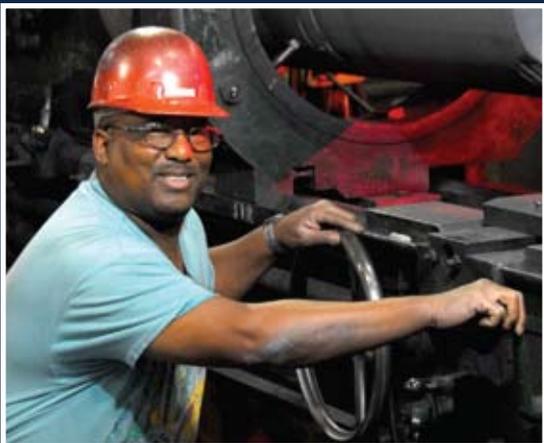




ANNUAL REPORT 2008



West Virginia
**GOVERNOR'S GUARANTEED
WORK FORCE PROGRAM**

WORK FORCE

West Virginia
USA

Ronald E. Radcliff, *Executive Director*

State Training Awards Division

Sharon L. Phillips, *Manager*

Amber Hughart, *Program Assistant*



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Greetings from the Governor



Attracting the jobs we want and keeping the jobs we have depends on the education and skills of our work force. The biggest challenge we face is ensuring that our work force has what it takes to compete in this worldwide, knowledge-based economy.

West Virginia's ability to create and maintain high-quality jobs hinges on the investments we make in enhancing the knowledge and productivity of our citizens. Our state's work force has always been exceptionally skilled, loyal and productive but we must stay prepared to successfully respond to what the future brings.

The Governor's Guaranteed Work Force Program collaborates with businesses statewide to fund customized training that equips their workers and keeps them competitive in a global economy.

These customized training programs serve the specific needs of our West Virginia businesses. Colleges and universities, community and technical colleges, manufacturing assistance centers and industry consortia often partner with companies to provide the most advanced industry knowledge possible.

During Fiscal Year 2008, 6,343 workers at 91 West Virginia companies received training through the Governor's Guaranteed Work Force Program. An investment of more than \$2.6 million helped West Virginia businesses create and retain jobs, improve competitiveness and ensure quality. In addition, these 91 West Virginia companies contributed more than \$18.5 million toward training their new and existing workers, resulting in raising the economic value of our great state.

This annual report highlights these and other accomplishments.

With warmest regards,

A handwritten signature in black ink, appearing to read "Joe Manchin III".

Joe Manchin III



Appearing from left to right: **James L. Skidmore**, Chancellor, WV Council for Community and Technical College Education; **Stan Hopkins**, Assistant State Superintendent of Schools, WV Department of Education; **Governor Joe Manchin III**, West Virginia's 34th Governor; **Kelley Goes**, Secretary of Commerce, West Virginia Department of Commerce; **Ronald E. Radcliff**, Executive Director, WorkForce West Virginia; and **Mark R. Julian**, Director, Business and Industrial Development, West Virginia Development Office.

Economic development is comprised of many components: infrastructure, taxes and governmental/public cooperation. However, the most critical factor is a skilled work force.

West Virginians are well recognized as reliable, hard working, “day’s work for a day’s pay” individuals. Recognizing the day-to-day components of the Work Force Development System, Governor Manchin has created a Work Force Planning Council tying Economic Development, Education and Work Force Development into a single unit.

Deemed as the state-level point of coordination for relevant opportunities, the council’s responsibility is to identify employment and training needs of our West Virginia businesses. This council is charged with developing effective strategies to meet these needs.

In addition to the numerical budgets of the entities in the Planning Council, two other programs reported in this annual report are examples of cooperation between the public sector and business.

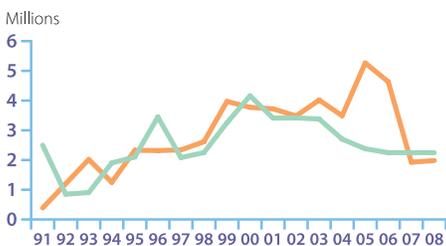
West Virginia offers some of the most innovative development programs in the nation to our existing businesses and to new businesses locating within our state. This type of cooperative venture assists in the development of 21st century skilled workers and assures West Virginia a healthy and growing economy.

Governor's Guaranteed Work Force Program



The Governor's Guaranteed Work Force Program provides quality work force development for West Virginia's new and existing industries and expands opportunities available to our labor force through the jobs these industries create.

FUNDING LEVELS AND EXPENDITURES



2008 total funding: \$2,247,000.00

2008 total expenditures: \$1,981,704.58

Fiscal Year 2008 Summary

69 projects funded

22 projects funded by a special grant from the Appalachian Regional Commission

The Governor's Guaranteed Work Force Program (GGWFP) attracts new enterprises to West Virginia and encourages the growth and expansion of the state's existing companies. The program provides training and technical assistance to support effective employee training strategies.

The GGWFP is a catalyst for organizational development that enhances the overall performance of the work force and provides solutions to complicated human resources issues. The program builds the capacity of each company it assists to provide more effective internal training.

Each organization faces different challenges. Customized training solutions are always structured to meet the unique needs of each customer.

The award-winning GGWFP 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.

Training dollars are available for existing companies that may not actively be hiring but still want to retrain their current work force in order to remain competitive in today's global market. These funds are available with the assistance of the Incumbent Worker Training Program and the Competitive Improvement Program.



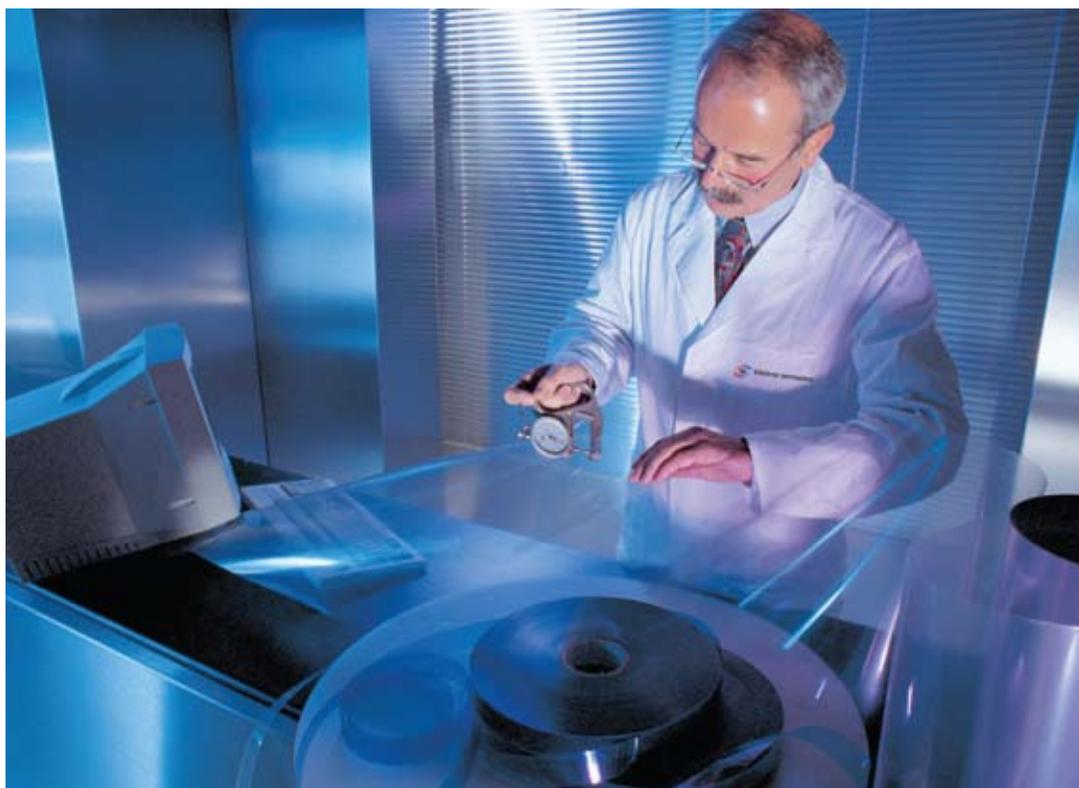
Our Training Awards Program

Through the GGWFP, West Virginia can provide a wide range of financial and technical assistance to one employer or a group of employers. WorkForce West Virginia effectively leverages all available state and federal training resources by coordinating the efforts of state agencies and local organizations.

