



Training Proposal for:

The Corporation for Manufacturing Excellence

Agreement Number: ET16-0147

Panel Meeting of: August 28, 2015

ETP Regional Office: San Francisco Bay Area

Analyst: A. Nastari

PROJECT PROFILE

Contract Attributes:	Priority Rate Retrainee SB <100 HUA	Industry Sector(s):	Manufacturing 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
\$888,568		\$61,344 8%		\$949,912

In-Kind Contribution:	50% of Total ETP Funding Required	\$937,200
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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., Mfg. Skills, Mgmt. Skills, Literacy Skills	311	8 - 200	0	\$981	\$15.07
				Weighted Avg: 51			
2	Retrainee Priority Rate SB<100	Business Skills, Computer Skills, Cont. Imp., Mfg. Skills, Mgmt. Skills, Literacy Skills	389	8 - 200	0	\$1,529	\$15.07
				Weighted Avg: 55			
3	Retrainee Priority Rate HUA	Business Skills, Computer Skills, Cont. Imp., Mfg. Skills, Mgmt. Skills, Literacy Skills	40	8 - 200	0	\$1,251	\$11.30
				Weighted Avg: 65			

Minimum Wage by County: Job Numbers 1 and 2: \$16.44 per hour in Alameda, Contra Costa, Marin, San Francisco, San Mateo, Santa Clara, and Santa Cruz Counties; \$15.97 per hour in Los Angeles County; \$16.02 per hour in Orange County; \$15.75 per hour in Sacramento County; \$15.93 per hour in San Diego County; \$15.07 all other counties.

Job Number 3 (HUA): \$11.30 per hour in San Bernardino.

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
Job Number 1		
Engineering Staff 1		20
Engineering Staff 2		10
Front Office Staff		20
Managers		15
Production/Quality Staff		201
Supervisors		20
Support Staff		25

Job Number 2		
Engineering Staff 1		20
Front Office Staff		20
Managers		14
Production/Quality Staff		290
Supervisors		20
Support Staff		25
Job Number 3		
Engineering Staff 1		5
Front Office Staff		3
Managers		2
Production/Quality Staff		20
Supervisors		5
Support Staff		5

INTRODUCTION

The Corporation for Manufacturing Excellence (Manex) (www.Manexconsulting.com) founded in 1995, and headquartered in San Ramon, provides business improvement services to manufacturers. These services include corporate strategy, strategic planning, and marketing development of Lean manufacturing, supply chain and logistics. It also assists clients with staff development in Six Sigma principals, ISO processes, performance management and systems implementation including ERP readiness, Change Management and Program Management. Manex is a partner with the National Institute of Standards and Technology, Manufacturing Extension Partnership, whose goal is to work with small to mid-size companies by providing business assistance and training with the goal of retaining businesses and jobs in California.

This will be Manex's thirteenth Agreement with ETP, in which it will continue to provide business services and training to manufacturers. During Manex's previous ETP Agreements, it served California manufactures of aircraft parts, machine shops, recycled rubber manufacturers, food manufacturers and processors, high tech medical device manufacturers, printers and flow meters. Training was delivered to production workers, customer service representatives and supervisors. Courses consisted of continuous improvement activities, quality control, ISO certification, basic manufacturing, lean manufacturing, basic computer skills, facility layout, Kaizen, Kanban, management and leadership skills, systems implementation Enterprise Resource Planning, Customer Response Management Warehouse Management Systems selection and implementation, financial management, sales and marketing, market segmentation and development of marketing material.

PROJECT DETAILS

Manex's new Proposal will be similar to its prior projects. However, Manex is expanding offerings to a broader range of industries that are ETP Priority Industries. Those industries may include Biotechnology and Life Sciences, Information Technology, Technical Services, and Transportation Logistics. The majority of the training will be conducted at participating employers' facilities.

Manex serves the Monterrey area, north to the Oregon border, and east to Nevada, with 80% of the manufacturers located in the San Francisco Bay Area. Some of the cities located in HUA,

may also participate in the training. Although Manex also serves larger businesses, in its 2014/2015 Agreement, 68% of its participating employers were small businesses with less than 100 employees.

Training Plan

Training for participating employers will improve processes by reducing waste; increasing profitability; allowing the companies to acquire new customers and enter new industries and markets.

Manex will customize each participating employers training plan consisting of the following:

Business Skills (10%) - Training will be offered to all occupations to give trainees the skills needed to provide quality customer service to internal and external customers.

Continuous Improvement (60%) - Training will be offered to all occupations in an effort to enhance problem solving and decision making skills which increase efficiency and lower operating costs.

