



Training Proposal for:
Bay Area Video Coalition
Agreement Number: ET17-0189

Panel Meeting of: August 26, 2016

ETP Regional Office: San Francisco Bay Area **Analyst:** R. Jackson

PROJECT PROFILE

Contract Attributes:	SB <100 Priority Rate Retrainee SET	Industry Sector(s):	Multimedia/Entertainment Communication Technology/IT Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	San Francisco, Marin, Contra Costa, Alameda, Santa Clara, Santa Cruz, and San Mateo.	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No SEIU Local 1021		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	≤20%		

FUNDING DETAIL:

Program Costs	+	Support Costs	=	Total ETP Funding
\$328,116		\$22,679 8%		\$350,795

In-Kind Contribution:	50% of Total ETP Funding Required	\$497,975
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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 Priority Rate	Advanced Technology	45	8-200	0	\$973	\$17.02
				Weighted Avg: 35			
2	Retrainee Priority Rate	Advanced Technology	35	8-200	0	\$973	\$17.02
				Weighted Avg: 35			
3	Retrainee	Advanced Technology	42	8-200	0	\$752	\$17.02
				Weighted Avg: 32			
4	Retrainee	Advanced Technology	42	8-200	0	\$752	\$17.02
				Weighted Avg: 32			
5	SB <100 Retrainee Priority	Advanced Technology	40	8-60	0	\$1,307	\$17.02
				Weighted Avg: 47			
6	SB <100 Retrainee Priority	Advanced Technology	40	8-60	0	\$1,307	\$17.02
				Weighted Avg: 47			
7	Retrainee SB <100	Advanced Technology	50	8-60	0	\$1,035	\$17.02
				Weighted Avg: 44			
8	Retrainee SB <100	Advanced Technology	35	8-60	0	\$1,035	\$17.02
				Weighted Avg: 44			
9	SET Retrainee SB <100	Advanced Technology	5	8-60	0	\$1,058	\$28.37
				Weighted Avg: 45			
10	SET Retrainee SB <100	Advanced Technology	5	8-60	0	\$1,058	\$28.37
				Weighted Avg: 45			
11	SET SB <100 Priority Rate	Advanced Technology	4	8-60	0	\$834	\$21.28
				Weighted Avg: 30			
12	SET SB <100 Priority Rate	Advanced Technology	4	8-60	0	\$843	\$21.28
				Weighted Avg: 30			

Minimum Wage by County: Job Numbers 1-8: \$17.02 for Alameda, Marin, Contra Costa, and San Francisco; Job Number 11-12: \$21.28 for SET Priority; Job Numbers 9-10: \$28.37 for SET.

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. Up to \$2.50 per hour may be used to meet the Statewide SET Priority wage of \$21.28, SET Statewide \$28.37 or \$17.02.

Wage Range by Occupation		
Occupation Titles	Wage Range	Estimated # of Trainees
Animator/ Motion Graphic Artist		30
Content Producer/ Creator		10
Camera Operator		20
Creative Director		10
Marketing Manager/ Assistant Manager		50
Production Artist		60
Producer		20
Software Engineer		10
Video Editor		60
Web Designer/ Graphic Designer		60
Web Developer		20

*It will be made a condition of contract that trainees will never be paid less than the State or local minimum wage rate as in effect at the end of retention regardless of the wage expressed in this table. The highest minimum wage rate will prevail.

INTRODUCTION

Located in San Francisco, Bay Area Video Coalition (BAVC) (www.bavc.org) is a non-profit organization that provides vocational advanced technology media training to digital media professional web and graphic designers, producers, editors, programmers, IT support, communications and office administrators. These occupations work in industries that have communications needs and/or a web presence. The industries served include: video post-production facilities, publishers, broadcasters, design firms, software manufacturers and developers, construction firms, health care providers, manufacturers, and scientific research labs, internet commerce, marketing firms, digital entertainment studios, computer gaming companies, museums, retailers, banks and financial institutions. This is BAVC’s eleventh ETP Agreement as a Multiple Employer Contract (MEC).

