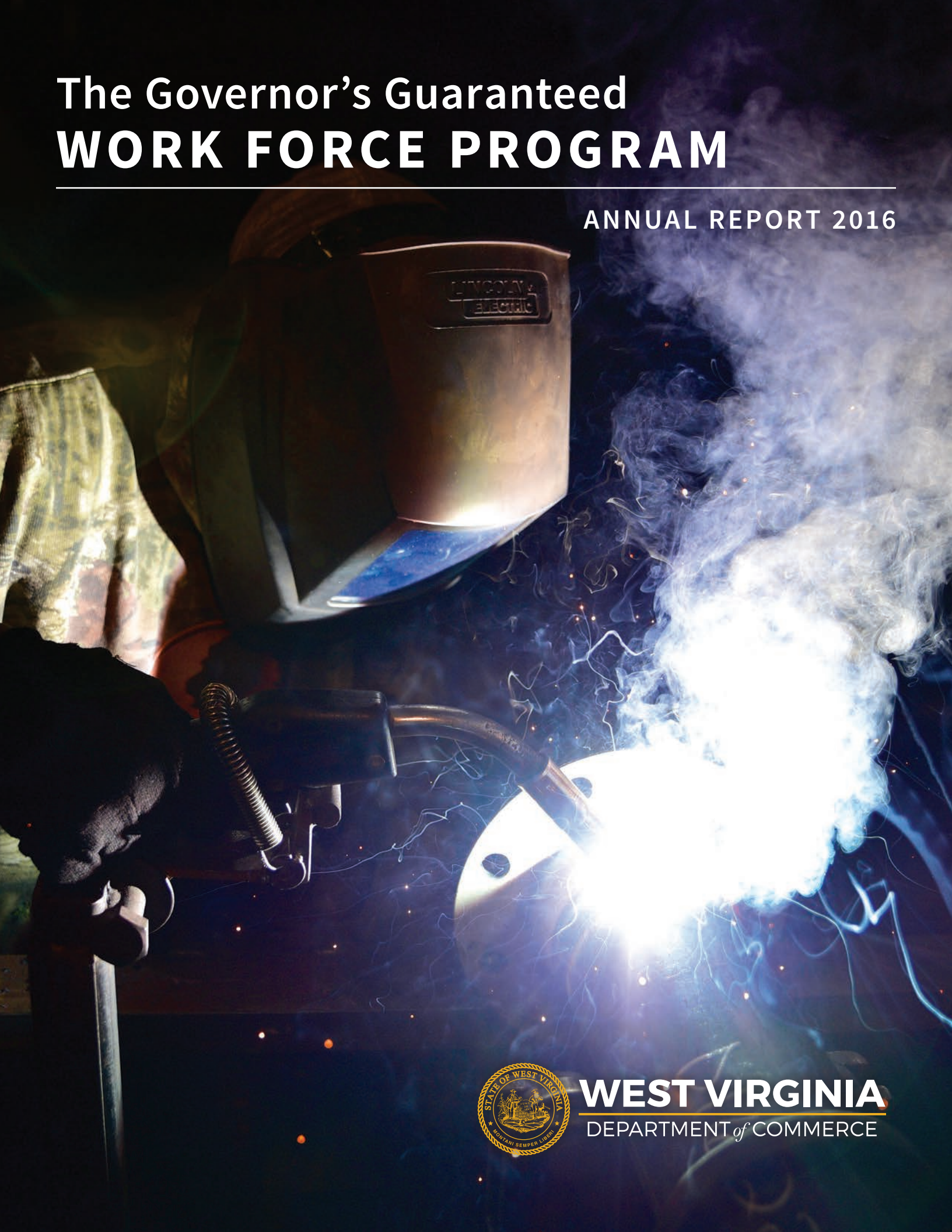
The Governor's Guaranteed
WORK FORCE PROGRAM

ANNUAL REPORT 2016



WEST VIRGINIA
DEPARTMENT *of* COMMERCE

PROVIDING WEST VIRGINIA

with a competitive, skilled workforce

AS OUR STATE'S 36TH GOVERNOR, I am eager to make workforce development a continued priority for West Virginia. It is so important to train our workforce with the right skillset to aid our state's economy and global competitiveness. I look forward to building on the success of the Governor's Guaranteed Work Force Program, and thank Governor Tomblin for his dedication to training West Virginia's workforce.

The Governor's Guaranteed Work Force Program provides education and skills to our workforce that help attract the jobs we want and keep the jobs we have. Continuing to offer companies access to customized training programs gives West Virginia the ability to compete for global leaders.

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

I am happy to share highlights and other accomplishments in the 2016 Governor's Guaranteed Work Force Program annual report.

