



Training Proposal for:

**El Camino Community College District, Center for Applied
Competitive Technologies**

Agreement Number: ET17-0256

Panel Meeting of: October 28, 2016

ETP Regional Office: North Hollywood

Analyst: L. Vuong

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate SB <100	Industry Sector(s):	Manufacturing Aerospace and Defense Engineering Services Technology/IT 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 checked="" type="checkbox"/> Yes <input type="checkbox"/> No Teamster Local Union No. 848		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	≤20%		

FUNDING DETAIL:

Program Costs	+	Support Costs	=	Total ETP Funding
\$887,900		\$61,580 8%		\$949,480

In-Kind Contribution:	50% of Total ETP Funding Required	\$999,720
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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, Continuous Impr., Haz. Materials, Literacy Skills, Mgmt. Skills, Mfg. Skills, OSHA 10/30	990	8-200	0	\$770	*\$15.60
				Weighted Avg: 40			
2	Retrainee	Business Skills, Computer Skills, Continuous Impr., Haz. Materials, Literacy Skills, Mgmt. Skills, Mfg. Skills, OSHA 10/30	50	8-200	0	\$641	*\$15.60
				Weighted Avg: 40			
3	Retrainee Priority Rate SB<100	Business Skills, Computer Skills, Continuous Impr., Haz. Materials, Literacy Skills, Mgmt. Skills, Mfg. Skills, OSHA 10/30	82	8-200	0	\$1,390	*\$15.60
				Weighted Avg: 50			
4	Retrainee SB<100	Business Skills, Computer Skills, Continuous Impr., Haz. Materials, Literacy Skills, Mgmt. Skills, Mfg. Skills, OSHA 10/30	50	8-200	0	\$823	*\$15.60
				Weighted Avg: 35			

*It will be made a condition of contract that the trainees in this Job Number 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.

Minimum Wage by County: \$17.02 per hour for Alameda, Contra Costa, Marin, San Francisco, San Mateo, and Santa Clara Counties; \$16.48 per hour for Los Angeles County; \$16.51 per hour for Orange County; \$16.46 per hour for San Diego County; \$16.10 per hour for Sacramento County; \$15.91 per hour for Alpine County; and \$15.60 per hour for all other counties.

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
Production Staff		282
Clerk		50
Shop Lead/Operator		180
Machinist/Technician		180
Administrative Staff /Support Staff Level 1		40
Administrative Staff /Support Staff Level 2		20
Engineer Level 1		100
Engineer Level 2		70
Supervisor/ Manager Level 1		70
Supervisor/ Manager Level 2		30
Quality Control Inspector		65
Production Control Specialist		65
Small Business Owner		20

INTRODUCTION

Founded in 1946, El Camino Community College District, Center for Applied Competitive Technologies (El Camino CACT) is a two-year community college offering academic and vocational education programs. The district established El Camino CACT (www.businessassist.org) to advance California's economic growth through workforce, technology and business development. Located in Hawthorne, El Camino CACT provides customized training, workshops, and technical assistance to employers.

El Camino CACT is eligible for ETP funding as a community college. The core group of participating employers qualifies as manufacturers or other companies facing out-of-state competition. The proposed training will be provided to employers statewide; however, most of the training is expected to take place in Los Angeles and Orange counties. The majority of training (99%) will be conducted at participating employer worksites; the remainder will be held at the campus in Hawthorne.

El Camino CACT's core group of participating employers consists primarily of large and small manufacturers. Although manufacturing has been the majority of El Camino CACT's ETP contracts, the college is receiving increasing training interest in warehousing, transportation logistics, Green/Clean technologies, and construction sectors. As these needs continue and develop, El Camino CACT will be prepared to expand training in these priority sectors along with high wage occupations in non-priority industries. This core group represents at least 80% of the requested funding. Some core employers may have participated in at least one of El Camino CACT's previous Agreements. In addition, several topics from the Curriculum are repeated from prior Agreements. However, El Camino CACT confirms that no trainees from previous participating employers will receive duplicative training in any subject matter.

Union Support

Included in the core group of employers are trainees represented by Teamsters Local No. 848. ETP has received letter of support.

PROJECT DETAILS

El Camino CACT is focused on helping employers bring innovative processes and new technology to the workforce. Training will also provide continuous skills upgrades essential to maintaining competitiveness. The District continuously collaborates with priority industries and employers to assist them in achieving profitable results, maximizing employee performance, and optimizing the company's productivity. Its experts conduct individual employer assessments, identify solutions, and customize a curriculum that meets the employer's specific needs. As a result, El Camino CACT has crafted a comprehensive training program that can be customized to meet specific employer needs.