The goal of the GGWFP is to help West Virginia businesses employ people who possess the solid foundation skill-sets that employers need and the work ethics they expect. The program equips businesses with the ability to provide ongoing training as a company grows. Programs can be used to train new employees or to upgrade the skills of existing workers.

Work force development includes a variety of training services and diverse customized instructional delivery strategies. The overall funding levels are based on wages and benefits, location of facility, number of employees and number to be trained.

To learn more about how the GGWFP can assist your company, please call (304) 558-7027 or e-mail trainingapplication@workforcewv.org.



Klockner Pentaplast

Governor's Guaranteed Work Force Program



Major Accomplishments

Since 1991, the GGWFP has prepared pools of available pre-trained and highly qualified workers to fulfill the needs of new and expanding organizations.

Since its inception, the program has funded 6,361 projects and trained more than 181,699 employees, ensuring that companies located in or expanding in West Virginia have a competent, skilled and adaptable work force.

2008 The year 2008 is a notable one because partnerships were expanded among all West Virginia stakeholders responsible for work force development and training. State government, economic development, education and West Virginia employers worked together to advance work force development. This was accomplished through jointly scheduled business visits and follow ups. These growing partnerships provide West Virginia businesses with an opportunity to learn about and receive a multitude of resources to help meet their immediate and future work force needs. With our partners, West Virginia is building an infrastructure to guarantee that employers can find what they need to prosper in our state.

2007 Governor Joe Manchin formed the Work Force Planning Council linking together representatives from Work Force Development, Economic Development and Education for the purpose of building a skilled work force for the 21st century.

2005 The Governor's Work Force Investment Division of the West Virginia Development Office merged with the West Virginia Bureau of Employment Programs to become WorkForce West Virginia. This brought together federal and state work force development resources available for West Virginia businesses and created a collaborative work force development environment.

2004 West Virginia increased the GGWFP maximum dollars amount per trainee from \$1,000 to \$2,000.

2000 The GGWFP led the development of a four-state business and industry consortia; the Mid-Atlantic Aerospace Complex (MAAC) Career Training ACT, the Polymer Alliance Zone Pre-Employment Training (PAZPET), the Southern West Virginia Manufacturers Pre-Employment Training and the Hardwood Alliance Zone (HAZ), which is dedicated to the development of the secondary hardwood processing industry in a six-county region.

1998 The West Virginia Legislature allocated \$250,000 to two state community and technical colleges to develop a comprehensive work force development delivery system. The success of this pilot program led to the passage of House Bill 3009, which expanded the program statewide. The program continues as the Work Force Development Initiative.

1991 West Virginia was the first state with a standardized curriculum for work force development. The GGWFP partnered with various entities to develop a common set of curriculum materials for employers to use in employee development.



A. L. Lee Corporation

Innovative and creative engineering are the driving forces that have allowed A.L. Lee Corporation to develop new and improved machinery for the underground coal mining industry. The GGWFP provided financial assistance when training was needed in the company's equipment design group to upgrade its 3-D engineering software package.

Leonard Urtso, president, said, "By having invested in new technology, design hours have been reduced, there are fewer errors, productivity has increased and employee morale and pride are readily apparent. The result is an improvement in cost, allowing us to be more competitive."

Headquartered in Raleigh County, A.L. Lee Corporation has additional operations in Mabscott and Bluefield, West Virginia and in Mt. Vernon, Illinois. The company offers a wide range of products, including personnel carriers, locomotives, rockdusters, fork-lifts, tractors and other utility vehicles. These machines may be mounted on rubber tires or steel wheels to operate on rails and may be powered by electricity or diesel engines.

Responding to Governor Manchin's desire to improve safety and increase the odds for survival in the event of a mine disaster, A.L. Lee designed and is currently manufacturing its LifeShelter, an underground rescue chamber that can sustain miners for up to 96 hours with oxygen, air, food and water within a safe enclosure until rescuers arrive.

In 2008, 40 new employees were hired and the company has enjoyed unparalleled growth due to its machinery being sold worldwide. The employees and management are proud to play a role in coal mining. Coal is "America's Fuel."

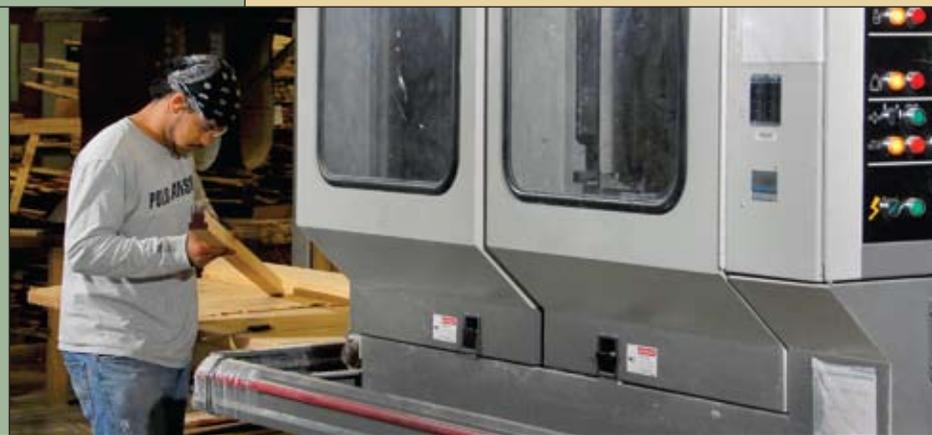
Project Type: Expansion

Location: Raleigh County, W.Va.

"By having invested in new technology, design hours have been reduced, there are fewer errors, productivity has increased and employee morale and pride are readily apparent. The result is an improvement in cost, allowing us to be more competitive."

Leonard Urtso,
President

Featured Company Highlights



Project Type: Existing

Location: Marshall County, W.Va.

“Partnering with WorkForce West Virginia gives us the resources needed to find and place quality employees to meet our highest aspirations.”

Robert Kincaid,
President and Owner

Accurate Millworks

Accurate Millworks, founded in January 2006, is leasing the Wood Education and Resource Wood Working facility in Princeton, West Virginia. The company has experienced skyrocketing growth. The number of employees has reached 25, and sales are expected to exceed \$1 million in 2008, after only 32 months in business.

The company continues to meet the promise to primarily purchase from West Virginia sawmills in order to produce its custom hardwood moldings. Of the more than one million board feet of kiln-dried hardwood lumber it has purchased, over 90 percent was grown in West Virginia’s sustainable forests, and sawn and kiln-dried by West Virginia companies.

Accurate Millworks specializes in milling both basswood and poplar timber into decorative trim and window-covering components. The production/machining and priming/staining divisions are capable of milling up to one million lineal feet and finishing up to 300,000 lineal feet of beautifully coated patterns per month.

With the help of WorkForce West Virginia, Accurate Millworks hired a core of committed employees. Previously, most of the forest resource in West Virginia were milled into a final product out-of-state, so there were few West Virginia residents trained in manufacturing wood products. The company embraced the WorkKeys Testing Program, and using this valuable information placed unskilled individuals into positions of success.

Funds from the GGWFP were used to train the employees in both Lean Manufacturing and Value Stream Mapping. Also, specialized trainers were brought in to work directly with employees, teaching them the necessary skills to be competent operators of their company’s complex milling equipment.

The company strives to grow into an international distributor of high-quality wood components with sales of \$5 million by 2011. This will require employing people who care about challenging work and creating products that will become beautiful, sustainable decoration for homes throughout the world. As President and Owner Robert Kinkaid said, “Partnering with WorkForce West Virginia gives us the resources needed to find and place quality employees to meet our highest aspirations.”