Participating Employers

ETP requires that MEC applicants demonstrate employer demand for at least 80% of requested funding. BAVC has exceeded this standard. BAVC has verified 32 participating employers and an estimated 364 trainees. BAVC’s participating employers include small and large businesses in priority industries with out-of-state competition and some employers without out-of-state competition or otherwise non-priority industries. In cases where participating employers do not

have out-of-state competition, training will be funded under the SET category. All training will be center-based at the Company's facilities in San Francisco.

Union Support

Managers and Web Developers are represented by the SEIU Local 1021. Training cannot begin until a letter of support has been provided.

Industry Demands/Changes

Digital technology is a driving force in the state economy, a mainstay to the advancement of web development, mobile device applications, game creation, and video and audio media creation. Software platforms for digital media and IT are developed and introduced at a rapid rate, often every 6 months. Employers must maintain a workforce able to keep up with the industry's advancements. Per EDD's published Labor Market Information, web development and advertising related occupations are projected to grow by 17% and 34%, respectively, through 2020. Jobs in Virtual Reality Development are also forecasted to grow by 12% during the same period.

BAVC regularly surveys the employer community to identify and assess production, emerging trends, and training needs to update equipment and software programs. Additionally, after each training course, BAVC surveys trainees (including managers and decision makers) to assess the relevance of the curriculum. BAVC uses this information to develop a training plan, adjusting course offerings accordingly.

ETP funding benefits employers, facilitating state-of-the-art training and providing employees the most advanced technical skills on newly-developed software programs and equipment.

PROJECT DETAILS

Rapid technological demands of the various industries served by BAVC are increasing consumer demands for more advanced virtual reality, video, and interactive media. This ETP proposed training provides a cost-effective training solution to the challenges to keep pace with equipment and software changes. Trends within many technology-based industries suggest workers need to be diversified in their skill-sets to perform multiple jobs, instead of one specialized job as broadening job descriptions and widening employer expectations become more common.

Training Plan

With training, employees can develop, create, and maintain program systems in the latest technologies.

Advanced Technology (100%)

All of the training provided is advanced technology, designed exclusively for highly technical professionals, such as 3D Artists, Animators, Camera Operators, Web Developers, and Producers, who work in the digital media technology industries. Training consists of video production, technical courses in new media production and programming and Photoshop, Flash and Final Cut Pro software programs. BAVC offers eight approved BPPE-certificated programs under Beginning Digital Post-Production, Beginning Multi-Media, Beginning Video Production, Intermediate Digital Post Production, Intermediate Multi-Media, Intermediate Video Production, Web Design and Web Programming.

BAVC requests the AT reimbursement rate for all courses in the curriculum (\$26 per hour for priority industries and \$22 for non-priority industries). The average cost to deliver the training is \$37.20 per hour per trainee. Due to the complex nature of the material, training must be delivered in small classes with 10 or fewer to allow in-depth coverage and personal attention from the instructor.

Commitment to Training

Employer training resources will not be displaced by ETP funding. With essential digital media software platforms consistently being upgraded, small and midsized companies often are not able to provide the advanced training needed to remain competitive. BAVC's investment in constant software and equipment upgrades provides a fully equipped state-of-the-art training facility to keep pace with digital media advancements. In August 2016, BAVC plans to install new Apple workstations, Adobe Creative Cloud software, Maxon Cinema 4D software, and update existing Final Cut Pro software at an estimated cost of \$48,000.

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. Participating employers usually offer non-technical training, which is not specific to media technology departments, or training on proprietary software and hardware. The ETP funding allows employers to benefit from the state-of-the-art certified training they would not normally be able to afford.

Marketing and Support Costs

BAVC is requesting 8% for support costs. BAVC markets effectively via social media (Twitter, Facebook, Tumblr, Flickr, LinkedIn), incorporated search engine optimization (SEO), contracts, and Yelp. BAVC creates monthly eNews, promotes training via its own web site (24,000 unique visits per month), conducts direct email campaigns, and leverages word-of-mouth referrals to acquire new users and keep existing employers/employees.

