



**Training Proposal for:  
AcademyX Group, Inc.**

**Agreement Number: ET15-0388**

**Panel Meeting of:** February 20, 2015

**ETP Regional Office:** San Francisco Bay Area

**Analyst:** A. Nastari

**PROJECT PROFILE**

Contract Attributes:	Priority Rate Retrainee SB <100 SET	Industry Sector(s):	Multimedia/Entertainment Technology/IT Manufacturing Communication Services Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Statewide	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	≤5%		

**FUNDING DETAIL:**

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$250,685		\$17,042 8%		\$267,727

In-Kind Contribution:	50% of Total ETP Funding Required	\$174,983
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**TRAINING PLAN TABLE**

Job No.	Job Description	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage
				Class / Lab	CBT		
1	Retrainee	Advanced Technology, Computer Skills	221	8-200	0	\$336	\$16.93
				Weighted Avg: 21			
2	Retrainee Priority Rate	Advanced Technology, Computer Skills	78	8-200	0	\$462	\$16.93
				Weighted Avg: 24			
3	Retrainee SET	Advanced Technology, Computer Skills	21	8-200	0	\$673	\$27.40
				Weighted Avg: 42			
4	Retrainee SB < 100	Advanced Technology, Computer Skills	275	8-60	0	\$376	\$16.93
				Weighted Avg: 16			
5	Retrainee Priority Rate SB < 100	Advanced Technology, Computer Skills	26	8-60	0	\$667	\$16.93
				Weighted Avg: 24			
6	Retrainee SB < 100 SET	Advanced Technology, Computer Skills	40	8-60	0	\$564	\$27.40
				Weighted Avg: 24			

**Minimum Wage by County:** Jobs 1, 2, 4, and 5:

\$16.44 for Alameda, Contra Costa, Los Angeles, Marin, San Francisco, San Mateo, Santa Clara, and Santa Cruz Counties;

\$16.02 - Orange County; \$15.75 - Sacramento County; \$15.93 - San Diego County;

\$15.07 - all other counties;

Job Numbers 3 & 6: \$27.40 per hour for SET Statewide Average Hourly Wage.

**Health Benefits:**  Yes  No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:**  Yes  No  Maybe

Participating employers may use health benefits to meet the Post-Retention Wage.

<b>Wage Range by Occupation</b>		
Occupation Titles	Wage Range	Estimated # of Trainees
Account Executive		13
Business Analyst		48
Financial Analyst		25
Graphic Designer		35
Healthcare Consultant I		16
Healthcare Consultant II		5
HR Specialist		25
IT Manager I		56
IT Manager II		5
Manager I		15
Manager II		5
Marketing Specialist		92
Office Administrator		20
Production Coordinator		16
Program/Project Manager I		38
Program/Project Manager II		5
Programmer		69
Quality Assurance Specialist		13
Sales Specialist		25
Systems Engineer I		56
Systems Engineer II		5
Web Designer		13
Writer/Editor		61
Customer Service Representatives		54

## **INTRODUCTION**

AcademyX, Group, Inc. (AcademyX) [www.academyx.com](http://www.academyx.com) is headquartered in San Francisco with facilities in Los Angeles, Sacramento, and Santa Clara. The Company offers advanced technology media and vocational computer skills training with hands-on, instructor-led computer classes in Adobe (Authorized Training), Microsoft (Certified Partner), and advanced Web Technologies. AcademyX's 18 classrooms are equipped with state-of-the-art computers that include both PC and Macintosh machines. This will be AcademyX's fourth ETP Agreement.

AcademyX's staff and trainers keep current with modern technological developments and provide training in current topics such as mobile programming (Android, iPhone, PhoneGap, jQuery), online marketing (Google, Facebook, Twitter, LinkedIn, Salesforce), and new programming languages and libraries (Ajax, jQuery, Ruby on Rails, HTML5, CSS3). The company also offers private, customized onsite training to corporations, often customizing the courseware and even incorporating the customers' own data and program files into the training.

