West Virginia USA

ANNUAL REPORT 2013

The Governor's Guaranteed WORK FORCE PROGRAM

Preparing WEST VIRGINIA WORKERS for Global Demands

The men and women of West Virginia's world-class workforce are known for their strong work ethic, dedication, and productivity. These qualities combined with hard work has been recognized and praised by industry leaders here at home and abroad.

In an effort to ensure our workers are prepared to compete in today's global economy, we must continually sharpen and increase the knowledge and skillsets of our workforce. The Governor's Guaranteed Work Force Program (GGWFP) allows West Virginia's businesses to invest in developing the versatile workers they need to succeed—providing new and expanding businesses with technical and financial assistance to train, retrain and/or advance the skills of their employees.

During fiscal year 2013, GGWFP provided 38 businesses with funding to deliver specialized training to 5,693 workers. The state invested more than $992,000 to improve workforce quality, while participating companies invested more than $2.9 million in approved training programs.

The success of this program is a result of its emphasis on employee training, specifically designed to accommodate the needs of individual employers, including working closely with both education and industry to provide cutting-edge work skills to West Virginia's employees.

Our ability to create and retain quality jobs in our state hinges on the investment we make in West Virginia's workforce. We look forward to sharing with you this record of the partnership between government and industry and our successes in advancing the capabilities of our workforce.

Sincerely,

Earl Ray Tomblin
Governor

West Virginia's TRAINING AWARDS Programs

The **Governor's Guaranteed Work Force Program** plays an important role in attracting new enterprises and encouraging the growth and expansion of the state's existing companies. The program provides training and technical assistance to support effective employee training strategies.

The award-winning Governor's Guaranteed Work Force Program provides training awards for eligible new and expanding companies that create at least 10 net new jobs within a 12-month period. Overall funding levels are based on wages and benefits, location of the facility, number of employees, and number of individuals to be trained. Awards cannot exceed $2,000 per trainee.

Each organization faces different challenges. The Governor's Guaranteed Work Force Program has successfully developed partnerships with numerous training providers, such as community colleges, universities, and public education to leverage additional resources for our West Virginia businesses, thus ensuring the most cost-effective training for our customers.

Fiscal Year 2013 SUMMARY

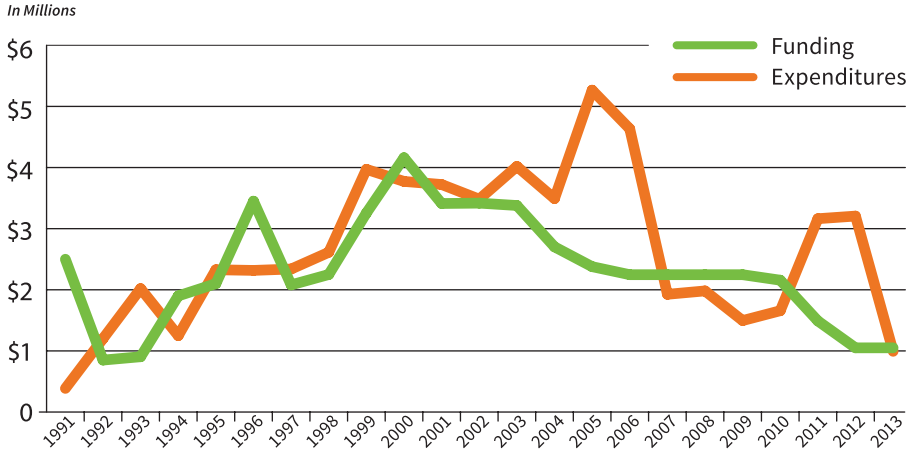
124 total projects funded

38 Governor's Guaranteed Work Force Program

22 Competitive Improvement Program (Appalachian Regional Commission)

64 Governor's Guaranteed Work Force Program – Small Business Work Force

Governor's Guaranteed Work Force Program FUNDING AND EXPENDITURES*



*EXPENDITURES REFLECT CARRYOVER FUNDS FROM PREVIOUS YEARS

The Governor's Guaranteed Work Force Program also gives West Virginia small businesses a competitive edge by providing access to quality workforce training and raises the skill level of West Virginia's small business workforce. Small businesses eligible for this program may receive up to 75 percent of actual training cost to a maximum of $5,000 for pre-approved technology, technical and regulatory compliance training.

West Virginia's **Competitive Improvement Program** (CIP), funded by the Appalachian Regional Commission, helps existing West Virginia businesses that may not be in a hiring mode to train and/or retrain their employees. This stimulates their global competitiveness, as well as addresses critical workforce issues through customized workforce training.

The CIP program provides training resources for West Virginia businesses that enable them to provide competitive skills training tailored to their most critical needs, which range from process improvements and worker training to industry specific certifications and quality.

CIP gives preference to companies interested in making their processes leaner and aligned with customer needs, and obtaining specific industry recognized certifications that will help them to become more competitive globally. As well, the CIP program provides basic technology skills training customized and tailored to the business needs.

Using these awards, West Virginia businesses improve productivity and profitability, reduce work force injuries, increase worker morale, and provide higher quality products and services.

