



ANNUAL REPORT 2011



GOVERNOR'S GUARANTEED WORK FORCE PROGRAM



Investing in West Virginia's Productivity



West Virginia has always been proud of its work force, and with good reason. Businesses operating in our state value our strong work ethic, high productivity and dedication.

To stay competitive in today's global economy, we must invest in developing a skilled and versatile labor force. The Governor's Guaranteed Work Force Program provides new and expanding businesses with technical and financial assistance to train, retrain or upgrade the skills of their employees.

The program emphasizes employee training specifically designed to accommodate the needs of individual employers. To achieve this, the Governor's Guaranteed Work Force Program works closely with education and industry to provide the most advanced knowledge possible to West Virginia's employees.

In fiscal year 2011, the Governor's Guaranteed Work Force Program enabled 11,099 workers to receive training. The state provided \$3.51 million to improve the quality of our work force. Participating companies invested \$35.94 million in cash and in-kind contributions.

Our ability to create and retain high-quality jobs in our state hinges on the investment we make in West Virginia's labor force. 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 work force.

Sincerely,

A handwritten signature in blue ink that reads "Earl Ray Tomblin". The signature is written in a cursive, flowing style.

Earl Ray Tomblin
Governor

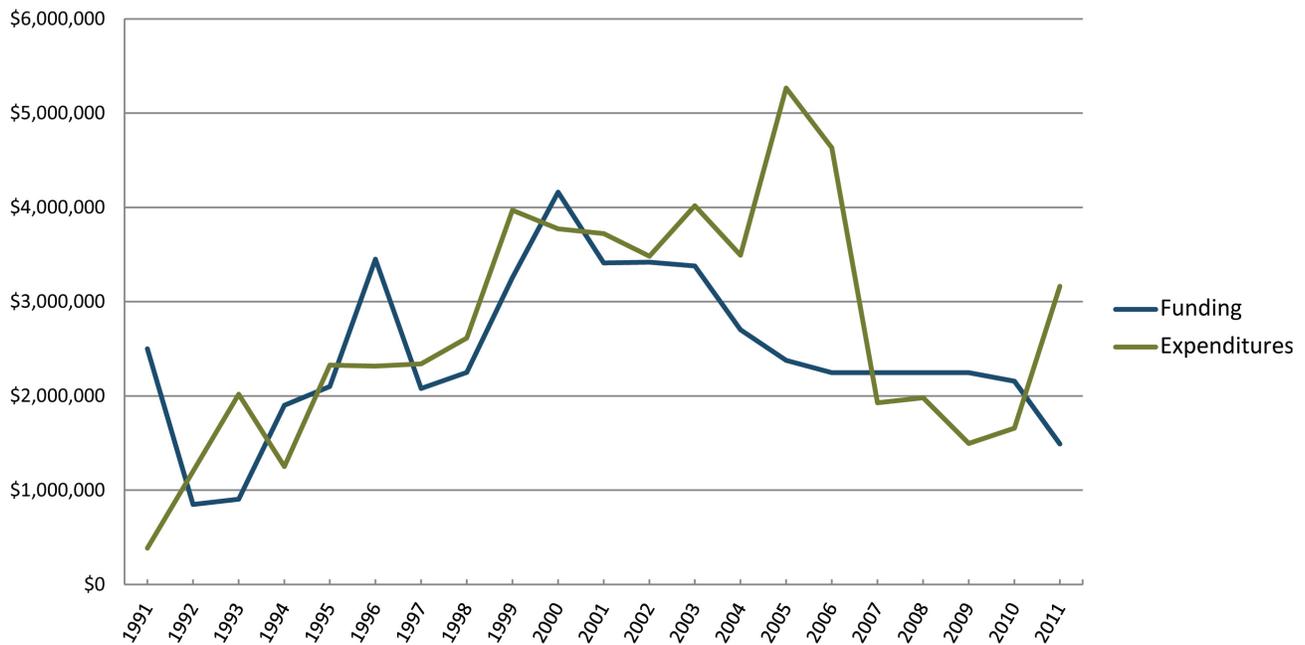
Fiscal Year 2011 Summary

68 total projects funded

56 total Governor's Guaranteed Work Force Program

12 total Competitive Improvement Program (Appalachian Regional Commission)

GGWFP Funding & Expenditures



Training Awards Program

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.

Administered by the West Virginia Development Office, the **Governor's Guaranteed Work Force Program** 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. The **Governor's Guaranteed Work Force Program** has successfully developed long term partnerships with West Virginia training providers, such as community colleges, universities, and public education systems to leverage additional resources and expertise for our West Virginia Businesses. These partnerships ensure the most cost-effective training for our customers.

