



Training Proposal for:
Glendale Community College
Professional Development Center

Agreement Number: ET17-0124

Panel Meeting of: July 22, 2016

ETP Regional Office: North Hollywood

Analyst: M. Paccereili

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate SB <100 HUA Veterans	Industry Sector(s):	Manufacturing Aerospace and Defense Warehousing Transportation/Logistics Services Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Los Angeles; Orange; Riverside; San Bernardino; San Diego; Ventura; Kern	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
\$865,132		\$59,938 8%		\$925,070

In-Kind Contribution:	50% of Total ETP Funding Required	\$909,360
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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	Computer Skills, Cont. Impr., Adv. Tech., HazMat.	44	8-200	0	\$802	\$15.60
				Weighted Avg: 50			
2	Retrainee Priority Rate	Computer Skills, Cont. Impr., Adv. Tech., HazMat.	312	8-200	0	\$1,001	\$15.60
				Weighted Avg: 52			
3	Retrainee Priority Rate SB <100 HUA	Computer Skills, Cont. Impr., Adv. Tech., HazMat.	8	8-200	0	\$1,390	\$11.70*
				Weighted Avg: 50			
4	Retrainee Priority Rate SB <100	Computer Skills, Cont. Impr., Adv. Tech., HazMat.	225	8-200	0	\$1,390	\$15.60
				Weighted Avg: 50			
5	Retrainee SB <100	Computer Skills, Cont. Impr., Adv. Tech., HazMat.	124	8-200	0	\$1,176	\$15.60
				Weighted Avg: 50			
6	Retrainee Priority Rate SB <100 Veterans	Computer Skills, Cont. Impr., Adv. Tech., HazMat.	64	8-200	0	\$1,390	\$15.60
				Weighted Avg: 50			
7	Retrainee Veterans	Computer Skills, Cont. Impr., Adv. Tech., HazMat.	16	8-200	0	\$1,176	\$15.60
				Weighted Avg: 50			

Minimum Hourly Wage by County: Job Numbers 1-2 & 4-7: \$16.48 for Los Angeles County; \$16.51 for Orange County; \$16.46 for San Diego County; and \$15.60 for Ventura, Riverside, Kern and San Bernardino Counties.

Job Number 3 (HUA): \$12.36 for Los Angeles County; \$12.38 for Orange County; \$12.34 for San Diego County; and \$11.70 for Ventura, Kern, Riverside and San Bernardino 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
Administrative/Support Staff I	*	24
Administrative/Support Staff II		40
Customer Service Staff		40
Engineer/Designer		110
Finance/Accounting Staff		40
Inspector		50
Machine Operator/CNC Specialist		120
Manufacturing/Production Staff I	*	35
Manufacturing/Production Staff II		69
Material Handler/Operator		60
Technician		50
Warehouse Logistics Staff		80
Manager/Supervisor		60
Owner <i>(for Job Numbers 3-6 only)</i>		15

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

INTRODUCTION

This will be the 38th Agreement between ETP and Glendale Community College Professional Development Center (GCC) (www.pdcfgcc.com). Founded in 1927, GCC provides customized, job-specific training for businesses and workers through its Professional Development Center.

GCC has trained more than 36,000 workers from 4,800 Southern California employers during its 30-year history of funding through ETP, of which 82% were small business employers and 96% were Panel-recognized priority industries.

PROJECT DETAILS

Although the contract term ends in 2017, GCC is seeking a new ETP contract because the funds for their most recent Agreement will be exhausted by August 2016. With the 90-day retention period, all contract requirements will be completed by November 2016.

Participating employers have expressed a need for training because they are struggling to keep up with technology and competitors. These employers are expressing the need to build employees' skills to work in a continuously changing environment. Many are investing in automated systems and software packages to increase productivity, efficiency, and accuracy. Some employers are reorganizing operations to meet procurement, development and technology changes.

Curriculum Development

GCC determines participating employers' specific demands for training based on a pre-training structured assessment and screening process. The core curriculum in this proposal has been developed by GCC over the last 30 years. It is continually revised according to the demands and feedback of the participating companies.

