

South Orange County
Regional Chambers of
Commerce, Inc.

WITHDRAWN



Training Proposal for:

**South Orange County Regional Chambers
of Commerce, Inc.**

Agreement Number: ET16-0340

Panel Meeting of: January 22, 2016

ETP Regional Office: San Diego

Analyst: J. Davey

PROJECT PROFILE

Contract Attributes:	Retrainee Priority Rate SB <100 HUA	Industry Sector(s):	Technology/IT Technology/Other Manufacturing Services Biotechnology/Life Sciences Priority Industry: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Counties Served:	Los Angeles, Orange, San Diego, Ventura	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
\$1,122,000		\$58,212 6%		\$1,180,212

In-Kind Contribution:	50% of Total ETP Funding Required	\$603,200
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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	Computer Skills, Continuous Improvement	130	8-200	0	\$1,515	\$17.02
				Weighted Avg: 80			
2	Retrainee Priority Rate SB<100	Computer Skills, Continuous Improvement	291	8-200	0	\$2,188	\$17.02
				Weighted Avg: 80			
3	Retrainee	Computer Skills, Continuous Improvement	81	8-200	0	\$1,262	\$17.02
				Weighted Avg: 80			
4	Retrainee SB<100	Computer Skills, Continuous Improvement	132	8-200	0	\$1,851	\$17.02
				Weighted Avg: 80			

Minimum Wage by County: Job Numbers 1 - 4: \$16.48 for Los Angeles County; \$16.51 for Orange County; \$16.46 for San Diego County; \$15.60 for Ventura County.

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
Application Architect, Business Analyst		90
Database Administrator, Database Architect		90
Manager/Supervisor		90
Network Administrator, Network Architect, Network Engineer		91
Programmer Analyst, Software Developer		91
System Administrator, System Analyst		91
Technical Analyst, PC Hardware Technician		91

INTRODUCTION

For its fourth ETP Agreement, the South Orange County Regional Chambers of Commerce, Inc. (SOCRCC or Chamber) seeks funding for retraining as outlined below:

Established in 1969, the SOCRCC is a non-profit member organization comprised of approximately 550 business owners, corporate representatives, community leaders, and individual members. SOCRCC recently reorganized and is now doing business as (dba) South Orange County Economic Coalition. They represent various professions and companies in the manufacturing, IT, and service sectors.

The Chamber's mission is two-fold: 1) promotion of economic programs to strengthen and expand the income potential of area businesses by linking new skill-building programs to current employer demands; and, 2) the continued support of initiatives that provide opportunities for networking, legislative advocacy, and access to capital for growth and expansion. As such, SOCRCC strives to offer innovative business development solutions, including training, to help area companies grow and prosper economically.

Employer Demand

Chamber staff regularly sends out surveys to determine employer/member satisfaction and assess education/training needs. The survey results continue to validate a strong need for skills training in technology. More recently, employers have also expressed a need for Continuous Improvement for IT workers. Expertise in these areas allows businesses to provide better management and administration of their computing infrastructures that power critical applications such as ERP, Finance, Sales Force Automation, and Customer Relationship Management. By implementing higher capacity networks, scalable servers, and database-driven software applications, IT industry employers can become more efficient and competitive. The proposed Agreement will continue to serve employers statewide.

For this proposal, SOCRCC has identified a core group of 15 participating employers. The number of trainees from the core group of employers represents at least 60% of the requested funding amount. The core group also comprises 59% small business employers. Only three employers from the core group have participated in an ETP-funded Agreement within the last ten years, neither with SOCRCC. The core group employers have been screened for ETP eligibility, including substantial contributions. Furthermore, the core group employers have also been determined to meet out-of-state competition standards.

PROJECT DETAILS

Curriculum Development – Training Plan

Computer Skills (97%): The proposed curriculum has been designed for advanced IT professionals who work in the areas of programming, system/network administration and database design/administration. The curriculum provides IT Class/Lab Skills training in Oracle; SQL; Server; MySQL; Linux; Windows Server; .NET Programming; PHP Programming; VMWare Infrastructure and Cisco. The occupations to be trained include: Technical Analysts; PC/Hardware Technicians; System Analysts/Administrators; Programmer Analysts; Engineers/Administrators; Architects; Database Administrators/Architects; Application Architects; and Managers/Supervisors.

Continuous Improvement Skills (3%) – Training will be provided to all occupations. Over the last two decades, with the evolution of software architecture and engineering as a rigorous

discipline, the ideas of Project Management and Continuous Improvement have been applied to the Software Development and Information Technology Services.