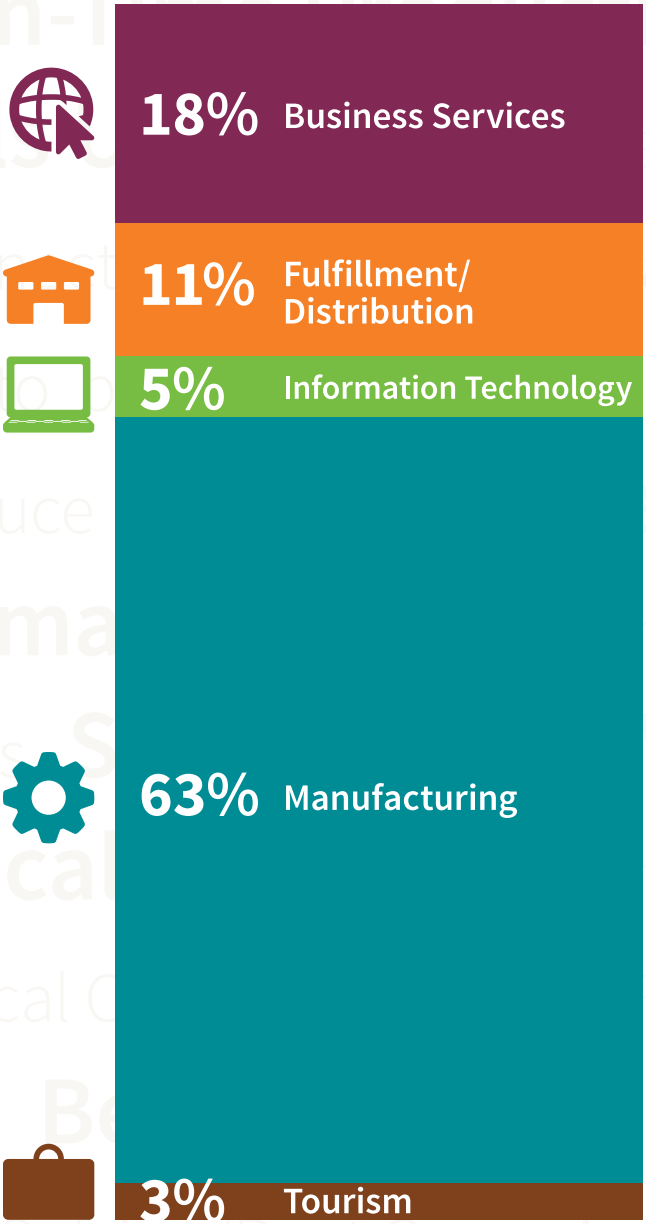
West Virginia benefits through the emphasis on sharing lessons learned by businesses, training providers, and technical service providers. As well, these programs use local community colleges, universities, and public education to leverage additional resources whenever possible.

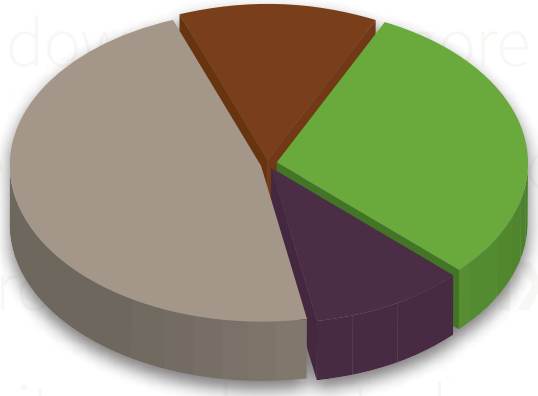
All three of these programs serve as a catalyst for organizational development that enhances the overall performance of the workforce and provides solutions to complicated human resources issues; building capacity of each company it assists, to provide more effective internal training.