When applicable, labor organizations are involved in the development of the curriculum and training plans. GCC trainers work closely with the labor representative and the employer to ensure that the training meets the goals and objectives set forth by the union.

Veterans Program

The Panel has established a higher reimbursement rate and other incentives for training California veterans.

GCC is committed to retraining 80 incumbent-worker Veterans who have served on active full-time duty in the Armed Forces in Job Numbers 6 and 7. This effort is supported by ETP through a higher reimbursement rate and other training incentives under the Veterans Program.

Training Plan

ETP training funds are requested to specifically assist retraining of workers for manufacturing companies facing fierce out-of-state competition. The proposed training will promote the retention and expansion of California's manufacturing workforce. The "core" group of employers represents over 80% of requested funding.

Computer Skills (38%) - Training will provide all occupations in the use of the most current technology in areas such as MS Project, Computer Numerical Control Programming, AutoDesk, Solid Modeling, and Manufacturing Resource Planning.

Continuous Improvement (50%) - Training will provide all occupations opportunities for improvement in daily processes, while working more efficiently to reduce errors and reduce operating costs. Topics include Lean Operations, Geometric Dimensioning & Tolerancing, Six Sigma, Planning, Purchasing and Inventory Management.

Hazardous Materials (2%) - Training will provide all occupations with the proper techniques and procedures required for handling or disposing of hazardous materials.

Advanced Technology (10%)

GCC is requesting the higher reimbursement rate for Advance Technology (AT) courses. The AT training will be provided to Engineers and Manufacturing/Production Staff (CAD Designers, Machinists, Tool Makers and Model Makers) to utilize recent advances in 3D computer-aided design and to work with the new generations of computer-aided manufacturing. State-of-the-art computer systems are needed to deliver this training and the licenses required for the software is very expensive. In addition, special equipment such as free-arm digitizers, laser scanners, and compressors are used in the training.

AT will be delivered in highly technical learning environments, including special curricula, instructors and training labs. The costs for delivering AT training range from \$900 - \$1400 per day, plus hardware, software, and setup costs. Additional software licensing will be purchased so trainees can have as much training time as possible. These highly technical courses will

have a 1:10 trainer to trainee ratio to allow for in-depth coverage and personal attention from the instructor.

Commitment to Training

GCC represents that ETP funds will not displace the existing financial commitment to training of participating employers and that safety training is provided by the participating employers in accordance with all pertinent requirements under state and federal law. ETP training funds will supplement training that is not currently being provided. GCC programs provide in-depth skill development that employers are not able to provide without this funding and will develop skills that upgrade employee performance so companies can remain competitive.

Most of the small employers are unable to provide significant training to their employees due to a lack of training funds. Larger companies may offer more training for their employees, but need to expand training in areas where they do not have the budget or expertise.

Marketing and Support Costs

To identify specific training needs of the business community, GCC continuously markets their training programs in a variety of ways including personal contact, telephone calls, direct mail, and email announcements to recruit companies.

GCC is also a member of several organizations including five local Chambers of Commerce, the Economic Alliance of the San Fernando Valley, the Valley Industrial Commerce Association, Professionals in Human Resources Associations, Society of Manufacturing Engineers, and partners with the Verdugo Workforce Investment Board, the Association for Operations Management, and the Institute for Supply Management. Within these large networks of employers, GCC markets their customized training programs through presentations and forums at local meetings and tradeshows. All programs are customized to meet the needs of the participating employers.

There are currently four full-time staff members dedicated to the marketing, employer recruitment, scheduling and ETP administration. GCC is requesting 8% support costs for this proposal to cover the cost of recruiting additional employers and assessing employer-specific job training requirements. Employer recruitment, including the recruitment of small businesses, and assessment activities will go on throughout the contract term.

Substantial Contribution

GCC 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.

