



**Training Proposal for:**  
**Butte-Glenn Community College District**  
**Agreement Number: ET16-0128**

**Panel Meeting of:** July 24, 2015

**ETP Regional Office:** Sacramento

**Analyst:** K. Smiley

**PROJECT PROFILE**

Contract Attributes:	Priority Rate Retrainee SB <100 HUA SET	Industry Sector(s):	Financial Services Retail Manufacturing Services Technology/IT Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Butte, Humboldt, Shasta, Del Norte, Lassen, Mendocino, Modoc, Plumas, Siskiyou, Tehama, Glenn	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)	≤20%		

**FUNDING DETAIL:**

<b>Program Costs</b>	+	<b>Support Costs</b>	=	<b>Total ETP Funding</b>
\$378,288		\$26,205 8%		\$404,493

<b>In-Kind Contribution:</b>	50% of Total ETP Funding Required	\$825,510
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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	Business Skills, Computer Skills, Cont. Imp., HazMat, HAZWOPER, Mfg. Skills, Mgmt. Skills, Literacy Skills, OSHA 10/30, Advanced Tech.	40	8-200	0	\$1,001	\$15.07
				Weighted Avg: 52			
2	Retrainee Priority Rate SB<100	Business Skills, Computer Skills, Cont. Imp., HazMat, HAZWOPER, Mfg. Skills, Mgmt. Skills, Literacy Skills, OSHA 10/30, Advanced Tech.	125	8-200	0	\$1112	\$15.07
				Weighted Avg: 40			
3	Retrainee Priority Rate SB<100 HUA	Business Skills, Computer Skills, Cont. Imp., HazMat, HAZWOPER, Mfg. Skills, Mgmt. Skills, Literacy Skills, OSHA 10/30, Advanced Tech.	80	8-200	0	\$1,112	\$11.30
				Weighted Avg: 40			
4	Retrainee SB<100	Business Skills, Computer Skills, Cont. Imp., HazMat, HAZWOPER, Mfg. Skills, Mgmt. Skills, Literacy Skills, OSHA 10/30, Advanced Tech.	36	8-200	0	\$941	\$15.07
				Weighted Avg: 40			

5	Retrainee SB<100 SET HUA	Business Skills, Computer Skills, Cont. Imp., HazMat, HAZWOPER, Mfg. Skills, Mgmt. Skills, Literacy Skills, OSHA 10/30, Advanced Tech.	70	8-200	0	\$941	\$11.30
				Weighted Avg: 40			
6	SB<100 SET Retrainee	Business Skills, Computer Skills, Cont. Imp., HazMat, HAZWOPER, Mfg. Skills, Mgmt. Skills, Literacy Skills, OSHA 10/30, Advanced Tech.	5	8-200	0	\$941	\$27.40
				Weighted Avg: 40			
7	Retrainee SET Priority SB<100	Business Skills, Computer Skills, Cont. Imp., HazMat, HAZWOPER, Mfg. Skills, Mgmt. Skills, Literacy Skills, OSHA 10/30, Advanced Tech.	5	8-200	0	\$1,112	\$20.55
				Weighted Avg: 40			
8	SB<100 Entrepreneurial Priority Rate SET	Business Skills, Cont. Imp., Mgmt. Skills	6	8-60	0	\$583	N/A
				Weighted Avg: 21			
9	SB<100 Entrepreneurial SET	Business Skills, Cont. Imp., Mgmt. Skills	6	8-60	0	\$494	N/A
				Weighted Avg: 21			
10	Retrainee Priority Rate HUA	Business Skills, Computer Skills, Cont. Imp., HazMat, HAZWOPER, Mfg. Skills, Mgmt. Skills, Literacy Skills, OSHA 10/30, Advanced Tech.	20	8-200	0	\$1,001	*\$11.30
				Weighted Avg: 52			

\*It will be made a condition of contract that these trainees will never be paid less than the statewide minimum wage rate as in effect at the end of retention (Final Payment) regardless of the wage expressed in this table.

**Minimum Wage by County:** Job Numbers 1, 2 & 4: \$15.07 per hour for Butte, Del Norte, Lassen, Mendocino, Modoc, Plumas, Shasta, Siskiyou, Tehama and Humboldt counties.

