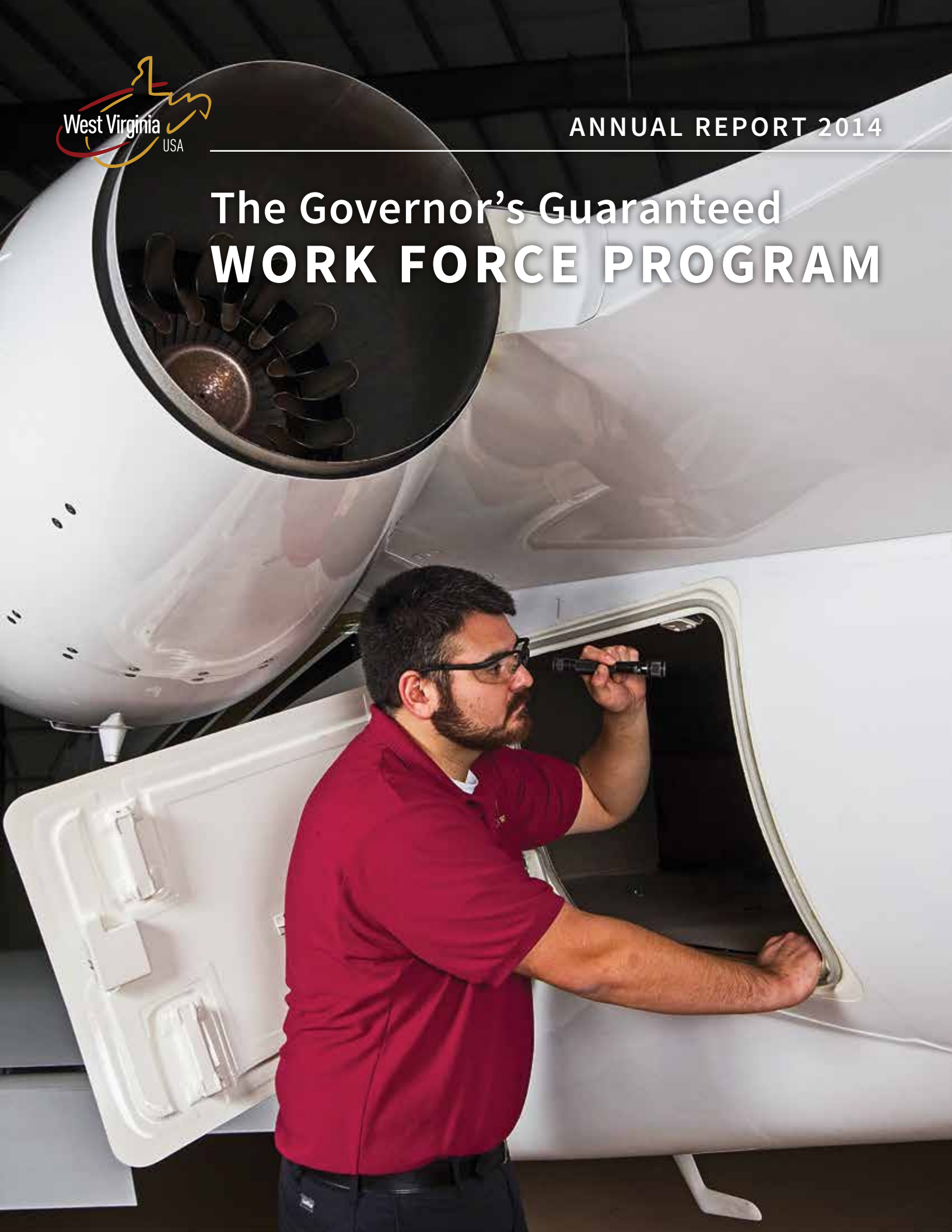
West Virginia USA

ANNUAL REPORT 2014

The Governor's Guaranteed WORK FORCE PROGRAM



Momentive credits

GOVERNOR'S GUARANTEED WORK FORCE PROGRAMS

with success in a global marketplace

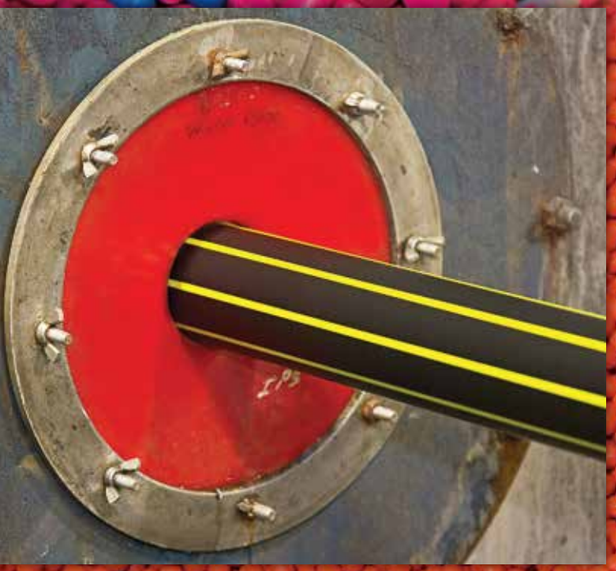
Momentive is proud of its affiliation with the **Governor's Guaranteed Work Force Program**. Its funding has helped West Virginians find quality jobs and has aided Momentive with its goal of maintaining the high quality, world class performance that allows Momentive to compete globally from Friendly, West Virginia.

Quietly nestled on the bluffs above the scenic Ohio River, the Momentive Performance Materials plant has gone about its business of providing high quality specialty chemicals that make everyday life possible — from automobiles and adhesives to construction and electronics. The plant has been serving domestic and global clients for nearly 60 years. Quality, on-time delivery, coupled with operational, safety and environmental excellence, prospered under the watchful eyes of the more than 400 highly skilled Momentive employees.

In 2012, it became apparent that a significant portion of Momentive's highly skilled workforce was ready to transition to the next phase of life…retirement. A site that had enjoyed years of staffing stability was facing the challenge of replacing key members of its elite workforce. While management was happy for those who were making the transition, it fully recognized the abundance of institutional knowledge that was "walking out the door."