High Unemployment Area

The eight trainees in Job Number 3 work in High Unemployment Areas (HUA), 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

GCC is requesting the HUA waiver for trainees in Job Number 3. 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

GCC 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 GCC under an active ETP Agreement:

Agreement No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
ET16-0103	\$826,270	07/07/15-07/06/17	708	419	203

ET16-0103 - Based on ETP Online Systems, 33,759 reimbursable hours have been tracked for potential earnings of \$784,957 (95% of approved amount). The Contractor projects final earnings of 100% based on training in progress and currently committed through August 2016. Retention is expected to complete by the end of 2016.

PRIOR PROJECTS

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

Agreement No.	Location (City)	Term	Approved Amount	Payment Earned
ET15-0224	Statewide	09/02/14-09/01/16	\$648,666	\$648,666 (100%)
ET13-0240	Statewide	06/13/13-06/12/15	\$1,150,115	\$1,137,431 (99%)
ET12-0159	Statewide	11/28/11-11/27/13	\$747,006	\$742,679 (99%)
ET11-0202	Statewide	03/30/11-03/29/13	\$398,646	\$397,912 (99%)

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:

COMPUTER SKILLS

- Intermediate/Advanced Excel, Word, Access
- Microsoft Project
- Electronic Commerce, Cyber Security, Social Media Marketing
- Crystal Reports, QuickBooks, Adobe, Visual Basics
- Manufacturing Resource Planning
- Enterprise Resource Planning
- Microsoft Office Suite (Small Business Only)
- CNC Programming and CNC Applications

CONTINUOUS IMPROVEMENT

- Leadership and Management
- Lean Processes and Principles
- Six Sigma
- Kaizen Methodology
- Problem Solving
- Team Building
- Statistical Process Control
- Marketing, Planning and Negotiating
- Business Writing
- Inspection Techniques
- Shop Math and Blueprint Reading
- Geometric Dimensioning and Tolerancing
- Purchasing and Sourcing
- Negotiations
- Project Management
- Supply Chain Management
- Master Planning of Resources
- Scheduling and Planning
- Execution and Control of Operations
- Strategic Management of Resources

HAZARDOUS MATERIALS

- Hazardous Materials Handling
- Hazardous Chemical Cleaning/Handling
- Hazardous Waste Cleaning
- Environmental Monitoring and Personal Protection Equipment
- Hazardous Waste Management and Transportation
- Environmental Liability and Risk Management
- Solid Waste Recycling

ADVANCED TECHNOLOGY (Ratio 1:10)

- CATIA
- Master CAM X
- Advanced Master CAM X
- SolidWorks
- Advanced SolidWorks
- Unigraphics
- Vericut
- CADWorx
- Coordinate Measurement Machine Inspection

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

**Participating Employers in Retrainee/New Hire
Multiple Employer Contractor (MEC) Agreements
(ETP 100B)**

Contractor's Name: Glendale Community College PDC

CCG No.: ET17-0124

Reference No: 16-0493

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PRINT OR TYPE IN ALPHABETICAL ORDER

Company: Aerospace Dynamics International

Address: 25540 W. Rye Canyon Road

City, State, Zip: Valencia, CA 91355

Collective Bargaining Agreement(s): N/A

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

Total # of full-time company employees worldwide: 694

Total # of full-time company employees in California: 694

Company: AG Machining Inc.

Address: 609 Science Dr.

City, State, Zip: Moorpark, CA 93021

Collective Bargaining Agreement(s): N/A

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

Total # of full-time company employees worldwide: 160

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

Company: Alliance United Insurance

Address: 9121 Oakdale Avenue

City, State, Zip: Chatsworth, CA 91311

Collective Bargaining Agreement(s): N/A

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

Total # of full-time company employees worldwide: 6,100

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

Company: Alpha Machinery

Address: 11174 Penrose St. #3

City, State, Zip: Sun Valley, CA 91352

Collective Bargaining Agreement(s): N/A

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

Total # of full-time company employees worldwide: 3

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

**Participating Employers in Retrainee/New Hire
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Company: American Best Engineering

Address: 2905 Winona Avenue

City, State, Zip: Burbank, CA 91504

Collective Bargaining Agreement(s): N/A

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

Total # of full-time company employees worldwide: 12

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

Company: Baxalta Inc.

Address: 4501 Colorado Blvd.