Formal training needs assessments are conducted with each participating employer to ensure that ETP training is customized. Company representatives are asked to identify specific skill deficiencies the training is intended to address; specific tasks each trainee is expected to perform; and existing skill levels of each trainee. Companies also provide information on new IT technologies being implemented to improve profitability and business efficiency.

The majority of employers (over 60%) SOCRCC serves are small businesses in Manufacturing, Computer Software and IT Services Industries. These companies do not have the financial wherewithal to invest in expensive ERP and Accounting Systems. Quickbooks software is sufficient. With Quickbooks adding new functionality and releasing a new version each year, there is a need to learn the latest features of this software.

Trainer Qualifications

Training will be provided by Saisoft, Inc. (Saisoft). This vendor specializes in delivering IT training through the Internet as E-Learning, using the latest technologies. Saisoft's instructors possess vendor-specific IT certifications and typically have 12-15 years of practical industry experience, which enables them to bring their "real world" expertise to the classroom. In addition to Computer Skills, Saisoft will provide Business Skills and Continuous Improvement skills through subcontracted experts.

Remote Distance Training

SOCRCC projects that the majority of the proposed training will be delivered via remote/distance E-Learning and only a small percentage will be conducted on-site at participating employer locations. The E-Learning training will be delivered via live instructor-led online training over the Internet, in accordance with Panel standards for Class/Lab reimbursement. (Title 22, CCR Section 4400(y)(4).) In this way, employees in outlying areas do not have to commute long distances to a training facility and employees from small businesses will have greater access to training.

The instructor-led classes encompass formal lecture demonstrations and interactive hands-on laboratory exercises under the guidance of a live instructor. Thus, trainees are able to speak directly with the instructor, ask questions, and receive instant feedback. By removing the distance barrier, this training is made available statewide. ETP Staff has been able to successfully monitor this training delivery method via remote computer on-line access.

Approximately 95% of the training will be conducted as distance learning and 5% of the training will be delivered at employer worksites. Training at employer worksites is only feasible at large companies that have training facilities equipped with the requisite hardware and software; and who have enough trainees to fill an on-site classroom.

Electronic Recordkeeping

SOCRCC will use an electronic recordkeeping system designed to document this method of training. This system has been previously reviewed and approved by ETP.

Training Schedule

SOCRCC training is scheduled to commence on February 1, 2016. Training sessions are five weeks in length with four-hour classes delivered twice weekly (for a 40-hour module).

Marketing and Employer Recruitment

SOCRCC maintains an extensive database of businesses in manufacturing, technology and service industries who are current and/or potential members. The ETP-funded training program is marketed statewide via the Chamber's website; quarterly e-mails to member companies; trade shows; job fairs; direct mail; in-person visits, web-based seminars, and meetings. Participating employers represent a diverse set of industry sectors; software development and other IT companies, bio-technology, manufacturing, and semiconductor processing.

The Chamber states there may be a few repeat participating employers as a result of changing technology or in the case where an employer was unable to send all employees through a previous ETP project due to production demands.

Support Costs

Support costs reimbursed by ETP are used to market the program statewide as described above. Beyond the core group of employers already identified and surveyed, SOCRCC will continue to recruit new participating employers and assess employer-specific job training requirements throughout the term of the Agreement. The Chamber will focus on the recruitment of priority industries and small businesses.

Extensive employer training needs assessments are conducted with each interested participating employer in order to recruit qualified participants. Companies expressing an interest in participating in the Chamber's program are then re-contacted to obtain additional information and schedule training for each individual participant. The Chamber also obtains direct feedback from the students at the end of each training class to ensure the on-going effectiveness and relevancy of the training, improve the quality of instruction, and customize the curriculum to current IT needs.

Staff recommends 6% support costs for the additional recruitment and training needs assessment costs as needed to build upon the Chambers previous efforts. This recommendation is based upon the fact that SOCRCC has an already established training program with reduced employer outreach and recruitment costs and is consistent with the prior project.

High Unemployment Areas

Some participating employers may be located in designated High Unemployment Areas (HUA). However, SOCRCC is not requesting a HUA wage or retention modification.

Commitment to Training

SOCRCC states that ETP funds will not displace the existing financial commitment to train participating employers. The core group of employers' current training varies by employer, but generally consists of new hire orientation, job-specific on-the-job training, product training, soft skills training, and safety training.

Employers also state that although they have training programs, they are unable to keep up with the amount and frequency of highly technical training needed to remain competitive. Additionally, most of the core group of participating employers has stated that they will continue to provide training to their employees after the completion of ETP-funded training.