Computer Skills (2%) - Training for all occupations will improve skills in software systems, computer aided design software programs, enterprise manufacturing management, database applications, and website development and maintenance.

Literacy Skills (3%) - Training will be offered to trainees that need basic skills to perform their jobs or to fully participating in the training programs. The training will improve employee teamwork, communication, and productivity.

Management Skills (10%) - Training will offer to Managers and Supervisors to improve communication and provide leadership in their respective department. With improved the use of strategic planning the trainees will be able to become effective leaders.

Manufacturing Skills (15%) - Training will be for Managers, Supervisors, Production/Quality, and Engineering Staff. Training in Lean manufacturing, equipment maintenance, manufacturing techniques, and cross training will ensure that production processes are streamlined which will result in timely delivery, cost savings, reduction in waste and rework.

High Unemployment Area

Trainees in Job Number 3 work in a High Unemployment Area (HUA), with unemployment exceeding the state average by at least 25%. Manex will train one participating employer located in Victorville, San Bernardino County. Manex will send its trainers to the participating employer's facility. The Company's location in San Bernardino County, qualifies for HUA status under these standards.

➤ Wage Modification

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. Manex requests a wage modification for trainees in Job 3 to \$11.30.

Marketing and Support Costs

Manex is actively involved with various community organizations, such as economic development partners, cities, chambers of commerce, colleges, and business groups. Manex staff also sponsors seminars and conferences throughout Northern California promoting changes and advancements in training opportunities for manufacturers.

Manex requests and staff recommends an 8% support cost for help with recruitment and marketing efforts required to secure participating employers statewide.

Commitment to Training

Participating employers' internal training programs consist of job-specific skills organization-wide training related to initial on-boarding, orientation, company policies, basic manufacturing skills specific to their operations, machine specific training, process training, general health and safety training. The ETP fund training will improve operational performance and support increased manufacturing competitiveness.

Manex 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 Infrastructure

Manex's Director of Client Services conducts needs assessments at client facilities. Once approved, Manex's dedicated ETP Administrator is responsible for ensuring a participating employer meets ETP's guidelines, enrolls and enters data into the ETP online systems, reviews rosters for completeness, conducts invoicing processes and reviews plan updates. Every Manex trainer will be responsible for collecting rosters for training delivered and provide the rosters to Manex's ETP project administrator.

Trainer Qualifications

The majority of training will be provided directly by Manex employees. All Manex employees have experience with the broad categories of Continuous Improvement, Lean Manufacturing, Quality Control and Six Sigma, business strategy, and sales and marketing development. Manex employees also have a wide range of certifications including Certified Quality Engineer, Project Management Professional, and Six Sigma Master Black Belt. Training will only be delivered by outside vendors if an employer requires specific training that Manex does not have the internal expertise to deliver, examples of this may include Advanced Technology training and training on specific machining software.

Impact/Outcome

Manex assists manufacturers prepare for certification programs such as ISO Certification, Quality Standards, and Safe Quality Food certifications of completion. These certifications and/or product diversification often lead to new markets and increased sales, which help companies grow and provide workforce stability.

Tuition Reimbursement

In accordance with Title 22, CCR, Section 4412.1, Manex 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 summarizes performance by Manex under an active ETP Agreement:

Agreement No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
ET14-0274	\$656,731	2/3/14 – 2/2/16	370	43	43

Based on ETP Systems, 19,918 reimbursable hours have been tracked for potential earnings of \$461,346 (70% of approved amount). The Contractor projects final earnings of 100% based on training currently committed to by employers and in progress through February 2, 2016.

PRIOR PROJECTS

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

Agreement No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET12-0364	Statewide	4/30/12 – 4/29/14	\$749,192	\$537,037 (72%)
ET11-0239	Statewide	5/9/11 – 5/8/13	\$396,308	\$394,812 (99%)

DEVELOPMENT SERVICES

N/A

ADMINISTRATIVE SERVICES

N/A

TRAINING VENDORS

To Be Determined

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

8 - 200

Trainees may receive any of the following:

BUSINESS SKILLS

- Budget Analysis
- Business Plans
- Business Strategies
- Communication Skills
- Computer/Internet Applications in Business
- Change Management
- Customer Service
- Developing Sales Strategies
- Developing Marketing Strategies
- ERP/MRP Readiness
- ERP/MRP System Implementation
- Export Tech
- Inventory Control
- Listening Skills
- Materials Management
- Marketing for Small/Medium-Sized Mfgs:
 - Evaluating Marketing Effectiveness
 - Marketing Concepts
 - Marketing Techniques
 - Practical Marketing Applications
- Multi-Cultural Awareness
- Negotiating Skills
- New Product Introduction
- Project Management Techniques
- Relationship Building for Small/Medium-Sized Mfg
- Business Administration for Small/Medium-Sized Mfg
- Selling/Serving the Customer
- Strategic Planning
- Strategic Sourcing
- Total Cost of Ownership
- Sustainability
- Technical Writing