The Tyler County site needed to move to a new paradigm; one of recruiting and, more importantly, one of providing training to replace the knowledge base that had become such an intricate piece of the employee/employer business partnership. For a site that competes on a global basis, exporting in excess of 50 percent of its finished goods, training of new employees is a keystone to maintaining the ability to compete globally from Friendly, West Virginia.

With the assistance of the **Governor's Guaranteed Workforce Program**, Momentive was able to provide more trainers to assist newly recruited employees to learn the necessary technical skills. The process taught Momentive team members to be comfortable with their approach and instructors. As an unexpected benefit, the team learned that training and coaching improves morale, enhances productivity, and improves safety and health performance. All are keys to continued success along with the dynamic, committed and capable talent of West Virginians.



Preparing WEST VIRGINIA WORKERS for Global Demands

West Virginia workers have earned a world-class reputation among business and industry both here at home and around the world. With a strong work ethic and exceptional productivity, businesses investing in the Mountain State are noticing the changes we have made to strengthen our workforce.

Our state's labor market continues to seek workers who are highly qualified and skilled for the jobs of today and tomorrow. To remain competitive, we must continue to increase training opportunities available to our state's workers.

The Governor's Guaranteed Work Force Program (GGWFP) enables West Virginia businesses to invest in their workers, equipping them with the skills they need to succeed. GGWFP provides eligible new and expanding companies with technical and financial assistance to train, retrain or enhance the skills of their employees.

During fiscal year 2014, GGWFP provided 42 businesses with funding to deliver specialized training to 5,367 workers. In turn, the state invested more than $940,000 to improve workforce quality, and participating companies invested more than $3.8 million in approved training programs.

The program has been and will continue to be successful because it emphasizes specialized training designed to fit the needs of individual employers, and it works closely with both education and industry leaders to provide cutting-edge skills to our state's workforce.

By investing in our workers, we are strengthening our ability to create and keep quality jobs here in West Virginia, and I look forward to sharing with you the broad portfolio of our lasting partnerships and many successes.

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 funds 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.

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 up to a maximum of $5,000 for pre-approved technology, technical and regulatory compliance training.

Fiscal Year 2014 SUMMARY

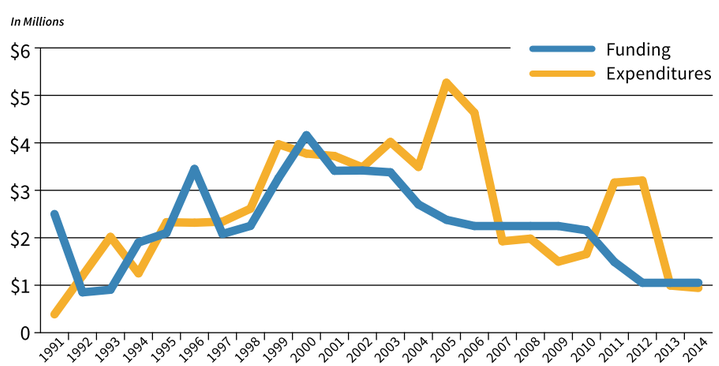
138 total projects funded

42 Governor's Guaranteed Work Force Program

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

16 Competitive Improvement Program (Appalachian Regional Commission)

Governor's Guaranteed Work Force Program FUNDING AND EXPENDITURES*



*FUNDING REFLECTS AWARDS AND ADMINISTRATIVE OPERATING EXPENSES

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.

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, thus stimulating their global competitiveness, as well as address 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, ranging 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. 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 workforce 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, these programs use local community colleges, universities and public education to leverage additional resources whenever possible.

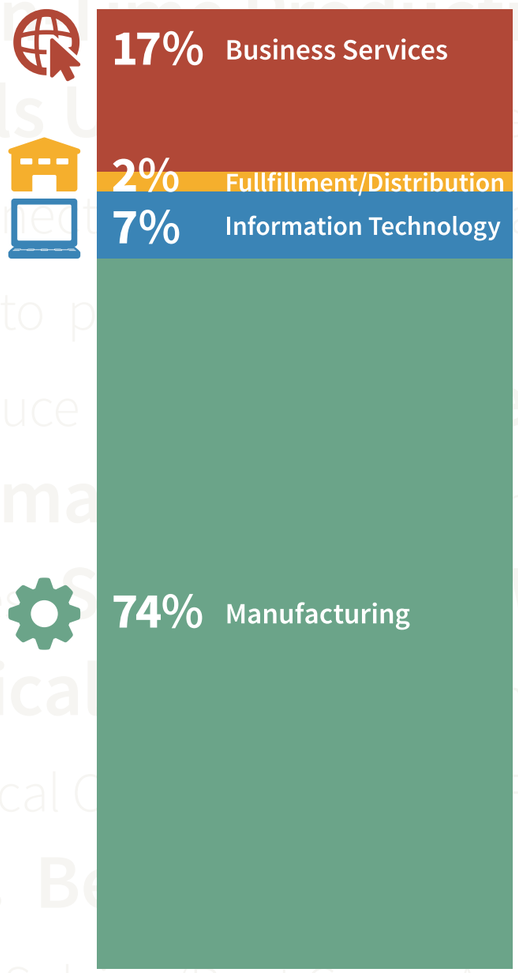
The goal of all three of these programs is to increase the retention of business and industries while developing world-class, high performance, flexible manufacturers able to compete in a global economy.

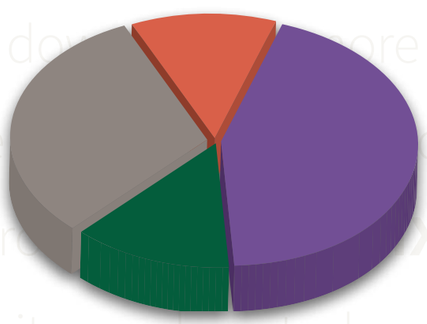
Administered by the West Virginia Development Office, the GGWFP and CIP programs are a catalyst for organizational development that enhances the overall performance of the workforce and provides solutions to complicated human resources issues. The programs build the capacity of each company they assist.

