattan Beach Chamber of Commerce Foundation	Lack of Activity – obstacles present that prevented enrollment of eligible trainees	\$49,632.00	88	Other	Los Angeles
Morton and Pitalo, Inc.	Unable to meet turnover req's; unable to complete training due to 70% staff reduction	\$62,400.00	40	Services	Sacramento
Ollia Industries, Inc.	Unable to train workforce due to poor economic conditions and high employee turnover	\$31,200.00	20	Manufacturing	San Bernardino
Paul Evert's RV Country	No action on contract since approved; 24 hr. min. req. not met	\$55,200.00	46	Retail	Fresno
Pilkington North America, Inc.	Unable to complete training hours within contract timeline	\$131,760.00	75	Manufacturing	Multi Counties
Pulse Systems Corp.	Lack of resources; cannot continue with proposed caliber of training	\$49,010.00	29	Manufacturing	Contra Costa
Spreckles Sugar Co, Inc.	Economic Downturn; unexpected layoffs	\$43,200.00	60	Manufacturing	Imperial
Summer of 42 Restaurant Enterprises dba Sal's Mexican Restaurant	Unforeseen economic/medical circumstances – not enough training hours to bill the contract	\$52,800.00	40	Services	Multi Counties
Tolar Manufacturing Co, Inc.	Reallocation of resources; loss of a key program facilitator	\$67,080.00	43	Manufacturing	Riverside

Total:	\$1,502,997.00	1,576
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The Annual Report was prepared by the Planning and Research Unit staff: Jill McAloon, Elizabeth Slape, Tara Armstrong, Alana Sanchez, John Bohart, and Renee Pierce.

Additional copies of the Annual Report may be obtained by contacting the Employment Training Panel at 1100 J Street, 4th Floor, Sacramento, CA 95814, (916) 327-5640.

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<http://www.etp.ca.gov>