Training for onsite customers have included Salesforce, Oracle/PeopleSoft, Kaiser, CBS, PG&E, Novartis, and Macy's.

AcademyX's participating employers include small and large businesses in industries ranging from manufacturing, software/gaming manufacturing and developing, e-commerce, online publishing, multi-media, health care, marketing, museums, retailers, banks and financial institutions.

### **Commitment**

ETP requires that MEC applicants with 80% performance or above in Agreements within the past five years demonstrate that at least 60% of requested funding is linked to firm employer demand. AcademyX provided staff its list of participating employers, of which 65% commitment (146 trainees) was confirmed. AcademyX reports that it plans on 64% of its participating employers to be small businesses. The Company proposes that 95% of the training will be center-based, with the remaining 5% provided at participating employers' facilities. AcademyX will focus on participating employers from counties surrounding San Francisco, Santa Clara, Sacramento, and Los Angeles.

### **Industry Demands/Changes**

California's high-tech companies compete with low-wage out-of-state and/or foreign labor that produces lower-cost products and services. AcademyX's goal is to improve participating employers' productivity by providing skills in emergent new technologies and processes in order to develop innovative products or services so the employers remain competitive. The results should be increased productivity and lower costs. Additionally, several of AcademyX's small business participating employers typically hire younger, less experienced workers, who have the aptitude to use innovative products or software applications, but lack the in-depth knowledge that seasoned employees have acquired. AcademyX's training provides employers the opportunity to reduce workforce skills gaps by offering courses that are specifically related to job functions.

AcademyX stays abreast of high-tech industry software (Office 2013, Adobe Creative Cloud, iPhone SDK 4.0, Android SDK r23.0.2, Perl 6, and Acrobat XI) and emerging technologies (Python, jQuery, node.js, JBOSS, Heroku/git) by attending and participating in employer group sessions and email newsletters (relating to different programming languages, servers, and systems). AcademyX reviews job posting boards such as craigslist.com, monster.com, and glassdoor.com to identify technologies that are in demand by employers. On occasion, employers contact AcademyX requesting that it customize training to meet specific needs.

### **PROJECT DETAILS**

Many of the new technologies and software applications that AcademyX offers are actually produced in California. Classes in web design (Adobe Systems), web marketing (Adobe, Google, and Yahoo), social media (Facebook, LinkedIn, Twitter), QuickBooks (Intuit), Filemaker (Filemaker Inc.), Salesforce.com (Salesforce, Inc.) and even Microsoft have branches in the Bay Area. There is a double benefit: helping California companies and employees to be competitive, while at the same time promoting specific California software companies.

### **Advanced Technology**

AcademyX requests the ETP Advanced Technology (AT) reimbursement rate of \$26 per hour for priority industries and \$22 per hour for non-priority industries for courses deemed as AT in the Curriculum. AcademyX reports that the average cost to deliver the training is \$75 per hour

per trainee. The trainer-to-trainee ratio is 1:10 for AT, to allow in-depth coverage and personal attention from the instructor.

Trainees that take AT courses are often tasked with creating new websites, programs, graphic designs, and advanced, creative solutions. AcademyX's AT curriculum is focused in computer programming, graphic design, web development, servers, and open source technologies. The AT training will range from 8–60 hours for small businesses and 8–120 for larger companies.

### **Training Plan**

**Advanced Technology (70%):** Training in new emerging technologies software will mostly focus on computer programming, graphic design, web development, servers, and open source technologies. The training is designed exclusively for highly technical frontline workers such as Graphic Designer, IT Manager, Production Coordinator, Programmer, Quality Assurance Specialist, Systems Engineer, Web Designer, and Writer/Editor.

**Computer Skills (30%):** Training in system upgrades, Microsoft programs, Salesforce, QuickBooks, Adobe CS6 and A+ programs will be offered to occupations such as Account Executive, Business Analyst, Customer Service Representatives, Financial Analyst, Healthcare Consultant, HR Specialist, Manager, Marketing Specialist, Office Administrator, Program/Project Manager, and Sales Specialist.