COMPUTER SKILLS

- Accounting Systems
- CAD/CAM/CAE
- CNC
- Communications Systems
- Database Management
- Desktop Publishing
- Digital Entertainment Systems
- Graphics
- ERP/MRP Systems
- Internet
- Payroll Systems

- Presentation
- Programming
- Publishing
- Spreadsheets
- Technical Writing
- Telecommuting
- Website Development and Maintenance
- Word Processing

CONTINUOUS IMPROVEMENT

- Assessment Principles
- Audit Principles
- American Institute of Baking (Quality Standards)
- Basic Quality Tools
- Benchmarking Principles
- Building Teams
- Business Improvement Principles
- Good Manufacturing Practices (cGMP)
- Communication Skills
- Continuous Improvement Skills
- Creative/Innovative Thinking Skills
- Creative Problem Solving Skills
- Cycle-Time Reduction Techniques
- Cycle-Time Management Techniques
- Decision Making Skills
- Defining Problems
- Design for Manufacturing Acceptability
- Design of Experiments
- Developing Action Plans
- Developing Solutions
- Effective Meetings
- Effective Teams
- Effective Writing
- Empowerment Processes
- Hazardous Assessment Critical Control Point/Food Safety
- Implementation Skills
- Interpersonal skills
- Interpreting & Analyzing Data
- ISO
- Just-in-Time Production (JIT):
 - o Cycle-Time Reduction
 - o Cycle-Time Management
 - o Developing JIT
 - o Evaluating JIT
 - o Implementing JIT
 - o Organizing for JIT
 - o JIT Principles
 - o JIT Production
- Lean Manufacturing
- Leadership Skills
- Manufacturing Excellence

- Monitoring The Process
- Presentations
- Process Control Principles
- Process Capabilities
- Process Improvement
- Process/Product Handling
- Production Scheduling
- Production Operations/Workflow
- Root Cause Analysis
- Self-Directed Work Teams
- Situation/Problem Analysis
- Statistical Process Control (SPC):
 - Data Collection
 - Design for Manufacturing Acceptability
 - Design of Experiments
 - Developing SPC
 - Documenting Processes
 - Evaluating SPC
 - Failure Mode Effects Analysis
 - Five S Principles
 - Graphing
 - Implementing SPC
 - Kaizen Principles
 - Kanban Principles
 - Key Process Indicators
 - Lean Manufacturing Principles
 - Organizing for SPC
 - Root Cause Analysis
 - SPC Concepts, Theory & Application
 - SPC Tools
 - Six Sigma
 - Statistical Techniques
 - Taguchi Methods
 - Variation/Process Control
 - Validation
- System Analysis
- System Strategies
- Taguchi Methods
- Team Building/Problem Solving:
 - Building Teams
 - Communication
 - Creative/Innovative Thinking
 - Decision Making
 - Developing Action Plans
 - Developing Solutions
 - Effective Teams
 - Empowerment Process
 - High Performance Work Teams
 - Leadership
 - Multicultural Communication/Diversity
 - Problem Solving
 - Self-Directed Work Teams

- o Situation/Problem Solving
- o Team Concepts
- o Team Building/Problem Solving
- o Teamwork in an Empowered Workforce
- **Total Quality Management (TQM):**
 - o Audit Planning
 - o Basic Quality Tools
 - o Benchmarking
 - o Business Process Improvement Change Process
 - o Continuous Improvement
 - o Creative Problem Solving/Innovation
 - o Creative/Innovative Thinking
 - o Developing TQM
 - o Evaluating TQM
 - o Implementing TQM
 - o Organizing for TQM
 - o Quality Concepts
 - o TQM Strategies
- Train-the-Trainer
- Value Stream Mapping
- Variation/Process Control

MANAGEMENT SKILLS (Managers/Supervisors Only)

- Coaching/Feedback
- Communication Skills
- Conflict Management
- Decision Making/Problem Solving
- Developing Teams
- Effective Meetings
- Effective Writing
- Facilitation Skills
- Finance for Small/Medium-Sized Mfgs
- Leadership/Management Development
- Managing Change
- Managing Customer Service (Internal & External)
- Managing Innovation
- Manufacturing Cells
- Marketing for Small/Medium-Sized Mfgs
- Motivation/Reinforcement
- Performance Management
- Project Management
- Strategic Planning