El Camino CACT provides participating employers with training in the following areas:

Business Skills (9%): This training will be offered to all trainees to improve communication skills, customer relations, business operations and presentation skills.

Computer Skills (18%): This training will be offered to all trainees. Training will allow trainees to effectively use the Company's software application that runs and supports business operations, and to keep up with current technology.

Continuous Improvement (46%): This training will be offered to all trainees. Training will enhance workers' skills in the areas of problem solving, process improvements, Statistical Process Control, teambuilding, and frontline leadership.

Hazardous Materials (1%): This training will be offered to Production Staff, Leads/Operators, Machinists/Technicians, Engineers, Managers/Supervisors, Quality Control Inspectors, Production Control Specialists and Small Business Owners. Training will provide trainees with the proper techniques and procedures required for handling and disposing of hazardous materials.

Literacy Skills (4%): This training will be offered to Production Staff, Clerks, Shop Leads/Operators. This training will enable employees with limited English skills to increase their speaking, listening, and comprehension skills in the workplace.

Management Skills (2%): Training will provide Managers/Supervisors with leadership and supervisory skills to implement changes and become more effective leaders in high performance workplaces.

Manufacturing Skills (19%): This training will be offered to Production Staff, Shop Leads/Operators, Machinists/Technicians, Engineers, Managers/Supervisors, Quality Control Inspectors, Production Control Specialists and Small Business Owners. Training is designed to improve productivity, product quality, manufacturing practices, equipment operations and overall production operations to meet customer demand for products and services.

OSHA 10/30 (1%): OSHA 10 will be provided to frontline Production Staff, Shop Leads/Operators. OSHA 30 training will be provided to Managers and Supervisors to ensure a safe work environment.

Certified Safety Training

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 also 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 Materials (HAZMAT). This training is also a series of courses, specific to industry sectors involved in the transport of hazardous materials. The coursework varies in length depending on the industry and the occupational title, as organized in five levels ranging from “first responder” to “incident commander.” It is generally a minimum of 24 hours with an 8-hour annual refresher, and may be delivered by classroom or CBT. In this proposal, Production Staff, Leads/Operators, Machinists/Technicians, Engineers, Managers/Supervisors, Quality Control Inspectors, Production Control Specialists and Small Business Owners will receive up to 40 hours of training. Field training may be required, although not funded by ETP. Completion of the training results in a certificate that expands employment opportunities. This coursework is not under Cal-OSHA, but is administered under the Department of Transportation and CalTRANS. There are various certification entities for the coursework and instructors. In this proposal, certification is by the certified trainers.

Substantial Contribution

El Camino CACT serves large and small companies, some of which may have received training in prior ETP contracts. If a large participating employer (over 100 full-time employees) has received the benefit of training with payment earned in excess of \$250,000 within the past five years, reimbursement for trainees at the same facility will be reduced by 15% to reflect that employer’s substantial contribution to the cost of training. Funding for any employer that has previously been assessed a substantial contribution will be reduced by 30%. Small businesses with 100 or fewer full-time employees are not subject to this provision.

Active Alternate Funding Contract

In addition to a current active core-funded Agreement (see Active Project Table), El Camino CACT has an active contract with ETP under the Alternative and Renewable Fuel and Technology Program (AB 118), running from September 8, 2015 to September 7, 2017 (ET16-0802). Of an estimated 462 trainees, 151 have been enrolled and 93 have received the required minimum hours of training. The ETP Class/Lab Tracking System currently shows a total of 1,968 eligible hours for potential earnings of \$72,592 (15% of funding)

Commitment to Training

ETP funds will not displace the existing financial commitment to training of participating employers. El Camino CACT will only provide training in subjects that are outside the participating employers’ expertise. Safety training is, and will continue to be, provided by the participating employers in accordance with all pertinent requirements under state and federal law.

Some participating employers may have received ETP training in the past. However, several workers have not participated and will be receiving ETP-funded training for the first time. Trainees that have benefited from past ETP-funded training will be trained in new areas that further skills development and contribute to company growth.

Marketing and Support Costs

El Camino CACT's marketing and recruitment efforts include networking with manufacturing clients, outreach to new employers and referrals from economic development partners in the region, such as the South Bay Workforce Investment Board (WIB), California Manufacturing Technology Consulting, Pacific Gateway WIB, and various Chambers of Commerce. El Camino CACT maintains an assortment of brochures and marketing software to reach targeted customers and advise the business community of upcoming events and training opportunities. El Camino CACT also utilizes employer and employee evaluations to gauge training needs and maintain firm relationships with manufacturing and aerospace industry associations.