Sincerely,

Jim Justice
Governor

WEST VIRGINIA'S WORKERS:

Advancing skills for the changing workplace

DURING MY YEARS as legislator and as governor, I have made workforce development a priority for our state. A workforce with the right skills strengthens the state's economy and the ability of West Virginia businesses to compete in the global marketplace. By offering companies access to training resources, West Virginia continues to attract and retain global leaders such as Procter & Gamble, Macy's, Amazon.com and Toyota. Companies that create and retain good jobs support West Virginia families and communities.

The Governor's Guaranteed Work Force Program helps close the skills gap and serves as an important incentive for attracting new and retaining existing businesses. The program does that by putting training costs and resources within the financial reach of West Virginia's businesses, big and small.

Here's how it works: The program reimburses eligible companies for a portion of their pre-approved training costs. The companies create at least 10 new jobs within 12 months. The level of funding is based on wages, location, the number of trainees and other factors. The Governor's Guaranteed Work Force Program limits awards up to $2,000 or less per trainee.

During fiscal year 2016, the Governor's Guaranteed Work Force Program provided 37 businesses with funding to deliver customized training to 4,417 workers. Our investment of $932,420.04 to improve workforce quality was enhanced by participating companies which invested more than $4.4 million in approved training programs.

The Governor's Guaranteed Work Force Program pays off with a more skilled, productive and safer workforce. By helping West Virginia companies compete, the training support program helps grow and sustain jobs in the state.

A strong work ethic, high productivity and pride in a job well done are part of the Mountain State's cultural heritage. In today's economy, that West Virginia can-do spirit must be connected to education and in-demand skills. West Virginia's workers and businesses make that connection with the support of the Governor's Guaranteed Work Force Program.

I am proud to share with you in this report the facts and figures of the year's efforts, as well as the stories of businesses finding success because of the collaborative solutions we are developing.

Sincerely,

Earl Ray Tomblin
Governor

West Virginia's TRAINING AWARDS Programs

HIGHLIGHTS

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THE GOVERNOR'S GUARANTEED WORK FORCE PROGRAM plays a vital 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.

Eligibility for funding awards includes new and expanding companies, small businesses and existing businesses with training needs. Overall funding levels are based on wages and benefits, location of the facility, number of employees, and number of individuals to be trained.

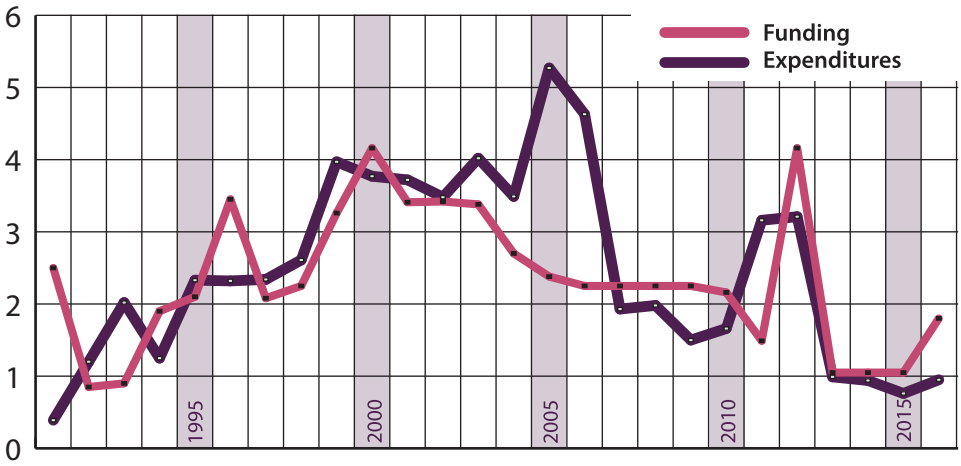
The program creates a competitive edge by providing access to quality training while raising the skill level of West Virginia's small business workforce. Small businesses eligible for this program may receive up to 75 percent of actual training cost up to a maximum of $5,000 for pre-approved technology,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

West Virginia businesses that may not be in a hiring mode can apply for funding awards to train and/or retrain their employees, thus stimulating their global competitiveness, as well as address critical issues through customized workforce training. The 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.

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.

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.

Governor's Guaranteed Work Force Program
FUNDING AND EXPENDITURES*



*FUNDING REFLECTS AWARDS AND ADMINISTRATIVE OPERATING EXPENSES

In 2016, more than $1.4 million of state and grant funds were invested in the Governor's Guaranteed Work Force Program, with an additional $4.6 million invested by participating companies. Investments of this magnitude help to create a more highly skilled workforce.