West Virginia's **Competitive Improvement Program**, 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, thus stimulating their global competitiveness, as well as address critical work force issues through customized work force training.

The **Competitive Improvement 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.

Companies interested in making their processes leaner and aligned with customer needs, obtaining specific industry recognized certifications that will enable them to become more competitive globally will receive preference.

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

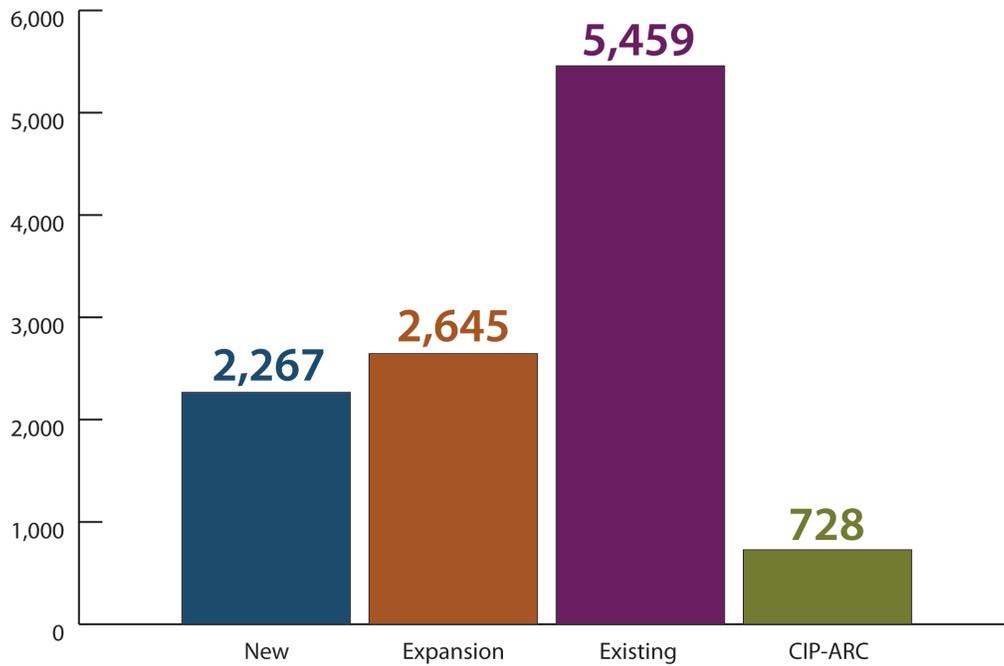
West Virginia benefits through the program's emphasis on sharing lessons learned by businesses, training providers, and technical service providers. As well, this program uses local community colleges, universities, and public education to leverage additional resources whenever possible.

The programs increase the retention of business and industries while developing a world-class, high performance, flexible work force prepared to compete in our global economy.

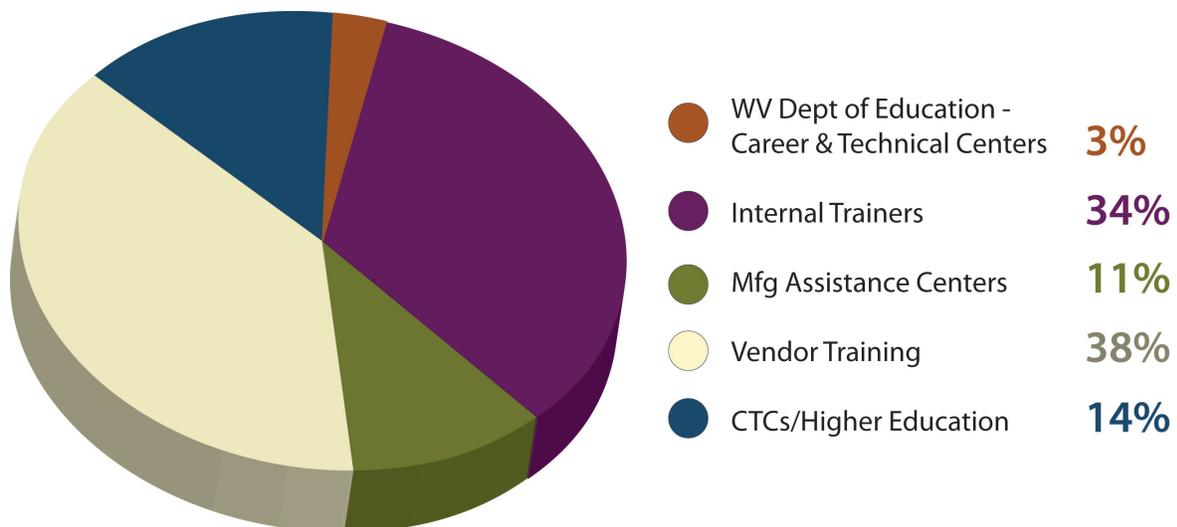


Distribution of Governor's Guaranteed Work Force Program Projects

Work Force Trained by Project Type in 2011



Training Providers Participation



Summary of the Governor's Guaranteed Work Force Program Projects for Fiscal Year 2011