El Camino CACT seeks full Support Costs to fund extensive marketing efforts and the recruitment of additional participating employers. Panel regulation allows Support Costs of up to 8% for participating employer recruitment, as well as assessment of employer-specific job requirements. Staff recommends 8% Support Costs.

Trainer Qualifications

El Camino CACT instructors and Cerritos College trainers are qualified professionals with both years of industry and teaching experience. Training will take place at the college's campus and participating employer locations.

El Camino CACT also focuses on building partnerships with other community colleges and colleges that cannot afford the administration required to effectively run an ETP contract and anticipates that Cerritos College will deliver 38% of the training.

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, El Camino CACT is eligible as a training agency based on the following:

- Accredited by the Accrediting Commission for Community and Junior Colleges (ACCJC), Western Association of Schools and Colleges.

Training Coordinator

El Camino CACT has designated Eldon Davidson, Director, and two staff members who will be coordinating this ETP-funded project.

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.

RECOMMENDATION

Staff recommends approval of this proposal.

ACTIVE PROJECTS

The following table summarizes performance by El Camino CACT under an active ETP Agreement:

Agreement No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
ET15-0427	\$649,350	05/04/15 – 05/03/17	690	399	399

Based on ETP Online Systems, 22,157 reimbursable hours have been tracked for potential earnings of \$468,339 (72% of approved amount). The Contractor projects final earnings of \$649,350 (100% of approved amount) based on training currently committed to by employers and in progress through to the end of the training period (02/01/17).

PRIOR PROJECTS

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

Agreement No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET14-0217	Statewide	11/25/13 – 11/24/15	\$1,260,304	\$1,156,291 (92%)
ET13-0125	Statewide	09/04/12 – 09/03/14	\$698,040	\$677,083 (97%)
ET12-0143	Statewide	10/03/11 – 10/02/13	\$749,037	\$715,868 (96%)
ET11-0204	Statewide	04/04/11 – 04/03/13	\$398,884	\$374,756 (94%)

DEVELOPMENT SERVICES

N/A

ADMINISTRATIVE SERVICES

N/A

TRAINING VENDORS

Cerritos College, Norwalk - \$365,000

Training vendor may provide any of the following based on the industry specific needs of the participating employer: Business Skills, Computer Skills, Continuous Improvement, Hazardous Materials, OSHA 10/30, Management Skills, Manufacturing Skills and Literacy Skills. Other trainers will be identified for ETP record-keeping purposes, as they are retained.

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

8-200

Trainees may receive any of the following:

BUSINESS SKILLS

- Business Grammar and Writing Skills
- Business Fundamentals
- Coaching For Performance
- Communication Skills
- Conflict Resolution and Management
- Cost Control
- Customer Service
- Finance for Non Finance People
- Generational Diversity
- Goal Setting
- Managing Change
- Negotiating
- Performance Management Skills
- Planning and Organization
- Presentation
- Project Management
- Project Coordination
- Supervisory Skills
- Team Building
- Time and Priority Management
- Marketing

COMPUTER SKILLS

- Intermediate/Advanced Excel, Word, Access, PowerPoint
- Microsoft Power BI (Business Intelligence Features)
- Microsoft Power Query for Excel
- Microsoft Power Pivot for Excel
- Cybersecurity
- Microsoft Office 365 and Microsoft Project
- Fundamentals of Project Management and Application
- Microsoft SharePoint Foundation
- Computer Skills for Production & Inventory
- Adobe Acrobat 9 Professional
- CAD Cam Engineering Software Training
- Computer Skills for Production & Inventory
- E-Commerce
- Enterprise and Manufacturing Management Systems
- Business Analytical Reporting & Presentation
- QuickBooks and Accounting Software

CONTINUOUS IMPROVEMENT

- Analyzing and Interpreting Data
- Design of Experiments
- 8D (Eight Disciplines) Problem Solving
- Frontline Leadership
- International Organization for Standardization (ISO)
- Kaizen Methodology
- Lean Manufacturing
- Problem Solving
- Process Improvement
- Process Management
- Quality Control
- Root Cause Analysis
- Set Up Time Reduction
- Process Mapping
- Six Sigma
- Statistical Process Control (SPC)
- Team Building
- APICS

HAZARDOUS MATERIALS

- Hazardous Waste
- Hazardous Materials
- Hazardous Chemical Cleaning
- Hazardous Waste Cleaning
- Hazardous Waste Operations and Emergency Response (40, 24 & 8 hour courses)