The **Governor's Guaranteed Work Force Program** is administered by the West Virginia Development Office. Funding for the program is secured from three sources:

- General Revenue Fund
- Federal Appalachian Regional Commission Grant
- General Revenue Re-appropriated Funds

Eligible companies are provided the same opportunity to apply for training, but for the purpose of this report, they are categorized by funding source.

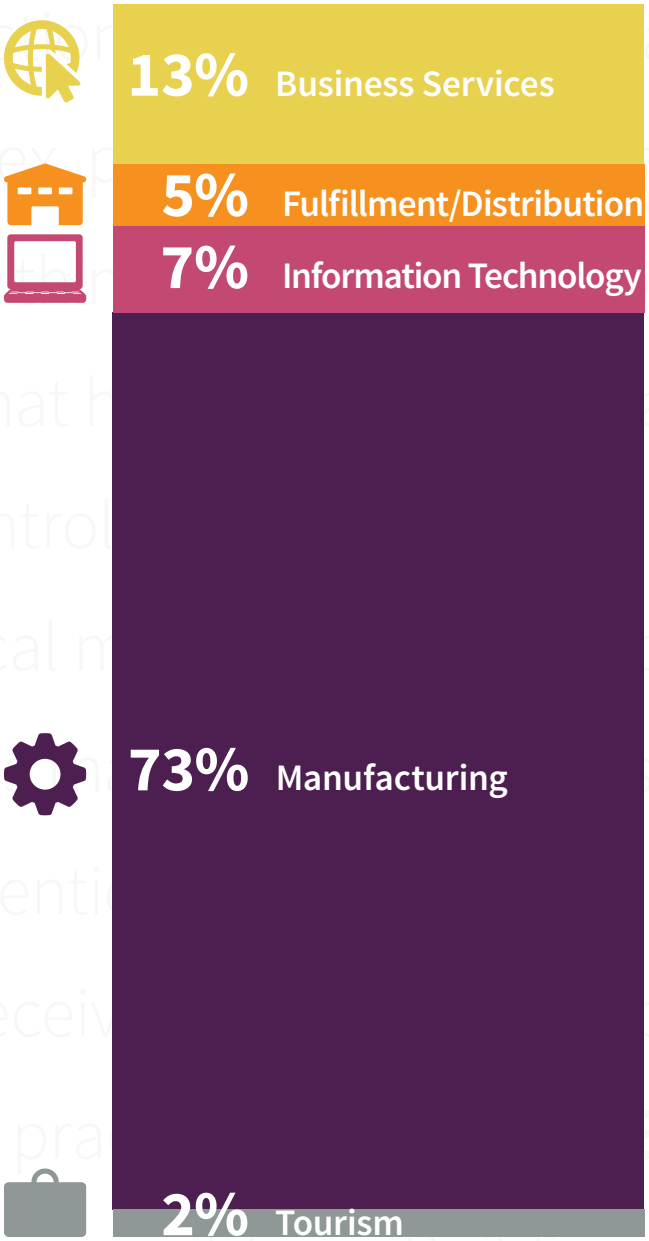
Fiscal Year **2016**
SUMMARY

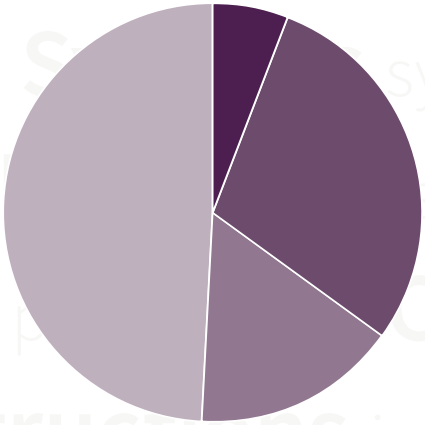
Program	Funding	Number of projects funded	Total Investment	Total Company Investment
Governor's Guaranteed Work Force Program	General Revenue Fund	38	$932,420.04	$3,547,203.30
Competitive Improvement Program	Federal Appalachian Regional Commission	16	$200,000.00	$755,271.69
Small Business Work Force Training Program	General Revenue Re-appropriated Funds	92	$275,969.92	$373,117.14
	TOTALS	**146**	**$1,408,389.96**	**$4,675,592.13**

Projects for Fiscal Year 2016

GOVERNOR'S GUARANTEED WORK FORCE PROGRAM

Distribution of 38 PROJECTS by Industry Cluster





Training Providers PARTICIPATION

- Community and Technical Colleges/Higher Education 6%
- Internal Trainers 29%
- Manufacturing Assistance Centers 16%
- Vendor Training 49%

Allevard Sogefi USA Inc.