City, State, Zip: Los Angeles, CA 90039

Collective Bargaining Agreement(s): N/A

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

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

Total # of full-time company employees in California: 3,000

Company: Boehm & Associates

Address: 425 E. Colorado St., Ste. 420

City, State, Zip: Glendale, CA 91205

Collective Bargaining Agreement(s): N/A

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

Total # of full-time company employees worldwide: 24

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

Company: C/L Enterprises Inc. (Lenslight)

Address: 12950 Raymer St.

City, State, Zip: North Hollywood, CA 91605

Collective Bargaining Agreement(s): N/A

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

Total # of full-time company employees worldwide: 9

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

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Company: Chatsworth Products Inc.

Address: 9353 Winnetka Avenue

City, State, Zip: Chatsworth, CA 91311

Collective Bargaining Agreement(s): N/A

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

Total # of full-time company employees worldwide: 500

Total # of full-time company employees in California: 99

Company: Crane Aerospace & Electronics

Address: 3000 Winona Avenue

City, State, Zip: Burbank, CA 91504

Collective Bargaining Agreement(s): N/A

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

Total # of full-time company employees worldwide: 1,555

Total # of full-time company employees in California: 555

Company: Creative Technology

Address: 14000 Arminta Street

City, State, Zip: Panorama City, CA 91402

Collective Bargaining Agreement(s): N/A

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

Total # of full-time company employees worldwide: 600

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

Company: Dynamo Aviation

Address: 16760 Schoenborn St.

City, State, Zip: North Hills, CA 91343

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 75

Total # of full-time company employees worldwide: 130

Total # of full-time company employees in California: 130

**Participating Employers in Retrainee/New Hire
Multiple Employer Contractor (MEC) Agreements
(ETP 100B)**

Contractor's Name: Glendale Community College PDC

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Company: Dytran Instruments Inc.

Address: 21592 Marilla St.

City, State, Zip: Chatsworth, CA 91311

Collective Bargaining Agreement(s): N/A

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

Total # of full-time company employees worldwide: 162

Total # of full-time company employees in California: 162

Company: Embraer Aero Seating Technologies

Address: 5795 Martin St.

City, State, Zip: Irwindale, CA 91706

Collective Bargaining Agreement(s): N/A

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

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

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

Company: F. Gavina & Sons Inc.

Address: 2700 Fruitland Avenue

City, State, Zip: Vernon, CA 90058

Collective Bargaining Agreement(s): N/A

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

Total # of full-time company employees worldwide: 245

Total # of full-time company employees in California: 235

Company: GAF

Address: 11800 Industry Avenue

City, State, Zip: Fontana, CA 92337

Collective Bargaining Agreement(s): N/A

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

Total # of full-time company employees worldwide: 3,500

Total # of full-time company employees in California: 275

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Company: Hydra Electric Company

Address: 3151 Kenwood St.

City, State, Zip: Burbank, CA 91505

Collective Bargaining Agreement(s): N/A

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

Total # of full-time company employees worldwide: 163

Total # of full-time company employees in California: 163

Company: Hydromach Inc.

Address: 20400 Prairie St.

City, State, Zip: Chatsworth, CA 91311

Collective Bargaining Agreement(s): N/A

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

Total # of full-time company employees worldwide: 36

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

Company: Logic Mate Inc.

Address: 520 N. Central Ave., #100

City, State, Zip: Glendale, CA 91203

Collective Bargaining Agreement(s): N/A

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

Total # of full-time company employees worldwide: 23

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

Company: Molnar Engineering Inc. dba Lee's Enterprise

Address: 20731 Marilla Street

City, State, Zip: Chatsworth, CA 91311

Collective Bargaining Agreement(s): N/A

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

Total # of full-time company employees worldwide: 36

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

**Participating Employers in Retrainee/New Hire
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Company: Moore Industries International Inc.

Address: 16650 Schoenborn Street

City, State, Zip: North Hills, CA 91343

Collective Bargaining Agreement(s): N/A

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

Total # of full-time company employees worldwide: 154

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

Company: Mueller Gages

Address: 318 Agostino Road

City, State, Zip: San Gabriel, CA 91776

Collective Bargaining Agreement(s): N/A

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

Total # of full-time company employees worldwide: 13

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

Company: Nestle USA

Address: 800 North Brand Blvd.