Essroc Cement Corporation Administrative Office

Essroc Cement Corporation is a leading North American cement manufacturer with plants and distribution facilities located throughout the United States, Canada and Puerto Rico.

Essroc is a member of the Italcementi Group, based in Bergamo, Italy. The company has more than 23,000 employees in 22 countries on four continents. In 2007, the Italcementi Group was ranked the fifth largest cement producer in the world with cement and clinker production capacity of nearly 65 million metric tons. It is listed in the Dow Jones Global Sustainability Index for its performance in corporate responsibility.

In 2002, Essroc Cement Corporation of Nazareth, Pennsylvania acquired the Capitol Cement facility in Martinsburg, West Virginia, with plans for a major plant modernization and expansion project. The new production line, currently under construction, will use the most advanced technology in the field. This acquisition and plant upgrade represents the largest industrial investment in West Virginia to date and will be a state-of-the-art facility for the cement industry in North America.

The new plant expansion project has been permitted to increase capacity up to 1.8 million tons per year, retaining 150 qualified jobs and improving the plant's environmental footprint.

A major challenge for the Essroc Cement Corporation Administrative Office, since the inception of the new line project, has been to dramatically raise the preparation level of its work force. The magnitude of this expansion represents Essroc's commitment to West Virginia and its economic future. During the construction phase of the new line, it will create more than 600 construction jobs, as well as boost the local economy of Martinsburg.

"Thanks to funding by the Governor's Guaranteed Work Force Program, we have put together a robust and diverse training program, effectively raising the skill level of our employees to the new standards of a technologically advanced industrial complex," said C.D. Linton, human resources manager.

Project Type: Existing

Location: Berkeley County, W.Va.

"Thanks to funding by the Governor's Guaranteed Work Force Program, we have put together a robust and diverse training program, effectively raising the skill level of our employees to the new standards of a technologically advanced industrial complex."

C.D. Linton,
Human Resources Manager,
Essroc Plant

Featured Company Highlights



Project Type: New

Location: Gilmer County, W.Va.

“At Fairman Building Components LLC, we are looking forward to a bright and prosperous future in Gilmer County, thanks to the efforts of our specially-trained staff and all the support from the Governor’s Guaranteed Work Force Program.”

Adam Fairman,
Manager

Fairman Building Components LLC

Owner Adam Fairman, is originally from the small town of Creekside in Indiana County, Pennsylvania, where his family started and continues to operate a growing truss plant. While Fairman was in college, he traveled back and forth to Marshall University and felt drawn to beautiful central West Virginia. After obtaining a mechanical engineering degree from the University of Pittsburgh at Johnstown, he began to research how he could provide quality products to a growing West Virginia. Fairman Building Components LLC (FBC) was established in the fall of 2007.

Upon completion of the construction of the manufacturing plant and office located in Gilmer County Industrial Park, Fairman contacted the GGWFP for advice on the training of a local work force. The knowledge and accessibility of the staff at GGWFP was very impressive. They provided him with detailed information and instruction on their requirements, and simplified the paperwork process.

FBC started by partnering with Maloney and Associates, P.L.L.C. They provided customized one-on-one training and development on Peachtree skills and bookkeeping for the secretary. It is comforting to Fairman to know that he can call upon Maloney and Associates, P.L.L.C. for any questions that may arise in the future. The next required training was for equipment and saw use, including MiTek Roof Glider Gantry System, Mitek 2-pedestal flat stacker, Triad wall panel table, Alpine saw and speed cut saw. In addition, Brian Miller of Creekside, Pennsylvania, provided important safety training for the forklifts. FBC is very pleased with all of the training received.

During the overwhelming undertaking of starting up a new business, having an organization such as GGWFP to turn to has been a blessing. Adam Fairman said, “At Fairman Building Components LLC., we are looking forward to a bright and prosperous future in Gilmer County, thanks to the efforts of our specially-trained staff and all the support from the Governor’s Guaranteed Work Force Program.”



GRAFTech
International

GrafTech International Holdings Inc.

The GrafTech International Holdings Inc. facility in Anmoore has been employing and training West Virginians since 1904. Also known as the Clarksburg Works, the facility was first designed to produce carbon electrodes and was originally owned by the National Carbon Company.

Over the years, the product lines have grown to meet customer needs. The plant has manufactured carbon anodes for the aluminum industry, graphite electrodes for steel manufacturing, injection tubing for the chemical industry, rigid insulation for furnace manufacturing, porous carbon filters for off-gassing processes, purified graphitic parts for semi-conductor manufacturing and advanced multi-wrap parts serving the printed circuit industry.

The flexibility and durability of graphite make it ideal for a multitude of applications. GrafTech's Clarksburg plant has implemented many technological advances in its century of operation in order to satisfy market demands.

The Technical Assistance from the GGWFP has allowed GrafTech to train its work force to adapt to technological changes in the marketplace. Customers continue to require tighter tolerances, higher purity levels and more complex machine parts. Funding from the GGWFP has been used to train GrafTech employees and to maintain a technically skilled work force. In 2008, Graftech began training employees in Lean Manufacturing Methodologies. All training places a high emphasis on safety, quality, delivery and competitiveness.

"We believe the support we have received from the Governor's Guaranteed Work Force Program is essential to our continued success," said GrafTech Human Resources Manager, James Kelly.

Project Type: Existing
Location: Harrison County, W.Va.

"We believe the support we have received from the Governor's Guaranteed Work Force Program is essential to our continued success."

James Kelly,
Human Resources Manager

Featured Company Highlights



Project Type: New

Location: Wood County, W.Va.

“We brought in a specialist to teach us how to master time-management using a personal planner. The increased productivity, the ability to multitask and the reduction of stress brought about by the application of the training has been realized by all.”

Joe Chronley,
General Manager

Hino Motors

Launching a new plant can be a daunting task, so much more so when the location is in an area that has no similar industry. Last summer, Joe Chronley was asked to come to Williamstown, West Virginia, to set up the first U.S. facility owned and staffed by Hino Motors Manufacturing USA, Inc., to build their class 4-7 commercial trucks.

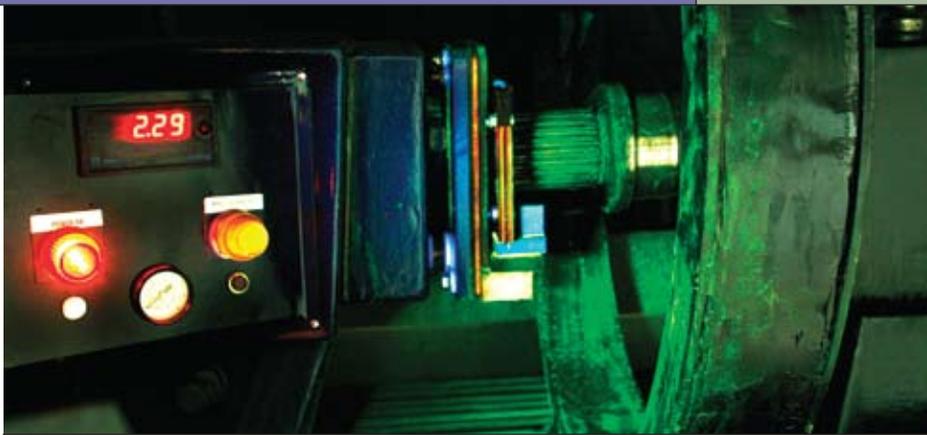
The product was introduced to the American market in 2004 and quickly gained recognition for its superior quality; the new challenge would be to build a management and production team to ensure that reputation endured. Chronley was pleased with the people Hino was able to attract, and felt confident that each one brought some of the necessary skills and ample potential to achieve the goal. Some of the skills needed were very specific to the industry while others were rare; it was in this area that the GGWFP made such a difference.

The program enabled Hino to provide training that has had a tremendous benefit in filling the training voids and providing a more highly-skilled team. The types of training received ranged from technical training to office skills. Sometimes just a few individuals received specialized training; other times groups of as many as 16 or more learned skills that they now apply every day.