LITERACY SKILLS

- Vocational English as a Second Language
- Basic Workplace Terminology
- Introduction of Process Terminology
- Written Communications
- Understanding Manuals and Reports
- Basic Math
- Locating Information on Charts and Graphs

MANAGEMENT SKILLS (Managers and Supervisors only)

- Leadership
- Generational Diversity Leadership
- Navigating Change

MANUFACTURING SKILLS

- Blueprint Reading
- Electrical Fundamentals
- Food Safety
- Geometric Dimension and Tolerances
- Industrial Maintenance
- Manufacturing & Assembly
- Numerical Control Functions
- Pneumatics
- Product Handling
- Production Manufacturing & Operating Skills
- Programmable Logic Controllers (PLC's)
- Sanitation
- Shop Measurements
- Electrical Fundamentals
- Warehousing Control and Tracking
- Distribution Systems
- Logistics and Shipping
- Quality Control
- Inventory Management
- Forklift
- Equipment Operations

OSHA 10/30 (Certified OSHA Instructor)

- OSHA 10 (Requires Completion of 10 Hours)
- OSHA 30 (Requires Completion of 30 Hours)

Literacy Training cannot exceed 45% of total training hours per-trainee
Safety Training cannot exceed 10% of total training hours per-trainee

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

Participating Employers for Multiple Employer Contract (MEC) Retraining

Contractor's Name: El Camino Community College District, Center for Applied Competitive Technologies CCG No.: ET17-0256

Reference No: 16-0711

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PRINT OR TYPE IN ALPHABETICAL ORDER

Company: AeroPacific

Address: 588 Porter Way

City, State, Zip: Placentia, CA 92870

Collective Bargaining Agreement(s): N/A

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

Total # of full-time company employees worldwide: 86

Total # of full-time company employees in California: 86

Company: All Power Manufacturing, Inc.

Address: 13141 Moleste

City, State, Zip: Santa Fe Springs, CA 90670

Collective Bargaining Agreement(s): N/A

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

Total # of full-time company employees worldwide: 65

Total # of full-time company employees in California: 65

Company: Art of Tea

Address: 748 Monterey Pass Road

City, State, Zip: Monterey, CA 91754

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 14

Total # of full-time company employees worldwide: 14

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

Company: Atlas Carpet Mill

Address: 2200 Saybrook Avenue

City, State, Zip: Commerce, CA 99949

Collective Bargaining Agreement(s): N/A

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

Total # of full-time company employees worldwide: 208

Total # of full-time company employees in California: 166

Participating Employers for Multiple Employer Contract (MEC) Retraining

Contractor's Name: El Camino Community College District, Center for Applied Competitive Technologies CCG No.: ET17-0256

Reference No: 16-0711

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Company: F. Gaviña & Sons, Inc.

Address: 2700 Fruitland Ave.

City, State, Zip: Vernon, CA 90058

Collective Bargaining Agreement(s): N/A

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

Total # of full-time company employees worldwide: 218

Total # of full-time company employees in California: 218

Company: Fabrica

Address: 3201 S. Susan Street

City, State, Zip: Santa Ana, CA 92704

Collective Bargaining Agreement(s): N/A

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

Total # of full-time company employees worldwide: 259

Total # of full-time company employees in California: 259

Company: FILTEC Ltd.

Address: 3100 Fujita Street

City, State, Zip: Torrance, CA 90505

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 62

Total # of full-time company employees worldwide: 146

Total # of full-time company employees in California: 146

Company: Global Communication Semiconductors, LLC

Address: 23155 Kashiwa Court

City, State, Zip: Torrance, CA 90505

Collective Bargaining Agreement(s): N/A

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

Total # of full-time company employees worldwide: 180

Total # of full-time company employees in California: 180

Participating Employers for Multiple Employer Contract (MEC) Retraining

Contractor's Name: El Camino Community College District, Center for Applied Competitive Technologies CCG No.: ET17-0256

Reference No: 16-0711

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Company: Golden State Engineering, Inc.

Address: 15338 S. Garfield Ave.

City, State, Zip: Paramount, CA 90723

Collective Bargaining Agreement(s): N/A

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

Total # of full-time company employees worldwide: 204

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

Company: Hyatt Die Cast & Engineering Corp.

Address: 4656 Lincoln Avenue

City, State, Zip: Cypress, CA 90630

Collective Bargaining Agreement(s): Teamsters 848

Estimated # of employees to be retrained under this Agreement: 60

Total # of full-time company employees worldwide: 140

Total # of full-time company employees in California: 140

Company: Hydraflow

Address: 1881 W. Malvern Ave.