Safety training is, and will continue to be, provided by the participating employers in accordance with all pertinent requirements under state and federal law.

RECOMMENDATION

Staff recommends approval of this proposal, including the wage modification.

ACTIVE PROJECTS

The following table summarizes performance by SOCRCC under an active ETP Agreement:

Agreement No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
ET14-0303	\$1,229,562	3/3/14 – 3/2/16	644	820	820

SOCRCC completed training on 10/19/15. Currently, SOCRCC has approved earnings of \$1,058,409, with \$153,011 earnings in process of approval. To date SOCRCC has tracked 54,530 eligible training hours for 845 trainees. This equates to \$1,229,562 in eligible earnings. All remaining eligible trainees will complete the 90-day, post-training retention period by January 2016. The Company expects to earn \$1,211,420, 99% of the Agreement amount.

Of the 845 trainees who have completed training, each received an average of 65 hours of training.

PRIOR PROJECTS

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

Agreement No.	Location (City)	Term	Approved Amount	Payment Earned \$ %
ET12-0330	Mission Viejo	4/2/12 – 4/1/14	\$749,900	\$749,900 (100%)
ET11-0311	Mission Viejo	6/30/11 – 6/29/13	\$229,018	\$229,018 (100%)

DEVELOPMENT SERVICES

Saisoft, Inc. located in Irvine, assisted in the development of this proposal at no cost.

ADMINISTRATIVE SERVICES

Saisoft, Inc. will also perform administrative services for an amount of not to exceed \$71,948 (6%).

TRAINING VENDORS

Saisoft, Inc. will provide all Continuous Improvement and Computer Skills training in this proposal for an amount of \$1,007,276.

Exhibit B: Menu Curriculum**E-Learning/Class-Lab Hours**

8-200 Trainees may receive any of the following:

COMPUTER SKILLS

- CIS-SEC: Securing Cisco Network Devices
- JUN-PR: Introduction to Juniper Network Devices
- NJS-PR1: Node.js Programming
- RUB-PR1: Programming in Ruby
- RUB-PR2: Ruby on Rails
- SWF-PR1: Apple Swift Programming
- JAV-TA: Automated Test Framework Development In Java
- SEL-PR: Automated Testing using Selenium
- UFT-PR: Automated Testing using Unified Testing Framework
- BUS-AN2: Business Analysis for Object Oriented Design
- DMS-MA1: Digital Marketing Fundamentals
- DMS-EO: Search Engine Optimization Technologies
- COB-IT: Control Objectives for Information and Related Technology Foundation
- TBL-RP: Reporting with Tableau Software
- MSF-AD12: MS Windows Server 2012 Active Directory Services
- CMP-CL1: Comptia Cloud Essentials (CLO-001)
- CMP-SR1: Comptia Server+ (SKO-003)
- CRY-RP: SAP Crystal Reports 2011
- AGL-SC: Agile and Scrum Software Development Methodology
- PMT-IT: Software Development Lifecycle Information Technology Infrastructure Library-ITIL
- SAI-467: Designing Business Intelligence Solutions with Microsoft SQL Server 2012
- SAI-466: Implementing Data Models and Reports with Microsoft SQL Server 2012
- SAI-465: Designing Database Solutions for SQL Server 2012
- SAI-464: Developing Microsoft SQL Server 2012 Databases
- SQL-463: Implementing a Data Warehouse with Microsoft SQL Server 2012
- SQL-462: Administering Microsoft SQL Server 2012 Databases
- SQL-461: Querying Microsoft SQL Server 2012
- MSW-AZ: Implementing Microsoft SQL Azure
- AWS-CC: Cloud Computing with Amazon Web Services
- MSO-365: Migrating Exchange Server to MS Office 365
- MSW-AZ: Implementing Microsoft SQL Azure
- GOO-AN: Implementing Google Analytics
- GOO-AD: Google Adwords Administration
- MSF-BG: Microsoft Bing Adcenter Administration
- FCB-AD: Facebook Ads Manager Administration
- LIN-AD: LinkedIn AdManager Administration
- MSF-AC: Microsoft Access Programming
- MSF-VS: Microsoft Visio 2010 Administration
- CIT-XA: Citrix XenApp Implementation
- DIS-R1: Disaster Recovery for Information Technology
- IPH-PR: iPhone Programming
- AND-PR: Android Programming