BAVC has been fortunate to partner with San Francisco Office of Economic and Workforce Development, and TechSF, providing a gateway to the area's best known community and government agencies in order to strategize engagements with industries and leverage relationships. These include, but are not limited to: Year Up Bay Area, BAYCAT, City College San Francisco, SamaSource, Mission Economic Development Agency, Mission Hiring Hall, Community Housing Partnership, Goodwill Industries of San Francisco, San Mateo & Marin, Larkin Street Youth Services, Chinese for Affirmative Action, Jewish Vocational Services, San Francisco LGBT Community Center, Arriba Juntos, Mid-Pacific Information & Communication Technologies, Mo'Magic, Swords to Ploughshares, and Toolworks. BAVC also works closely with one-stop centers such as NOVA, Oakland PIC, and Peninsula Works.

Special Employment Training

Under SET, the participating employers (Job Numbers 9-12) are not required to demonstrate out-of-state competition. Trainees must be earning at least the statewide average hourly wage.

Wage Modifications

BAVC may have some participating employers in priority industries that qualify under SET and whose trainees may not meet the statewide wage requirement of \$28.37. The Panel may modify the post-retention wage by up to 25% below the Statewide Average Hourly Wage (to \$21.28) for these trainees. BAVC is requesting this wage modification for trainees in Job Numbers 11 & 12. The wage modification will allow companies to upgrade the skills of workers

that otherwise would not qualify, mainly trainees at entry level positions and/or those who may not currently possess the multimedia skills to justify a higher wage. Once trained, the workers will be better able to compete for higher wage positions.

Trainer Qualifications

All instructors are independent contractors who contract with industry leaders to provide digital media and technology services, ensuring that instruction reflects industry practices and trends. Currently all instructors are based in California. BAVC agrees that training by an out-of-state vendor will not be delivered without prior written approval by ETP. BAVC must provide ETP with written notice of proposed services by an out-of-state vendor at least seven working days in advance, in the form and manner prescribed by ETP.

Training Coordinator

BAVC has eight staff members dedicated to its ETP project. Outreach is conducted by the Community Engagement Specialist and Marketing Manager along with the Employer Engagement Lead and the Education Manager. The Senior Director oversees operations and determines curriculum priorities. The Training Manager conducts trainee enrollments and hires instructors. The Contracts and Compliance Manager oversees recordkeeping, invoicing, and contract compliance matters. The Accounting Manager oversees all fiscal aspects of the contract.

Training Agency Certification

Training agency eligibility requires certification by an independent third-party, as required for the type of school and course of study. Bay Area Video Coalition is licensed by the Bureau of Private Postsecondary Education.

Tuition Reimbursement

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.

Electronic Recordkeeping

BAVC's electronic recordkeeping system has been reviewed and approved by ETP Staff.

Funding From Other Sources

BAVC receives Workforce Investment Act (WIA) training funds to provide advanced technical training to displaced and transitioning workers through a four year grant with the Department of Labor. The purpose of the WIA grant is to provide services that lead toward freelance, contract and full time regular employment for unemployed participants. WIA grant recipients are not participating in this proposal.

RECOMMENDATION

Staff recommends approval of this proposal, including approval of BAVC's request for 8% support costs and wage waivers for trainees in SET Priority (Job Numbers 11 and 12).

ACTIVE PROJECTS

The following table summarizes performance by BAVC under an active ETP Agreement:

Agreement No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Estimated Retained
*ET15-0187	\$607,265	7/7/2014– 7/6/2016	326	326	326

*BAVC projects it will earn \$357,552 (57%) of the total Agreement amount based on hours in ETP’s Online Tracking System. The performance on this agreement was hindered by a restructure and reduction of key members of the BAVC management team in the second half of 2015. This management change resulted in a reduced pace of training because participating employer outreach halted for four months. BAVC has taken steps to ensure a stronger performance on this agreement. BAVC is now fully staffed and plans to add two new positions to its dedicated training team in 2016. Additionally, the current proposal has been rightsized by ETP staff.