Projects for Fiscal Year 2014

GOVERNOR'S GUARANTEED WORK FORCE PROGRAM

Distribution of 42 PROJECTS by Industry Cluster





Training Providers PARTICIPATION

- Community and Technical Colleges/Higher Education 11%
- Internal Trainers 44%
- Manufacturing Assistance Centers 13%
- Vendor Training 31%

Quad/Graphics

Quad/Graphics, a global printer and media channel integrator founded in Wisconsin in 1971, operates 71 printing plants in the United States, Latin America and Europe, including two in Martinsburg, West Virginia.

Quad/Graphics is the largest private employer in Berkeley County, operating a 1.58-million-square-foot plant that produces catalogs, magazines and retail ad inserts for newspapers, and a 369,000-square-foot book printing plant. The Caperton Boulevard location has almost 1,000 employees and the book plant employs 330 more.

A **Governor's Guaranteed Work Force Program** award helped the plant meet the challenge of quickly training 30 new operators to crew three new production lines.

New equipment was installed in early 2014 after the plant gained a number of new catalog and retail ad insert customers. At Quad/Graphics, a finishing operator position is a skilled position that normally requires anywhere from 12 to 24 months of technical training to achieve proficiency.

The award funded a new, six-month "Fast Track Operator Training" program developed by Quad/Graphics' Technical Training Group, which provides training for employees to prepare them for their jobs and help them advance their careers. The newly hired operators were organized into three groups of 10. Each group worked 40-hour weeks composed of 20 hours of classroom training in the plant and 20 hours working on the production floor. Since each Quad finishing operator is typically assisted on the job by two or more finishing technicians, a semi-skilled position, the program also featured leadership training provided by Quad/Education, the company's internal employee education department, which works closely with the Technical Training Group.

The program's results are so positive that the Technical Training Group, which reviews training priorities and curriculum for each Quad plant annually, is considering it for companywide implementation.

The program delivered an unexpected benefit: an improvement in employee engagement and retention. The program not only trained the new hires to run the new equipment, it quickly created team spirit, which in turn gave them a strong sense of pride and purpose as they prepared themselves to take responsibility to lead other employees in operating a multi-million-dollar production line.

Unilin North America

Mohawk Industries Inc. is the world's largest flooring manufacturer. Unilin is a division of Mohawk Industries, and is headquartered in Dallas, Texas. Unilin, a leader in the laminate, engineered, and solid wood business, operates a solid wood plant in Holden, West Virginia.

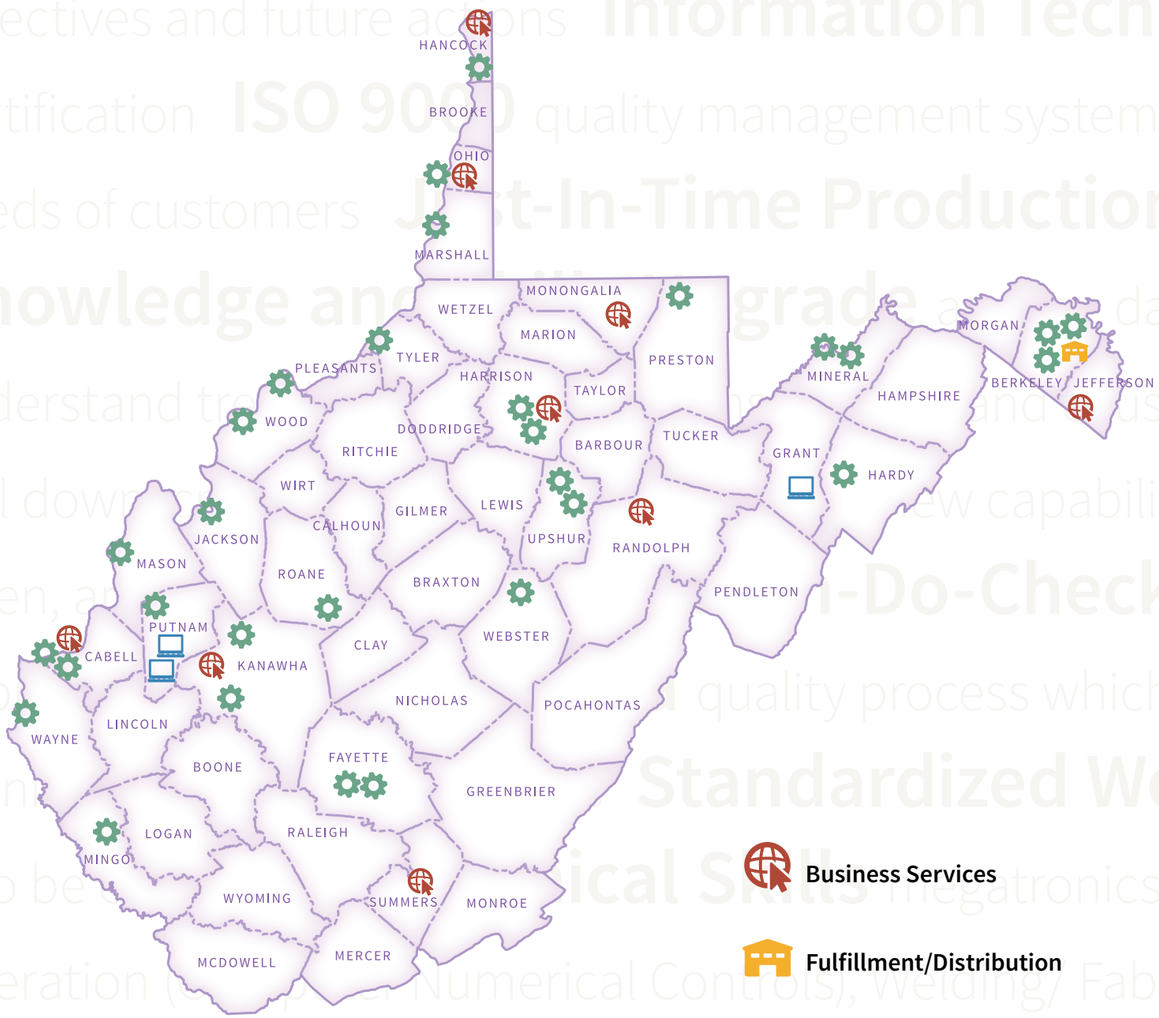
The plant was challenged to increase its productivity due to the growing demand for product. An additional shift of people needed to be hired and trained to meet these demands. At the same time, the company wanted to provide its maintenance team with the latest in technological advancements.