- CIS-NPR: CCNP ROUTE (642-902)
- CIS-NPS: CCNP SWITCH (642-813)
- CIS-NPT: CCNP TSHOOT (642-832)
- MSF-SPS: Microsoft Sharepoint Designer
- MSF-SPA: Microsoft Sharepoint Foundation Administration
- MSF-SPF: Microsoft Sharepoint Foundation
- MSF-SPD: Microsoft Sharepoint Development
- MSF-SPB: Microsoft Sharepoint Business Intelligence
- CPT-SC: Comptia Security+
- CPT-NW: Comptia Network +
- SQL-TS: Programming SQL Server with Transact-SQL
- SQL-AD: SQL Server Advanced Topics
- SQL-RS: SQL Server Reporting Services
- SQL-BI: SQL Server Business Intelligence
- MySQL Database Administration
- Apache Web Server Administration
- Common Gateway Interface and Hypertext Preprocessor Programming
- Perl Programming
- Perl Programming - Using Advanced Modules
- Perl Advanced Topics: Serving Pages using HTTPS (Secure Hypertext Protocol) with mod_ssl
- ORA-SQ: Oracle – Structured Query Language
- ORA-PL: Oracle – Programming Language in SQL
- DDT-DM: Data Modeling and Database Design
- DDT-LP: Logical and Physical Data Modeling
- MSF-EX: Microsoft Exchange Server Administration
- MSF-SP: Microsoft Sharepoint Server Administration
- MSF-SEC: Designing Security for Microsoft Networks
- MSF-PS: MS Windows Administration with Powershell
- MSF-SA8: Microsoft Windows 2008 Server Administration
- MSF-NA8: Microsoft Windows 2008 Network Infrastructure
- MSF-AD8: Microsoft Windows 2008 Active Directory
- SEC-NI: Securing Network Infrastructure and Communications (Security+ 1)
- SEC-AP: Application, Operational and Organizational Security (Security+ 2)
- SEC-AI: Designing Security Architecture Infrastructures
- SEC-MA: Designing Security Management Infrastructures
- JAV-OO: Object Oriented Programming in Java
- JAV-AP: Application Development in Java
- JAV-AT: Advanced Topics in Java
- CIS-ND1: Configuring Cisco Network Devices I (ICND1 – 640-822)
- CIS-ND2: Configuring Cisco Network Devices II (ICND2 - 640-816)
- CIS-SC: Configuring Scalable Cisco Networks
- CIS-ML: Configuring Multi-Layer Switched Cisco Networks
- CIS-RA: Configuring Remote Access Cisco Networks
- CIS-TA: Troubleshooting Advanced Cisco Networks
- PMT: Software Development Lifecycle Project Management
- Software Development Lifecycle Six Sigma Quality Best Practices
- Information Technology Infrastructure Library Implementation
- Information Technology Infrastructure Library Best Practices
- Network Security – Ethical Hacking

- Network Security – Applied Computer Forensics
- VBS-PR: Programming in VB.NET
- VBS-AS: Programming ASP.NET and ADO.NET using VB.NET
- VBS-EN: Enterprise Application Development in VB.NET
- CSP-PR: Programming in C#
- CSP-AS: Programming ASP.NET and ADO.NET using C#
- CSP-EN: Enterprise Application Development in C#
- MSF-W7: Microsoft Windows7 Administration
- LIN-SA: Linux System Administration
- LIN-NA: Linux Network Administration
- CRY-RP: Programming Crystal Reports
- DWH-IN1: Data Warehousing Fundamentals
- DWH-IN2: Programming Informatica
- COG-PR1: Implementing Business Intelligence with Cognos
- VMW-AD: VMWare Infrastructure Administration
- OOD-UML: Object Oriented Design and Unified Modeling Language
- CIT-SA: Citrix Presentation Server Administration
- UBU-DS: Ubuntu Linux Desktop Administration
- ORA-DB: Oracle Database Administration
- SQL-SA: SQL Server Database Administration
- SQL-DB: SQL Server Database Design
- MSF-HY: Microsoft Windows Server Hyper-V Administration
- SQL-MD12: SQL Server 2012 Multi-dimensional Expressions and Data Analysis Expressions
- SQL-RS12: SQL Server 2012 Reporting Services
- SQL-AS12: SQL Server 2012 Analysis Services
- SQL-BID: SQL Server 2012 Designing Business Intelligence Solutions
- MSF-VS: Microsoft Visio 2010
- MSF-PS1: MS Windows Administration with Powershell I
- MSO-365: Migrating Exchange Server to Office 365
- MSF-410: Installing and Configuring Windows Server 2012
- MSF-411: Administering Windows Server 2012
- MSF-412: Configuring Advanced Windows Server 2012 Services
- CIS-NPR: Cisco CCNP Routing and Switching
- CIS-SP1: Computer Information Systems Security Protocol
- CEH-P1: Certified Ethical Hacking Training
- CAP-P1: Computer Systems Authorization Protocol
- WIR-TS: Wireless Technology Specialist
- WIR-NA: Wireless Network Administration
- GGL-GL: Google Glass Application Development
- CMP-MOB: Comptia Mobility+ (MBO-001)
- CMP-SM: Comptia Social Media Security
- BUS-AN: Business Analysis and Modeling
- HAD-DB1: Big Data Management with Hadoop
- MON-DB1: Big Data Management with MongoDB
- PYT-PR: Programming in Python
- PRL-PR: Programming in Perl
- JVS-PR: Javascript Programming
- PHP-PR: Programming in PHP
- WRD-PR: Website Design with Wordpress