Job Numbers 3 & 10 (HUA): \$11.30 per hour for Butte, Humboldt, Shasta, Del Norte, Lassen, Mendocino, Modoc, Plumas, Siskiyou & Temaha, Glenn counties.

Job Number 5(SET/HUA): \$11.30 per hour for Butte, Humboldt, Shasta, Del Norte, Lassen, Mendocino, Modoc, Plumas, Siskiyou & Temaha, Glenn counties.

Job Number 6(SET/Statewide): \$27.40 per hour; Job Number 7(SET/Priority): \$20.55 per hour

**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.

### Wage Range by Occupation

Occupation Titles	Wage Range	Estimated # of Trainees
Administrative Staff		30
Accounting Staff		32
Operations Staff		50
Maintenance Staff		40
Customer Service Staff		28
Warehouse Staff		25
Purchasing Staff		15
Supervisors		20
Managers I		20
IT Developers		22
Technicians		11
Logistical Support Staff		11
Export Administrator		11
Agricultural Worker		11
Engineering Staff		11
Analyst		11
Manager II		11
Manager III		11
Sales Staff		10
Owner		13

## **INTRODUCTION**

Butte-Glenn Community College District (Butte), located in Oroville, was founded in 1968. The institution is a 2-year community college and is accredited by the Accrediting Commission for Community Junior Colleges (ACCJC) of the Western Association of Schools and Colleges (WASC). As a community college, Butte offers general education classes to the local community.

In addition to servicing the general population, Butte works directly with businesses within surrounding communities, through its economic development center The Training Place, to provide training to incumbent workers. Employers in the core group are primarily agricultural, manufacturers, or provide professional services.

In this proposal, Butte is also collaborating with the Center for International Trade Development (CITD), a branch of the community college system, to deliver training to small businesses in the export/import industry. Trainees will learn international shipping costs, complex regulations, foreign currency, government agencies and financing to foreign customers.

### **Need for Training**

Butte conducted a survey in Northern California to determine business-training needs. It was determined that many of the small businesses in the area need training to continue to grow and compete with larger businesses in the area.

The training plan developed by Butte and The Training Place will focus on the skills necessary to increase customer satisfaction, competitive business practices and new technology. To compete successfully with larger businesses, participating employers will learn conflict management, time & priority management, sales forecasting, strategic planning, risk management and communication skills. The training plan also includes soft skills to develop people skills.

The large companies in this Agreement have requested Literacy Skills to improve internal communication; Management Skills training to ensure effective leaders; and Continuous Improvement training to improve production efficiencies and quality.

## **PROJECT DETAILS**

**Business Skills (27%):** Training will be provided to all occupations. The training will focus on skills critical to compete with large companies. To improve competitiveness, training will be delivered on communication, customer service, sales and marketing skills. Training topics include Business Writing, Customer Service and Sales Academy, Maximizing the Customer Experience, Time & Priority Management.

**Literacy Skills (5%):** Training will be provided to Operations Staff, Technicians, Maintenance Staff, Warehouse Staff and Agricultural Workers. Trainees will receive English as a Second language training to improve communication and understanding on the job. Vocational English as a Second Language will include Language Skills, Reading and Comprehension.

**Management Skills (16%):** Training will be provided to Managers, Supervisors and Owners. Training will focus on the skills necessary to complete with larger more established companies. Training topics include Change Management, Maximizing Team Performance, Delegating for Results, Accelerated Decision Making, Collaborative Leadership and Motivating Others.

**Continuous Improvement (18%):** Training will be provided to Operations Staff, Technicians, Maintenance Staff, Analysts, Supervisors, Managers and Owners to improve productivity and product quality. Training topics include Practical Project Management, Maximizing Team Performance, Equipment Inspection and Management, Managing the Metrics and ISO 9000Lean Enterprise.

**Computer Skills (5%):** Training will be provided to all occupations to enhance their skill set in upgraded internal software systems. Training topics include Computerized Scheduling, Personnel/Payroll Processing and Salesforce Customer Relationship Management System.

**Manufacturing Skills (19%):** Training will be provided to Frontline Supervisors, Technicians, Operations, Maintenance and Warehouse Staff to improve production and facility efficiencies. Courses include Basic Mechanics, Basic Electrical, Inventory Control, Warehousing and Welding.

