



**Training Proposal for:
Employers Group**

Agreement Number: ET16-0113

Panel Meeting of: July 24, 2015

ETP Regional Office: North Hollywood

Analyst: M. Paccarelli

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate SB <100 HUA	Industry Sector(s):	Manufacturing Engineering Services Technology/Other Transportation/Logistics Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Statewide	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
Turnover Rate:	≤20%		
Managers/Supervisors: (% of total trainees)	≤20%		

FUNDING DETAIL:

Program Costs	+	Support Costs	=	Total ETP Funding
\$501,288		\$34,500 8%		\$535,788

In-Kind Contribution:	50% of Total ETP Funding Required	\$296,160
-----------------------	-----------------------------------	-----------

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	Continuous Impr., Mfg. Skills; Business Skills; Computer Skills; Literacy Skills	50	8-200	0-40	\$802	\$15.07
				Weighted Avg: 50			
2	Retrainee Priority Rate	Continuous Impr., Mfg. Skills; Business Skills; Computer Skills; Literacy Skills	380	8-200	0-40	\$808	\$15.07
				Weighted Avg: 42			
3	Retrainee SB<100	Continuous Impr., Mfg. Skills; Business Skills; Computer Skills; Literacy Skills	25	8-200	0-40	\$800	\$15.07
				Weighted Avg: 34			
4	Retrainee Priority SB<100	Continuous Impr., Mfg. Skills; Business Skills; Computer Skills; Literacy Skills	196	8-200	0-40	\$778	\$15.07
				Weighted Avg: 28			
5	Retrainee HUA Priority	Continuous Impr., Mfg. Skills; Business Skills; Computer Skills; Literacy Skills	20	8-200	0-40	\$808	\$11.30
				Weighted Avg: 42			

Minimum Hourly Wage by County: Job Numbers 1-4: \$16.44 for Alameda, Contra Costa, Marin, San Francisco, San Mateo and Santa Clara counties; 15.97 for Los Angeles County; \$16.02 for Orange County; \$15.93 for San Diego County; \$15.75 for Sacramento County, \$15.56 for Alpine County and \$15.07 for all other counties. **Job Number 5(HUA):** \$12.33 for Alameda, Contra Costa, Marin, San Francisco, San Mateo and Santa Clara Counties; \$11.98 for Los Angeles County; \$12.02 for Orange County; \$15.93 for San Diego County; \$11.95 for Sacramento County, \$11.67 for Alpine County and \$11.30 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.

Occupation Titles	Wage Range	Estimated # of Trainees
Job Numbers 1-4		
Administrative Support Staff		48
Customer Service Staff I		63
Engineer/Designer		57
Finance/Accounting		15
Inspector/Quality		35
Lead		40
Machine Operator/CNC Specialist		35
Manufacturing Production Staff		80
Material Handler/Operator		39
Project Manager		46
Technician		28
Warehouse/Logistics		8
Supervisor		80
Manager		52
Owner/Director (For Small Business Only)		25
Job Number 5		
Machine Operator		2
Manufacturing Production Staff		6
Lead		4
Technician		2
Warehouse/Logistics		4
Supervisor		2

INTRODUCTION

This will be the tenth Agreement between ETP and Employers Group (www.employersgroup.com). Founded in 1896, Employers Group is a non-profit trade association dedicated to Human Resources (HR) management. It offers several programs and services for its members including: telephone support and public workshops for HR professionals; consulting services on affirmative action planning and employee relations; surveys on compensation and benefits trends; and training in compliance, leadership, quality, productivity enhancement, and Lean Manufacturing.

Employers Group's funding is derived from membership dues and service fees. Members represent every industry (manufacturing, engineering, technology, transportation, and service-related businesses). They range in size from Fortune 500 companies to start-up ventures, with the majority of members having 10 to 200 employees.

Employers Group training is designed to improve workplace issues. Each program utilizes actual company experiences and issues as learning points, which makes training familiar and relevant. All training programs are highly interactive with practice in a lab setting that helps to transfer skills to the job. Training is geared toward providing workers with the skills needed for long term employment while assisting to realize company goals and objectives.

There is high demand from participating employers who are seeking to increase productivity through process improvements and Lean manufacturing. These employers use Employers Group's training programs for a variety of reasons:

- To streamline operations for efficiency using Lean concepts and methodologies;
- To provide soft skills that improve productivity;
- To promote and hire employees into positions that require interpersonal and teamwork skills;
- To implement quality measures through process controls and specifications;
- To overcome internal issues such as communication, teamwork, motivation and delegation;
- To increase internal and external coordination for production;
- To solve process-related issues, including reduction of waste, scrap, re-work, excess inventory and downtime.