- LIN-WI: Linux for Windows Users
- QCB-A1: Quickbooks Training

CONTINUOUS IMPROVEMENT

- PMT-SK: Project Management Skills
- PMT-MP: Project Management using MS Project
- PMT-SD: Information Technology Project Management

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

Participating Employers in Retrainee Multiple Employer Contracts

Contractor's Name: South Orange Chambers

CCG No.: ET16-0340

Reference No: 16-0154

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PRINT OR TYPE IN ALPHABETICAL ORDER

Company: Alfred Music Publishing

Address: 16320 Roscoe Blvd. (PO Box 10003)

City, State, Zip: Van Nuys, CA 91410

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 205

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

Company: Data Intensity

Address: 5 Sunswept Mesa

City, State, Zip: Aliso Viejo, CA 92656

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 48

Total # of full-time company employees in California: 5

Company: Dohmen Life Science, LLC

Address: 2200 Powell Street, Ste. 800

City, State, Zip: Emeryville, CA 94608

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 200

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

Company: Elahi Enterprises, Inc.

Address: 515 Ellis Street

City, State, Zip: Mountain View, CA 94043

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 62

Total # of full-time company employees in California: 62

Participating Employers in Retrainee Multiple Employer Contracts

Contractor's Name: South Orange Chambers

CCG No.: ET16-0340

Reference No: 16-0154

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PRINT OR TYPE IN ALPHABETICAL ORDER

Company: Emulex Corporation

Address: 3333 Susan Street

City, State, Zip: Costa Mesa, CA 92626

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 200

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

Company: Endpoint Clinical Inc.

Address: 55 Francisco Street, Ste. 100

City, State, Zip: San Francisco, CA 94133

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 32

Total # of full-time company employees worldwide: 78

Total # of full-time company employees in California: 78

Company: General Dynamics

Address: 2305 Mission College Boulevard

City, State, Zip: San Diego, CA 95054

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 5,000

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

Company: HBC Solutions, Inc.

Address: 3400 West Olive Ave., Ste. 220

City, State, Zip: Burbank, CA 91505

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 85

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

Participating Employers in Retrainee Multiple Employer Contracts

Contractor's Name: South Orange Chambers

CCG No.: ET16-0340

Reference No: 16-0154

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PRINT OR TYPE IN ALPHABETICAL ORDER

Company: Infoway Solutions, LLC

Address: 39111 Paseo Padre Parkway, Ste. 320

City, State, Zip: Fremont, CA 94538

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 200

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

Company: On-ramp Wireless Inc.

Address: 10920 Via Frontera, Ste. 200

City, State, Zip: San Diego, CA 92127

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 102

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

Company: On Target

Address: 17691 Mitchell North

City, State, Zip: Irvine, CA 92614

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 69

Total # of full-time company employees in California: 69

Company: Salient Federal Solutions, Inc.

Address: 10431 Wateridge Circle, Ste. 210

City, State, Zip: San Diego, CA 92121

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 150

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

Participating Employers in Retrainee Multiple Employer Contracts

Contractor's Name: South Orange Chambers

CCG No.: ET16-0340

Reference No: 16-0154

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PRINT OR TYPE IN ALPHABETICAL ORDER

Company: SM Info Solutions, Inc.

Address: 268 W. Weeping Willow Ave.

City, State, Zip: Orange, CA 92865

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 2

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

Company: Solar Turbines, Inc.

Address: 2200 Pacific Highway

City, State, Zip: San Diego, CA 92186

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 5,000

Total # of full-time company employees in California: 550

Company: Yash and Lujan Consulting

Address: 7100 Stevenson Blvd., Ste. 204

City, State, Zip: Fremont, CA 94538

Collective Bargaining Agreement(s): No

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

Total # of full-time company employees worldwide: 25

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