MANUFACTURING SKILLS

- Air Filtration/Clean Room
- Assembly Operations
- Assembly & Surface Mount
- Automated Equipment
- Bagging Machines
- Bio-Science Manufacturing
- Blueprint Reading

- Clean and Green Technology:
 - Introduction of Green Manufacturing Practices
 - Manufacturing of Green Technologies and Products
 - Solar, Wind, Alternative Energy
- Computer-Aided Design
- Computer-Aided Engineering
- Computer-Aided Manufacturing
- Computer Numeric Control
- Cellular Manufacturing
- Chemistry
- Computer Electronics
- Cycle-Time Reduction
- Cutting
- Electro Static Discharge
- Electronics
- Electronic Assembly Workmanship
- Equipment Operations
- Equipment/Preventive Maintenance
- Enterprise Resource Planning
- Facilities Management
- Fabric/Garment Manufacturing Skills
- Food Processing
- Five S Principles
- Good Manufacturing Practices (GMP)
- Hazard Assessment Critical Control Point
- Handling Changes
- Inventory Control
- International Standards Organization Certification
- Kaizen Principles
- Kanban Principles
- Layout
- Lean Manufacturing Principles
- Machining
- Machine Trades
- Maintenance Mechanic Overview Level 1
- Maintenance Mechanic Overview Level 2
- Machine Tool Technology
- Introduction to Hand Tools
- Manufacturing Processes
- Meeting Customer Expectations (Internal/External)
- Metrology/Geometric Dimensioning & Tolerances
- Mounts
- Manufacturing Resource Planning
- Optimal Operating Methods
- Physics
- Pneumatics/Hydraulics
- Presses
- Pressing
- Production Techniques
- Programmable Logic Controllers
- Quality

- Re-Engineering Concepts
- Refrigeration/Heating
- Root Cause Analysis
- Sequencing Sewing Operations
- Set-Up Reduction
- Sew Engineering/Setting Piece Rates
- Sew Trainer
- Shipping/Receiving
- Shop Skills -- Drawing, Measurement and Instrumentation
- Soldering Skills
- Special Machines/Inspections
- Statistics Skills for Operations
- Surface Mount Technology
- Technical Training
- Total Productive Manufacturing
- Total Quality Management
- Training Within Industry
- Understanding Product Specs/Drawings
- Value Stream Mapping
- Warehousing Operations/Distribution
- Welding
- Work Measurement
- Workflow
- World Class Manufacturing Principles

LITERACY SKILLS (Cannot exceed 45% of total training hours)

VESL:

- **Comprehension Skills:**
 - Communicating Common Work-Related Instructions
 - Equipment Operation Language
 - Job Related Vocabulary & Phrases
 - Multi-Cultural Communication
 - Shop Floor Language
 - SPC Language
 - Understanding Common Work-related Instructions
 - Understanding Schematics Used On-The-Job
- **Oral Skills:**
 - Basic Grammatical Structure
 - Presentation Skills
 - Pronunciation
 - Vocational Vocabulary and Phrases
- Basic Writing Skills
- Completing Job-related Forms
- Computer Skills
- Reading Comprehension
- **Basic Math:**
 - Applying Math to Job Functions
 - Fundamentals of Mathematics

<p>Note: Reimbursement for retraining is capped at 200 total training hours per trainee, regardless of the method of delivery.</p>
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Participating Employers in Retrainee Multiple Employer Contracts

Contractor's Name: Manex

CCG No.: ET16-0147

Reference No: 15-0034

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PRINT OR TYPE

Company: A1Jays Machining Inc.

Address: 2228 Oakland Rd.

City, State, Zip: San Jose, CA 95131

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 75

Total # of full-time company employees in California: 75

Company: Advanced Machining Techniques, Inc.

Address: 16205 Vineyard Blvd.

City, State, Zip: Morgan Hill, CA 85037

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 40

Total # of full-time company employees in California: 40

Company: All Fab Precision Sheet Metal

Address: 1015 Timothy Drive

City, State, Zip: San Jose, CA 95133

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 110

Total # of full-time company employees in California: 110

Company: Alter G

Address: 49438 Milmont Dr.

City, State, Zip: Fremont, CA 94538

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 45

Total # of full-time company employees in California: 45

Participating Employers in Retrainee Multiple Employer Contracts

Contractor's Name: Manex

CCG No.: ET16-0147

Reference No: 15-0034

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Company: Barbosa Cabinets Inc.

Address: 2020 E. Grant Line Rd.