PROJECT DETAILS

Continuous Improvement (70%) – Training will be provided to all occupations. Training will enhance communications, build teamwork, reduce conflict, create more engagement, identify process improvement opportunities, streamline operations and promote efficiency. Trainees will be encouraged to identify and utilize problem solving techniques to make decisions and implement solutions to reduce or eliminate waste, scrap, re-work, excess inventory, and downtime.

Business Skills (10%) – Training will be offered to all occupations in foundational soft skills including sales, marketing, finance, customer service, and writing. Training will increase customer service-related skills and team building techniques. Individuals will also learn time management and measurement techniques that will allow them to maximize their productivity.

Computer Skills (10%) – Training will be provided to Administrative, Customer Service, Finance/Accounting, Operations, Production, Inspection/Quality, Technical Staff, Leads, and Supervisors/Managers. Training will include software programs, software proficiency and productivity.

Manufacturing Skills (8%) – Training will be provided to Production, Operations and Supervisors/Managers to utilize equipment properly, identify improvement opportunities, utilize statistical process controls in identifying failure rates, reducing scrap, increase productivity and provide better products/services. Other courses will focus on the use and maintenance of equipment, tools, and machinery; up-to-date manufacturing techniques and good manufacturing practices; upgraded warehousing and distribution methods; and cross-training.

Literacy Skills (2%) – Training will be provided to Production, Operations and Warehouse/Logistic Staff to overcome communication problems with their peers and supervisors and better understand written/verbal instructions and workplace documentation. VESL courses will enable trainees to participate in larger-group training programs delivered principally in English, interact in teams, improve jobs skills, and increase promotional opportunities.

Curriculum Development

Training is a core service line for Employers Group. They deliver hundreds of training programs each year, keeping abreast of the training topics employers need to be more successful. Employers Group also monitors other training programs, industry trends, and professional developments related to adult learning and employer-specific training. Employers Group continuously obtains feedback from its clients' continuous improvement efforts, and uses it to develop new training materials and marketing activities.

Employers Group meets with each prospective employer to assess training needs and build a company-specific curriculum. The process often includes assessments, interviews, focus groups, meetings, and feedback from human resources, executives, and senior management. Company-specific documents, terminology, forms, manuals, and case studies are incorporated into developing training materials. Employers Group then works with the companies to prioritize training needs, identify trainees, and develop a workable training schedule.

After completing each training module, trainees are asked to complete evaluations, which are combined into summary reports to help refine the curriculum, training materials, and training delivery. Evaluations provide feedback to trainers and other Employers Group staff on the effectiveness of training.

Commitment to Training

Many employers have eliminated existing training budgets due to recessionary pressures, and only deliver essentials such as safety, new-hire orientations, basic job skills, and compliance-related training using internal training personnel, experienced workers, or outside vendors. Some employers have a small training budget, and the number of participants and the scope of the training are very limited. Most of the training is introductory only, and generally not comprehensive enough to generate company-wide results.

ETP funds will not displace the existing financial commitment to training of participating employers. Safety training is, and will continue to be, provided by the participating employers in accordance with all pertinent requirements under state and federal law.

Marketing and Support Costs

Employers Group recruits through its website, web search optimization, emails, and regular weekly promotions and announcements. Staff also conducts targeted mailings, briefings, simulations, webinars, open meetings, and exhibits at conferences. Training specialists meet directly with employers to discuss the need for training, training objectives, and ETP funding to offset larger-scale training initiatives. These activities include employer and trainee needs assessments.

Additionally, Employers Group has partnered with many Chambers of Commerce (Costa Mesa, San Francisco, Eastville, Fontana, Poway, Lakewood, San Benito, National City, Hermosa Beach, Oakland, Emeryville, Los Angeles, Oxnard, Stanton, Santa Ana, and Anaheim) to help serve its constituencies (especially very small businesses) by conducting human resource training, roundtable briefings, online learning sessions, and workshops.

There are currently 13 full-time staff members involved in the marketing, employer recruitment, assessment, scheduling and ETP administration. Employers Group requests 8% support costs for the ongoing employer recruitment and assessment activities associated with this program. As a non-profit entity, Employers Group relies heavily on support funding to promote ETP training and facilitate individual employer meetings to discuss ETP requirements, assess training needs, and complete and process ETP Certification Statements. Support costs also cover web development costs used in marketing to employers. In addition, Employers Group's new online portal and needs assessments site help employers completing their initial eligibility questionnaire. Staff recommends the Support Costs.