The **Governor's Guaranteed Work Force Program** staff was instrumental in promoting collaboration between state government, education organizations, U.S. Department of Labor and industry.

Through this partnership, Mohawk/Unilin worked with the Robert C. Byrd Institute, Southern West Virginia Community and Technical College and in-house instructors to achieve its goals. All the training is critical to the success of the plant in order for the company to compete in the global market.

Projects for Fiscal Year 2014 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		
Berkeley	Ecolab *Martinsburg*	Existing	3	156	159	$2,021.80	$9,774.52
Berkeley	Essroc Italcementi Group *Martinsburg*	Existing	2	25	27	$15,485.00	$26,947.08
Berkeley	Macy's Corporate Services *Martinsburg*	Expansion	440	337	777	$93,634.37	$239,157.61
Berkeley	Quad/Graphics Inc. *Martinsburg*	Existing	23	1010	1033	$13,500.00	$204,851.84
Cabell	JH Fletcher & Company *Huntington*	Existing	0	54	54	$3,038.75	$15,530.75
Cabell	Rubberlite Inc. *Huntington*	Existing	0	55	55	$28,534.68	$54,335.88
Cabell	TLK LLC *Huntington*	New	292	0	292	$10,090.65	$133,859.06
Fayette	ReMet Products Inc. *Oak Hill*	Existing	2		2	$2,000.00	$5,277.59
Fayette	SanShell Products Inc. *Oak Hill*	Existing	2	0	2	$2,000.00	$5,831.54
Grant	Allegheny Wood Products Inc. *Petersburg*	Expansion	26	5	31	$15,230.00	$40,130.00
Hancock	Ardagh Metal Packaging *Weirton*	Existing	0	30	30	$1,960.00	$9,192.00
Hancock	National Church Solutions *Chester*	Existing	0	114	114	$4,815.00	$9,837.80
Hardy	American Woodmark *Moorefield*	Existing	0	148	148	$22,766.30	$142,114.54
Harrison	Aurora Flight Sciences *Bridgeport*	Existing	0	3	3	$5,367.36	$16,225.04
Harrison	Citynet *Bridgeport*	Existing	0	6	6	$9,250.00	$24,473.00
Harrison	GrafTech International *Anmoore*	Existing	0	184	184	$11,025.49	$47,491.55
Jackson	Total Recycling LLC *Ravenswood*	Existing	0	52	52	$7,336.39	$16,930.74
Kanawha	CDI Corporation *Cross Lanes*	Expansion	28	0	28	$16,413.05	$58,881.05
Kanawha	Gestamp WV *South Charleston*	Expansion	124	166	290	$232,540.88	$380,336.06
Kanawha	NGK Spark Plugs *Sissonville*	Existing	0	51	51	$12,750.00	$48,860.87
Marshall	TecnoCap LLC *Glen Dale*	Existing	0	11	11	$6,776.70	$6,776.70
Mason	ICL-IP *Gallipolis Ferry*	Existing	0	12	12	$6,010.00	$29,276.40
Mineral	Alliant Techsystems (ATK) *Rocket Center*	Existing	0	5	5	$8,940.00	$57,570.00

Projects for Fiscal Year 2014 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		
Mineral	Luke Paper *Piedmont*	Existing	0	14	14	$2,692.98	$17,216.10
Mingo	Unilin North America LLC *Holden*	Expansion	96	21	117	$31,376.00	$320,711.00
Monongalia	Teletech *Morgantown*	Existing	0	518	518	$78,000.00	$562,467.78
Ohio	Pietro Fiorentini (USA) *Wheeling*	Existing	0	6	6	$5,604.00	$13,440.29
Ohio	Williams Lea *Wheeling*	Existing	3	10	13	$15,072.00	$46,937.34
Preston	Pioneer Convenyor *Bruceton Mills*	Existing	0	2	2	$2,000.00	$2,780.00
Putnam	AC&S Inc. *Nitro*	Existing	0	10	10	$1,275.00	$7,506.60
Putnam	Advanced Technical Solutions *Scott Depot*	Existing	0	7	7	$4,500.00	$27,739.82
Putnam	Alpha Technologies Inc. *Scott Depot*	Exiting	0	16	16	$32,000.00	$49,799.00
Putnam	Diamond Electric Manufacturing *Eleanor*	Existing	6	9	15	$1,530.32	$4,226.61
Roane	Barringer Lumber *Amma*	New	16	0	16	$9,150.75	$43,349.09
Summers	PracticeLink *Hinton*	Existing	1	26	27	$7,500.00	$19,769.17
Tyler	Momentive Performance Materials *Friendly*	Existing	28	165	193	$82,176.00	$667,942.39
Upshur	Aqua Transfer & Field Solutions *Buckhannon*	Existing	0	137	137	$31,327.25	$65,261.25
Upshur	Weyerhaeuser NR Company *Buckhannon*	Existing	3	118	121	$48,006.25	$104,357.85
Wayne	Allevard Sogefi USA Inc. *Prichard*	Expansion	105	62	167	$1,612.50	$8,102.83
Webster	Northwest Hardwoods Inc. *Hacker Valley*	Existing	28	13	41	$37,500.00	$128,564.08
Wood	DuPont-Washington Works *Washington*	Existing	0	565	565	$19,098.00	$181,612.64
Wood	Hino Motors Manufacturing USA Inc. *Willamstown*	Existing	0	16	16	$630.00	$1,768.00
		TOTALS	1228	4139	5367	$942,537.47	$3,857,213.46

Macy's

Macy's Inc. is one of the nation's premier retailers, with fiscal 2013 sales of $27.9 billion. Macy's Logistics and Operations is the support organization responsible for the supply chain functions of Macy's Inc. — transporting and distributing merchandise from suppliers to the sales floor, and fulfilling omnichannel customer orders.