Projects for Fiscal Year 2013

GOVERNOR'S GUARANTEED WORK FORCE PROGRAM

Distribution of 38 PROJECTS by Industry Cluster





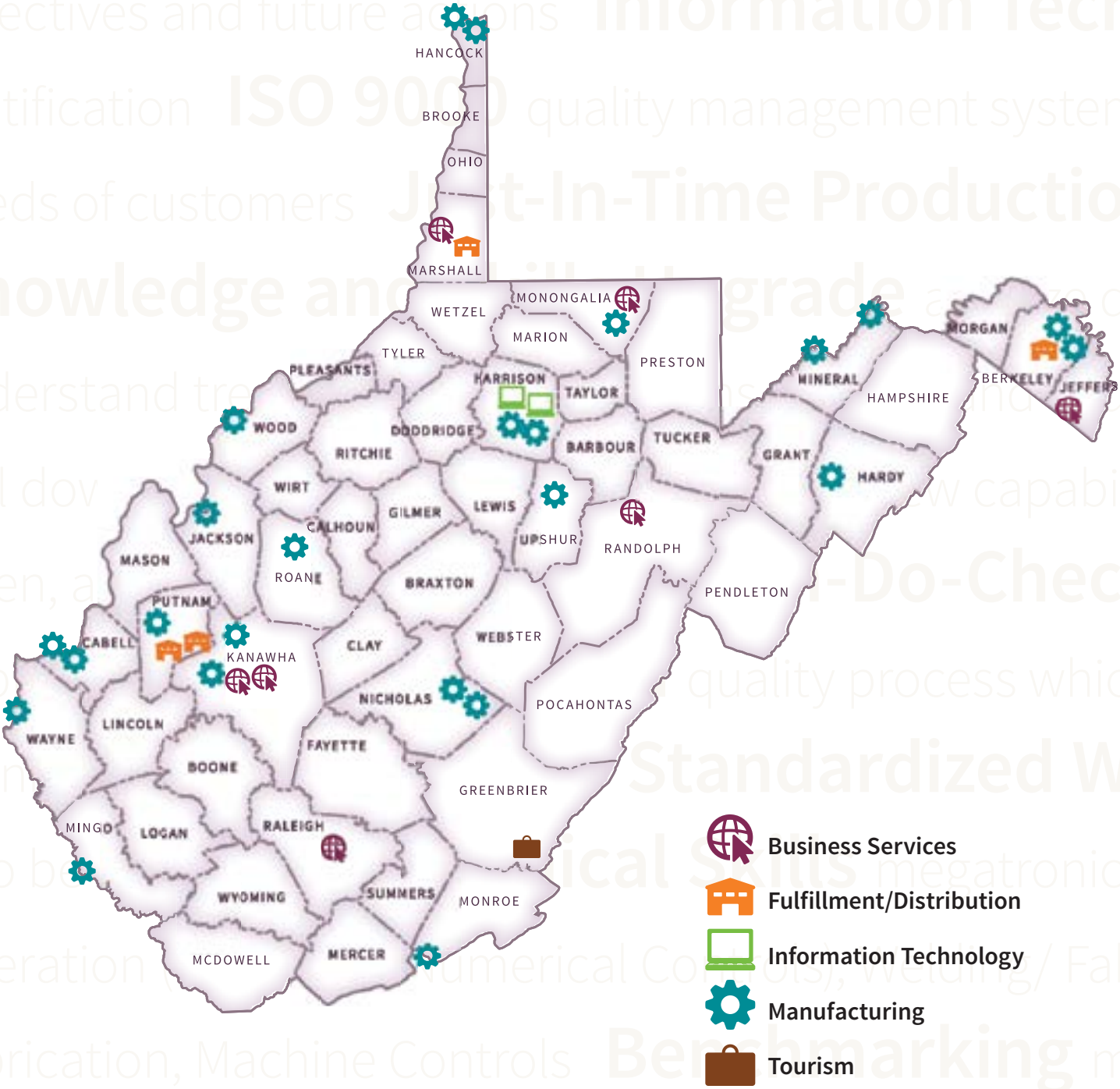
Training Providers PARTICIPATION

- Community and Technical Colleges/Higher Education 13%
- Internal Trainers 30%
- Manufacturing Assistance Centers 10%
- Vendor Training 47%

County	Industry Type/ Company Name/ Location	Funding Type	Employees Trained			TOTAL GGWFP Training Investment	TOTAL Company Investment
			New	Existing	Total		
Berkeley	Essroc *Martinsburg*	Existing	0	66	66	$6,428.80	$8,668.80
Berkeley	Quad Graphics, Inc. *Martinsburg*	Expansion	42	1,110	1152	$74,886.02	$242,015.50
Berkeley	Macy's Corporate Services *Martinsburg*	New	926	0	926	$84,303.99	$80,652.01
Cabell	Rubberlite *Huntington*	Existing	0	1	1	$843.23	$843.23
Cabell	Star Technologies *Huntington*	Existing	0	4	4	$3,537.90	$6,162.70
Greenbrier	The Greenbrier Hotel *White Sulphur Springs*	Existing	0	757	757	$26,000.00	$61,281.39
Hancock	Ergon West Virginia *Newell*	Existing	0	22	22	$6,500.00	$28,060.00
Hancock	Homer Laughlin China *Newell*	Existing	13	0	13	$1,217.60	$14,436.00
Hardy	American Woodmark Corp *Moorefield*	Expansion	196	210	406	$57,000.00	$265,113.68
Harrision	Fusion Technology, LLC *Clarksburg*	Existing	1	14	15	$15,243.60	$29,477.45
Harrison	Citynet *Bridgeport*	Existing	0	5	5	$1,725.30	$3,069.30
Harrison	Engine and Airframe Solutions Worldwide, LLC *Bridgeport*	Existing	0	10	10	$191.25	$1,031.41
Harrison	GrafTech International *Anmore*	Existing	0	1	1	$2,000.00	$4,155.00
Jackson	Constillium Rolled Products *Ravenswood*	Existing	0	193	193	$13,628.10	$154,586.58
Jefferson	Summit Point Raceway Association, Inc. *Summit Point*	Existing	0	26	26	$32,725.00	$42,824.80
Kanawha	Gestamp WV LLC *South Charleston*	New	225	0	225	$174,000.00	$86,288.60
Kanawha	NGK Spark Plugs (USA) *Sissonville*	Existing	0	289	289	$11,944.00	$41,388.86
Kanawha	Sun Energy Services LLC *Charleston*	Existing	0	3	3	$4,997.82	$2,692.80
Kanawha	TRG Customer Solutions *Charleston*	Existing	0	42	42	$18,700.00	$135,860.00
Marshall	TeleTech *Moundsville*	Existing	20	230	250	$20,256.20	$88,161.33

Projects for Fiscal Year 2013 continued ...