**Hazardous Materials (2%):** Training will be provided to Frontline Supervisors, Technicians, Operations, Maintenance and Warehouse Staff to improve safety. A certified instructor will teach Hazardous Waste Operations and Emergency Response training.

### **Certified Safety Training (3%)**

1. OSHA 10/30: This training is a series of courses “bundled” by industry sector and occupation. It consists of 10 hours of classroom or CBT training for journey-level workers and 30 hours for frontline supervisors. The coursework is geared to construction work and manufacturing. Completion of the training results in a certificate that expands employment opportunities. The coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.
2. Hazardous Waste Operations and Emergency Response Standard (HAZWOPER): This training is also a series of courses specifically designed for workers who handle hazardous substances as first-responders, or clean up as needed at a hazard disposal or emergency site. It consists of 40 hours of classroom or CBT training, for workers stationed at the hazard site; and 24 hours for workers who visit the site (e.g., engineers). Field training is also required, although not funded by ETP. Completion of the training results in a certificate that expands employment opportunities. Each certification requires an 8-hour annual refresher course. This coursework must be approved by Cal-OSHA, and the instructors must be certified by Cal-OSHA.

**Advanced Technology (AT) (5%)** Training will be provided to Frontline Supervisors, Managers, IT Developers, Operations, Engineering and Purchasing Staff in up-to-date computer technology. The trainer-to-trainee ratio is to allow in-depth coverage and personal attention from the instructor. All trainees will have information technology experience and work in programming, system administration, network engineering and database design and administration. Training topics include SQL Server, ASP.net, C# programming, and Java Script.Training. Due to the high technical nature of the course curriculum, the use of high-end equipment and software; and the high cost of experienced trainers, AT reimbursement is \$26 per hour for priority industries and \$22 per hour for non-priority industries.

### **Commitment to Training**

Butte represents that ETP funds will not displace the existing financial commitment to training. Safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law. Training varies by participating employer, is both job specific and

companywide, and includes new hire orientation, sexual harassment prevention, best practices, first-aid, and legal compliance.

### **Special Employment Training/Entrepreneurial**

Trainees in Job Numbers 5-9 are funded under Special Employment Training (SET). In these job numbers, the participating employers will not be required to demonstrate out-of-state competition. Trainees must earn at least the statewide average hourly wage at the end of the retention period (\$27.40).

Trainees employed in a priority industry may qualify for a SET wage modification up to 25% below the statewide average hourly wage to \$20.55 per hour.

### **High Unemployment Area**

Some trainees may work in a High Unemployment Area (HUA), with unemployment exceeding the state average by 25%. Butte is requesting a wage modification for 80 trainees in Job Number 3 and 20 trainees in Job Number 10, from \$15.07 to \$11.30.

Trainees in Job Number 5 qualify for the ETP Minimum Wage rather than the Statewide Average Hourly Wage (\$15.07).

The entrepreneurial trainees in Job Numbers 8 & 9 are funded under SET. However, there is no wage requirement for entrepreneurial trainees.

### **Impact/Outcome**

Training will give each business a stronger technology infrastructure and customer service skills.

### **Marketing and Support Costs**

Butte is requesting 8% support costs to assist with recruitment, employer outreach, assessments of employer-specific job requirements, creation of unique training curriculums, and obtaining highly specialized trainers.

Marketing is done through online newsletters, social media, local press, personal on-site visits, telephone calls, emails, networking, and the college systems' websites

### **Trainer Qualifications**

Training for the proposed curriculum will be delivered by specialists from within the California Community College system and subject matter experts. Some training may also be provided by experienced trainers who work for participating employers.

### **Training Coordinator**

Butte contracted with CITD to assist with need assessments and hired a fulltime Project Manager dedicated to administering the training program. The Project Manager will contact prospective participating employers to market the program, analyze and track employer need assessments, obtain subject matter experts to be trainers, schedule trainings, creating class handouts, and ensuring that trainee attendance is logged on ETP rosters.

## **Tuition Reimbursement**

In accordance with Title 22, CCR, Section 4412.1, Butte 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.

## **Active Projects**

Butte has an active ETP Alternative Funding Drought/Respond Agreement (ET15-1005). Training under this Agreement has not started as the Agreement was approved at the June Panel 2015 Panel.