High Unemployment Area

The 20 trainees in Job Number 5 work in High Unemployment Areas (HUA), regions with unemployment exceeding the state average by at least 25%. The participating employees who

qualify are located in Los Angeles, Orange, Kern, Riverside, Ventura, and San Bernardino Counties.

➤ **Wage Modification**

Employers Group is requesting the HUA waiver for trainees in Job Number 5. For these trainees, the Panel may modify the ETP Minimum Wage by up to 25% if post-retention wages exceed the start-of-training wages.

Tuition Reimbursement

Employers Group 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.

RECOMMENDATION

Staff recommends approval of this proposal.

ACTIVE PROJECTS

The following table summarized performance by Employers Group under an active ETP Agreement:

Agreement No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
ET14-0282	\$488,071	02/18/14 – 02/17/16	536	450	436

Based on the ETP Systems, 18,601 reimbursable hours have been tracked for potential earnings of \$376,665 (77% of approved amount). The Contractor projects final earnings of 100% based on training in progress and currently committed through August 2015.

PRIOR PROJECTS

The following table summarizes performance by Employers Group under ETP Agreements that were completed within the last five years:

Agreement No.	Location (City)	Term	Approved Amount	Payment Earned
ET12-0321*	Statewide	06/30/12 – 06/29/14	\$749,635	\$456,875 (61%)
ET11-0193	Statewide	05/10/11 – 05/09/13	\$398,483	\$370,064 (93%)
ET09-0369	Statewide	12/31/08 – 12/30/10	\$698,769	\$694,227 (99%)

*ET12-0321: The low completion rate was caused by a late training start by some participating employers. Due to production demands, these employers were not able to release employees from normal work duties to attend training. Other employers decided to train on their own without ETP funding to provide more flexibility in scheduling. By the time the trainees started with Employers Group, there was not enough time in the term to complete the training program which runs for 4 to 6 weeks. Instead, the trainees were enrolled in the ET14 contract.

To ensure better performance in this new contract, Employers Group has identified several employers who are ready to begin training as soon as the contract is approved. In addition, Employers Business Development Representatives dedicated solely to identifying and procuring participating employer interest in ETP-funded training.

DEVELOPMENT SERVICES

N/A

ADMINISTRATIVE SERVICES

N/A

TRAINING VENDORS

N/A

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

8-200

Trainees may receive any of the following:

CONTINUOUS IMPROVEMENT

- ❖ Adapting to Change
- ❖ Benchmarking
- ❖ Building Successful Teams
- ❖ Business Process Re-Engineering
- ❖ Capacity Analysis
- ❖ Coaching and Giving/Receiving Feedback
- ❖ Communicating Effectively
- ❖ Continuous Process Improvement/Need for Change
- ❖ Creating and Building Teamwork
- ❖ Data Collection
- ❖ Dealing with Conflict/Difficult Attitudes
- ❖ Decision Making
- ❖ Delegating with Purpose
- ❖ Effective Correction Action
- ❖ Executing Strategy at the Frontline
- ❖ Fostering Innovation
- ❖ Identifying Waste
- ❖ Implementing Solutions
- ❖ Implementing Statistical Process Control
- ❖ Internal Auditing
- ❖ Interpreting and Analyzing Data
- ❖ ISO 9000 Overview
- ❖ Leadership Essentials/Leading Others
- ❖ Lean Manufacturing/Thinking
- ❖ Lean Sigma
- ❖ Lean 5S Methodology
- ❖ Load/Line Balancing
- ❖ Kaizen Methodology
- ❖ Kanban Principles
- ❖ Meeting for Results
- ❖ Motivating Others
- ❖ Optimal Operating Methods
- ❖ Organizational Roles and Personality Styles (identifying styles)
- ❖ Organizing and Setting Goals
- ❖ Performance Improvement Through Performance Management
- ❖ Planning
- ❖ Problem Solving
- ❖ Process Improvement Methodologies
- ❖ Process Mapping
- ❖ Pull System
- ❖ Role of the Lead
- ❖ Root Cause Analysis

- ❖ Setting Goals & Reviewing Results
- ❖ Setting Standards
- ❖ Six Sigma
- ❖ Standardizing Processes
- ❖ Statistical Process Control Concepts, Theory, Application
- ❖ Supply Chain Management
- ❖ Taking Ownership
- ❖ Team Problem Solving
- ❖ Time Management and Delegation
- ❖ Total Quality Management Principles
- ❖ Using Behavior Styles
- ❖ Value Stream Mapping
- ❖ Work Flow/Measurement