### **Tuition Reimbursement**

In accordance with Title 22, CCR, Section 4412.1, AcademyX represents that students enrolled in the ETP-funded program will not be charged tuition, fees, or any other costs associated with training. The representation will be made a condition of the Agreement.

### **Training Agency Certification**

Training agency eligibility requires certification by an independent third-party, as required for the type of school and course of study. Most schools must also be licensed by the Bureau of Private Postsecondary Education (BPPE), created in statute effective January 1, 2010.

In keeping with the Panel's standards, AcademyX Group, Inc. is eligible as a training agency based on the following:

- BPPE licensure valid until September 8, 2018.

In addition, AcademyX is a Microsoft Certified Partner and is one of a few Adobe Authorized Training Centers in California. All of AcademyX's training will be delivered in-house by California-based professional and industry-expert contractors.

### **Commitment to Training**

The training provided by AcademyX does not displace the participating employers' own training programs because: 1) in many cases, with constant software upgrades, small and mid-sized companies do not have the resources to provide the training that is needed to remain competitive and 2) the AT courses can only be provided by industry-expert trainers in order to be effective.

However, participating employers will continue to provide their own training in internal processes and systems, orientation, and company-mandated training. ETP funds allow employers to send eligible workers to AcademyX's state-of-the-art facilities, in which they receive certified training delivered by trainers that are experts in the latest programs.

AcademyX represents that ETP funds will not displace the existing financial commitment to training of participating employers.

Safety training is, and will continue to be, provided by the participating employers in accordance with all pertinent requirements under state and federal law.

### **Marketing and Support Costs**

AcademyX currently promotes its classes through outreach by its administrative and marketing staff, follow-up calls and email newsletters, up-selling to existing customers, online marketing search engine optimization, and pursuing authorized trainer status from popular software vendors. AcademyX is a member of the following groups on LinkedIn: ASTD National, Adobe Authorized Training Centers, Bay Area Human Resources Network, US General Services Administration schedule and courseware developers. AcademyX's staff often attends, participates, and occasionally hosts meetings in various areas of technology related to the courses it offers in order to keep informed on upgrades. AcademyX also participates in industry conferences such as Adobe Max and various vendor fairs.

Since its previous ETP Agreement, AcademyX has increased its full time staff members from six to ten who will assist with the ETP administration including the CEO who will oversee its ETP program. AcademyX's San Francisco Branch Manager will coordinate and manage the administration, maintain and develop forms to track participating employers and students, possible contract modifications, and document training vendors' information. Its staff bookkeeper will process invoices. AcademyX's branch managers at its three off-site facilities (Santa Clara, Los Angeles, and Sacramento) are responsible for marketing to the customers in their territories and documenting participating employer certification statements and enrolling trainees in the ETP online systems. However, the San Francisco Branch Manager will manage the ETP project.

AcademyX requests support cost of 8% to assist with the administration, marketing, delivery, and coordination of its ETP funded program.

### **Special Employment Training**

Participating employers in Job Numbers 3 and 6 are eligible for ETP funding under Special Employment Training (SET) provisions for frontline workers. Participating employers in Job Numbers 1, 2, 4 and 5 have out-of-state competition.

Under SET, the participating employer is not required to demonstrate out-of-state competition. To qualify under SET, trainees must be earning at least the statewide average hourly wage of \$27.09 at the end of the retention period.

### **Frontline Managers**

According to the information provided by AcademyX, Manager and IT Manager occupations in SET Job Numbers are frontline workers whose primary functions are providing services to customers. Therefore, Managers and IT Managers meet the Panel's definition of frontline workers.

### **RECOMMENDATION**

Staff recommends approval of this proposal including approval of AcademyX's requests for AT training reimbursement rates, and the 8% support costs.

**PRIOR PROJECTS**

The following table summarizes performance by AcademyX, Inc. under an ETP Agreement that was completed within the last five years. The proposed has been “right sized” consistent with 100% earnings on the most recent prior Agreement.