Hino was able to send a key group of individuals from the production team to learn their jobs at a sister facility in Canada. Then trainers from the Canadian facility came to West Virginia to train the team here. This gave individuals confidence in their jobs, and the company reaped the benefits of their new skills.

The GGWFP has enabled Hino to do much, but one training program in particular has had a truly powerful effect. Chronley stated, “We brought in a specialist to teach us how to master time-management using a personal planner. The increased productivity, the ability to multitask and the reduction of stress brought about by the application of the training has been realized by all.” Comments are still frequently heard about how beneficial people have found this training, not just for work, but their home lives too.

Hino is now building 20 vehicles a day, and the team members are the secret of this success. The support of the GGWFP has provided Hino with the necessary training to ensure that the team is able to continue to provide the market with the highest quality trucks and team members with a great sense of pride in their work.



Huntington Testing & Technology, Inc.

Huntington Testing & Technology, Inc., is a full-service non-destructive testing and heat treating facility with offices located in Huntington, West Virginia; Louisville, Kentucky; and Shreveport, Louisiana. For more than 30 years, Huntington Testing has provided a unique blend of services to the power-generating, pulp and paper, foundry and petro-chemical industries.

The management at Huntington Testing & Technology believes in and is committed to doing everything possible to ensure that employees have all the resources, whether equipment or knowledge, to perform their jobs as efficiently and safely as possible. This commitment allows all Huntington Testing & Technology employees to go home to their families the same way they came to work.

Stephen E. Pratt, general manager, stated, "Through the Governor's Guaranteed Work Force Program, we obtained needed training in specialized disciplines. In return, the employees involved in the training were promoted to higher paying positions, making Huntington Testing & Technology more competitive in those areas."

The customized training is helping Huntington Testing & Technology keep a leading edge on new technology, as well as developing and retaining highly qualified personnel. "Reliability through Quality Assurance" is the company slogan, a corporate philosophy and a way of life. This theme has propelled Huntington Testing & Technology from a small regional testing laboratory to an industry leader over the past 30 years.

Project Type: Existing

Location: Cabell County, W.Va.

"Through the Governor's Guaranteed Work Force Program, we obtained needed training in specialized disciplines. In return, the employees involved in the training were promoted to higher paying positions, making Huntington Testing & Technology more competitive in those areas."

Stephen E. Pratt,
General Manager

Featured Company Highlights

suprestaTM
BUILT-IN DEFENSE



Project Type: Existing

Location: Mason County, W.Va.

“This program has allowed Supresta to significantly improve the skills of our maintenance employees; we could not have certified our welders without it. It’s important to have the best qualified people and this program helps us get there.”

Kurt Dailey,
Human Resources Manager,
Gallipolis Ferry Plant

ICL Supresta

Supresta produces more than 80 phosphorus-based products used in industrial applications ranging from flame retardants for polyurethane foam and engineering resins to plasticizers for the plastics industry and functional fluids for power stations. Supresta operates plants in Gallipolis Ferry, West Virginia; and Bitterfeld, Germany, as well as two R7D and applications centers. It markets its products throughout the world, with particular strength in North America and Europe.

In August 2007, Israel Chemicals Limited (ICL) completed its acquisition of Supresta LLC, establishing ICL as a world leader in phosphorus-based flame retardants.

The Gallipolis Ferry site has used the GGWFP award to further the skills of the work force. Some examples of this are using outside vendors to give the maintenance staff fundamentals of electricity training. The training was structured to give the maintenance employees a general overview of electrical theory and basic issues they will encounter on a day to day basis. Another example is welding certifications. Supresta has been able to get five welders certified with the GGWFP funding.

The GGWFP also has been utilized for safety training. Supresta has used this funding to provide mobile crane safety and scaffolding “competent person” training. Maintenance employees also were the focus of this training.

Kurt Dailey, human resources manager of the Gallipolis Ferry plant, states, “This program has allowed Supresta to significantly improve the skills of our maintenance employees; we could not have certified our welders without it. It’s important to have the best qualified people and this program helps us get there.”

Klöckner Pentaplast



Klöckner Pentaplast

The Klöckner Pentaplast Group is one of the world's leading producers of plastic films for pharmaceutical, medical devices, food, electronics and general-purpose thermoform packaging, as well as printing and specialty applications. Founded in 1965 in Montabaur, Germany, Klöckner Pentaplast has grown from its initial facility to 20 current production operations in 11 countries.

The Klöckner Pentaplast Group is wholly owned by affiliates of The Blackstone Group. The company employs more than 3,400 people committed to serving customers worldwide.

In 2007, Klöckner Pentaplast announced that it would add to its North American production capacity for polyester films. Primarily used for thermoform packaging and food packaging applications, the new polyester film capacity would be located at the company's Beaver, West Virginia, manufacturing facility.

"The expansion enabled us to continue to support our customers' growing demand for high-quality polyester films. The added capacity will allow us to meet future global market demand and further enhance new product development capabilities," notes Michael Tubridy, president and chief operating officer of Klöckner Pentaplast/Americas.

The expansion of the Beaver plant, completed in June 2008, added state-of-the-art production equipment and increased the total number of employees at the site.

Technical assistance from the GGWFP allowed several critical training initiatives to take place. The entire maintenance group received off-site training in various disciplines relating to new equipment and all employees within the operations group received on-the-job training from two of the original equipment manufacturers.

"We are proud to expand our facility and to provide employment opportunities for people in West Virginia," said Mark Arrington, site manager for the Klöckner Pentaplast Beaver facility. "Funding from the Governor's Guaranteed Work Force Program has been instrumental in providing technical training to our employees, allowing us to continue to grow our business."

Project Type: Expansion

Location: Raleigh County, W.Va.

"We are proud to expand our facility and to provide employment opportunities for people in West Virginia. Funding from the Governor's Guaranteed Work Force Program has been instrumental in providing technical training to our employees, allowing us to continue to grow our business."

Mike Arrington,
Site Manager,
Beaver, W.Va.

Featured Company Highlights



Project Type: Expansion

Location: Hancock County, W.Va.

“The internal auditing training made possible through this program allows us to begin the cycle of procedure writing, auditing, process improvement and management review. All of these elements are necessary to build a sound QMS system and achieve ISO 9001 registration.”

Paul Weymouth,
Quality Assurance Manager

Metsch Refractories Inc. (MRI)

Metsch Refractories Inc., (MRI) is a custom design manufacturer of technical ceramic components for the OEM appliance and electrical equipment industries, as well as consumable refractory ceramic shapes for the foundry market. A family-owned corporation, Metsch was established in 1952 and continues to operate under third-generation family management from its location in Chester, West Virginia.

Having gained the share of the U.S. market that Metsch could reasonably expect, the company set out in 1994 to develop export markets for its products. By 2007, Metsch had achieved “net export” sales status with more than 50 percent of its sales outside the U.S. The successful development of an export customer base came with the expectation for consistent quality products shipment, made especially vital due to the long supply line. To verify the management and production capabilities to meet this expectation, Metsch decided in early 2008 to pursue registration to the ISO 9001 quality management system.

Embarking on the pathway towards ISO 9001 registration is a major effort for which Metsch has looked to the GGWFP for training assistance. Initially, the effort has focused on “train-the-trainers” classes.

Paul Weymouth, quality assurance manager cites the training experience made possible through the GGWFP as key to Metsch making early progress toward the goal of ISO 9001 registration. “The internal auditing training made possible through this program allows us to begin the cycle of procedure writing, auditing, process improvement and management review. All of these elements are necessary to build a sound QMS system and achieve ISO 9001 registration.”

Weymouth expects Metsch to continue to call upon the GGWFP for additional employee training, not only during the on-going effort to achieve ISO 9001 registration, but to build the employee skills necessary to maintain the registration once it is achieved. Metsch anticipates future growth to come via the export market and sees ISO 9001 registration as another means to secure the confidence of offshore customers who will grow their business with Metsch.



NGK Spark Plugs (USA) Inc.