MANUFACTURING SKILLS

- ❖ Assembly Procedures
- ❖ Blueprint Reading
- ❖ Concurrent Engineering
- ❖ Design for Manufacturability
- ❖ Drawing and Measurement Tools
- ❖ Equipment Operations
- ❖ ERP Systems
- ❖ Failure Modes & Effects Analysis
- ❖ Functional Design Review
- ❖ Gage Design
- ❖ Geometric Tolerancing
- ❖ Good Manufacturing Practices
- ❖ Graphical Inspection Analysis
- ❖ Inspection and Gauging
- ❖ Job Instruction/Analyzing Jobs for Efficiency
- ❖ Line Set-Up/Tear Down
- ❖ Manufacturing Practices
- ❖ Maintenance Procedures
- ❖ Mechanical Inspection
- ❖ Operations and Processes
- ❖ Product Quality Guarantees
- ❖ Production Operations
- ❖ Set-Up Reduction
- ❖ Shop Math
- ❖ State Quality Food
- ❖ Statistical Process Control
- ❖ SPC for Short Runs
- ❖ Tolerance Stack-up Analysis
- ❖ Warehousing Operations and Distribution

BUSINESS SKILLS

- ❖ Behavior Style Strategies/Using Behavior Styles to Improve Interpersonal Relationships and Teamwork
- ❖ Budgets
- ❖ Building & Sustaining Trust
- ❖ Business Writing and Grammar
- ❖ Cost Control
- ❖ Creative Problem Solving and Innovative Solutions
- ❖ Customer Service
- ❖ Difficult Situations
- ❖ Diversity in the Workplace
- ❖ Effective Meeting Skills
- ❖ Engaging & Retaining Talent
- ❖ Facilitation Skills
- ❖ Financial Analysis
- ❖ Financial Reports
- ❖ Implementing a Plan/Solution
- ❖ Interpersonal Skills/Communication Skills
- ❖ Leading Virtually
- ❖ Marketing and Product Knowledge
- ❖ Meeting Management Skills
- ❖ Negotiating
- ❖ Networking for Enhanced Collaboration
- ❖ Payroll Systems, Accounting
- ❖ Presentation Skills
- ❖ Project Management
- ❖ Relationship Building Through Sales and Service
- ❖ Sales Strategies and Skills
- ❖ Seven Habits of Effectiveness
- ❖ Strategies for Influencing
- ❖ Strengthening Partnerships
- ❖ Time Management
- ❖ Valuing Differences

COMPUTER SKILLS

- ❖ Access
- ❖ Computer-Aided Design and Manufacturing
- ❖ Database Management
- ❖ Email Communications
- ❖ Excel
- ❖ Graphics
- ❖ Internet and HTML
- ❖ Inventory Control
- ❖ Manufacturing Resource Planning
- ❖ Microsoft Office*
- ❖ Operating Systems
- ❖ PowerPoint and Presentations
- ❖ Programming
- ❖ Project Planning and Controlling
- ❖ Publishing
- ❖ Software Applications

- ❖ Spreadsheets
- ❖ Supply Chain Management
- ❖ Website Development & Maintenance
- ❖ Windows
- ❖ Word

*Small employers may receive all levels of Microsoft Office training. Large employer will receive Intermediate or Advanced level training only.

LITERACY SKILLS

- ❖ Basic Workplace Terminology
- ❖ Co-Worker Communications
- ❖ Collecting and Recording Data
- ❖ Comprehension Skills
- ❖ Following Verbal/Written Directions and Work Orders
- ❖ Math Fundamentals (applying to job functions)
- ❖ Oral Communication
- ❖ Process Terminology
- ❖ Solving Customer Problems
- ❖ Understanding Manuals and Reports
- ❖ Terminology for Workplace Safety Practices
- ❖ Writing Reports and Letters
- ❖ Written Communications

Literacy skills cannot exceed 45% of a trainee's total training hours.