Agreement No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET13-0219	Statewide	11/19/2012 – 11/18/2014	\$189,945	\$189,945 (100%)
ET11-0152*	Statewide	12/20/2010 – 12/19/2012	\$399,764	\$192,721 (48%)

\*(ET11-0152): AcademyX anticipated it would enroll 591 trainees, Of the 302, 251 trainees finished the minimum number of hours, with 249 successfully finishing their retention period. AcademyX opened two new branches (Santa Clara and Sacramento) during this period, and attributes lower-than-expected performance because it took longer for new staff to become familiarized with ETP requirements. Also, momentum was disrupted by the economic recession.

AcademyX’s subsequent proposal was “right sized” based on prior performance, and successfully earned 100%.

**DEVELOPMENT SERVICES**

N/A

**ADMINISTRATIVE SERVICES**

N/A

**TRAINING VENDORS**

AcademyX will retain California-based vendors to provide training throughout the term of its Agreement. AcademyX will identify those vendors for ETP record-keeping purposes as they are retained.

## **Exhibit B: Menu Curriculum**

### **Class/Lab Hours**

Job Numbers 1-3  
8 – 200  
Job Numbers 4-6  
8 – 60

Trainees may receive any of the following:

### **COMPUTER SKILLS**

- A+ Hardware Certification
- A+ Operating Systems Certification
- Access Intermediate: Advanced Tables and Reports/Complex Queries
- Excel Intermediate: Lists, Charts and Graphs, Themes
- Excel Advanced: Macros, Pivot Tables, Advanced Functions
- Excel 2011 Advanced for Mac
- Excel Expert Techniques
- Excel Pivot Tables
- Filemaker Fundamentals
- Office 2013 New Features
- PowerPoint Intermediate: Templates, Audio/Video Integration, Animation, Distribution
- PowerPoint Advanced: Multimedia, Narration, Slide Masters, Embedded Objects
- Project Fundamentals
- QuickBooks Fundamentals
- Salesforce.com
- Visio Intro
- Word Intermediate: Tables, Templates, Labels/Envelopes, Graphics, Tracking Changes
- Word Advanced: Mail Merges, Macros, Extensible Markup Language

### **ADVANCED TECHNOLOGY (limited ratio 1:10)**

- 24-Evening PhoneGap/jQuery Course - Covers
- 24-Evening Online Marketing Course
- 24-Evening Web Designer Course
- 24-Evening Web Developer Course
- Access Visual Basic for Applications
- Access Advanced: SQL, Macros, Database Management, Web Integration
- Ajax Fundamentals
- Atlova Boot Camp
- Android Programming Boot Camp
- Angular.js Fundamentals
- Apache Intro
- Active Server Pages.Net Boot Camp
- Bootstrap Fundamentals

- Adobe Captivate Fundamentals
- Adobe ColdFusion Fundamentals
- Adobe ColdFusion Advanced
- Crystal Reports Fundamentals
- Crystal Reports Advanced
- Cascading Style Sheets Fundamentals
- Cascading Style Sheets Advanced
- Adobe Dreamweaver Fundamentals
- Adobe Dreamweaver Intermediate
- Adobe Dreamweaver Advanced
- Drupal Fundamentals
- Adobe Edge Fundamentals
- Excel 2010 Visual Basic for Applications
- Google Analytics
- Hypertext Markup Language Fundamentals
- Hypertext Markup Language Advanced
- Hypertext Markup Language 5 and JavaScript
- Hypertext Markup Language 5 and Cascading Style Sheets 3
- Internet Information Server Intro
- Adobe Illustrator Fundamentals
- Adobe Illustrator Advanced
- Adobe InDesign Fundamentals
- Adobe InDesign Advanced
- iPhone Programming
- Java Boot Camp
- JavaScript for Programmers
- JavaScript for Non-Programmers
- jQuery Fundamentals
- Adobe Muse Fundamentals
- MySQL Fundamentals
- Node.js Fundamentals
- Perl Intro
- Perl Intermediate
- Perl Advanced
- Adobe Photoshop Fundamentals
- Adobe Photoshop Advanced
- Personal Home Page (PHP) Fundamentals
- Personal Home Page (PHP) Advanced
- Pay-Per-Click Intro
- Programming for Beginners w/ JavaScript
- Ruby Fundamentals
- Ruby on Rails
- Responsive Web Design
- Search Engine Optimization Intro
- SharePoint Fundamentals
- SharePoint Designer
- Social Media Fundamentals
- Structured Query Language Scripting for Reporting
- Structured Query Language Scripting Fundamentals
- Structured Query Language Server Boot Camp