NGK Spark Plugs (USA) Inc., is a division of NGK Spark Plug Co., Ltd., of Nagoya, Japan. With operations in Asia, Europe, Australia, Africa, South America and North America, NGK Spark Plug Co., Ltd., is an international manufacturer and supplier of high-quality automotive components and ceramic products. NGK established the West Virginia oxygen sensor operations in 1994. The campus now encompasses an expanded sensor facility, the North American distribution center and, as of May 2008, a spark plug manufacturing facility.

NGK's customer base includes the Big Three automakers: Chrysler, Ford and General Motors, as well as Toyota, Honda and Nissan. Customer recognition for the outstanding quality of our products, based on TS16949:2002 international quality standards, has resulted in significant growth since initial West Virginia development. With technologically-enhanced products and new product lines planned for the future, additional West Virginia development is anticipated.

On-going work force training ensures that necessary skills and technological advances are incorporated into everyday operations for competitive advantage. The GGWFP provided support for a variety of training for the West Virginia company population. Spark plug associate training, management skill enhancement and equipment/technological improvement training were completed during 2007.

The GGWFP supplemented training funds for the new line of business brought to the campus and region. Augmenting current skills facilitates a business's ability to remain competitive. Continuous training at all organization levels is a critical factor that contributes to competitive advantage.

Support provided by the GGWFP enhances NGK's continued efforts to remain globally competitive while expanding the business and associates' professional futures.

Robert Pepper, director of manufacturing administration, stated, "West Virginia's willingness to support the training that NGK provides to its associates creates a "win – win" opportunity: NGK continues to improve its manufacturing performance by increasing the skill level of its associates, thus creating opportunities for more jobs and improved state employment levels."

Project Type: Expansion

Location: Kanawha County, W.Va.

"West Virginia's willingness to support the training that NGK provides to its associates creates a "win – win" opportunity: NGK continues to improve its manufacturing performance by increasing the skill level of its associates, thus creating opportunities for more jobs and improved state employment levels."

Robert Pepper,
Director of Manufacturing
Administration

NSC



Project Type: Existing

Location: Marion County, W.Va.

“The people were great to work with from WorkForce West Virginia. They were prompt in their service and more than helpful in getting the paperwork done and our training started.”

Ernest Michael,
Owner

Northern Sales Company

Northern Sales Company has been in business for more than 20 years in northwestern West Virginia and has grown their business by providing customers with quality workmanship at a competitive price in a timely manner. They started with a small welding shop catering to the nearby coal mines and over the years has developed into customized welding, refurbishing and building containers and products for local oil companies. Recently they have expanded into providing waste management and recycling products to the Mannington, West Virginia area. Their next venture is to provide a Backhoe service. Northern Sales Company is now the largest employer in Mannington and continues to grow to meet their customers' needs.

Northern Sales Company conducted training for several of its employees through the GGWFP. The program helped provide training for untrained workers on the basics of welding, and also updated training for novice welders, giving them more advanced training. This allowed Northern Sales to update these workers' skills, helping them increase wage earnings plus enhance their shop's capabilities.

Training was very successful, and both employer and employees benefitted greatly from these training funds. It allowed the company to hire new employees as general laborers, and further instruct them in skills basic to specialty production, thus increasing productivity in their shop.

Owner Ernest Michael said this was one of the best experiences that Northern Sales has had, and that it helped immensely with the training and hiring of employees. He sends a big 'thank you' to the folks with the GGWFP for all their help. He further said, "The people were great to work with from WorkForce West Virginia. They were prompt in their service and more than helpful in getting the paperwork done and our training started."



Royal Vendors, Inc.

Royal Vendors, Inc., located in Kearneysville, West Virginia, is a global leader in the design and manufacturing of high-quality, cold drink vending machines. Royal Vendors, Inc., looked to the GGWFP for assistance in funding their "Lean Manufacturing" initiative, a program designed to strengthen the company's edge against offshore competitors, and maintain market share.

Vice President of Manufacturing Greg Johnson states, "The intent is to focus on a particular area of our manufacturing process that we believe has a significant amount of potential for improvement, and then make the entire operation from sales to shipping a lean process."

In order to get the best results, Royal Vendors needs trainers who have hands-on knowledge and can provide hands-on training rather than traditional classroom teaching.

The Robert C. Byrd Institute (RCBI) was able to meet those needs by mapping the entire value stream in order to identify upstream or downstream processes that significantly impact the work center, determine TAKT time and the rate of customer demand. Based upon their analysis, recommendations were provided for future, long-term actions to be taken on the full value stream with expected quantitative results.

RCBI provided Royal Vendors' teams with necessary classroom training, including hands-on demonstrations, and then followed them to the production floor for additional training. The first stage of the initiative was completed with a quantitative report from RCBI detailing the drastic improvements that were made within the targeted area. Royal Vendors, Inc., is now preparing for Stage II of their Lean Initiative.

Project Type: Existing

Location: Jefferson County, W.Va.

"The intent is to focus on a particular area of our manufacturing process that we believe has a significant amount of potential for improvement, and then make the entire operation from sales to shipping a lean process."

Greg Johnson,
Vice President of Manufacturing

Featured Company Highlights



Project Type: Expansion

Location: Boone County, W.Va.

“Lean training helped us double our manufacturing of rock dusters, and will inspire us to work more effectively throughout the company.”

Danny Vance,
President

Service Pump & Supply, Inc.

Service Pump and Supply, Inc., was incorporated in 1980 by Danny & Barbara Vance, with headquarters located in Huntington, West Virginia, with the motto of “we put service first.” Of the 18 years in existence, Service Pump & Supply has evolved as a major distributor for a variety of pumps and services. One major accomplishment has been the title of top distributor in the United States by Flygt Corporation, due to a year of invoicing that exceeded \$11 million. The company boasts a newly renovated 94,000 square foot facility and three branches in Jeff, Kentucky; Danville, West Virginia; and Washington, Pennsylvania. It has a total of 80 full-time employees.

Service Pump and Supply sells and services pumps, electric motors, controls, systems, blowers, pipes and accessories. It also has moved into the pump rental business and manufacturing. Service Pump and Supply markets its products and services to the mining industry and municipal and industrial customers in a seven-state area, which includes Kentucky, Virginia, Tennessee, Ohio, Pennsylvania, West Virginia, and Maryland.

Through the GGWFP technical assistance, Service Pump and Supply received training in lean manufacturing. One of the events in particular was on the manufacture of a piece of equipment used in the mining industry. Before this training, the production was very limited. With the need to gear up to do runs in the hundreds, this event helped change the way the company approached all aspects of manufacturing and prepare it for the demand of orders to come.

Danny Vance, president, stated, “Lean training helped us double our manufacturing of rock dusters, and will inspire us to work more effectively throughout the company.”



Simonton Building Products

Simonton Windows, a subsidiary of Simonton Building Products, located in Ritchie County, West Virginia, is one of the nation's leading manufacturers of windows and doors. Proud to be associated with WorkForce West Virginia, Simonton places great value on the training opportunities that this partnership affords the company. The GGWFP enables Simonton to offer its associates training that is critical to specific job functions. It also allows participants to strengthen current skill sets - a benefit later realized should they re-enter the West Virginia job market.

These programs greatly assist West Virginia workers and companies like Simonton that choose to conduct business within the state. By assisting Simonton with valuable employee training initiatives, the work force becomes more efficient in daily tasks. Greater efficiency results in less downtime, better reliability and more production which, in turn, makes the company more competitive in the marketplace.

Brian Blied, manufacturing manager, stated, "In West Virginia we're fortunate to have a work force with an outstanding work ethic. Our challenge is to provide our associates with training needed to keep pace with an ever-changing process and industry. This program is helping us surpass that challenge."

To date, Simonton has sent technicians to Germany and Zelienople, Pennsylvania, for factory training on corner cleaners and glass equipment. The knowledge gained through these experiences will allow the company to develop its own training programs. These programs will then be used to train Simonton associates at all West Virginia manufacturing facilities.

The GGWFP also has enabled Simonton to partner with the West Virginia University at Parkersburg Corporate Education program to develop an apprenticeship for maintenance technicians. Program participants earn journeyman cards in industrial machine repair from the U.S. Department of Labor. Completion of this training program also permits maintenance technicians to move up in pay as they become more highly efficient in the work force.