[CASE STUDY]

SOGEFI GROUP is a leading global supplier of original parts for the automotive industry, with more than 35 years' experience. Sogefi designs, develops and produces filtration systems and flexible suspension components as well as air management and engine cooling systems. Through its strong commitment to research, Sogefi Group continuously improves its components with technological developments across all product sectors, optimizing performance in terms of life cycle, effectiveness, size, weight and environmental compatibility.

Over the years, Sogefi's growth strategy has been to become an international leader in the automotive components industry. By gaining strategic strength through acquisitions and organic growth in both mature markets and new emerging markets, Sogefi has demonstrated a strong ability to integrate diverse cultures, technologies and markets.

Sogefi S.p.A. is listed on the Milan Stock Exchange in the STAR segment and is a partner to the world's leading manufacturers of cars, commercial vehicles and earth-moving equipment. Today, it has a commercial presence in 21 countries on four continents, with 42 manufacturing sites and 16 sales offices.

"For more than 20 years workforce training has been a key enabler for our growth and our ability to perform complex engineering challenges."

Craig W. Hartzell, President and CEO

Azimuth Inc.

[CASE STUDY]

AZIMUTH, INC. is a West Virginia-based, Service Connected Disabled Veteran Owned Small Business (SDVOSB). It is an engineering firm dedicated to performance, innovation and quality. Azimuth is a strong advocate of teaming, actively seeking to establish long-term strategic alliances with both large and small businesses.

Azimuth is highly specialized in software and electronics engineering, rapid prototyping, manufacturing, GIS/infrastructure analysis, government medical services and biometrics. The company has developed numerous products for government and commercial customers, with specialization in marine Integrated Bridge Systems, rugged digital video recorders (DVRs,) biometric enrollment systems and logistical support systems.

While incorporated and headquartered in West Virginia, Azimuth's influence and staff of more than 60 personnel has expanded to development and support offices in Virginia, Maryland and North Carolina.