GOVERNOR'S GUARANTEED WORK FORCE PROGRAM

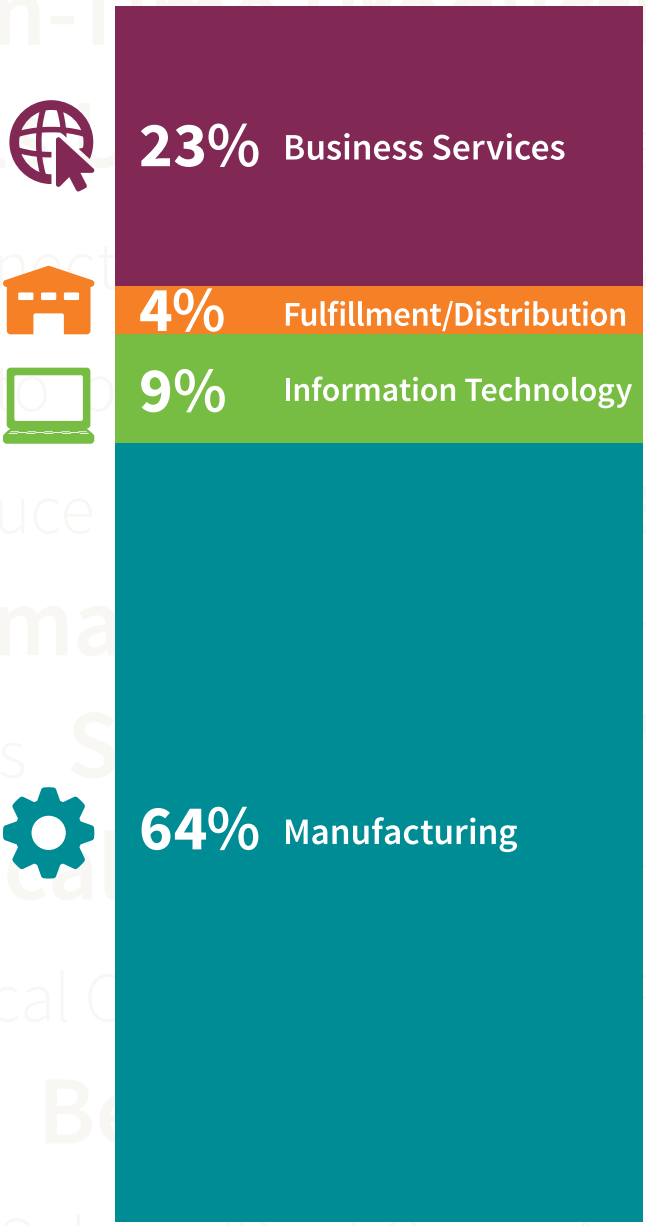


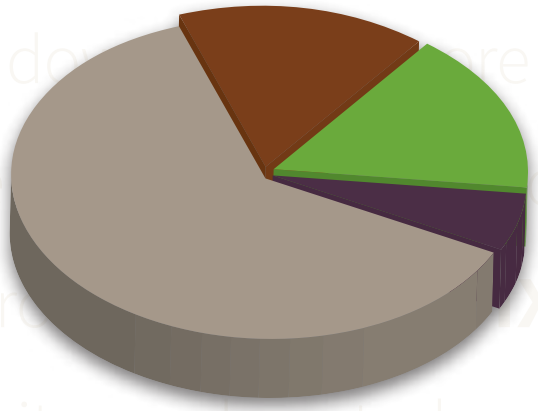
County	Industry Type/ Company Name/ Location	Funding Type	Employees Trained			TOTAL GGWFP Training Investment	TOTAL Company Investment
			New	Existing	Total		
Marshall	Warren Distribution *Glen Dale*	Existing	0	39	39	$40,000.00	$90,667.04
Mineral	Alliant Techsystems *Rocket Center*	Existing	0	26	26	$8,840.00	$32,841.73
Mineral	Luke Paper Company *Piedmont*	Existing	0	12	12	$4,663.50	$23,051.48
Mingo	Tramco Services, Inc. *Williamson*	Existing	0	1	1	$697.50	$713.50
Monongalia	Chemtura Corporation *Morgantown*	Existing	0	30	30	$23,737.50	$76,156.31
Monongalia	TeleTech *Morgantown*	Existing	60	453	513	$123,000.00	$716,834.74
Monroe	M-Rock, Inc. *Peterstown*	Existing	0	6	6	$9,496.40	$33,606.50
Nicholas	B/E Aerospace Inc. *Fenwick*	Existing	0	32	32	$5,920.00	$17,210.94
Nicholas	Columbia West Virginia Corp *Craigsville*	Existing	0	22	22	$5,250.00	$17,537.20
Putnam	Bottling Group, LLC *Poca*	Existing	0	250	250	$37,141.10	$151,935.65
Putnam	Diamond Electric Mfg *Eleanor*	Existing	1	3	4	$1,750.00	$1,750.00
Putnam	Rolling Frito Lay *Poca*	Existing	0	92	92	$20,387.80	$60,070.44
Raleigh	TRG Customer Solutions *Beckley*	Existing	0	25	25	$19,447.00	$89,307.36
Randolph	TRG Customer Solutions *Elkins*	Existing	0	38	38	$19,447.00	$129,462.58
Roane	Mustang Survival Mfg, Inc. *Spencer*	Existing	0	29	29	$13,760.43	$13,033.57
Upshur	Weyerhaeuser NR *Buckhannon*	Existing	0	103	103	$44,909.40	$96,727.07
Wayne	Allevard Sogefi USA *Prichard*	Expansion	48	15	63	$56,672.00	$49,910.74
Wood	Dupont Washington Works *Washington*	Existing	0	2	2	$1,500.00	$5,237.23
		TOTALS	1,532	4,161	5,693	$992,748.44	$2,902,823.52