Project Type: Expansion

Location: Ritchie County, W.Va.

"In West Virginia we're fortunate to have a work force with an outstanding work ethic. Our challenge is to provide our associates with training needed to keep pace with an ever-changing process and industry. This program is helping us surpass that challenge."

Brian Blied,
Manufacturing Manager,
Ritchie County, W.Va.

Featured Company Highlights

TOUCHSTONE
RESEARCH LABORATORY, LTD.



Project Type: Expansion
Location: Ohio County, W.Va.

“This program enables our company to continue its role as a high-tech manufacturer. We no longer have to go out-of-state to receive quality control inspection. We can design and make pre-assessments before molds and parts are built and make certified inspections.”

Elizabeth Kraftician,
Chief Executive Officer

Touchstone Research Laboratory, Ltd.

Touchstone Research Laboratory, Ltd., located in Triadelphia, West Virginia, provides both commercial and government research along with development and materials testing services, and is a developer of new technologies. One of these innovations is a carbon foam material made from regional coal sources. This CFOAM® material provides a variety of attractive properties with a host of applications, including its first commercial sales in composite tooling.

Crucial to the design and inspection of its composite tools, Touchstone recently purchased a FaroArm portable, computer-aided 3-D measurement instrument at the cost of \$105,000. The GGWFP provided matching training funds for four Touchstone employees to learn to install and use this equipment.

The funds also supported training on the associated software to allow for inspecting, building, and evaluating composite tools and parts that Touchstone currently supplies to the aerospace market. These employees will then train other staff to more easily, quickly and precisely perform CAD analysis, inspections, alignments and assessments of its composite tools. The quality control afforded by the software will allow for meeting standards expected by the aerospace manufacturers that are Touchstone’s customers.

Assistance through the state’s program is aiding Touchstone in its capacity to provide on-time delivery of an increasingly wider variety of complex composite tools and parts, many with complicated geometries.

Chief Executive Officer Elizabeth Kraftician says of the state’s assistance, “This program enables our company to continue its role as a high-tech manufacturer. We no longer have to go out-of-state to receive quality control inspection. We can design and make pre-assessments before molds and parts are built and make certified inspections.”



Zim's Bagging

Zim's Bagging Company is a custom converter and printer of plastic film and foam packaging. The flexible packaging produced at their Prichard, West Virginia, facility is sent to industries of almost every type. With over 40 years in the industry, Zim's Bagging has continually produced quality flexible packaging at competitive prices.

Management recognized that a company specializing in short-run custom products needed to continually improve to stay competitive. This meant looking at setup times, downtime rates, scrap rates and even maintenance procedures. This was a perfect fit for Lean Manufacturing.

With the assistance of the GGWFP, the company was able to obtain training in Lean Manufacturing techniques and schedule quite a few "kaizen" events with TBM Consulting, a nationally recognized leader in the field.

With each kaizen event, Zim's Bagging was able to focus on a key area of the plant with a team of four to six individuals led by the TBM instructor, Sam Stevenson. Each event lasted about a week and each time they observed how a process worked in its current state. The team would then use lean manufacturing techniques to improve it. One shining example is setup times, which have been reduced in some areas by as much as 70 percent, with many areas seeing at least a 50 percent reduction.

Tina Burgess, environmental health and safety / human resource manager, said, "As a result of the Lean workshops, we have decreased product run variability, reduced machine setup times and improved our bottom line."

The training Zim's Bagging received is an important part of their continuous improvement effort and will aid in staying competitive in a rapidly changing industry.

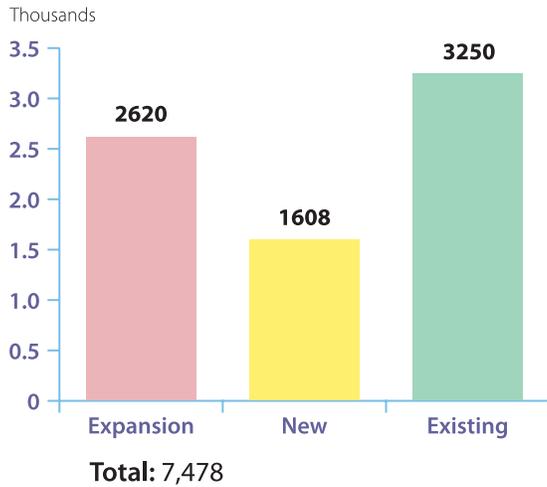
Project Type: Existing

Location: Wayne County, W.Va.

"As a result of the Lean workshops, we have decreased product run variability, reduced machine setup times and improved our bottom line."

Tina Burgess,
Environmental Health and Safety /
Human Resource Manager

Work Force Trained by Project Type in 2008



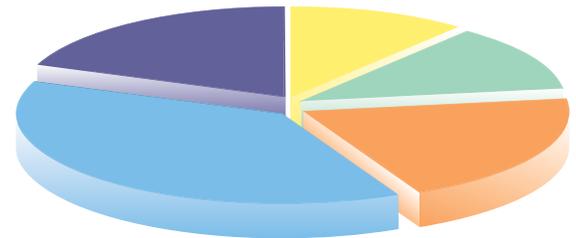
EXPANSION AND NEW PROJECTS

- Creation of a minimum of 10 net new jobs within a 12-month period.
- No cash match required.

EXISTING/INCUMBENT PROJECTS

- Must be in business in West Virginia at least one year.
- 50/50 cash match required.
- Training must provide portable credential, wage upgrade or job upgrade with backfill, and/or on some type of new technology.

Training Providers Participation



	CTC/Higher Ed	19%
	Career Technical and Adult Education Centers	11%
	Internal Trainers	12%
	Manufacturing Assistance Centers	20%
	Vendor Training	38%

Summary of GGWFP Projects for Fiscal Year 2008

Number of Companies Served	Company Name	Number of Projects Funded	Total Award	Company Contribution	Employees Trained			Type(s) of Training
					New	Existing	Total	
1	A.L. Lee Corp	1	\$12,016.00	\$9,680.00	0	10	10	Fork Lift, Lean Manufacturing, Health & Safety, Autodesk Inventor
2	Accurate Millworks	1	\$997.00	\$4,205.00	3	15	18	5S Training & Implementation, Lean Manufacturing Assessment
3	Advance Technical Solutions	2	\$18,113.33	\$61,755.75	0	17	17	Deployment Training, Live Learn Cisco, Live Learn Microsoft, CCIE Voice Lab, Networkers Training, ABB Leadership Challenge, Cisco Voice Over (CVOICE), UCCXDV 1.0
4	Aegis Communication	1	\$8,265.00	\$8,265.00	24	0	24	Western Union Customer Service Representative Training
5	Armstrong Wood Products	1	\$13,495.00	\$82,135.00	0	40	40	Basic Industrial Electrical, Electrical Troubleshooting, Basic Industrial Hydraulic, New EE Grader, New EE Knotsaw, Electrical Inverter, PLC Training, Forklift Maintenance
6	Aurora Flight Sciences of West Virginia-Harrison	1	\$748.50	\$748.50	0	3	3	HazMat RCRA Training (Train-the-Trainer)
7	Bayer CropScience	1	\$15,673.00	\$75,603.00	12	0	12	Basic Operator Training (BOT), Unit Operator Training
8	Bombardier Services Corporation	1	\$236,322.00	\$1,332,570.00	95	139	234	Formal CRJ 200 AME-M, Regulatory Initial Technical, Formal Advance Sheet Metal, Sheet Metal Apprentice, Airframe Certification
9	Brake Supply Company	1	\$7,529.00	\$6,242.00	17	41	58	Lean 101, Magnetic Particle Method Levels I and II
10	Calhoun-Gilmer Career Center-Industrial Sewing Consortium (RPR industries and Mustang Survival)	1	\$8,887.99	\$16,000.00	64	0	64	Industrial Sewing (Pre-hire training)
11	Carter & Mayes, Inc.	1	\$20,000.00	\$33,908.33	10	0	10	Management (New), Data Base Management/ Customer Relations, Sales (Domestic/International), Collar Setting, Knit Separating, Quality Control, Embroidery, Prepping/Shipping
12	Century Aluminum	1	\$20,000.00	\$159,619.00	10	0	10	Maintenance Mechanic & Millwright, Instrumentation & Electricity