The West Virginia fulfillment center opened in 2012 to serve the rapidly growing demand in Macy's direct-to-direct customer business nationwide. State-of-the-art conveyor systems are pushed to their maximum operating capability during special sales events and peak holiday season. The leadership team identified the need for additional training in systems monitoring, issues detection and issues resolution for 17 engineering and maintenance associates and the process improvement executive.

The **Governor's Guaranteed Work Force Program** award allowed Macy's to collaborate with two external companies to provide hands-on training for the sortation, operating and controls systems for optimal system performance during peak usage periods.

The engineering associates' enhanced confidence ensured smooth operations with minimum impact and downtime of systems, resulting in increased production and improved customer service. Overall in FY 2014, Macy's West Virginia fulfillment center conducted 142 training sessions of 3,193 hourly associates and executives with assistance from the **Governor's Guaranteed Work Force Program** award.

Weyerhaeuser

The Weyerhaeuser Buckhannon, West Virginia, plant was built in 1994 and began operation in 1995. The Buckhannon plant is the world's largest only combination engineered wood products facility producing both Microllam LVL and Parallam PSL. The plant was strategically located to complement distribution to markets and utilize raw material from a 150-mile radius while creating a large number of jobs in the time and transportation business.

"The **GGWFP** has assisted our mill in many ways. For example, we needed certified boom truck operators to operate a Weyerhaeuser-owned boom truck on-site. The main purpose of the training was to gain certification for boom truck operations. The training was very effective; we now have the ability to operate our boom truck with our own associates; not only that, our associates now have increased knowledge and skills around rigging."

As a company, we struggle with trying to find the right training for our maintenance associates. Once we find the training we then have to put together a plan for funding. The **GGWFP** was really beneficial in this area. For example, we needed training due to the difficulty of finding qualified millwrights for our facility. This training has increased the overall knowledge of our maintenance team. This training has allowed us to put two machine centers into a precision maintenance running state, and because of that, we have saved $20K in annual electrical and reliability cost.

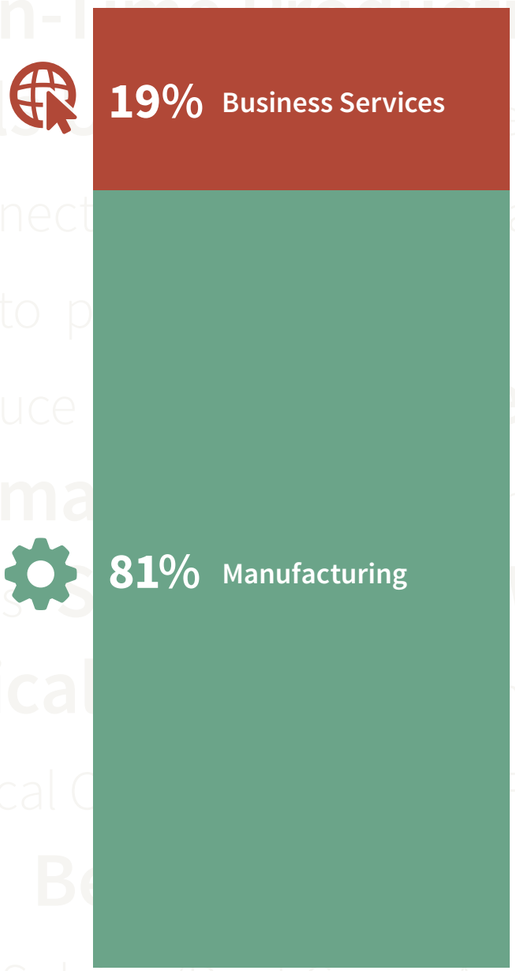
Safety is one of our core values. Training was designed to improve safety culture and create an incident-free environment through associate involvement and the courage to intervene with recognized safety-related opportunities. The training has served its purpose and we continue to move in the right direction. The courage to intervene training has put the mill on a path to develop a strong safety culture that is value-based and principle-centered.

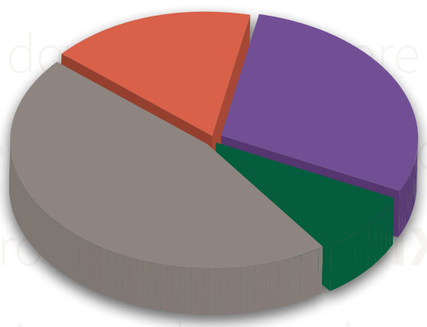
"The funds received from **GGWFP** have allowed our plant to become more competitive by increasing the skills of our employees through much-needed training and investing in our community by hiring local talent. Thank you for your support and we will continue to be strong advocates of this program."

Projects for Fiscal Year 2014 continued ...

COMPETITIVE IMPROVEMENT PROJECTS *funded by the Appalachian Regional Commission*

Distribution of 16 PROJECTS by Industry Cluster





Training Providers PARTICIPATION

- Community and Technical Colleges/Higher Education 17%
- Internal Trainers 29%
- Manufacturing Assistance Centers 8%
- Vendor Training 46%

Flying W Plastics Inc.

Flying W Plastics Inc. is a West Virginia-based manufacturer of polyethylene pipe products for water, gas, oil, sewer, geothermal and conduit applications. Established in 1984, Flying W Plastics Inc. services a broad industry base, including oil and gas, municipal and industrial, telecommunications, commercial and residential, construction, and more. They attribute their success to commitment to excellence, not only in the products they manufacture, but also in the service provided to customers.

With success comes expansion. The addition of new buildings and production lines meant Flying W Plastics needed to update its emergency action plan. With funding from the **Governor's Guaranteed Work Force Training Program**, an experienced trainer provided support for this important task. Knowing what to do in any type of crisis and having everyone on the same page is crucial when there are numerous people working together. The site updated its emergency response program and provided employees with hands-on training as to what to do in any emergency.