Projects for Fiscal Year 2013 continued ...

COMPETITIVE IMPROVEMENT PROJECTS *funded by the Appalachain Regional Commision*

Distribution of 22 PROJECTS by Industry Cluster





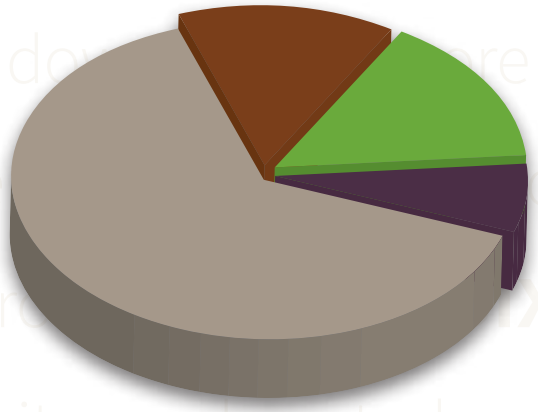
Training Providers PARTICIPATION

- Community and Technical Colleges/Higher Education 16%
- Internal Trainers 16%
- Manufacturing Assistance Centers 6%
- Vendor Training 62%

County	Industry Type/ Company Name/ Location	Employees Trained			TOTAL ARC Investment	TOTAL Company Investment
		New	Existing	Total		
Cabell	Rubberlite Inc. *Huntington*		9	9	$11,021.51	$21,989.74
Greenbrier	American Foam Technologies Inc. *Maxwelton*		5	5	$8,485.00	$9,638.32
Harrison	Aurora Flight Science Of WV Inc. *Bridgeport*		58	58	$16,680.00	$93,543.22
Harrison	Graftech International *Clarksburg*		1	1	$2,000.00	$20,686.40
Kanawha	Cummins CrossPoint LLC *Cross Lanes*		6	6	$8,466.30	$18,034.36
Kanawha	Healthsmart Benefit Solutions Inc. *Charleston*		38	38	$2,218.00	$4,157.13
Kanawha	Kureha PGA LLC *Belle*	4	44	48	$24,598.00	$132,754.30
Lewis	US Well Services LLC *Jane Lew*		12	12	$1,999.00	$8,119.00
Marshall	Tecnocap LLC *Glen Dale*		5	5	$3,140.00	$7,269.62
Mason	ICL-IP America Inc. *Gallipolis Ferry*		4	4	$3,000.00	$31,952.55
Mercer	Custom Manufacturing Services Inc. *Princeton*		5	5	$2,700.00	$5,340.75
Monongalia	Azimuth Inc. *Morgantown*		10	10	$9,310.00	$15,557.35
Ohio	Williams Lea Inc. *Wheeling*		60	60	$38,875.00	$169,432.66
Putnam	Advanced Technical Solutions LLC *Scott Depot*		9	9	$10,829.90	$21,365.91
Putnam	Diamond Electric Mfg. Inc. *Eleanor*	1	0	1	$895.00	$1,429.88
Raleigh	Hughes Supply Company *Beckley*		3	3	$1,836.00	$3,100.00
Randolph	Armstrong Hardwood Flooring Company *Beverly*	68	0	68	$45,908.80	$109,524.39
Tucker	Kingsford Manufacturing Company *Parsons*		47	47	$2,300.00	$8,464.48
Tyler	Aleris Recycling Inc. *Friendly*		80	80	$6,921.00	$13,056.00
Upshur	A. F. Wendlings Food Service *Buchannon*		37	37	$13,116.99	$33,691.00
Upshur	Cohart Refractories *Buchannon*		5	5	$8,000.00	$34,480.00
Wood	Hino Motors Mfg USA Inc. *Williamstown*		25	25	$2,699.50	$5,259.14
	TOTALS	73	463	536	$225,000.00	$768,846.20

Projects for Fiscal Year 2013 continued ...