Projects for Fiscal Year 2016

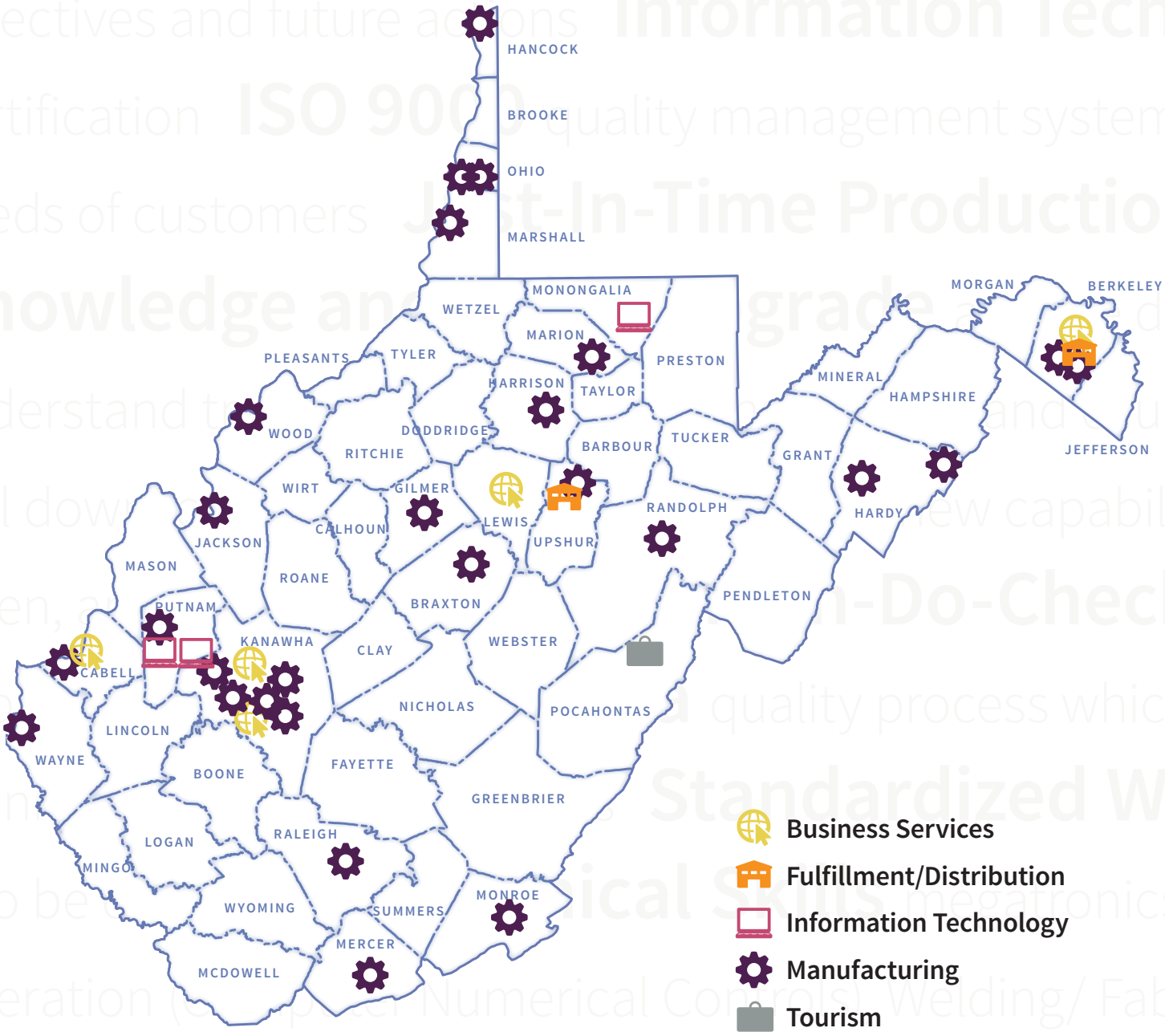
GOVERNOR'S GUARANTEED WORK FORCE PROGRAM

County	Industry Type/ Company Name/Location	Total Employees	Employees Trained			TOTAL GGWFP Training Investment	TOTAL Company Investment
			New	Existing	Total		
Putnam	Advanced Technical Solutions LLC *Scott Depot*	40	0	11	11	$14,516.00	$39,876.62
Upshur	A. F. Wendling Inc. *Buckhannon*	63	10	53	63	$38,788.00	$88,591.04
Wayne	Allevard Sogefi U.S.A. Inc. *Prichard*	263	94	43	137	$86,318.00	$565,269.00
Putnam	Alpha Technologies Inc. *Hurricane*	39	0	43	43	$52,173.00	$100,907.79
Hardy	American Woodmark Corporation *Moorefield*	577	0	577	577	$311,337.00	$790,710.98
Randolph	Armstrong Hardwood Flooring *Beverly*	630	26	15	41	$5,468.00	$18,160.90
Monongalia	Azimuth Inc. *Morgantown*	41	0	8	8	$6,000.00	$21,558.60
Kanawha	Catalyst Refiners Inc. *Nitro*	11	14	7	21	$21,000.00	$198,798.00
Berkeley	Channel Creasing Matrix Inc. *Martinsburg*	15	0	6	6	$856.00	$4,097.00
Raleigh	Cogar Manufacturing Inc. *Beckley*	39	0	14	14	$3,593.00	$10,288.25
Jackson	Constellium Rolled Products Ravenswood LLC *Ravenswood*	1096	0	399	399	$14,800.00	$71,271.80
Berkeley	Continental Brick Company *Martinsburg*	40	18	28	46	$3,450.00	$43,255.00
Mercer	Custom Manufacturing Services *Princeton*	95	0	3	3	$1,585.00	$2,751.56
Kanawha	Electronic Specialty Company *Dunbar*	50	0	16	16	$15,070.00	$32,804.30
Kanawha	Elementis Specialies Inc. *Charleston*	44	0	27	27	$16,931.00	$25,157.72
Hancock	Ergon-WV Inc. *Newell*	185	0	46	46	$9,900.00	$36,573.83
Marion	Fibrek Recycling U.S. Inc. *Fairmont*	103	0	10	10	$5,620.00	$48,205.87
Putnam	FLSmidth USA Inc. *Fraziers Bottom*	66	0	6	6	$6,000.00	$21,259.96
Gilmer	Flying "W" Plastics Inc. *Glenville*	97	0	67	67	$1,800.00	$12,312.00