- Visual Studio Boot Camp
- Wordpress Fundamentals
- Extensible Markup Language (XML) Fundamentals
- Extensible Style Sheet Language (XSL) Fundamentals

Note: Reimbursement for retraining is capped at 200 total training hours per trainee in Job Numbers 1 – 3 and 60 hours for trainees in Job Numbers 4 - 6, regardless of the method of delivery.

**Participating Employers in Retrainee  
Multiple Employer Contracts**

Contractor's Name: AcademyX Group, Inc.

CCG No.: ET15-0388

Reference No: 15-0047

Page 1 of 10

PRINT OR TYPE IN ALPHABETICAL ORDER

Company: 1 Stop Lighting

Address: 1333 Howe Ave Suite 211

City, State, Zip: Sacramento, CA 95825

Collective Bargaining Agreement(s): none

Estimated # of employees to be retrained under this Agreement: 5

Total # of full-time company employees worldwide: 24

Total # of full-time company employees in California: 24

Company: American Medical Response dba Lifecare

Address: 1333 Howe Ave Suite 211

City, State, Zip: Sacramento, CA 95825

Collective Bargaining Agreement(s): none

Estimated # of employees to be retrained under this Agreement: 50

Total # of full-time company employees worldwide: 18000

Total # of full-time company employees in California: 6000

Company: Antibodies Incorporated

Address: 25242 Country Rd #95

City, State, Zip: Davis, CA 95616

Collective Bargaining Agreement(s): none

Estimated # of employees to be retrained under this Agreement: 5

Total # of full-time company employees worldwide: 16

Total # of full-time company employees in California: 16

Company: Bohlin Cywinski Jackson

Address: 49 Geary St Suite 300

City, State, Zip: San Francisco, CA 94108

Collective Bargaining Agreement(s): none

Estimated # of employees to be retrained under this Agreement: 3

Total # of full-time company employees worldwide: 195

Total # of full-time company employees in California: 60

## Participating Employers in Retrainee Multiple Employer Contracts

Contractor's Name: AcademyX Group, Inc.

CCG No.: ET15-0388

Reference No: 15-0047

Page 2 of 10

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Company: Booyah, Inc.

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Address: 139 Townsend St, 3<sup>rd</sup> Fl

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City, State, Zip: San Francisco, CA 94107

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Collective Bargaining Agreement(s): none

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Estimated # of employees to be retrained under this Agreement: 17

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Total # of full-time company employees worldwide: 64

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Total # of full-time company employees in California: 60

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Company: California Association of Public Hospitals and Health Systems (PEO-Trinet)

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Address: 70 Washington St Suite 315

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City, State, Zip: Oakland, CA 94607

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Collective Bargaining Agreement(s): none

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Estimated # of employees to be retrained under this Agreement: 10

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Total # of full-time company employees worldwide: 22

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Total # of full-time company employees in California: 22

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Company: Delta Dental

---

Address: 11125 International Drive

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City, State, Zip: Rancho Cordova, CA 95670

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Collective Bargaining Agreement(s): none

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Estimated # of employees to be retrained under this Agreement: 50

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Total # of full-time company employees worldwide: 3600

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Total # of full-time company employees in California: 3000

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Company: DLR Group Inc

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Address: 3130 Wilshire Blvd, 6<sup>th</sup> Floor

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City, State, Zip: Santa Monica, CA 90403

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Collective Bargaining Agreement(s): none

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Estimated # of employees to be retrained under this Agreement: 25

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Total # of full-time company employees worldwide: 500

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Total # of full-time company employees in California: 105

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## Participating Employers in Retrainee Multiple Employer Contracts

Contractor's Name: AcademyX Group, Inc.