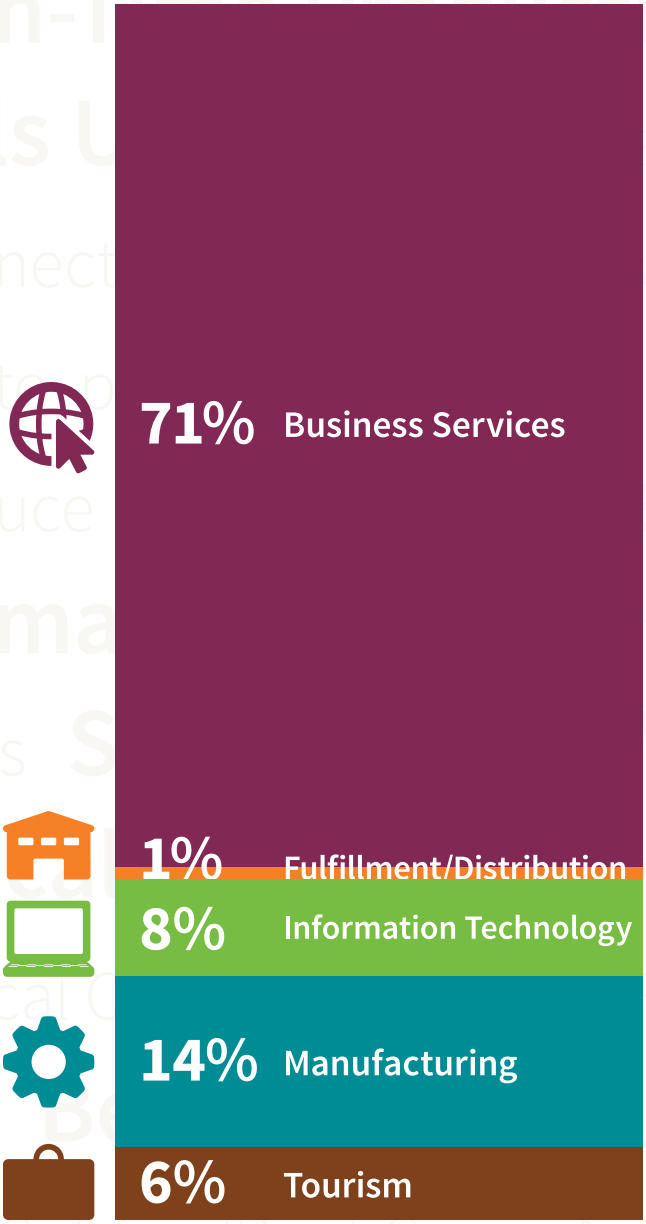
SMALL BUSINESS WORK FORCE



Training Providers PARTICIPATION

- Community and Technical Colleges/Higher Education **14%**
- Internal Trainers **15%**
- Manufacturing Assistance Centers **7%**
- Vendor Training **64%**

Distribution of 64 PROJECTS by Industry Cluster



County	Industry Type/ Company Name/ Location	Employees Trained			TOTAL GGWFP – Small Business Training Investment	TOTAL Company Investment
		New	Existing	Total		
Cabell	Becker Mining America *Barboursville*	0	1	1	$2,960.50	$1,659.90
Cabell	Dirtbusters Janitorial Services *Barboursville*	0	5	5	$5,000.00	$3,078.66
Cabell	Ensign Maintenance *Barboursville*	0	4	4	$4,455.00	$5,786.07
Cabell	Hercules International Inc. *Huntington*	0	9	9	$1,957.50	$2,893.50
Cabell	R.A.D. Aviation *Huntington*	0	1	1	$1,623.00	$634.10
Cabell	Service First Auto Damage, LLC *Huntington*	0	3	3	$3,273.50	$2,502.94
Fayette	American Canadian Expeditions Ltd *Oak Hil*	31	0	31	$5,000.00	$7,150.00
Fayette	Elliptio, LLC *Fayetteville*	0	1	1	$5,000.00	$2,510.00
Fayette	Riverworks *Oak Hil*	0	17	17	$4,386.30	$7,755.62
Grant	A & A Electric HVAC, LLC *Scherr*	0	1	1	$1,073.40	$807.00
Greenbrier	Greenbrier Technologies *Lewisburg*	0	1	1	$2,307.00	$8,873.00
Greenbrier	Hill & Holler Bicycle Works *Lewisburg*	0	1	1	$3,364.00	$3,520.37
Greenbrier	Renick Millworks, LLC *Renick*	0	2	2	$3,370.00	$1,868.00
Hancock	Ardagh Metal Packaging *Weirton*	0	1	1	$746.30	$1,171.90
Harrison	Denman Child Care *Clarksburg*	0	2	2	$5,000.00	$2,060.52
Jackson	Star Plastics, Inc. *Millwood*	0	8	8	$1,462.00	$4,461.51
Jefferson	Burch Wood Products *Summit Point*	3	9	12	$2,700.00	$4,255.20
Kanawha	Al Marino, Inc. *Charleston*	0	2	2	$5,000.00	$2,716.00
Kanawha	Amy Williams Wellness *Charleston*	0	1	1	$1,564.20	$4,201.43

Projects for Fiscal Year 2013 continued ...