Summary of GGWFP Projects for Fiscal Year 2008

Number of Companies Served	Company Name	Number of Projects Funded	Total Award	Company Contribution	Employees Trained			Type(s) of Training
					New	Existing	Total	
13	CertainTeed Gypsum West Virginia, Inc.	2	\$174,000.00	\$1,817,471.50	817	0	817	Work Simulations Skills Assessment (Development of test key), Professional Training: Resource Skills, Technician Social Skills, Plant Summit Training, Site Safety Orientation, CAPT Training, Pre-Hire Assessments, "A Day at BPB" Video Development
14	Charleston Stamping and Manufacturing	1	\$200,000.00	\$9,870.00	350	19	369	Conducting Behavioral Interviews, Production Team Member Assessments, Crane Operator, Train-the-Trainer Program, RF Express for QAD Applications Training, GagePack, ISO/TS 16949:2002 Core Tools, ISO 14001 Internal Auditor, CM4D Basic Training
15	Coldwater Creek	1	\$13,530.00	\$243,747.07	0	53	53	Inventory Management, Situational Leadership Certification (Train-the-Trainer), Material Handling Equipment
16	Compton Metals, Inc.	1	\$3,750.00	\$5,940.00	0	3	3	SMP-IS Fabrication
17	Corhart Refractories	1	\$54,000.00	\$31,765.88	10	17	27	Rigging/ Bolts/ Fasteners, Test Equipment/ Wiring & Conduit, Pumps and Pump Repair
18	Criterion Catalysts & Technologies	2	\$5,842.50	\$18,530.82	0	43	43	Respiratory Training, iCAP 6000 Series ICP-AES
19	Dalb, Inc.	2	\$7,595.00	\$20,047.00	2	6	8	Delcam/Powermill, Geiss CNC, Infrared Camera Training
20	Diamond Electric Manufacturing Co.	1	\$17,929.00	\$12,636.00	0	26	26	Future Automotive Trends, NX100 Maintenance, PLC-Q Series Programming Part 1 & 2, Vacuum Training, AutoCAD
21	DuPont - Agricultural Products	1	\$7,865.00	\$31,908.00	12	0	12	Safety, Health & Environmental
22	DuPont - Washington Works	2	\$64,174.50	\$350,990.40	0	459	459	Safety Training (Train-the-Trainer), Safety Training (New Hires), Visible Emission Training, PPM Site Training Package, STOP Implementation Training, CAPT, Site Safety Orientation

Number of Companies Served	Company Name	Number of Projects Funded	Total Award	Company Contribution	Employees Trained			Type(s) of Training
					New	Existing	Total	
23	Ergon of West Virginia	2	\$13,430.26	\$59,662.76	0	45	45	Crane & Rigging Refresher Course, Atmospheric Gas Testing, Total Sulfur Analyzer Training for the SOLA II, CEH-Ethical Hacking/Counter Measures, PSM-Complying with OSHA Reg, AutoPLANT 3D Structural User, AutoPLANT 3D User, Industrial Fire Brigade
24	Essroc Cement Corp Administrative Office	1	\$138,600.00	\$1,300,600.00	0	175	175	Development of Assessment, Leadership Training, Technical Training
25	Fairman Building Components, LLC	1	\$7,765.00	\$262.50	0	1	1	Accounting Procedures & Manuals, Sawyer Training, Powered Industrial Lift Truck Safety Training, Hands on Training of M/Tek Gider Gantry System, MiTek 2-pedestal Flat Stacker, Triad Wall Panel Passlode Wall Panel Table, Maintenance Procedure Training of Specific Equipment
26	Felman Production, Inc.	1	\$31,950.00	\$13,815.00	0	45	45	Hands-on Technological Process of Ferroalloy Production Mechanical & Electrical Repair of Technological Equipment in Ferroalloy Production, Hydraulics Process, Water Softener Training
27	Fola Coal Company, LLC	1	\$4,000.00	\$49,725.00	0	6	6	Electrical Apprenticeship Training (classroom)
28	Goodrich Corporation, De-Icing & Specialty Systems	1	\$40,865.00	\$104,701.35	13	162	175	Development and administering of Pre-Assessment Tests for new hires, customized training for the new hires, based on assessment results, in Reading Measurement Tools & Blueprints, Math, Maintenance I & II
29	GrafTech International Holdings, Inc.	2	\$136,348.12	\$2,431,035.12	0	285	285	Lean Training, Solidworks Essentials & PDM Training, Applied Skills & Machine Operator, Machine Operator Training Manual Development, Faro Arm Training
30	Greenbrier Technical Services, Inc.	1	\$4,694.00	\$9,467.00	0	3	3	Customized Human Resource Training, Practical Product Management, CompTIA
31	Hercules International Inc	1	\$27,120.00	\$0.00	28	42	70	ISO/TS 1649 Quality Management Training

Summary of GGWFP Projects for Fiscal Year 2008

Number of Companies Served	Company Name	Number of Projects Funded	Total Award	Company Contribution	Employees Trained			Type(s) of Training
					New	Existing	Total	
32	Hino Motors Manufacturing USA, Inc.	1	\$36,565.90	\$62,837.60	6	0	6	Plant Operations, WorkKeys Job Profiling, WORKING, PPG Paint Training, Hino Assembly Practices, Time Management Training, Yard Truck Training, ASQ Primer Certification
33	Huntington Testing & Technology	2	\$13,367.50	\$37,797.65	0	8	8	Ultrasonic Level I & II, Retrieval Course, Administrator's Seminar, API-510 Prep-course, API-510 Exam
34	Illinois Tool Works, Inc.	1	\$575.00	\$959.00	0	3	3	ISO 9001:2000 Internal Auditor Training
35	Impress USA Incorporated	2	\$4,850.00	\$1,982,386.00	0	98	98	5S Training
36	InfoCision Management Corporation	1	\$3,600.00	\$245,133.36	85	303	388	Train-the-Trainer Program for New Client Orientation Training and Update Client Training
37	Information Manufacturing Corporation	1	\$9,250.00	\$16,934.11	0	24	24	Lean Manufacturing, American Management Association Financial Analysis, MCSA Training
38	Kanawha Electric Machine	1	\$38,325.00	\$102,900.00	22	18	40	Skills Training, Lean Manufacturing, EASA-Q: 2000
39	Klöckner Pentaplast of America, Inc.	2	\$110,650.00	\$237,228.00	17	39	56	Simatic S7 Programming, Micromaster 4 Basic, Micromaster 4 Advanced, Principles of Industrial Hydraulics, Hydraulic System Maintenance, Machine Start-up Training
40	LifeTite Metal Products, LLC	1	\$625.00	\$32,065.00	0	12	12	Vantage VTR Rollformer Installation
41	Magnetech Industrial Services, Inc.	1	\$61,610.00	\$141,622.00	3	34	37	Vibration Analysis & Level 1 Certification, Rotating Equipment Balancing, LEAN Training Kaizen Implementation (Events 1-5), Magnetech SOP Manual, DC Theory 2, AC Theory 1 & 2, AC Motors 1 & 2, DC Motors 1 & 2
42	Metsch Refractories Inc.	1	\$3,460.50	\$7,975.50	0	64	64	ISO Training and Implementation, Doc/Implement, Implement Action Plan, "Gap Analysis"
43	Metso Power	2	\$12,625.00	\$58,465.11	0	14	14	Gas Tungsten Arc Welding Training Program, 2D & 3D Programming, Basic Laser Operator Training