PRIOR PROJECTS

The following table summarizes performances by BAVC under ETP Agreements that were completed within the last five years:

Agreement No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
*ET13-0134	San Francisco	8/25/2012– 8/24/2014	\$699,806	\$503,018 (72%)
ET11-0214	San Francisco	3/26/2011– 3/25/2013	\$399,782	\$380,188 (95%)

DEVELOPMENT SERVICES

N/A

ADMINISTRATIVE SERVICES

N/A

TRAINING VENDORS

BAVC will retain California-based trainers to deliver the training. Trainers will be identified as they are retained. Currently, BAVC has retained the following:

Excerpti Communications, Advanced Technology, Fremont, CA;

Geekguy, Advanced Technology, Sacramento, CA; and

Plural Studio Advanced Technology, San Francisco, CA.

Exhibit B: Menu Curriculum

Class/Lab Hours

Job Numbers 1-4: 8-200

Job Numbers 5-12: 8-60

Trainees may receive any of the following:

ADVANCED TECHNOLOGY

- ✚ Color Theory
- ✚ Graphic and Web Design
- ✚ Typography
- ✚ Color Correction
- ✚ Interviewing Techniques in Productions
- ✚ Lighting
- ✚ Social Media Marketing
- ✚ Photoshop
- ✚ Illustrator
- ✚ Javascript
- ✚ InDesign
- ✚ Pro Tools
- ✚ Aesthetics of Editing
- ✚ Premiere Pro
- ✚ Final Cut Pro
- ✚ Compression
- ✚ Video Pre-Production & Post Production
- ✚ Audio For Video Production
- ✚ DSLR Cinematography and Photography
- ✚ Build a Podcast
- ✚ Webcasting for Live Events
- ✚ Video Production Bootcamp
- ✚ After Effects
- ✚ Motion Graphic Design
- ✚ Cinema 4D
- ✚ Digital Photography
- ✚ jQuery
- ✚ Building and Configuring a Linux Server
- ✚ PHP
- ✚ Drupal
- ✚ HTML/CSS / HTML5/CSS3
- ✚ Responsive Design
- ✚ SEO-Search Engine Optimization
- ✚ Web Design Workflow
- ✚ Wordpress
- ✚ Coding
- ✚ Wireframing and Diagramming
- ✚ Design Research and Strategy
- ✚ UX for Mobile Apps
- ✚ Experiential Design

Note: Reimbursement for retraining is capped at 60 total hours per trainee for Job Numbers 5-12 and 200 total hours per trainee in Job Numbers 1-4, regardless of the method of delivery.

**Participating Employers in Retrainee
Multiple Employer Contracts**

Contractor's Name: Bay Area Video Coalition
Reference No: 16-0542

CCG No.: ET17-0189
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PRINT OR TYPE IN ALPHABETICAL ORDER

Company: 12FPS

Address: 520 Hampshire Street, #206

City, State, Zip: San Francisco, CA 94110

Collective Bargaining Agreement(s): None

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

Total # of full-time company employees worldwide: 5

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

Company: 20/20 Productions

Address: 350 Townsend Street, Ste. 425

City, State, Zip: San Francisco, CA 94107

Collective Bargaining Agreement(s): None

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

Total # of full-time company employees worldwide: 15

Total # of full-time company employees in California: 3

Company: All Environmental Inc.