CCG No.: ET15-0388

Reference No: 15-0047

Page 3 of 10

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Company: Earthquake Engineering Research Institute

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Address: 499 14<sup>th</sup> St #220

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City, State, Zip: Oakland, CA 94612

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Collective Bargaining Agreement(s): none

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Estimated # of employees to be retrained under this Agreement: 4

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Total # of full-time company employees worldwide: 6

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Total # of full-time company employees in California: 6

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Company: East Bay Medical Oncology DBA Epic Care

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Address: 4721 Dallas Ranch Rd

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City, State, Zip: Antioch, CA 94531

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Collective Bargaining Agreement(s): none

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Estimated # of employees to be retrained under this Agreement: 10

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Total # of full-time company employees worldwide: 15

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Total # of full-time company employees in California: 15

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Company: Education.com (Trinet – PEO)

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Address: 2317 Broadway St #240

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City, State, Zip: Redwood City, CA 94063

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Collective Bargaining Agreement(s): none

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Estimated # of employees to be retrained under this Agreement: 20

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Total # of full-time company employees worldwide: 35

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Total # of full-time company employees in California: 31

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Company: Fine Arts Museum of San Francisco

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Address: 50 Hagiwara Tea Garden Dr

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City, State, Zip: San Francisco, CA 94118

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Collective Bargaining Agreement(s): none

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Estimated # of employees to be retrained under this Agreement: 20

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Total # of full-time company employees worldwide: 133

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Total # of full-time company employees in California: 133

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**Participating Employers in Retrainee  
Multiple Employer Contracts**

Contractor's Name: AcademyX Group, Inc.

CCG No.: ET15-0388

Reference No: 15-0047

Page 4 of 10

Company: General Hydroponics, Inc.

Address: 3789 Vine Hill Road

City, State, Zip: Sebastopol, CA 95472

Collective Bargaining Agreement(s): none

Estimated # of employees to be retrained under this Agreement: 15

Total # of full-time company employees worldwide: 77

Total # of full-time company employees in California: 69

Company: Help One Child

Address: 858 University Ave

City, State, Zip: Los Altos, CA 94020

Collective Bargaining Agreement(s): none

Estimated # of employees to be retrained under this Agreement: 1

Total # of full-time company employees worldwide: 4

Total # of full-time company employees in California: 4

Company: Immigrant Legal Resource Center

Address: 1663 Mission St Suite 602

City, State, Zip: San Francisco, CA 94103

Collective Bargaining Agreement(s): none

Estimated # of employees to be retrained under this Agreement: 10

Total # of full-time company employees worldwide: 20

Total # of full-time company employees in California: 19

Company: Ingenuity Systems

Address: 1700 Seaport Blvd 3<sup>rd</sup> Floor

City, State, Zip: Redwood City, CA 94063

Collective Bargaining Agreement(s): none

Estimated # of employees to be retrained under this Agreement: 30

Total # of full-time company employees worldwide: 104

Total # of full-time company employees in California: 100

## Participating Employers in Retrainee Multiple Employer Contracts

Contractor's Name: AcademyX Group, Inc.