Advanced Technical Solutions

Advanced Technical Solutions was started 1999 by brothers Gary and Brian Sims. The central theme of the company has always been "Providing Network Solutions That Work." With this mindset the company provides a wide range of technology solutions to business within the state and many outside the state. It was realized early on in the business that a well-trained and diversified workforce was essential to not only the success of the business but the ultimate satisfaction of the customer. Over the years Advanced Technical Solutions has worked with the **Governor's Guaranteed Work Force Program** to train individuals in new technologies and to keep current with existing ones.

Northwest Hardwoods

Northwest Hardwoods produces hardwood lumber for the furniture and flooring industries.

In response to growing demand, Northwest Hardwoods decided to add a second shift at its Hacker Valley facility. With many long-term experienced employees on the first shift, the leadership team was concerned it might have trouble finding experienced employees for the expansion project.

By working with the **Governor's Guaranteed Work Force Program**, the team realized they could use in-house trainers to develop a training program to onboard new employees safely and within the project deadline.

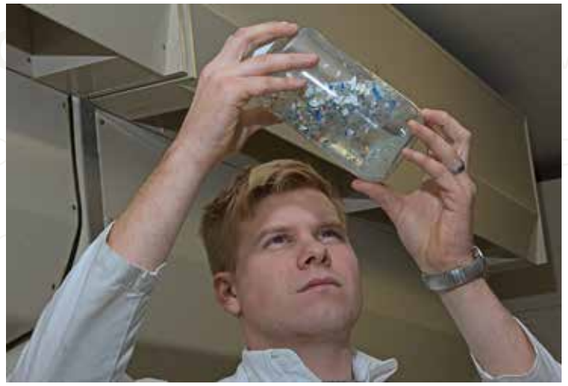
Projects for Fiscal Year 2014 continued ...

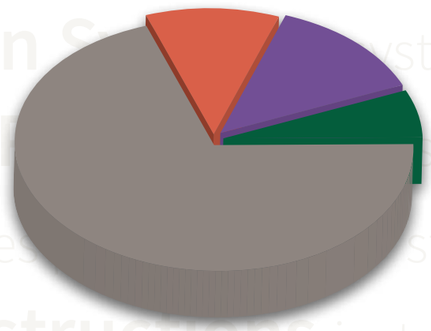
COMPETITIVE IMPROVEMENT PROJECTS *funded by the Appalachain Regional Commision*

County	Industry Type/ Company Name/ Location	Employees Trained New	Employees Trained Existing	Employees Trained Total	TOTAL ARC Investment	TOTAL Company Investment
Berkeley	Variform Inc. *Martinsburg*	0	4	4	$2,374.67	$3,778.63
Cabell	Hercules International Inc. *Huntington*	4	2	6	$3,000.00	$4,550.00
Cabell	TLK Group LLC *Huntington*	192	136	328	$7,625.00	$78,110.56
Gilmer	Flying W Plastics Inc. *Glenville*	0	64	64	$1,665.00	$2,433.00
Grant	Allegheny Wood Products International Inc. *Petersburg*	0	12	12	$768.75	$5,619.31
Hardy	American Woodmark Corporation *Morefield*	0	450	450	$46,065.70	$64,501.68
Jackson	Constellium Rolled Products Ravenswood LLC *Ravenswood*	0	87	87	$2,300.00	$17,674.00
Jefferson	Automated Merchandising Inc. *Kearneysville*	0	15	15	$2,257.72	$4,808.55
Jefferson	Summit Point Raceway Associates Inc. *Summit Point*	192	136	328	$10,490.13	$27,327.08
Marion	Extreme Plastics Plus Inc. *Fairmont*	14	9	23	$2,873.92	$12,332.92
Mercer	T & N Electric Motor Exchange Inc. *Bluefield*	0	20	20	$16,000.00	$289,492.10
Monongalia	Action Facilities Management Inc. *Morgantown*	0	24	24	$10,500.00	$14,046.00
Raleigh	Klockner Pentaplast of America Inc. *Beaver*	0	66	66	$5,778.00	$16,483.00
Tyler	Aleris Recycling Inc. *Friendly*	0	8	8	$3,290.00	$6,337.00
Tyler	Momentive Performance Materials Inc. *Friendly*	1	28	29	$101,295.00	$440,594.46
Tyler	Sistersville Tank Works Inc. *Sistersville*	0	27	27	$8,716.11	$12,142.91
	TOTALS	403	1088	1491	$225,000.00	$1,000,231.20

Projects for Fiscal Year 2014 continued ...

SMALL BUSINESS WORK FORCE

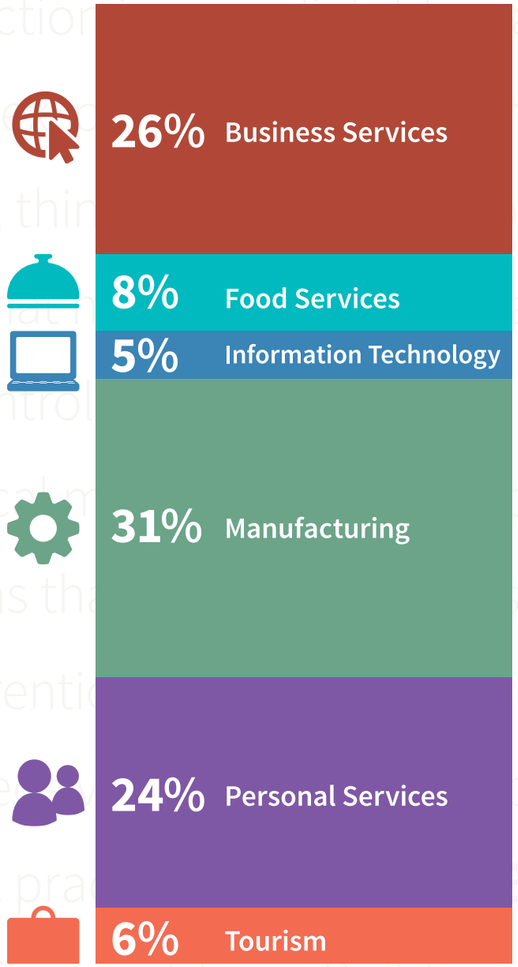




Training Providers
PARTICIPATION

- Community and Technical Colleges/Higher Education 11%
- Internal Trainers 13%
- Manufacturing Assistance Centers 6%
- Vendor Training 70%