Address: 2500 Camino Diablo

City, State, Zip: Walnut Creek, CA 94597

Collective Bargaining Agreement(s): None

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

Total # of full-time company employees worldwide: 193

Total # of full-time company employees in California: 91

Company: American City Business Journals

Address: 275 Market Street, Suite 600

City, State, Zip: San Francisco, CA 94111

Collective Bargaining Agreement(s): None

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

Total # of full-time company employees worldwide: 1,600

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

**Participating Employers in Retrainee
Multiple Employer Contracts**

Contractor's Name: Bay Area Video Coalition
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Company: Baidu USA LLC

Address: 1195 Bordeaux Drive

City, State, Zip: Sunnyvale, CA 94089

Collective Bargaining Agreement(s): None

Estimated # of employees to be retrained under this Agreement: 6

Total # of full-time company employees worldwide: 15,000

Total # of full-time company employees in California: 250

Company: Benz Communications

Address: 275 9th Street

City, State, Zip: San Francisco, CA 94103

Collective Bargaining Agreement(s): None

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

Total # of full-time company employees worldwide: 26

Total # of full-time company employees in California: 18

Company: Bonfire Labs

Address: 190 Pacific Avenue

City, State, Zip: San Francisco, CA 94111

Collective Bargaining Agreement(s): None

Estimated # of employees to be retrained under this Agreement: 6

Total # of full-time company employees worldwide: 29

Total # of full-time company employees in California: 29

Company: California Newsreel (Resolution Films)

Address: 44 Gough Street, Ste. 303

City, State, Zip: San Francisco, CA 94103

Collective Bargaining Agreement(s): None

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

Total # of full-time company employees worldwide: 12

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

**Participating Employers in Retrainee
Multiple Employer Contracts**

Contractor's Name: Bay Area Video Coalition
Reference No: 16-0542

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Company: CBS Interactive

Address: 235 Second Street

City, State, Zip: San Francisco, CA 94105

Collective Bargaining Agreement(s): None

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

Total # of full-time company employees worldwide: 4,000

Total # of full-time company employees in California: 850

Company: Center For Asian American Media

Address: 145 Ninth Street, Suite 350

City, State, Zip: San Francisco, CA 94103

Collective Bargaining Agreement(s): None

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

Total # of full-time company employees worldwide: 9

Total # of full-time company employees in California: 9

Company: Center For Investigative Reporting

Address: 1400 65th Street, Suite 200

City, State, Zip: Emeryville, CA 94608

Collective Bargaining Agreement(s): None

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

Total # of full-time company employees worldwide: 73

Total # of full-time company employees in California: 70

Company: Contemporary Jewish Museum

Address: 736 Mission Street

City, State, Zip: San Francisco, CA 94103

Collective Bargaining Agreement(s): None

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

Total # of full-time company employees worldwide: 37

Total # of full-time company employees in California: 36

**Participating Employers in Retrainee
Multiple Employer Contracts**

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Company: Dance Mission Theatre

Address: 3316 24th Street

City, State, Zip: San Francisco, CA 94110

Collective Bargaining Agreement(s): None

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

Total # of full-time company employees worldwide: 5

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

Company: Eleven, Inc

Address: 500 Sansome Street, First Floor

City, State, Zip: San Francisco, CA 94111

Collective Bargaining Agreement(s): None

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

Total # of full-time company employees worldwide: 125

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

Company: Exploratorium

Address: Pier 15

City, State, Zip: San Francisco, CA 94111

Collective Bargaining Agreement(s): Yes

Estimated # of employees to be retrained under this Agreement: 12

Total # of full-time company employees worldwide: 285

Total # of full-time company employees in California: 285

Company: Frameline, Inc

Address: 145 Ninth Street, #300

City, State, Zip: San Francisco, CA 94103

Collective Bargaining Agreement(s): None

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

Total # of full-time company employees worldwide: 7

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

**Participating Employers in Retrainee
Multiple Employer Contracts**

Contractor's Name: Bay Area Video Coalition
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Company: Friday's Films, Inc.