SMALL BUSINESS WORK FORCE

County	Industry Type/ Company Name/ Location	Employees Trained			TOTAL GGWFP – Small Business Training Investment	TOTAL Company Investment
		New	Existing	Total		
Kanawha	Characterethics, LLC *Saint Albans*	0	1	1	$1,296.00	$3,003.00
Kanawha	Crossfit West Virginia *Charleston*	0	2	2	$3,584.90	$1,669.07
Kanawha	Dodrill Heating & Cooling, Inc. *Charleston*	0	2	2	$3,043.50	$3,906.50
Kanawha	Glenwood School Development *Charleston*	0	2	2	$5,000.00	$3,100.00
Kanawha	Grant Advantage (The) *Charleston*	0	1	1	$2,335.00	$2,550.52
Kanawha	JNJ Get Started *Charleston*	0	1	1	$1,314.00	$1,879.03
Kanawha	Kinder Books & Tax *Charleston*	1	0	1	$5,000.00	$2,840.00
Kanawha	Lifespring Yoga & Nutrition *Charleston*	0	1	1	$3,207.00	$19,069.00
Kanawha	Infinity Transport, Inc. *Charleston*	0	2	2	$5,000.00	$3,490.00
Kanawha	L.R. Dorsey, Inc. *Charleston*	0	3	3	$3,713.00	$1,979.50
Kanawha	MgDesigns *Charleston*	0	1	1	$3,627.97	$1,748.61
Kanawha	ContactPointe WV *Charleston*	0	1	1	$3,871.30	$1,770.46
Kanawha	Paxton Enterprises *Charleston*	0	2	2	$2,784.40	$1,200.10
Kanawha	Spork, LLC *Charleston*	5	0	5	$5,000.00	$6,557.50
Kanawha	Sunbank, LLC *Charleston*	0	1	1	$3,937.50	$2,019.50
Kanawha	WV Cheer Academy *Elkview*	2	0	2	$5,000.00	$4,720.00

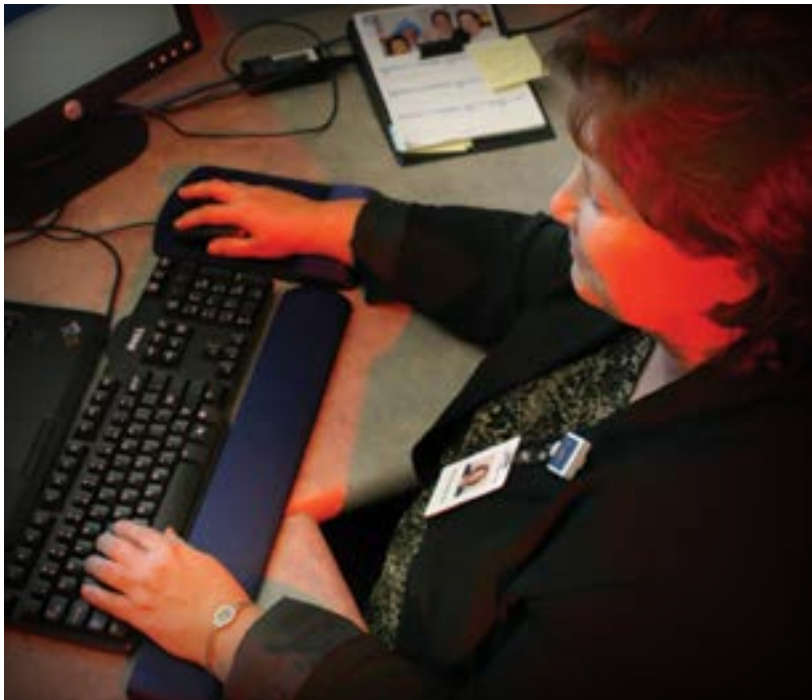
County	Industry Type/ Company Name/ Location	Employees Trained			TOTAL GGWFP – Small Business Training Investment	TOTAL Company Investment
		New	Existing	Total		
Lewis	Allegheny Science and Technology *Weston*	0	4	4	$3,885.00	$75,023.00
Lewis	Whipper Snapper Farm *Weston*	0	3	3	$712.50	$582.50
Marion	EXDEL Services, LLC *Fairmont*	0	4	4	$2,545.55	$2,659.45
Marion	Healthcare Management Solutions, LLC *White Hall*	0	4	4	$3,885.00	$1,295.00
Marion	TMC Technologies of WV Corp. *Fairmont*	0	1	1	$1,012.50	$3,567.90
Marshall	Peggy's Flower Shop *Moundsville*	0	1	1	$836.50	$3,038.85
McDowell	Ashland Scenic Campground, LLC *Norfork*	0	11	11	$5,000.00	$3,592.00
Mineral	Fulmin Industries, LLC *Ridgeley*	0	1	1	$570.00	$776.64
Mineral	M & W Septic Tank Pumping *New Creek*	0	2	2	$1,995.90	$1,243.66
Mingo	Gilliam Solar, LLC *Williamson*	0	2	2	$3,489.40	$1,243.50
Mingo	Mountaineer Hotel of Williamson *Williamson*	0	2	2	$2,887.50	$1,082.50
Monongalia	KeyLogic Systems, Inc. *Morgantown*	0	6	6	$3,327.50	$20,713.24
Nicholas	Advantage Precision Products *Summersville*	0	1	1	$1,530.00	$1,054.00
Ohio	Direct Online Marketing, LLC *Wheeling*	0	4	4	$5,000.00	$2,876.00
Ohio	O V Scale Corporation *Wheeling*	0	2	2	$3,918.00	$2,026.00
Preston	Cheat River Outfitters *Albright*	17	10	27	$4,821.80	$1,607.20
Preston	Hazelton Microtel Inn & suites *Hazelton*	0	2	2	$4,794.00	$4,657.20
Preston	Summit Health Care, Inc. *Tera Alta*	0	2	2	$837.00	$1,364.89
Putnam	Advanced Technical Solutions, LLC *Scott Depot*	0	3	3	$5,000.00	$8,401.59

Projects for Fiscal Year 2013 continued ...