## **Prior Performance**

Butte originally requested \$435,938 for this proposal, and was able to substantiate this amount of funding by its training plan and participating employer demand. However, amount of funding has been "right-sized" based on prior performance. As shown in the table below, Butte earned less than 70% under its prior project ET13-0252. The Panel accepts 70% as a benchmark by which to measure performance, given historical averages for a Multiple Employer Contract. If performance is above 70%, no further adjustment is needed. Here, given that performance was only 7% below the benchmark, and Butte has taken steps to correct the prior problem, funding was right-sized by that percentage factor to reach the recommended amount of \$404,493.

## **RECOMMENDATION**

Staff recommends approval of this proposal.

## **PRIOR PROJECTS**

The following table summarizes performance by Butte under an ETP Agreement that was completed within the last five years:

Agreement No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET13-0252	Chico	2/01/13- 1/31/15	\$287,764	\$182,161 (63%)

ET13-0252 was Butte's first ETP Agreement. During the first year of the Agreement term Butte did not conduct much training as they were trying to become accustomed to ETP guidelines, what types of training would be reimbursable, and how to market to participating employers. During the second year of the Agreement term, training progressed as originally planned. However, the term expired before all training was conducted and completed. Butte has hired a full-time project manager for administration of the proposed Agreement, to correct the problems experienced in the first year of ET13-0252.

## **DEVELOPMENT SERVICES**

N/A

## **ADMINISTRATIVE SERVICES**

N/A

**TRAINING VENDORS**

To Be Determined

**Exhibit B: Menu Curriculum****Class/Lab Hours**

8-200 Jobs 1-7 &amp; 10

8-60 Job 8 &amp; 9

Trainees may receive any of the following:

**BUSINESS SKILLS**

- Business Assessment and Growth Strategies
- Business Fundamentals
- Business Structure and Finance
- Brand Identity and Global Markets
- Business Process Re-Engineering
- Business Writing
- Collaboration
- Conflict Resolution
- Corporate/Department Budgeting and Forecasting
- Cost Control
- Communication Styles
- Creative Marketing
- Customer Relationship Management
- Customer Service Skills
- Dealing with Difficult People
- Financial Analysis
- Funding Strategies
- Global Business Skills
- Identifying New Markets
- Import/Export (Regulations & Procedures)
- Leadership
- Marketing/Sales Techniques
- Multiculturalism
- Negotiating
- Online Platforms and Affiliate Marketing
- Operational Skills
- Personal Effectiveness (Problem Solving, Decision Making, Taking Ownership)
- Planning, Organizing and Goal Setting
- Presentation Skills
- Product Knowledge
- Project Requirements Analysis and Specifications
- Retaining Customers
- Relationship Building
- Target Markets and Market Research
- Wrap-Up and Launch Strategy
- Effective Succession Planning Methods
- Individual Contributor Development
- Maximizing the Customer Experience
- Customer Service and Sales Academy
- Development Dimensions International Courses
- Healing Customer Relations
- Multitasking for Excellence

- Your Brain at Work
- Mastering a Positive Attitude

### **COMPUTER SKILLS**

- Excel II, III (Customized for employer)
- Microsoft Office Suite (intermediate/advanced)
- Computerized Scheduling
- Material Resource Planning
- Sales Forecasting
- Inventory Control
- Accounts Payable/Accounts Receivable
- Personnel/Payroll Processing
- Company Specific ERP Systems
- Salesforce and other Customer Relationship Management Systems
- Slack Communication Systems
- Troubleshooting

### **CONTINUOUS IMPROVEMENT**

- Hazard Analysis & Critical Control Points
- SQF Quality Systems
- Internal Auditor
- ISO 9000Lean Enterprise
- Lean Principles & Waste Identification
- Business Process Mapping
- Value Stream Mapping
- A3/PDCA: Problem Solving Practices
- Change Over
- Kanban
- Standardized Work
- Kaizen
- Visual Management/Workplace Organization
- Kata Coaching
- Training Within Industry
- Process Improvement: Safety Incident Interview
- Maximizing Team Performance
- Strategic Planning
- Quality Systems Program Monitoring
- Equipment Inspection and Management
- Marketing, Website training
- Managing the Metrics
- Shift Management: Schedule Forecasting and Planning