Address: 39 Mesa Street, Production Suite 2

City, State, Zip: San Francisco, CA 94129

Collective Bargaining Agreement(s): None

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

Total # of full-time company employees worldwide: 9

Total # of full-time company employees in California: 9

Company: GeoEx

Address: 1008 General Kennedy Avenue

City, State, Zip: San Francisco, CA 94129

Collective Bargaining Agreement(s): None

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

Total # of full-time company employees worldwide: 47

Total # of full-time company employees in California: 47

Company: Giant Creative Strategy, LLC

Address: 1700 Montgomery Street, Suite 485

City, State, Zip: San Francisco, CA 94111

Collective Bargaining Agreement(s): None

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

Total # of full-time company employees worldwide: 198

Total # of full-time company employees in California: 192

Company: Heist

Address: 2525 16th Street, Suite 301

City, State, Zip: San Francisco, CA 94103

Collective Bargaining Agreement(s): None

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

Total # of full-time company employees worldwide: 9

Total # of full-time company employees in California: 9

**Participating Employers in Retrainee
Multiple Employer Contracts**

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Company: IDEO Product Development Inc

Address: Pier 28 Annex

City, State, Zip: San Francisco, CA 94105

Collective Bargaining Agreement(s): None

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

Total # of full-time company employees worldwide: 682

Total # of full-time company employees in California: 342

Company: Impact Online dba Volunteermatch

Address: 550 Montgomery Street, 8th Floor

City, State, Zip: San Francisco, CA 94111

Collective Bargaining Agreement(s): None

Estimated # of employees to be retrained under this Agreement: 13

Total # of full-time company employees worldwide: 39

Total # of full-time company employees in California: 35

Company: InVision Communication Inc

Address: 2150 Allston Way, Suite 300

City, State, Zip: Berkeley, CA 94704

Collective Bargaining Agreement(s): None

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

Total # of full-time company employees worldwide: 27

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

Company: Indigo Films LLC

Address: 155 N. Redwood Drive, Ste. 250

City, State, Zip: San Rafael, CA 94903

Collective Bargaining Agreement(s): None

Estimated # of employees to be retrained under this Agreement: 6

Total # of full-time company employees worldwide: 80

Total # of full-time company employees in California: 80

Participating Employers in Retrainee Multiple Employer Contracts

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Company: Juniper Networks, Inc.

Address: 1133 Innovation Way

City, State, Zip: Sunnyvale, CA 94089

Collective Bargaining Agreement(s): None

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

Total # of full-time company employees worldwide: 13000

Total # of full-time company employees in California: 9000

Company: KGO TV/ABC 7

Address: 900 Front Street

City, State, Zip: San Francisco, CA 94111

Collective Bargaining Agreement(s): None

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

Total # of full-time company employees worldwide: 160

Total # of full-time company employees in California: 160

Company: KOFY TV

Address: 2500 Marin Street

City, State, Zip: San Francisco, CA 94124

Collective Bargaining Agreement(s): None

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

Total # of full-time company employees worldwide: 26

Total # of full-time company employees in California: 26

Company: KPIX

Address: 855 Battery Street

City, State, Zip: San Francisco, CA 94111

Collective Bargaining Agreement(s): None

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

Total # of full-time company employees worldwide: 19,490

Total # of full-time company employees in California: 666

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Address: 100 Valley Drive

City, State, Zip: Brisbane, CA 94005

Collective Bargaining Agreement(s): None

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

Total # of full-time company employees worldwide: 70

Total # of full-time company employees in California: 70

Company: Oakland Museum of California

Address: 1000 Oak Street

City, State, Zip: Oakland, CA 94607

Collective Bargaining Agreement(s): None

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

Total # of full-time company employees worldwide: 121

Total # of full-time company employees in California: 121

Company: One Degree

Address: 2370 Market Street, Suite 162

City, State, Zip: San Francisco, CA 94114

Collective Bargaining Agreement(s): None

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

Total # of full-time company employees worldwide: 5

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

Company: OneWorld Communications Inc

Address: 2001 Harrison Street

City, State, Zip: San Francisco, CA 94110

Collective Bargaining Agreement(s): None

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

Total # of full-time company employees worldwide: 5

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

**Participating Employers in Retrainee
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Company: Open Eye Pictures Inc