County	Industry Type/ Company Name/Location	Total Employees	Employees Trained			TOTAL GGWFP Training Investment	TOTAL Company Investment
			New	Existing	Total		
Kanawha	Gestamp West Virginia LLC *South Charleston*	709	581	227	808	$58,381.00	$375,058.00
Monroe	Goodrich Corporation *Union*	380	0	27	27	$3,600.00	$10,599.00
Harrison	H.Q. Aero Management (US) Inc. *Bridgeport*	72	0	7	7	$15,750.00	$39,270.00
Lewis	iPacesetters LLC *Weston*	109	109	0	109	$3,960.00	$78,200.00
Cabell	J.H. Fletcher & Company *Huntington*	173	0	130	130	$6,035.00	$17,463.75
Kanawha	Kureha PGA LLC *Belle*	37	0	37	37	$25,933.00	$87,491.40
Berkeley	Macy's Corporate Services Inc. WV *Martinsburg*	1019	0	1019	1019	$25,746.00	$160,040.35
Berkeley	MAAX US-Corporation *Martinsburg*	173	11	9	20	$32,805.00	$54,884.25
Hardy	Peacock Manufacturing Co. LLC *Wardensville*	47	0	24	24	$2,863.00	$26,765.92
Ohio	Pietro Fiorentini (USA) Inc. *Wheeling*	16	0	9	9	$8,552.00	$12,650.51
Kanawha	Precision Pump & Valve Service Inc. *Charleston*	44	4	40	44	$5,839.00	$7,540.00
Pocahontas	Snowshoe Mountain Resort Inc. *Snowshoe*	300	0	86	86	$28,392.24	$77,228.25
Marshall	Tecnocap LLC *Glen Dale*	151	0	6	6	$2,813.00	$6,688.40
Wood	Chemours Company (the) *Washington*	678	0	8	8	$5,000.00	$11,988.80
Cabell	TLK Group LLC *Huntington*	370	370	0	370	$30,659.80	$310,329.22
Kanawha	Total Quality Logistics LLC *Charleston*	25	32	44	76	$12,500.00	$35,954.58
Ohio	Warwood Tool Company *Wheeling*	15	0	6	6	$3,231.00	$12,649.24
Braxton	Weyerhaeuser NR Company *Heaters*	162	2	7	9	$7,030.00	$12,057.75
Upshur	Weyerhaeuser NR Company *Buckhannon*	290	6	49	55	$38,125.00	$78,493.66
	TOTALS	**8264**	**1289**	**3128**	**4417**	**$932,420.04**	**$3,547,203.30**

Projects for Fiscal Year 2016

GOVERNOR'S GUARANTEED WORK FORCE PROGRAM



Custom Manufacturing Services Inc.

[CASE STUDY]

CUSTOM MANUFACTURING SERVICES, INC. was founded in 1995 and is located in Southern West Virginia. CMS offers state-of-the art precision sheet metal fabrication services, as well as turnkey electro-mechanical assembly services to the commercial appliance, foodservice, industrial power, mining, medical and enclosure industries. Over the years, CMS has succeeded because of three main components: great employees, products and customers. CMS customers expect the best from the business, which is why the company's quality policy is to meet and exceed expectations so CMS is selected as the supplier of choice.

"The training funds we have received from the Governor's Guaranteed Work Force Program have been invaluable to CMS and its employees. Our folks have received top-notch training and expanded their skills in manual and robotic welding, forming and quality. This has not only dramatically improved our operations but also the retention of our employees. Thank you!"

David Graf, President

Fibrek Recycling U.S. Inc.

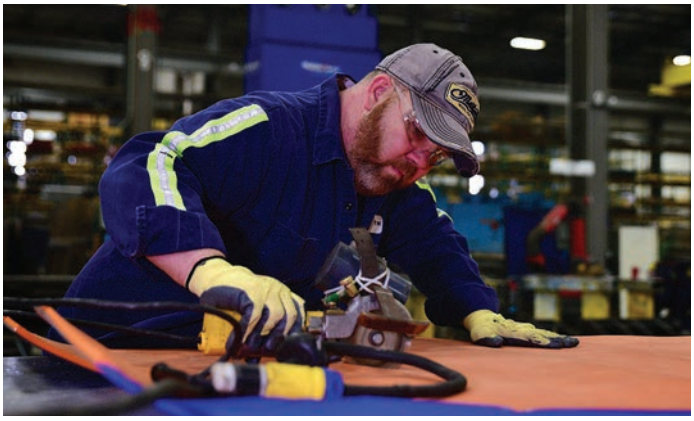
[CASE STUDY]

THE FAIRMONT PULP MILL has been in operation for more than a decade, manufacturing Recycled Bleached Kraft (RBK) pulp from recyclable paper products. This process has prevented 4.5 million tons of paper from going to the landfill. Fairmont's product is shipped worldwide to customers who use the pulp to produce premium printing and writing papers, as well as towel and tissue products. Resolute Forest Products purchased the business in 2012, and since then, the mill has focused on living the company's values: Work Safely, Be Accountable, Ensure Sustainability and Succeed Together. Regarding workforce safety, the Fairmont mill has gone more than 6 years without Lost Time Accident and more than 3 years without a Recordable Injury, meaning more than 750,000 work hours have been completed safely.