Distribution of
80 PROJECTS
by Industry Cluster



Projects for Fiscal Year 2014 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		
Berkeley	Anvil Works LLC *Hedgesville*	0	3	3	$450.00	$150.00
Berkeley	Chem-Pak Inc. *Martinsburg*	0	1	1	$1,078.87	$899.61
Berkeley	Innovative Homes LLC *Falling Waters*	0	1	1	$1,954.05	$651.36
Berkeley	JTB Machining LLC *Hedgesville*	0	1	1	$1,050.00	$512.00
Berkeley	Strategic Resolution Experts Inc. *Martinsburg*	0	2	2	$2,418.30	$2,276.27
Berkeley	SVB Food & Beverage Company *Martinsburg*	0	12	12	$5,000.00	$6,622.60
Cabell	Atkins Home Inspections & Services LLC *Ona*	1	0	1	$1,376.00	$2,530.10
Cabell	Atkins Investigations LLC *Ona*	0	1	1	$1,259.00	$2,140.00
Cabell	Co-Ex Plastic Tooling Inc. *Milton*	1	3	4	$1,530.00	$914.00
Cabell	Hercules International Inc. *Huntington*	0	19	19	$5,000.00	$27,097.40
Cabell	Mullarky Inc. dba Lattas *Huntington*	0	6	6	$3,412.00	$2,979.84
Cabell	Profit Plus LLC *Ona*	0	1	1	$436.46	$420.00
Cabell	Star Technologies LLC *Huntington*	0	1	1	$5,000.00	$4,700.00
Cabell	TGL Aviation Management LLC *Ona*	0	1	1	$5,000.00	$4,512.00
Cabell	The Learning Station *Barboursville*	0	2	2	$3,562.00	$1,188.00
Cabell	United Mountaineer Machine LLC *Barboursville*	0	2	2	$2,964.38	$2,848.12
Fayette	American Canadian Expeditions LTD *Oak Hill*	14	10	24	$2,907.56	$4,360.26
Fayette	Beauty Mountain Studio *Fayetteville*	0	1	1	$1,390.00	$463.00
Fayette	Elliptio LLC *Fayetteville*	0	3	3	$5,000.00	$6,190.00
Fayette	Marathon Bicycle Company LLC *Fayetteville*	0	2	2	$1,195.83	$818.61
Fayette	Riverworks Inc. *Oak Hill*	1	1	2	$213.00	$263.70
Grant	Central Tie and Lumber Company Inc. *Petersburg*	16	0	16	$5,000.00	$55,226.00
Greenbrier	Greenbrier Communications Inc. *Lewisburg*	0	1	1	$2,883.00	$1,557.00
Harrision	Compton Metals Inc. *Clarksburg*	0	2	2	$3,499.00	$2,432.20
Harrison	Absolute Service Construction Inc. *Clarksburg*	0	2	2	$3,750.00	$1,250.00
Harrison	Allegheny Science and Technology *Clarksburg*	2	0	2	$1,942.00	$3,109.76
Harrison	Engine & Airframe Solutions LLC *Bridgeport*	0	1	1	$5,000.00	$7,197.42
Jackson	Appalachian Distillery LLC *Kenna*	0	1	1	$4,237.29	$1,812.43
Kanawha	Amy Williams Wellness *Charleston*	0	1	1	$4,999.88	$9,453.95
Kanawha	April's Kitchen LLC *Charleston*	0	2	2	$3,225.06	$1,709.01
Kanawha	Canterbury Strategies LLC *Charleston*	0	2	2	$5,000.00	$2,488.00
Kanawha	CFWV LC dba CrossFit WV *Charleston*	0	1	1	$1,051.00	$865.80
Kanawha	David's Continuous Gutter Inc. *Charleston*	1	1	2	$2,302.00	$1,033.92
Kanawha	Eats of Eden Ltd *Charleston*	0	1	1	$1,693.31	$2,544.43

Projects for Fiscal Year 2014 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	Grant Advantage (The) LLC *Charleston*	0	1	1	$3,260.00	$1,648.56
Kanawha	Infinity Transport *Charleston*	2		2	$5,000.00	$3,190.00
Kanawha	Kerry Fabulous *Charleston*	0	1	1	$1,298.18	$432.73
Kanawha	Kinder Books & Tax *Charleston*	0	1	1	$5,000.00	$2,470.00
Kanawha	Lifespring Yoga & Wellness *Charleston*	0	1	1	$3,226.00	$2,261.76
Kanawha	Ms Groovy LLC *Charleston*	8	0	8	$2,475.00	$5,577.00
Kanawha	Precision Pump & Valve Service Inc. *Cross Lanes*	19	16	35	$2,565.00	$7,231.62
Kanawha	The Dressmaker's Closet LLC *Charleston*	3	1	4	$1,068.19	$2,436.06
Kanawha	West Virginia Cheer Academy LLC *Elkview*	3	0	3	$5,000.00	$4,940.00
Lewis	Hillbilly Proud Productions *Jane Lew*	0	3	3	$3,937.00	$2,063.00
Lewis	HK Engine Components LLC *Weston*	0	39	39	$5,000.00	$10,978.20
Lewis	Starett's Well Service LLC *Jane Lew*	0	7	7	$918.75	$1,194.25
Marion	Healthcare Management Solutions LLC *White Hall*	0	7	7	$3,885.00	$21,073.50
Marion	Sunbeam Child Care LLC *Fairmont*	0	15	15	$4,112.23	$12,227.39
Marion	TMC Technologies of WV Corp *Fairmont*	0	2	2	$937.50	$2,235.70
McDowell	Ashland Scenic Campground LLC *Norfork*	4	12	16	$5,000.00	$4,975.18
Mercer	Tabor Machine Company LLC *Princeton*	0	20	20	$337.00	$563.00
Mineral	ThermoGauge Instruments Inc. *Fort Asby*	2	2	4	$3,123.17	$3,191.05
Monongalia	Double Dutch Confections *Morgantown*	0	1	1	$337.50	$225.00
Monongalia	Industrial Maintenance Solutions LLC *Morgantown*	0	1	1	$1,046.25	$796.75
Monongalia	Mills Group LLC *Morgantown*	0	24	24	$4,200.00	$4,553.02
Morgan	Country Inn of Berkeley Springs LLC *Berkeley Springs*	0	7	7	$2,512.00	$1,417.85
Nicholas	Advantage Precision Products LLC *Summersville*	0	8	8	$4,999.44	$4,480.55
Ohio	AM Architecture *Triadelphia*	0	1	1	$450.00	$750.00
Ohio	Direct Online Marketing LLC *Wheeling*	0	10	10	$3,990.51	$3,016.79
Ohio	McKinley & Associates Inc. *Wheeling*	0	17	17	$4,800.00	$8,793.38
Ohio	Pietro Fiorentini (USA) Inc. *Wheeling*	0	1	1	$5,000.00	$5,568.09
Preston	Pioneer Conveyor LLC *Bruceton Mills*	0	1	1	$5,000.00	$19,271.70
Preston	Preston Machine Inc. *Kingwood*	0	1	1	$1,125.00	$375.00
Preston	Summit Health Care Inc. *Terra Alta*	0	4	4	$1,779.10	$2,380.62
Putnam	Advanced Technical Solutions LLC *Scott Depot*	0	27	27	$5,000.00	$12,058.20
Putnam	Beacon Home Inspection Services LLC *Culloden*	0	2	2	$3,918.43	$5,556.14