City, State, Zip: Fullerton, CA 92833

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 23-30

Total # of full-time company employees worldwide: 239

Total # of full-time company employees in California: 239

Company: Impresa Aerospace

Address: 344 W. 157th Street

City, State, Zip: Gardena, CA 90248

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 130

Total # of full-time company employees worldwide: 250

Total # of full-time company employees in California: 195

Participating Employers for Multiple Employer Contract (MEC) Retraining

Contractor's Name: El Camino Community College District, Center for Applied Competitive Technologies CCG No.: ET17-0256

Reference No: 16-0711

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Company: Kinkisharyo International, LLC

Address: 300 N. Continental Blvd., Suite 300

City, State, Zip: El Segundo, CA 90245

Collective Bargaining Agreement(s): N/A

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

Total # of full-time company employees worldwide: 294

Total # of full-time company employees in California: 178

Company: LeFiell Manufacturing

Address: 13700 Firestone Blvd.

City, State, Zip: Santa Fe Springs, CA 90670

Collective Bargaining Agreement(s): N/A

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

Total # of full-time company employees worldwide: 115

Total # of full-time company employees in California: 115

Company: Lisi Aerospace, Hi-Shear Corp.

Address: 2600 Skypark Drive

City, State, Zip: Torrance, CA 90509

Collective Bargaining Agreement(s): N/A

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

Total # of full-time company employees worldwide: 17,000

Total # of full-time company employees in California: 1,293

Company: Marukan Vinegar (USA) Inc.

Address: 16203 Vermont Ave.

City, State, Zip: Paramount, CA 90723

Collective Bargaining Agreement(s): N/A

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

Total # of full-time company employees worldwide: 100

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

Participating Employers for Multiple Employer Contract (MEC) Retraining

Contractor's Name: El Camino Community College District, Center for Applied Competitive Technologies CCG No.: ET17-0256

Reference No: 16-0711

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Company: MDA, US Systems

Address: 1250 Lincoln Ave., Suite 100

City, State, Zip: Pasadena, CA 91103

Collective Bargaining Agreement(s): N/A

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

Total # of full-time company employees worldwide: 13

Total # of full-time company employees in California: 13

Company: Pelican Products

Address: 23215 Early Street

City, State, Zip: Torrance, CA 90505

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 95

Total # of full-time company employees worldwide: 1,300

Total # of full-time company employees in California: 490

Company: Plastic Specialties & Technologies, Inc., d/b/a Natvar

Address: 19555 E. Arenth Ave.

City, State, Zip: City of Industry, CA 90720

Collective Bargaining Agreement(s): N/A

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

Total # of full-time company employees worldwide: 86

Total # of full-time company employees in California: 86

Company: Prime Wheel Corporation

Address: 17705 S. Maine Street

City, State, Zip: Gardena, CA 90248

Collective Bargaining Agreement(s): N/A

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

Total # of full-time company employees worldwide: 600

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

Participating Employers for Multiple Employer Contract (MEC) Retraining

Contractor's Name: El Camino Community College District, Center for Applied Competitive Technologies CCG No.: ET17-0256

Reference No: 16-0711

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Company: Soundcoat

Address: 16901 Armstrong Ave.

City, State, Zip: Irvine, CA 92606

Collective Bargaining Agreement(s): N/A

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

Total # of full-time company employees worldwide: 35

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

Company: SSL

Address: 3825 Fabian Way

City, State, Zip: Palo Alto, CA 94303

Collective Bargaining Agreement(s): N/A

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

Total # of full-time company employees worldwide: 4,800

Total # of full-time company employees in California: 2,800

Company: Standard Homeopathic Company

Address: 1165 E. 230th Street

City, State, Zip: Carson, CA 90745

Collective Bargaining Agreement(s): N/A

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

Total # of full-time company employees worldwide: 340

Total # of full-time company employees in California: 340



Teamsters Local Union No. 848

Chartered in 1937

ERIC TATE
SECRETARY-TREASURER

August 12, 2016

To California Employment Training Panel (ETP):

Teamsters Local No. 848 is supportive of El Camino College's ETP Regular Core Training Program, Contract ET15-0427 and Hyatt Die Cast to apply for it. We understand that the California Employment Training Panel (ETP) is a business and labor supported state agency that assist companies in upgrading the skills of their workforce enabling them to remain competitive. The training received under this program will assist Hyatt Die Cast to upgrade the skills of their workforce.

Sincerely,

Louie Diaz
Vice President
Teamsters Local No. 848

Our Members Are Our Strength . . . Our Children Are Our Future . . . Our Retirees Are Our Foundation