CCG No.: ET15-0388

Reference No: 15-0047

Page 5 of 10

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Company: Intel

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Address: 2200 Mission College Blvd

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City, State, Zip: Santa Clara, CA 95052

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Collective Bargaining Agreement(s): none

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Estimated # of employees to be retrained under this Agreement: 100

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Total # of full-time company employees worldwide: 1008010

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Total # of full-time company employees in California: 10000

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Company: Interaction Associates

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Address: 88 Kearny St #1675

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City, State, Zip: San Francisco, CA 94108

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Collective Bargaining Agreement(s): none

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Estimated # of employees to be retrained under this Agreement: 5

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Total # of full-time company employees worldwide: 41

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Total # of full-time company employees in California: 15

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Company: IZ ON Media LLC

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Address: 600 Harrison St, 4<sup>th</sup> Floor

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City, State, Zip: San Francisco, CA 94107

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Collective Bargaining Agreement(s): none

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Estimated # of employees to be retrained under this Agreement: 20

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Total # of full-time company employees worldwide: 165

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Total # of full-time company employees in California: 125

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Company: Japanese Community Youth Council

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Address: 2012 Pine St

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City, State, Zip: San Francisco, CA 94115

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Collective Bargaining Agreement(s): none

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Estimated # of employees to be retrained under this Agreement: 15

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Total # of full-time company employees worldwide: 56

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Total # of full-time company employees in California: 56

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## Participating Employers in Retrainee Multiple Employer Contracts

Contractor's Name: AcademyX Group, Inc.

CCG No.: ET15-0388

Reference No: 15-0047

Page 6 of 10

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Company: John Wiley & Sons, Inc.

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Address: One Montgomery, Suite 1200

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City, State, Zip: San Francisco, CA 64014

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Collective Bargaining Agreement(s): none

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Estimated # of employees to be retrained under this Agreement: 42

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Total # of full-time company employees worldwide: 5366

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Total # of full-time company employees in California: 150

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Company: K to College

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Address: 7730 Pardee Ln

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City, State, Zip: Oakland, CA 94621

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Collective Bargaining Agreement(s): none

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Estimated # of employees to be retrained under this Agreement: 2

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Total # of full-time company employees worldwide: 2

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Total # of full-time company employees in California: 2

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Company: KenCreative DBA Vargas Marketing Group

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Address: 1500 Park Avenue, Suite 200

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City, State, Zip: Emeryville, CA 94608

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Collective Bargaining Agreement(s): none

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Estimated # of employees to be retrained under this Agreement: 5

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Total # of full-time company employees worldwide: 5

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Total # of full-time company employees in California: 5

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Company: Lighthouse Worldwide Solutions Inc

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Address: 47300 Kato Rd

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City, State, Zip: Fremont, CA 94588

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Collective Bargaining Agreement(s): none

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Estimated # of employees to be retrained under this Agreement: 20

---

Total # of full-time company employees worldwide: 150

---

Total # of full-time company employees in California: 50

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## Participating Employers in Retrainee Multiple Employer Contracts

Contractor's Name: AcademyX Group, Inc.

CCG No.: ET15-0388

Reference No: 15-0047

Page 7 of 10

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Company: Lincoln Broadcasting Co (KTSF)

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Address: 100 Valley Dr

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City, State, Zip: Brisbane, CA 94005

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Collective Bargaining Agreement(s): none

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Estimated # of employees to be retrained under this Agreement: 48

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Total # of full-time company employees worldwide: 63

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Total # of full-time company employees in California: 63

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Company: LP Consulting Engineers

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Address: 1663 Eureka Road

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City, State, Zip: Roseville, CA 95661

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Collective Bargaining Agreement(s): none

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Estimated # of employees to be retrained under this Agreement: 10

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Total # of full-time company employees worldwide: 23

---

Total # of full-time company employees in California: 23

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Company: Mandarin Oriental Management USA

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Address: 345 California St, Suite 1250

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City, State, Zip: San Francisco, CA 94104

---

Collective Bargaining Agreement(s): none

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Estimated # of employees to be retrained under this Agreement: 15

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Total # of full-time company employees worldwide: 90

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Total # of full-time company employees in California: 25

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Company: Marin Software

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Address: 332 Pine St, Suite 800

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City, State, Zip: San Francisco, CA 94104

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Collective Bargaining Agreement(s): none

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Estimated # of employees to be retrained under this Agreement: 4

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Total # of full-time company employees worldwide: 4

---

Total # of full-time company employees in California: 4

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## Participating Employers in Retrainee Multiple Employer Contracts

Contractor's Name: AcademyX Group, Inc.