County	Company Name	GGWFP Project Type	Employees Trained			Total GGWFP Training Investment	Total Company Training Investment
			New	Existing	Total		
Putnam	Advanced Technical Solutions	Existing	6	14	20	\$20,518.18	\$42,812.84
Fayette	Adventure Canyon Expeditions	Existing	31	46	77	\$12,863.90	\$13,368.38
Fayette	Adventure West Virginia Resort, LLC	Existing	48	49	97	\$44,021.69	\$11,760.35
Cabell	Alcon Research	Existing	0	330	330	\$20,450.00	\$147,250.00
Mineral	Alliant Techsystems Inc.	Existing	0	83	83	\$54,046.57	\$221,055.20
Fayette	American Canadian Expeditions	Existing	15	15	30	\$2,520.00	\$5,311.31
Hancock	ArcelorMittal Weirton Inc.	Existing	0	931	931	\$139,672.77	\$489,349.38
Roane	Armacell, LLC	Expansion	25	12	37	\$3,432.60	\$4,943.64
Randolph	Armstrong Wood Products	Existing	0	104	104	\$18,250.00	\$111,474.44
Harrison	Aurora Flight Sciences of West Virginia	Existing	0	51	51	\$9,431.94	\$57,528.33
Mineral	Automated Packaging Systems	Expansion	12	24	36	\$15,646.94	\$76,789.47
Raleigh	C.U.E. of West Virginia	Existing	1	11	12	\$2,768.80	\$7,436.08
Morgan	Caperton Furnitureworks, LLC	Existing	0	40	40	\$4,101.57	\$19,396.10
Cabell	Chandler Plywood Products	Existing	2	12	14	\$15,244.00	\$96,521.11
Jefferson	Citizens Telecommunications of West Virginia	New	618	0	618	\$170,813.50	\$490,291.20
Logan	Coal- Mac	Existing	0	21	21	\$4,245.00	\$8,882.38
Monongalia	Coastal Drilling East, LLC	Existing	1	11	12	\$6,000.00	\$15,960.00
Nicholas	Columbia West Virginia Corp dba Columbia Forest Products	Existing	0	34	34	\$14,478.23	\$681.01
Wood	Conley Fabrication	Expansion	10	2	12	\$7,739.60	\$7,453.28
Jackson	Constellium	Existing	0	1085	1085	\$236,859.18	\$1,026,812.78
Jefferson	Dalb, Inc	Existing	0	6	6	\$6,500.00	\$731,307.80
Kanawha	DuPont Agricultural Products	Expansion	16	27	43	\$30,084.00	\$55,727.14

Summary of the Governor's Guaranteed Work Force Program Projects for Fiscal Year 2011