### **HAZARDOUS MATERIALS**

- Hazwoper: Hazardous Waste Operations and Emergency Response

### **\*LITERACY SKILLS**

- Vocation English as Second Language: Basic English
- Language Skills/Reading/Comprehension and Basic Mathematics

**MANAGEMENT SKILLS (Managers/Supervisors/Owners Only)**

- Change Management
- Corporate Finance for Managers
- Delegation
- Developing a Successful Corporate Culture
- Essential Skills for a New Manager
- Leadership Skills
- Managing a Department
- Team Building
- Strategic Planning
- Interview Skills
- Coaching
- Performance Reviews
- Workload Management
- Making Meetings Work
- Empowerment
- Train-the-Trainer
- Risk Management/Disaster Preparation
- Developing Safety Plans and Procedures

**MANUFACTURING SKILLS**

- Basic Mechanics
- Basic Electrical
- Electrical Troubleshooting
- Inventory Control
- Cross-Training
- Training Within Industry
- Warehousing
- Welding
- CNC
- Robotics
- Solid works
- PLC Controls
- HAAS Robotic Equipment
- Laser Equipment

0-30

**OSHA10/30**(Certified OSHA Instructor)

**AT Hours**

0-20 Jobs 1-7 & 10

**ADVANCED TECHNOLOGY (Ratio 1:10)**

- SQL Server
- ASP.net
- C# Programming
- Java Script

\*Literacy Skills cannot exceed 45% of trainees total hours

Note: Reimbursement for retraining is capped at 200 total training hours per trainee, regardless of the method of delivery.

**Participating Employers in Retrainee  
Multiple Employer Contracts**

Contractor's Name: Butte-Glenn Community College District

CCG No.: ET16-0128

Reference No: 15-0298

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PRINT OR TYPE IN ALPHABETICAL ORDER

Company: 11 Main

Address: 360 East 6th Street

City, State, Zip: Chico, CA 95928

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 156

Total # of full-time company employees worldwide: 200

Total # of full-time company employees in California: 156

Company: Allevity HR and Payroll Services

Address: 870 Manzanita Court, Suite A

City, State, Zip: Chico, CA 95973

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 24

Total # of full-time company employees worldwide: 24

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

Company: ATK dba RCBS

Address: 605 Oro Dam Blvd.

City, State, Zip: Oroville, CA 95965

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 65

Total # of full-time company employees worldwide: 16,000

Total # of full-time company employees in California: 185

Company: Beyond Fitness

Address: 7224 Skyway

City, State, Zip: Paradise, CA 95969

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 48

Total # of full-time company employees in California: 48

**Participating Employers in Retrainee  
Multiple Employer Contracts**

Contractor's Name: Butte-Glenn Community College District

CCG No.: ET16-0128

Reference No: 15-0298

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Company: Cascade Orthopedic Supply, Inc.

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Address: 2638 Aztec Dr.

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City, State, Zip: Chico, CA 95926

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Collective Bargaining Agreement(s): No

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Estimated # of employees to be retrained under this Agreement: 44

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Total # of full-time company employees worldwide: 65

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Total # of full-time company employees in California: 44

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Company: ChicoBag Company

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Address: 13434 Browns Valley Drive

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City, State, Zip: Chico, CA 95973

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Collective Bargaining Agreement(s): No

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Estimated # of employees to be retrained under this Agreement: 29

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Total # of full-time company employees worldwide: 29

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

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Company: DBI Beverages

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Address: 71 Loren Ave.

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City, State, Zip: Chico, CA 95928

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Collective Bargaining Agreement(s): No

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Estimated # of employees to be retrained under this Agreement: 70

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Total # of full-time company employees worldwide: 600

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Total # of full-time company employees in California: 600

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Company: Digital Path Technologies

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Address: 1065 Marauder St.

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City, State, Zip: Chico, CA 95973

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Collective Bargaining Agreement(s): No

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Estimated # of employees to be retrained under this Agreement: 65

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Total # of full-time company employees worldwide: 16,000

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Total # of full-time company employees in California: 185

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Company: EXLService Technology, LLC

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## Participating Employers in Retrainee Multiple Employer Contracts

Contractor's Name: Butte-Glenn Community College District

CCG No.: ET16-0128

Reference No: 15-0298

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Address: 500 Orient Street, Suite 110

City, State, Zip: Chico, CA 95928

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 84

Total # of full-time company employees worldwide: 120

Total # of full-time company employees in California: 84

Company: FAFCO

Address: 435 Otterson Drive

City, State, Zip: Chico, CA 95928

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 40

Total # of full-time company employees worldwide: 100

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

Company: Fifth Sun

Address: 495 Ryan Ave.