Number of Companies Served	Company Name	Number of Projects Funded	Total Award	Company Contribution	Employees Trained			Type(s) of Training
					New	Existing	Total	
44	Mustang Survival Manufacturing, Inc.	1	\$4,725.00	\$4,752.00	0	47	47	Principles of Lean Manufacturing, Problem Solving, 5S Training
45	National Church Supply	1	\$18,000.00	\$6,762.00	6	39	45	Kirk-Rudy net Het Ink Jet, Mailcrafer 9800 Inserter, Kirk-Rudy Match Mate Vision, Kirk-Rudy Envelope Collator, RISO High-Speed Printer
46	NGK Spark Plugs (USA), Inc.	2	\$130,502.30	\$436,955.91	60	81	141	Spark Plug Manufacturing, Pre-Hire Training, Laser Welding, Spark Plug Manufacturing, Spark Plug Scheduling/Planning, Spark Plug Manufacturing (Sensor & Repackaging), Spark Plug & Sensor Manufacturing, Performance Leadership training
47	Northern Sales Company	1	\$6,000.00	\$10,000.00	0	4	4	Welding (Apprentice)
48	Orrick, Herrington & Sutcliffe LLP	1	\$38,476.00	\$62,390.00	25	0	25	Leadership: Corporate Legal, Compliance, Discovery, Compensation, Security Litigation
49	Polymer Alliance Services, LLC	1	\$15,308.00	\$6,988.00	0	30	30	ISO 9001:2000 QMS
50	PRC, LLC	1	\$91,274.80	\$38,932.00	400	0	400	Main Bank New Hire, CIS Gap Training
51	Quad Graphics	1	\$83,613.25	\$115,336.00	100	0	100	Binder Gather Op Training, Factory Install Training, Operator Training, Adhesive Training
52	Quebecor World	1	\$8,387.00	\$249,646.00	0	40	40	Printing Press, Printing Press Make-Readies, Zenith Trimmer
53	Royal Vendors	2	\$21,577.50	\$2,308,705.50	0	409	409	Lean Manufacturing
54	Rubberlite, Incorporated	2	\$4,197.50	\$10,042.50	0	91	91	ISO 9001:2000, NFPA-70E
55	SDR Plastics, Inc.	2	\$8,700.00	\$43,326.00	0	54	54	Problem Solving, Principles of Lean Manufacturing (Lean 101), Positive Strategies & Positive Solutions for the Workplace, Principles of 5S, Value Stream Mapping, Pull System/Kanban Training, Train-the-Trainer
56	Sedgwick CMS	1	\$129,920.00	\$344,606.00	105	0	105	Claims Training I, II, III, IV, Claims Assisting, Supervision & Leadership, Claims Handling for Managers.

Summary of GGWFP Projects for Fiscal Year 2008

Number of Companies Served	Company Name	Number of Projects Funded	Total Award	Company Contribution	Employees Trained			Type(s) of Training
					New	Existing	Total	
57	Service Pump & Supply, Inc.	1	\$70,000.00	\$231,600.00	10	60	70	Kaizen Lean Training
58	SimEx, Inc.	1	\$19,132.50	\$84,523.50	0	10	10	Industrial Instrumentation & Electricity, Machine Shop Apprenticeship Program
59	Simonton Building Products Inc.	1	\$60,534.00	\$1,069,563.13	8	144	152	Apprenticeship Training, Urban Equipment Specific Training, HSM/VSM Welding, Machine Operation and Maintenance - ROTOX, Machine Operation and Maintenance - Joseph Machine, Intercept i3 Spacer and Maintenance, Smart i3 Extruder Maintenance, Contour Grid Roll Forming, Cutters and Freefall, Basic Electrical Course, Introduction to PLC, 5S Training & Total Productive Maintenance, Troubleshooting Hydraulic Systems
60	Star Technologies, LLC	1	\$3,688.25	\$12,746.00	0	17	17	ISO 14001:2004 Environmental Management System
61	Sturm, Inc.	1	\$35,075.00	\$46,125.00	0	32	32	Lean Manufacturing -Improve the Sample Process, Lean Manufacturing -Improve the Repair Process, Lean Manufacturing -Setup Reduction, Management Skills for New Managers, Communicating with Diplomacy, Tact & Credibility, Unigraphics Upgrade Training
62	Supresta U.S. LLC	2	\$62,848.50	\$308,300.50	0	132	132	Supervisor Training, Weldng, Operational Excellence, Internal Auditor Training ISO 9001, 105001, OSHA 18001, Arc Flash Electrical Safety, Fundamental Electrical Training, Scaffolding Competent Person, Mobile Crane System
63	Tecnocap, LLC	2	\$35,525.00	\$303,075.00	13	142	155	Machinist Apprentice, Die Setter Apprentice, Electrician Apprentice, ISO 9000:2000 Full Spectrum with Design
64	Touchstone Research Laboratory	2	\$8,250.00	\$116,219.25	0	5	5	FaroArm Setup & Training, FaroArm Quality Software Training, LavVIEW Basics I & II

Number of Companies Served	Company Name	Number of Projects Funded	Total Award	Company Contribution	Employees Trained			Type(s) of Training
					New	Existing	Total	
65	True North Enterprises, LLC	1	\$5,170.00	\$7,848.00	0	7	7	Hands-on Sewing Hi-Gear Fighting Suit
66	USG - United States Gypsum Company	2	\$13,915.06	\$38,007.18	0	10	10	AC Fundamentals, DC Fundamentals, Motors and Controls, Schematics, Transformers, National Electric Code, Instrumentation, PLC
67	West Point Products	1	\$26,250.00	\$300,450.00	0	35	35	Lean Manufacturing
68	Wheeling Island Gaming, Inc.	1	\$45,000.00	\$550,765.00	10	13	23	Table Games Surveillance
69	Williams Lea, Inc.	1	\$40,000.00	\$534,772.00	234	0	234	EDGAR, Microsoft Office Suite, Word Perfect
70	Wincore Window Company, LLC	1	\$2,500.00	\$7,300.00	0	5	5	Deployment of Remote Order Entry (Designer Software)
71	Wolf Run Mining (International Coal Group)	1	\$7,000.00	\$25,430.00	0	24	24	Mine Rescue Training - Sycamore II Mine, Mine Rescue Training - Sentinel Mine
72	Zim's Bagging Company	1	\$70,000.00	\$46,320.00	0	69	69	Kaizen Breakthrough Experience
72	TOTALS:	91	\$2,676,578.76	\$18,550,696.78	2593	4169	6343	

AVERAGE COST PER TRAINEE

	2008	1991-2008
Trainees Trained	7,478	189,219
Project Expenditures	\$1,981,704.58	\$50,662,868.88
Average Cost Per Trainee	\$265.00	\$267.75



APPALACHIAN REGIONAL COMMISSION

Competitive Improvement Program

THE PROGRAM

West Virginia's Competitive Improvement Program (CIP) helps existing West Virginia businesses to stimulate their global competitiveness, as well as address critical work force issues through customized training. This year, program funds assisted 22 West Virginia companies, thereby training 1,272 employees.

FUNDING

Congress established the Appalachian Regional Commission (ARC) in 1965 to support economic and social development in the Appalachian region. ARC funds provide support for the CIP program. The commission is a unique partnership composed of the governors of the 13 Appalachian states and a presidential appointee representing the federal government. Grassroots participation is provided through local development districts – multi-county organizations with boards made up of elected officials, business people and other local leaders.

CIP provides West Virginia with access to financial and technical resources to help build dynamic and self-sustaining economies. Using local training network teams and technical service providers, CIP strengthens and coordinates the delivery of work force assistance.

TRAINING RESOURCES

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

Companies interested in making their processes leaner and aligned with customer needs and obtaining specific industry-recognized certifications that will enable them to become more globally competitive will receive preference. The CIP program also provides basic technology skills-training, tailored to the needs of each business.

PROGRAM BENEFITS

Using CIP funds, 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 program's emphasis on sharing lessons learned by businesses, training providers and technical service providers. The program also uses local professionals whenever possible, keeping investment dollars in the community and guiding the knowledge and capabilities of area providers.

The program increases the retention of businesses and industries while developing world-class, high performance, flexible manufacturers able to compete in a global economy.



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