Applying for funding through the Governor's Guaranteed Work Force Program for the first time in 2015, the Fairmont pulp mill completed two trainings. Steven Demyon, production manager, traveled to a pulp and paper workshop hosted by North Carolina State University to learn more about pulp and paper science. In addition, the Management Team and Human Resources completed Six Sigma Green Belt Certification through TwoPointO, a West Virginia company.

"We at the Fairmont pulp mill truly believe that our employees are our most valued asset. Training is the most important link to ensure employees are finely tuned in all aspects of our day-to-day activities."

Brad Morgan, Maintenance and Engineering Manager



FLSmidth USA Inc.

[CASE STUDY]

FLSMIDTH has operated in West Virginia since 2012, when it acquired the former Ludowici Company in Fraziers Bottom. Today, the facility manufactures multiple product lines to supply machinery and parts to a larger customer base in the United States as well as other countries.

With the help of funds from the Governor's Guaranteed Work Force Program, FLSmidth provided manufacturing training to its employees and has provided numerous opportunities for employees to achieve their Certified Weld Inspector Qualification (CWI), which will result in apprentice training for future trade school graduates.

"FLSmidth values employee development and training. Even in a difficult market we continue to advance our employee skills."

Kim Ellis, General Manager

Precision Pump and Valve Services Inc.

[CASE STUDY]

PRECISION PUMP AND VALVE SERVICE, INC. is a third generation, family-owned business founded in 1956. Headquartered in Cross Lanes, Precision employs more than 65 people in West Virginia and surrounding states and provides products and services in the power, chemical, wastewater and oil and gas industries. Precision is deeply committed to helping revitalize the infrastructure of America by providing high quality service to its customers. Precision also realizes the key to maintaining this level of excellence is hiring, training and retaining the best West Virginia has to offer. Whether it's fueling a car, flushing a toilet, heating a house, or turning on a light switch, Precision is a small part of making sure the infrastructure of this country helps make people's lives better.

"Our goal is to be one of the best places to work in West Virginia. We want our employees to be productive, engaged and proud of where they earn a paycheck. We have to invest in our people in order for them to be successful. What we do is not always glamorous work, but it's what keeps this state and this country going."