Projects for Fiscal Year 2014 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	Island Teriyaki LLC *Winfield*	0	1	1	$4,620.00	$2,630.00
Putnam	Netranom Communications Inc. *Hurricane*	0	1	1	$5,000.00	$3,140.00
Putnam	Sunflower Herbals *Hurricane*	0	3	3	$4,106.93	$4,268.97
Putnam	VAM Tobacco Inc. *Hurricane*	0	4	4	$906.30	$542.10
Putnam	Warehouse Kids LLC *Hurricane*	0	2	2	$952.41	$317.47
Raleigh	Hughes Supply Company *Beckley*	0	3	3	$3,690.71	$3,225.65
Randolph	Cimarolli Forestry and Wildlife *Elkins*	0	1	1	$566.85	$2,708.95
Summers	MountainPlex Properties LLC *Hinton*	0	8	8	$4,398.00	$4,147.36
Taylor	Champion Brake and Driveshaft Inc. *Grafton*	0	2	2	$2,871.78	$2,489.81
Tucker	Canaan Valley Lawn and Landscape *Canaan Valley*	0	1	1	$1,073.59	$957.86
Tucker	East-West Printing Inc. *Davis*	0	4	4	$2,250.00	$1,250.00
Tucker	PIMBY Energy LLC *Thomas*	0	2	2	$2,200.70	$7,348.57
Tucker	TipTop Thomas *Thomas*	0	1	1	$408.12	$136.04
Wetzel	Bee Electric LLC *New Martinsville*	0	1	1	$4,649.81	$6,078.15
	TOTALS	77	355	432	$234,776.44	$360,389.81

Engine & Airframe Solutions Worldwide

Since its inception in 2006, Engine & Airframe Solutions Worldwide LLC (EASW) has become a key provider of scheduled inspections and maintenance to a fleet of fractionally-owned business jets operated around the world and also provides 24/7 Aircraft on Ground (AOG) support to same.

It was difficult finding personnel with the qualifications and experience required to perform maintenance and inspections on a wide variety of aircraft and aircraft engines. Even though all the personnel brought into EASW were Federal Aviation Administration, Airframe & Powerplant Certificated personnel, EASW had to provide in-house and factory training to bring the personnel up to the experience and knowledge level that was required to meet EASW and customer requirements.

The training received from Flight Safety International, Pratt & Whitney Canada and the Robert C. Byrd Institute was very effective. It allowed EASW trainees to gain the knowledge on current and new products, thus allowing the company to increase its product and customer base, as well as meet the very stringent training requirements required by the FAA. This has allowed EASW to grow and hire several new employees over the past two years and to offer additional positions to two new technicians, bringing the total to 17 full-time technicians and five part-time technicians.

Because of the **Governor's Guaranteed Work Force Program** support, which helped to send technicians to the highly specialized aviation maintenance training, the levels of expertise and job growth at the company have increased. EASW can say without any reservation that assistance from the **Governor's Guaranteed Work Force Program** has helped in increasing customer and product base, while hiring new local West Virginia technicians — both experienced and newly graduated technicians from the Robert C. Byrd National Aerospace Education Center.

"Our recommendations would only be to continue to help West Virginia businesses by providing training assistance to companies as you have for EASW."

Edward F. Waske, Jr.
Accountable Manager
ENGINE & AIRFRAME SOLUTIONS WORLDWIDE

Governor's Guaranteed Work Force Program

Sampling of TRAINING COURSES 2014

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
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 *(Operations Management)*
Leadership *(Developing Frontline Supervisors)*
Lean Procedures
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 *(Programming)*
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)*
Well Servicing
XFL 235 Assy
ZFAS-U2 Training

"The training programs delivered through the **GOVERNOR'S GUARANTEED WORK FORCE PROGRAM SMALL BUSINESS WORK FORCE DEVELOPMENT** are an investment in the future of Ashland Scenic Campground LLC. Effectiveness is documented by past performance. Historically, we can document that the award we received this past year helped us achieve: record income, profit, employee bonus, and an 'A'-rated campground by GuestReview based on exit surveys of guests. In addition, this has allowed the campground to continue to expand and hire more staff. **The GGWFP has enabled us to make a huge economic impact locally and for the state of West Virginia.**"

Tara C. Elder
Director of Resort Development
ASHLAND RESORT

West Virginia USA

West Virginia Development Office
State Capitol Complex • Building 6, Room 504
Charleston, West Virginia 25305

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