City, State, Zip: Glendale, CA 91203

Collective Bargaining Agreement(s): N/A

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

Total # of full-time company employees worldwide: 276,000

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

Company: Noranco Corona Division

Address: 345 Cessna Circle, Ste. 102

City, State, Zip: Corona, CA 92880

Collective Bargaining Agreement(s): N/A

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

Total # of full-time company employees worldwide: 600

Total # of full-time company employees in California: 126

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Company: Pharmavite LLC

Address: 8510 Balboa Blvd., Ste. 100

City, State, Zip: Northridge, CA 91325

Collective Bargaining Agreement(s): N/A

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

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

Total # of full-time company employees in California: 1,000

Company: Pioneer Diecasters Inc.

Address: 4209 Chevy Chase Drive

City, State, Zip: Los Angeles, CA 90039

Collective Bargaining Agreement(s): N/A

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

Total # of full-time company employees worldwide: 18

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

Company: Quantech Machining

Address: 25647 Rye Canyon Road

City, State, Zip: Valencia, CA 91355

Collective Bargaining Agreement(s): N/A

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

Total # of full-time company employees worldwide: 50

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

Company: Racks Unlimited Inc.

Address: 12801 Foothill Blvd.

City, State, Zip: Sylmar, CA 91342

Collective Bargaining Agreement(s): N/A

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

Total # of full-time company employees worldwide: 4

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

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Company: Rico International/D'Addario Woodwinds

Address: 8484 San Fernando Road

City, State, Zip: Sun Valley, CA 91352

Collective Bargaining Agreement(s): N/A

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

Total # of full-time company employees worldwide: 187

Total # of full-time company employees in California: 107

Company: Rexnord Industries LLC/PSI Bearings

Address: 2175 Union Place

City, State, Zip: Simi Valley, CA 93065

Collective Bargaining Agreement(s): N/A

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

Total # of full-time company employees worldwide: 7,000

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

Company: Roncelli Plastics Inc.

Address: 330 W. Duarte Road

City, State, Zip: Monrovia, CA 91016

Collective Bargaining Agreement(s): N/A

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

Total # of full-time company employees worldwide: 90

Total # of full-time company employees in California: 90

Company: Saunders Corporation, a Div. of R.S. Hughes Co. Inc.

Address: 975 N. Todd Avenue

City, State, Zip: Azusa, CA 91702

Collective Bargaining Agreement(s): N/A

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

Total # of full-time company employees worldwide: 330

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

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Company: Snapware/World Kitchen LLC

Address: 3900 Hamner St.

City, State, Zip: Mira Loma, CA 91752

Collective Bargaining Agreement(s): N/A

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

Total # of full-time company employees worldwide: 2,000

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

Company: Standard Tool and Die Co.

Address: 107 S. Avenue 20

City, State, Zip: Los Angeles, CA 90031

Collective Bargaining Agreement(s): N/A

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

Total # of full-time company employees worldwide: 130

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

Company: Triumph Actuation Systems Valencia

Address: 28150 W. Harrison Parkway

City, State, Zip: Valencia, CA 91355

Collective Bargaining Agreement(s): N/A

Estimated # of employees to be retrained under this Agreement: 120

Total # of full-time company employees worldwide: 192

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

Company: Triumph Structures Los Angeles

Address: 9301 Mason Avenue

City, State, Zip: Chatsworth, CA 91311

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: 264

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Company: US Technical Services

Address: 20559 Prairie St.

City, State, Zip: Chatsworth, CA 91311

Collective Bargaining Agreement(s): N/A

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

Total # of full-time company employees worldwide: 128

Total # of full-time company employees in California: 128

Company: Walker Corporation

Address: 1555 Vintage Avenue

City, State, Zip: Ontario, CA 91761

Collective Bargaining Agreement(s): N/A

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

Total # of full-time company employees worldwide: 124

Total # of full-time company employees in California: 124