CCG No.: ET15-0388

Reference No: 15-0047

Page 8 of 10

---

Company: Martini Media Network

---

Address: 415 Brannan St, 2<sup>nd</sup> Floor

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City, State, Zip: San Francisco, CA 94107

---

Collective Bargaining Agreement(s): none

---

Estimated # of employees to be retrained under this Agreement: 15

---

Total # of full-time company employees worldwide: 61

---

Total # of full-time company employees in California: 25

---

Company: Meridian Systems

---

Address: 1720 Praire City Road, Suite 120

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City, State, Zip: Folsom, CA 95720

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Collective Bargaining Agreement(s): none

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Estimated # of employees to be retrained under this Agreement: 30

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Total # of full-time company employees worldwide: 158

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Total # of full-time company employees in California: 64

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Company: Moor + South/PIER Management Co LP

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Address: PO Box 193730

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City, State, Zip: San Francisco, CA 94119

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Collective Bargaining Agreement(s): none

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Estimated # of employees to be retrained under this Agreement: 20

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Total # of full-time company employees worldwide: 32

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Total # of full-time company employees in California: 31

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Company: Practice Fusion

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Address: 1690 Greenwich St

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City, State, Zip: San Francisco, CA 94123

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Collective Bargaining Agreement(s): none

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Estimated # of employees to be retrained under this Agreement: 150

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Total # of full-time company employees worldwide: 216

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Total # of full-time company employees in California: 210

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## Participating Employers in Retrainee Multiple Employer Contracts

Contractor's Name: AcademyX Group, Inc.

CCG No.: ET15-0388

Reference No: 15-0047

Page 9 of 10

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Company: Rising Sun Energy Center

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Address: 1900 Addison St Suite 100

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City, State, Zip: Berkeley, CA 94704

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Collective Bargaining Agreement(s): none

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Estimated # of employees to be retrained under this Agreement: 10

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Total # of full-time company employees worldwide: 16

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Total # of full-time company employees in California: 16

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Company: San Francisco Box Office

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Address: 414 Mason St Suite 501

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City, State, Zip: San Francisco, CA 94102

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Collective Bargaining Agreement(s): none

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Estimated # of employees to be retrained under this Agreement: 8

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Total # of full-time company employees worldwide: 8

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Total # of full-time company employees in California: 8

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Company: Strategy Workplace Communications

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Address: 7700 Edgewater St, Suite 649

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City, State, Zip: Oakland, CA 94621

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Collective Bargaining Agreement(s): none

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Estimated # of employees to be retrained under this Agreement: 4

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Total # of full-time company employees worldwide: 4

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Total # of full-time company employees in California: 4

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Company: Tendo Communications

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Address: 340 Brannan St Suite 500

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City, State, Zip: San Francisco, CA 94107

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Collective Bargaining Agreement(s): none

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Estimated # of employees to be retrained under this Agreement: 10

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Total # of full-time company employees worldwide: 14

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Total # of full-time company employees in California: 14

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## Participating Employers in Retrainee Multiple Employer Contracts

Contractor's Name: AcademyX Group, Inc.

CCG No.: ET15-0388

Reference No: 15-0047

Page 10 of 10

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Company: Tilde Inc

---

Address: 156 2<sup>nd</sup> St

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City, State, Zip: San Francisco, CA 94105

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Collective Bargaining Agreement(s): none

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Estimated # of employees to be retrained under this Agreement: 2

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Total # of full-time company employees worldwide: 7

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Total # of full-time company employees in California: 7

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Company: Williams-Sonoma, Inc.

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Address: 151 Union St

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City, State, Zip: San Francisco, CA 94111

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Collective Bargaining Agreement(s): none

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Estimated # of employees to be retrained under this Agreement: 50

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Total # of full-time company employees worldwide: 20870

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Total # of full-time company employees in California: 4121

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