CBT HOURS

0-40

BUSINESS SKILLS

- ❖ Business Writing:
 - Being Effective (1 hour)
 - Letters and E-mails (1 hour)
 - Reports and Proposals (1 hour)
- ❖ Change Management:
 - Coping With Change (1 hour)
 - Managing Change (1 hour)
- ❖ Communication Skills:
 - Advanced Coaching (2 hours)
 - Coaching for Peak Performance (2 hours)
 - Communicating as a Team (1 hour)
 - Communicating for Leadership Success (2 hours)
 - Communicating with Impact (2 hours)
 - Communicating Negative Messages (1 hour)
 - Individual Listening Skills (1 hour)
 - Communicating Non-Verbally (1 hour)
 - Enhancing Your Speaking Skills (1 hour)
 - Report Organization and Presentation (1 hour)
 - Resolving Workplace Conflict (2 hours)
 - Presentation Skills (1 hour)
 - Email Etiquette (1 hour)

- ❖ Customer Service Skills:
 - Communication Basics (1 hour)
 - Developing Strong Customer Relationships (1 hour)
 - Customer Loyalty (1 hour)
 - Handling Difficult Customers (1 hour)
 - Creating Winning Impressions (1 hour)
 - Creating Valuable Customer Relationships (1 hour)
 - Communicating Proactively (1 hour)
 - Work Process Basics (1 hour)
 - Practice Active Listening (1 hour)
 - Writing Effective E-mails (1 hour)
 - Taking the Heat (2 hours)
 - Telephone Techniques (1 hour)
- ❖ Financial Statements (4 hours)
- ❖ Marketing:
 - Basics (1 hour)
 - Opportunities (1 hour)
 - The Mix (1 hour)
 - Customer Service (1 hour)
- ❖ Negotiating for Success (1 hour)
- ❖ Framework for Excellence:
 - Introduction to Excellence (30 minutes)
 - Leadership (30 minutes)
 - Planning (30 minutes)
 - Customer (30 minutes)
 - People Focus (30 minutes)
 - Process Management (30 minutes)
 - Supplier/Partner (30 minutes)
 - Organizational Performance (30 minutes)
- ❖ Supplier Management:
 - Supply Positioning (1 hour)
 - Market Assessment (1 hour)
 - Supplier Appraisals (1 hour)
 - Market Matrix (1 hour)
 - Vulnerability Management (1 hour)
 - Supplier Selection (1 hour)
 - Contract Award (1 hour)
 - Supplier Case Study 1 (1 hour)
 - Supplier Case Study 2 (1 hour)
 - Supplier Case Study 3 (1 hour)
 - Finance Reports (1 hour)
 - Finance Ratios (1 hour)
 - Costing Methods (1 hour)
 - Pricing Policy (1 hour)
 - Pricing Case Study 1 (1 hour)
 - Shaping the Market (1 hour)
 - Defining and Management Need (1 hour)
 - Procurement Marketing (1 hour)
 - Supplier Improvement (1 hour)

- Reverse Marketing (1 hour)
- Contract Strategy (1 hour)
- Monopolies and Cartels (1 hour)
- Partnerships (1 hour)
- Integration (1 hour)
- Defining Negotiation (1 hour)
- Using Persuasion (1 hour)
- Planning for Negotiation (1 hour)
- Negotiating Tactics (1 hour)
- Fabric of Negotiation (1 hour)
- Power/Interest Cycle (1 hour)
- ❖ Project Management:
 - Getting Read (1 hour)
 - The Basics (1 hour)
 - Goals and Stakeholders (1 hour)
 - Project Management (1 hour)
 - Projects and Risk Management (1 hour)
- ❖ Report Organization and Presentation (1 hour)
- ❖ Running Effective Meetings (1 hour)
- ❖ Strategies for Meeting Goals (1 hour)
- ❖ Systematic Selling:
 - Getting the Appointment (1 hour)
 - Planning the Call (1 hour)
 - Establishing Rapport (1 hour)
 - Identifying Objectives (1 hour)
 - Making a Recommendations (1 hour)
 - Handling Obstacles (1 hour)
 - Gaining Commitment/Following Up (1 hour)
 - Self-Assessment and Review (1 hour)
- ❖ Time Management (1 hour)
- ❖ Working With Customers:
 - Customer Support (1 hour)
 - Customer Support Online (1 hour)
 - Customer Loyalty Improvement (1 hour)
 - Developing Strong Customer Relationship (1 hour)
 - Handling Difficult Customers (1 hour)
 - Creating Valuable Customer Relationships (2 hrs)
 - Helping and Keeping Clients (2 hrs)
 - Providing Quality Service (2 hrs)
 - Identifying Customer Service Outcomes (2 hrs)
 - Providing Service Excellence (2 hrs)
 - Diffusing Tense Situations (2 hrs)
 - Essential Multicultural Communication (2 hrs)