SMALL BUSINESS WORK FORCE

County	Industry Type/ Company Name/ Location	Employees Trained			TOTAL GGWFP – Small Business Training Investment	TOTAL Company Investment
		New	Existing	Total		
Putnam	McKee & Associates, LLC *Scott Depot*	0	1	1	$799.80	$266.65
Putnam	Modern Home Concepts *Hurricane*	0	2	2	$2,784.37	$1,678.13
Putnam	Teays Physical Therapy Center, Inc. *Teays Valley*	0	32	32	$3,500.00	$10,704.62
Raleigh	Hughes Supply Company *Beckley*	0	6	6	$5,000.00	$9,530.70
Randolph	Ketterman Stone Design *Elkins*	0	4	4	$1,801.62	$600.54
Tucker	Green Rivers, LLC *Thomas*	1	2	3	$3,249.00	$6,363.00
Tyler	Bee Electric, LLC *New Martinsville*	1	0	1	$5,000.00	$9,802.63
Upshur	Fish Hawk Acres, LLC *Rock Cave*	0	2	2	$5,000.00	$3,350.00
Wayne	Chandler's Plywood *Huntington*	0	4	4	$3,286.00	$4,363.16
Wood	Bailey General Contracting, Inc. *Pakersburg*	0	3	3	$3,712.00	$1,694.20
	TOTAL	61	210	271	$208,138.21	$314,567.26

WEST
VIRGINIA



Governor's Guaranteed Work Force Program

Sampling of TRAINING COURSES 2013

Achieving Global Customers

AMS Device

Android Applications *(Developing)*

Apprentice: Electrical
Maintenance
Tool and Die

Axis *(Advanced)*

Beumer Tilt Tray

Building Wordpress Sites

Cable Plant Design

CAD

Central Boiler

CNC Programming

Confined Space Rescue

Continuous Improvement

Control Logix

Corona Binder

Countertops and Cabinet Making *(Customized Job Skills)*

Customer Service

Deploying ASA

Designing Effective Training Programs *(How to)*

Destacker

DIA High Density Drivers

Dipper

Electricity

Engine

Falcon 2000Ex/Easy Avopmocs

Faro Arm

Federal Acquisition Management

Fiber Optic Installer

Fire Brigade

Firewall Solutions

Five Star Standard

FlexSim

Google Adwords *(Developing a Website)*

Hazard Recognition/Risk Assessment

Hazwoper

Hot Stamping

Hydraulic

Industrial Rope

Infrared Camera

Injection Molding

Inspection Systems

Inspections Modules

Instrumentation and Process Control

Intellispec Closure Camera

Internal: Technical *(Job Specific)*
Cross Training for Exisiting Workers *(Specific Job Skills)*
New Hire Job Skills

ISO Development

i-Vu Open VAV Controls

Java Development

Job Instructions *(Developing)*

Laser Printing; 3d

Laser Trimming

Leadership

Leadership
(Developing Frontline Supervisors)

Lean Procedures

Line Cook Techniques

Loesche Vertical Roller

Machine Maintenance

Machine Shop Techniques

Manufacturing *(World Class)*

Marketing with Social Media

Master Cam Fundamentals

Maximizing Use of MS Dynamics GP

MicroMotion Flow Meter

NEC

New Technology & System Training

Operation:
- Ram Equipment
- Chemical
- Crane
- Incinerator
- Maintenance

Performance Based Training

PLC

Press Brake

Printer Operations

Private Link Building Boot Camp

Process Control

Process Instrumentation & Control

Programming *(SE Factory Talk View)*

Pyramid

Quick Books *(Accounting)*

Radiation

Robotics

Robotics *(Tandem Line)*

Roll Table

Rosgen-Wetland

SafeStart

Safety Manuals; Development of

Safety *(Developing Procedures)*

Sage 50 Accounting

Sales IP Telephony

SAP Plant Maintenance

Securing Networks

Shop-Vue

Social Media Development
(WordCamp)

Solar Water Engineering

Solder

Surfcam 3

SW Simulation Essentials

Train the Trainer:
- Electricity
- Mechanics
- Forklift
- HVAC Troubleshooting
- OSHA Certification
- Swiftwater Rescue

Troubleshooting UC

Universal Binder

Vacuum Truck Technician

VFT Software

VMWare World

Voice Portals

Web CMS Dev & Training

Website Development & Training

Welding *(ARC Flash)*

Welding *(Robotic)*

Welding *(Sheet Metal)*

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