City, State, Zip: Chico, CA 95973

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 240

Total # of full-time company employees worldwide: 240

Total # of full-time company employees in California: 240

Company: Girls with Guns

Address: 1910 Trainor Street

City, State, Zip: Red Bluff, CA 96080

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 9

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

Company: Golden Valley Bank

Address: 190 Cohasset Rd., Ste. 170

## Participating Employers in Retrainee Multiple Employer Contracts

Contractor's Name: Butte-Glenn Community College District

CCG No.: ET16-0128

Reference No: 15-0298

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City, State, Zip: Chico, CA 95973

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 30

Total # of full-time company employees in California: 30

Company: Graphic Packaging International

Address: 525 Airport Parkway

City, State, Zip: Oroville, CA 95965

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 204

Total # of full-time company employees worldwide: 13,000

Total # of full-time company employees in California: 204

Company: Lifetouch National School Studios

Address: 2860 Fair Street

City, State, Zip: Chico, CA 95928

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 28

Total # of full-time company employees worldwide: 23,000

Total # of full-time company employees in California: 2,300

Company: Mad River Community Hospital

Address: 3800 Janes Road

City, State, Zip: Arcata, CA 95521

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 50

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

Company: Maise Jane's Sunshine Products

Address: 3764 Hegan Lane

## Participating Employers in Retrainee Multiple Employer Contracts

Contractor's Name: Butte-Glenn Community College District

CCG No.: ET16-0128

Reference No: 15-0298

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City, State, Zip: Chico, CA 95928

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 30

Total # of full-time company employees in California: 30

Company: Norfield LLC

Address: 725 Entler Ave.

City, State, Zip: Chico, CA 95928

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 65

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

Company: : NorthStar Engineering

Address: 111 Mission Ranch Blvd Ste. 100

City, State, Zip: Chico CA 95926

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 26

Total # of full-time company employees worldwide: 26

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

Company: North State Radiology

Address: 1720 Esplanade

City, State, Zip: Chico, CA 95926

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 83

Total # of full-time company employees worldwide: 98

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

Company: Orthopedic Associates of Northern California

Address: 131 Raley Blvd

## Participating Employers in Retrainee Multiple Employer Contracts

Contractor's Name: Butte-Glenn Community College District

CCG No.: ET16-0128

Reference No: 15-0298

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City, State, Zip: Chico, CA 95928

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 63

Total # of full-time company employees worldwide: 63

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

Company: Roplast Industries

Address: 3155 South 5th Avenue

City, State, Zip: Oroville, CA 95965

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 45

Total # of full-time company employees worldwide: 147

Total # of full-time company employees in California: 147

Company: Shasta Regional Medical Center

Address: 110 Butte Street

City, State, Zip: Redding, CA 96001

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 150

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

Company: Smuckers Natural Foods, Inc.

Address: 37 Speedway Ave.

City, State, Zip: Chico, CA 95928

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 85

Total # of full-time company employees worldwide: 4,774

Total # of full-time company employees in California: 85

Company: Springboard Biodiesel

Address: 341 Huss Drive

**Participating Employers in Retrainee  
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Contractor's Name: Butte-Glenn Community College District

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City, State, Zip: Chico CA 95928

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Collective Bargaining Agreement(s): No

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

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Total # of full-time company employees worldwide: 12

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

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Company: SunGard Public Sector

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Address: 265 Airpark Blvd.

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City, State, Zip: Chico, CA 95973

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Collective Bargaining Agreement(s): No

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Estimated # of employees to be retrained under this Agreement: 140

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Total # of full-time company employees worldwide: 18,000

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Total # of full-time company employees in California: 200

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Company: Woof n Poof Enterprises

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Address: 300 Orange Street

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City, State, Zip: Chico, CA 95928

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Collective Bargaining Agreement(s): No

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Estimated # of employees to be retrained under this Agreement: 26

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Total # of full-time company employees worldwide: 26

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

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