CONTINUOUS IMPROVEMENT

- ❖ Team Building:
 - Addressing Poor Performance (2 hours)
 - Acting Effectively on a Team (1 hour)
 - Building Trust (2 hours)

- Delegating with Purpose (2 hours)
- Leading Virtually (2 hours)
- Running Effective Teams (1 hour)
- Making Meetings Work (2 hours)
- Retaining Talent (2 hours)
- ❖ Problem Solving and Decision Making:
 - Driving Change (2 hours)
 - Making High Quality Decisions (2 hours)
 - Problem Solving in the Workplace (1 hour)
 - Problem Solving: 5 Steps (1 hour)
 - Work Process Basics (1 hour)
 - Individual Leadership Power (1 hour)
 - Developing a Strong Team (1 hour)
 - Team Problem Solving (1 hour)
- ❖ Leading People:
 - Conflict Management (1 hour)
 - Delegation (1 hour)
 - Meeting Effectiveness (1 hour)
 - Individual Leadership Power (1 hour)
 - Running Effective Meetings (1 hour)
 - Running Effective Teams (1 hour)
 - Team Problem Solving (1 hour)
 - Effective Leadership (1 hour)
 - Working Well with Others (1 hour)
 - Communicating Proactively (1 hour)
 - Communicating Reactively (1 hour)
 - Using Leadership Basics (1 hour)
 - Employee Motivation (1 hour)
 - Change Management (1 hour)

Note: Reimbursement for retraining is capped at 200 total training hours per trainee, regardless of delivery method. CBT is capped at 50% of a trainee's total training hours.

**Participating Employers in Retrainee
Multiple Employer Contracts**

Contractor's Name: Employers Group

CCG No.: ET16-0113

Reference No: 15-0333

Page 1 of 3

PRINT OR TYPE IN ALPHABETICAL ORDER

Company: Arete Associates

Address: 9301 Corbin Avenue, 2nd Floor

City, State, Zip: Northridge, CA 91324

Collective Bargaining Agreement(s): N/A

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

Total # of full-time company employees worldwide: 319

Total # of full-time company employees in California: 157

Company: Berry Plastics/Setco

Address: 4875 E. Hunter Avenue

City, State, Zip: Anaheim, CA 92807

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 200

Total # of full-time company employees worldwide: 16,110

Total # of full-time company employees in California: 330

Company: Blommer Chocolate

Address: 1515 Pacific Street

City, State, Zip: Union City, CA 94587

Collective Bargaining Agreement(s): N/A

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

Total # of full-time company employees worldwide: 600

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

Company: Corelation, Inc.

Address: 2878 Camino Del Rio South, #410

City, State, Zip: San Diego, CA 92108

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 56

Total # of full-time company employees worldwide: 59

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

**Participating Employers in Retrainee
Multiple Employer Contracts**

Contractor's Name: Employers Group

CCG No.: ET16-0113

Reference No: 15-0333

Page 2 of 3

PRINT OR TYPE IN ALPHABETICAL ORDER

Company: FFF Enterprises

Address: 41093 County Center Drive

City, State, Zip: Temecula, CA 92591

Collective Bargaining Agreement(s): N/A

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

Total # of full-time company employees worldwide: 165

Total # of full-time company employees in California: 165

Company: Innovative Employee Solutions

Address: 9665 Granite Ridge Drive

City, State, Zip: San Diego, CA 92123

Collective Bargaining Agreement(s): N/A

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

Total # of full-time company employees worldwide: 27

Total # of full-time company employees in California: 27

Company: Maury Microwave

Address: 2900 Inland Empire Boulevard

City, State, Zip: Ontario, CA 91764

Collective Bargaining Agreement(s): N/A

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

Total # of full-time company employees worldwide: 79

Total # of full-time company employees in California: 79

Company: Mission Plastics

Address: 1930 S. Parco

City, State, Zip: Ontario, CA 91761

Collective Bargaining Agreement(s): N/A

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

Total # of full-time company employees worldwide: 98

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

**Participating Employers in Retrainee
Multiple Employer Contracts**

Contractor's Name: Employers Group

CCG No.: ET16-0113

Reference No: 15-0333

Page 3 of 3

PRINT OR TYPE IN ALPHABETICAL ORDER

Company: Watkins Manufacturing

Address: 1280 Park Center Drive

City, State, Zip: Vista, CA 92129

Collective Bargaining Agreement(s): N/A

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

Total # of full-time company employees worldwide: 10,000+

Total # of full-time company employees in California: 390