City, State, Zip: Tracy, CA 95304

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 378

Total # of full-time company employees in California: 378

Company: Bay Associates

Address: 150 Jefferson Drive

City, State, Zip: Menlo Park, CA 94025

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 95

Total # of full-time company employees in California: 95

Company: Bonelli Enterprises, Inc.

Address: 333 Corey Way

City, State, Zip: South San Francisco, CA 94080

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 35

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

Company: CAL-Weld

Address: 4308 Solar Way

City, State, Zip: Fremont, CA 94538

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 150

Total # of full-time company employees in California: 110

Participating Employers in Retrainee Multiple Employer Contracts

Contractor's Name: Manex

CCG No.: ET16-0147

Reference No: 15-0034

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Company: Casa Sanchez Foods

Address: 370 Adrian Rd.

City, State, Zip: Millbrae, CA 94039

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 65

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

Company: Cellotape/Landmark Label Inc.

Address:47623 Fremont Blvd.

City, State, Zip: Fremont, CA 94538

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 135

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

Company: Corwil Technology, Inc.

Address: 1635 McCarthy Blvd.

City, State, Zip: Milpitas, CA 95035

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 160

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

Company: Costeaux French Bakery

Address:417 Healdsburg Ave.

City, State, Zip: Healdsburg, CA 95448

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 65

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

Participating Employers in Retrainee Multiple Employer Contracts

Contractor's Name: Manex

CCG No.: ET16-0147

Reference No: 15-0034

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Company: Direct Pack Inc.

Address: 935 Enterprise Way

City, State, Zip: Napa, CA 94558

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 160

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

Company: EMG Inc.

Address: PO Box 4394

City, State, Zip: Santa Rosa, CA 95402

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained or hired under this Agreement: 18

Total # of full-time company employees worldwide: 81

Total # of full-time company employees in California: 81

Company: Energy Sales

Address: 1308 Borregas Ave.

City, State, Zip: Sunnyvale, CA 94089

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 40

Total # of full-time company employees in California: 40

Company: Flexstar Technology, Inc.

Address: 1965 Concourse Dr.

City, State, Zip: San Jose, CA 95131

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 50

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

Participating Employers in Retrainee Multiple Employer Contracts

Contractor's Name: Manex

CCG No.: ET16-0147

Reference No: 15-0034

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Company: Heath Ceramics

Address: 400 Gate 5 Road

City, State, Zip: Sausalito, CA 94965

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 70

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

Company: IntegenX, Inc.

Address: 5720 Stoneridge Dr., Suite 300

City, State, Zip: Pleasanton, CA 94588

Collective Bargaining Agreement(s): No

Estimated #of employees to be retrained or hired under this Agreement: 36

Total # of full-time company employees worldwide: 80

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

Company: Integrated Optical Services

Address: 3150 Molinaro Street

City, State, Zip: Santa Clara, CA 95054

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 25

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

Company: Leading Edge Aviation Services

Address: 5251 California Ave., Suite 170

City, State, Zip: Irvine, CA 92617

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 400

Total # of full-time company employees in California: 260

Participating Employers in Retrainee Multiple Employer Contracts

Contractor's Name: Manex

CCG No.: ET16-0147

Reference No: 15-0034

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Company: Materion Electrofusion

Address: 44036 S. Grimmer Rd.

City, State, Zip: Fremont, CA 94538

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 200

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

Company: Motiv Power Systems Inc.

Address: 1165 Chess Dr., Ste. E

City, State, Zip: Foster City, CA 94404

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 35

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

Company: Myers and Sons Highway Safety

Address: 935 Enterprise Way

City, State, Zip: Napa, CA 94558

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 160

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

Company: Nutek Corporation of California, Inc.

Address: 1001 Whipple Avenue

City, State, Zip: Hayward, CA 94544-7928

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 40

Total # of full-time company employees in California: 40

Participating Employers in Retrainee Multiple Employer Contracts

Contractor's Name: Manex

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Company: Package One, Inc.

Address: 4225 Pell Dr.

City, State, Zip: Sacramento, CA 95838

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 70

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

Company: Santini Foods, Inc.

Address: 16505 Worthley Ave.

City, State, Zip: San Lorenzo, CA 94580

Collective Bargaining Agreement(s): No

Estimated #of employees to be retrained or hired under this Agreement: 18

Total # of full-time company employees worldwide: 110

Total # of full-time company employees in California: 110

Company: SolarBos Inc.

Address: 310 Stealth Court

City, State, Zip: Livermore, CA 94551

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 55

Total # of full-time company employees in California: 55