County	Company Name	GGWFP Project Type	Employees Trained			Total GGWFP Training Investment	Total Company Training Investment
			New	Existing	Total		
Wood	DuPont Washington Works	Expansion	35	1494	1529	\$400,530.05	\$1,289,526.84
Hancock	Ergon West Virginia, Inc.	Existing	0	45	45	\$15,185.00	\$40,655.44
Berkeley	Essroc Cement Corporation	Existing	0	151	151	\$120,214.00	\$367,795.89
Wood	Fenton Art Glass Company	Existing	2	1	3	\$6,000.00	\$11,555.45
Harrison	GrafTech International	Existing	0	34	34	\$18,767.50	\$45,767.50
Greenbrier	Greenbrier Hotel Corporation, The	Existing	0	503	503	\$156,987.00	\$1,137,238.92
Hancock	Homer Laughlin China Company	Existing	0	64	64	\$24,330.87	\$238,757.36
Kanawha	IBM (International Business Machines)	Existing	0	624	624	\$146,554.02	\$910,372.32
Wood	K.S. of West Virginia Co. Ltd	Existing	1	2	3	\$7,380.00	\$50,704.30
Harrison	KCI Enterprises, Inc.	Existing	0	37	37	\$2,928.50	\$6,054.09
Tucker	Kingsford Manufacturing Company	Existing	0	116	116	\$10,178.28	\$40,469.74
Kanawha	Kureha PGA, LLC	Existing	0	26	26	\$51,065.53	\$132,237.27
Webster	Leslie Equipment Company	Existing	0	29	29	\$1,782.50	\$4,549.96
Harrison	Medical Action Industries, Inc.	Existing	0	3	3	\$4,360.25	\$7,867.68
Monroe	M-Rock Stone Manufacturing	Expansion	20	31	51	\$65,301.09	\$179,227.65
Roane	Mustang Survival Manufacturing, Inc.	Expansion	100	16	116	\$69,861.00	\$583,536.00
Harrison	Pratt & Whitney Engine Services, Inc.	Existing	0	83	83	\$31,180.43	\$107,774.03
Mason	PTI, Inc.	Existing	0	1	1	\$377.50	\$535.87
Berkeley	Quad Graphics, Inc.	Existing	0	218	218	\$177,312.09	\$1,311,204.80
Fayette	Riverworks, Inc.	Expansion	256	61	317	\$1,290.00	\$3,179.07
Cabell	Rubberlite, Inc.	Existing	8	124	132	\$49,536.79	\$164,261.65
Marion	Ruskin Company	Existing	0	3	3	\$1,477.80	\$1,372.73
Ritchie	Simonton Building Products Inc.	Existing	0	145	145	\$57,461.51	\$1,015,229.33

Summary of the Governor's Guaranteed Work Force Program Projects for Fiscal Year 2011

County	Company Name	GGWFP Project Type	Employees Trained			Total GGWFP Training Investment	Total Company Training Investment
			New	Existing	Total		
Cabell	SMC Electrical Products, Inc.	Existing	0	9	9	\$8,193.00	\$10,929.00
Mercer	T & N Electric Motor Exchange	Expansion	17	13	30	\$30,000.00	\$465,930.00
Jackson	Total Recycling Solutions LLC	Expansion	10	50	60	\$12,860.59	\$188,131.75
Mingo	Tramco Sales & Service	Expansion	18	90	108	\$15,775.25	\$31,978.37
Raleigh	TRG Customer Solutions (Beckley)	New	150	250	400	\$194,623.06	\$1,534,172.64
Kanawha	TRG Customer Solutions (Charleston)	New	700	179	879	\$221,549.85	\$1,820,028.54
Randolph	TRG Customer Solutions (Elkins)	New	300	70	370	\$132,218.70	\$2,390,755.50
Upshur	Wendling's (A.F.) Food Service	Existing	0	72	72	\$54,947.25	\$193,035.65
Braxton	Weyerhaeuser NR Company	Existing	0	145	145	\$57,269.29	\$1,516,243.70
Ohio	Williams Lea, Inc.	Existing	0	66	66	\$88,595.32	\$11,047,809.10
Wood	Wincore Windows & Doors	Expansion	143	163	306	\$87,306.00	\$2,516,165.00
TOTAL:			2545	7826	10371	\$3,163,088.49	\$33,007,165.36



Summary of the Competitive Improvement Program Projects for Fiscal Year 2011

County	Company Name	Employees Trained			Total ARC Training Investment	Total Company Training Investment
		New	Existing	Total		
Harrison	CityNet, LLC	0	5	5	\$5,132.65	\$12,312.00
Berkeley	Ecolab, Inc	0	145	145	\$20,616.40	\$68,589.59
Wood	Hino Motors Manufacturing USA, Inc.	0	100	100	\$12,007.46	\$62,620.00
Hancock	National Church Supply Company, Inc.	4	160	164	\$246,571.50	\$2,464,932.26
Jackson	Star Plastics (Millwood)	0	61	61	\$1,500.00	\$3,725.00
Jackson	Star Plastics (Ravenswood)	0	54	54	\$2,225.00	\$14,320.00
Cabell	SMC Electrical Products, Inc.	10	150	160	\$29,906.69	\$210,680.00
Cabell	TGL Aviation Management, LLC	1	2	3	\$5,855.50	\$41,417.00
Mingo	Unilin Flooring NC LLC	0	10	10	\$13,709.62	\$25,972.78
Ohio	Touchstone Laboratory	0	7	7	\$965.82	\$2,724.82
Monongalia	Pillar Innovations, LLC	0	18	18	\$10,231.00	\$19,710.00
Brooke	Wheeling-Nisshin	1	0	1	\$551.82	\$1,307.82
TOTAL:		16	712	728	\$349,273.46	\$2,928,311.27







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