Address: 2656 Bridgeway Avenue, Suite 202

City, State, Zip: Sausalito, CA 94965

Collective Bargaining Agreement(s): None

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

Total # of full-time company employees worldwide: 2

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

Company: PaperG Inc

Address: 530 Bush Street, Suite 900

City, State, Zip: San Francisco, CA 94108

Collective Bargaining Agreement(s): None

Estimated # of employees to be retrained under this Agreement: 9

Total # of full-time company employees worldwide: 57

Total # of full-time company employees in California: 26

Company: Punchcut LLC

Address: 170 Maiden Lane

City, State, Zip: San Francisco, CA 94108

Collective Bargaining Agreement(s): None

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

Total # of full-time company employees worldwide: 25

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

Company: Remedy Editorial LLC

Address: 1136 Howard Street

City, State, Zip: San Francisco, CA 94103

Collective Bargaining Agreement(s): None

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

Total # of full-time company employees worldwide: 8

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

**Participating Employers in Retrainee
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Company: Rough House Editorial

Address: 550 Bryant Street

City, State, Zip: San Francisco, CA 94107

Collective Bargaining Agreement(s): None

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

Total # of full-time company employees worldwide: 7

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

Company: San Francisco Bicycle Coalition

Address: 1720 Market Street

City, State, Zip: San Francisco, CA 94102

Collective Bargaining Agreement(s): None

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

Total # of full-time company employees worldwide: 20

Total # of full-time company employees in California: 20

Company: San Francisco Chronicle

Address: 901 Mission Street

City, State, Zip: San Francisco, CA 94103

Collective Bargaining Agreement(s): None

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

Total # of full-time company employees worldwide: 47,976

Total # of full-time company employees in California: 20,525

Company: Strategic Education Research

Address: 1663 Mission Street, Suite 650

City, State, Zip: San Francisco, CA 94103

Collective Bargaining Agreement(s): None

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

Total # of full-time company employees worldwide: 40

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

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Company: Teak LLC

Address: 330 Jackson Street, Second Floor

City, State, Zip: San Francisco, CA 94111

Collective Bargaining Agreement(s): None

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

Total # of full-time company employees worldwide: 35

Total # of full-time company employees in California: 35

Company: Ten 90 Group Inc

Address: 1140 Dell Avenue

City, State, Zip: Campbell, CA 95008

Collective Bargaining Agreement(s): None

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

Total # of full-time company employees worldwide: 10

Total # of full-time company employees in California: 10

Company: The Asia Foundation

Address: 465 California Street, Ninth Floor

City, State, Zip: San Francisco, CA 94104

Collective Bargaining Agreement(s): None

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

Total # of full-time company employees worldwide: 819

Total # of full-time company employees in California: 98

Company: The Kenwood Group

Address: 75 Varney Place

City, State, Zip: San Francisco, CA 94107

Collective Bargaining Agreement(s): None

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

Total # of full-time company employees worldwide: 25

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

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Company: The Working Group

Address: 1714 Franklin Street, Suite 350

City, State, Zip: Oakland, CA 94612

Collective Bargaining Agreement(s): None

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

Total # of full-time company employees worldwide: 7

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

Company: Ubisoft Inc.

Address: 625 Third Street, Third Floor

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: 9500

Total # of full-time company employees in California: 327

Company: Umlaut Films Inc

Address: 123 Townsend Street, Suite 100

City, State, Zip: San Francisco, CA 94107

Collective Bargaining Agreement(s): None

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

Total # of full-time company employees worldwide: 12

Total # of full-time company employees in California: 12

Company: Venables Bell & Partners

Address: 201 Post Street, Suite 200

City, State, Zip: San Francisco, CA 94108

Collective Bargaining Agreement(s): none

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

Total # of full-time company employees worldwide: 164

Total # of full-time company employees in California: 161

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Company: VIZ Media, LLC

Address: 1355 Market Street, Suite 200

City, State, Zip: San Francisco, CA 94103

Collective Bargaining Agreement(s): none

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

Total # of full-time company employees worldwide: 105

Total # of full-time company employees in California: 104