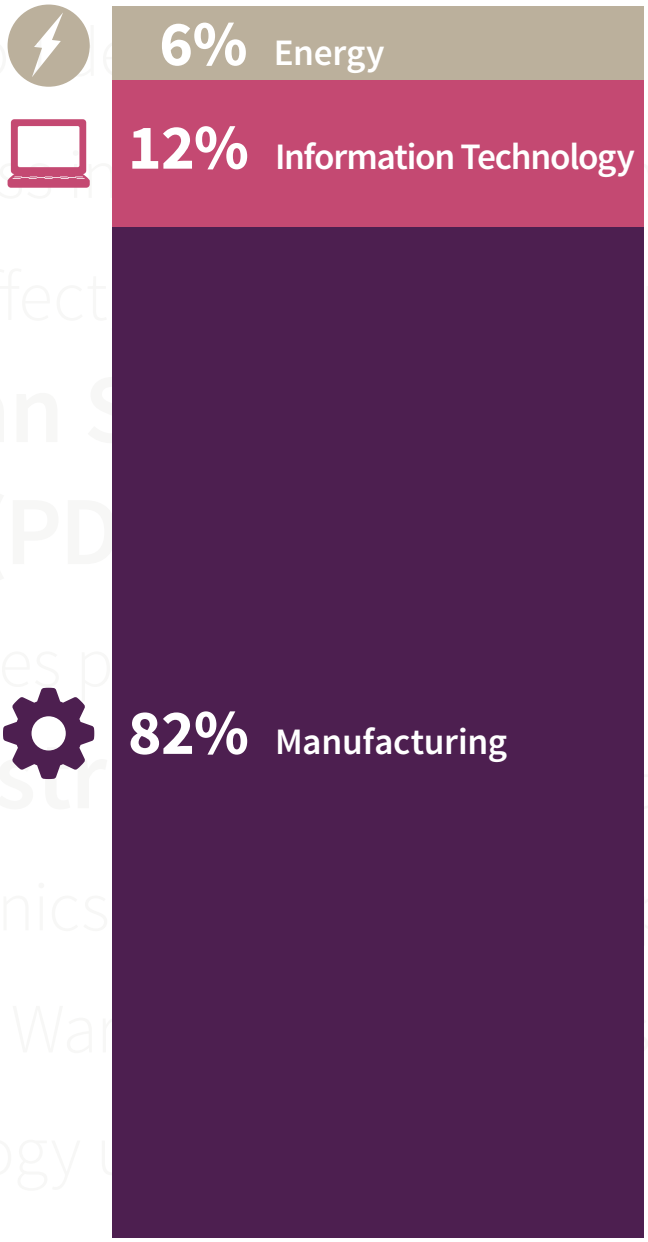
Kevin Kemerer, Executive Vice President

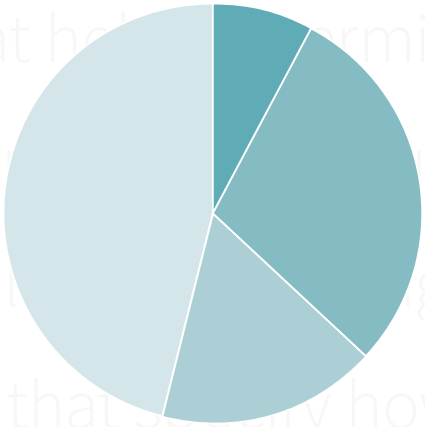
Projects for Fiscal Year 2016

COMPETITIVE IMPROVEMENT PROJECTS

funded by the Federal Appalachian Regional Commission

Distribution of 16 PROJECTS by Industry Cluster





Training Providers PARTICIPATION

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

Projects for Fiscal Year 2016

COMPETITIVE IMPROVEMENT PROJECTS

funded by the Federal Appalachian Regional Commission

County	Industry Type/ Company Name/Location	Total Employees	Employees Trained			TOTAL ARC Investment	TOTAL Company Investment
			New	Existing	Total		
Putnam	AC & S Incorporated *Nitro*	35	6	5	11	$2,500.00	$6,661.28
Cabell	Alcon Research Ltd *Huntington*	639	0	45	45	$1,195.99	$14,395.49
Hancock	Ardagh Metal Packaging USA Inc. *Weirton*	80	0	5	5	$6,960.00	$8,604.19
Harrison	Aurora Flight Sciences of West Virginia Inc. *Bridgeport*	121	1	7	8	$2,122.01	$6,470.40
Harrison	Citynet *Bridgeport*	89	0	6	6	$8,603.00	$17,397.40
Jefferson	Dalb Inc. *Kearneysville*	170	4	28	32	$18,812.00	$63,291.96
Berkeley	Ecolab *Martinsburg*	165	6	167	173	$48,578.00	$94,937.05
Greenbrier	Greenbrier Communications Inc. *Lewisburg*	21	0	10	10	$2,014.00	$3,434.00
Wood	Hino Motors USA Inc. *Williamstown*	228	11	28	39	$10,537.00	$32,555.30
Jackson	Niche Polymer LLC *Ravenswood*	88	44	55	99	$44,615.00	$207,195.81
Hardy	Peacock Manufacturing Co. LLC *Wardensville*	47	0	24	24	$5,000.00	$5,000.00
Harrison	Premier Energy Services LLC *Clarksburg*	26	0	4	4	$3,604.00	$7,311.68
Berkeley	Quad Graphics Inc. *Martinsburg*	946	28	111	139	$29,440.00	$235,321.00
Cabell	Rubberlite Inc. *Huntington*	156	0	6	6	$6,000.00	$18,716.00
Harrison	Universal Enterprises Inc. *Shinnston*	23	0	7	7	$1,708.00	$2,621.88
Wayne	Zim's Bagging Company *Ceredo*	79	0	32	32	$8,311.00	$31,358.25
	TOTALS	**2913**	**100**	**540**	**640**	**$200,000.00**	**$755,271.69**

Peacock Manufacturing Company

[CASE STUDY]

CHRISTOPHER PEACOCK and Peacock Manufacturing Company have been a proud member of the Wardensville, West Virginia, community for 20 years. The cabinetry produced is distributed across the globe and is considered to be the finest in its class. Nestled in the heart of the Appalachian Mountains, the joinery workshop carefully selects timbers that have been kiln-dried to ensure the optimum stability and strength. Starting with rough-cut lumber, each individual piece is milled and shaped prior to the construction of his cabinetry. Sustainability is important to Christopher, and he regularly adopts new methods of production to reduce the company's carbon footprint. He also makes every effort to buy locally and his products are NFA (no formaldehyde added).

"We see the Governor's Guaranteed Work Force Program as a partnership which allows us to provide our employees with the latest training opportunities available in an ever-changing manufacturing environment."

Mary Colosi, Vice President, Factory Operations

"In our ever-changing world, to be a competitive and innovative business, we need to continually invest in technologies and reinvest into our greatest asset, our employees. The funding we receive under the Governor's Guaranteed Work Force Program ensure that we have those needed resources. There is no doubt that the economy of West Virginia and Quad/Graphics has benefited from this successful partnership."

Todd Marino, Martinsburg Plant Director

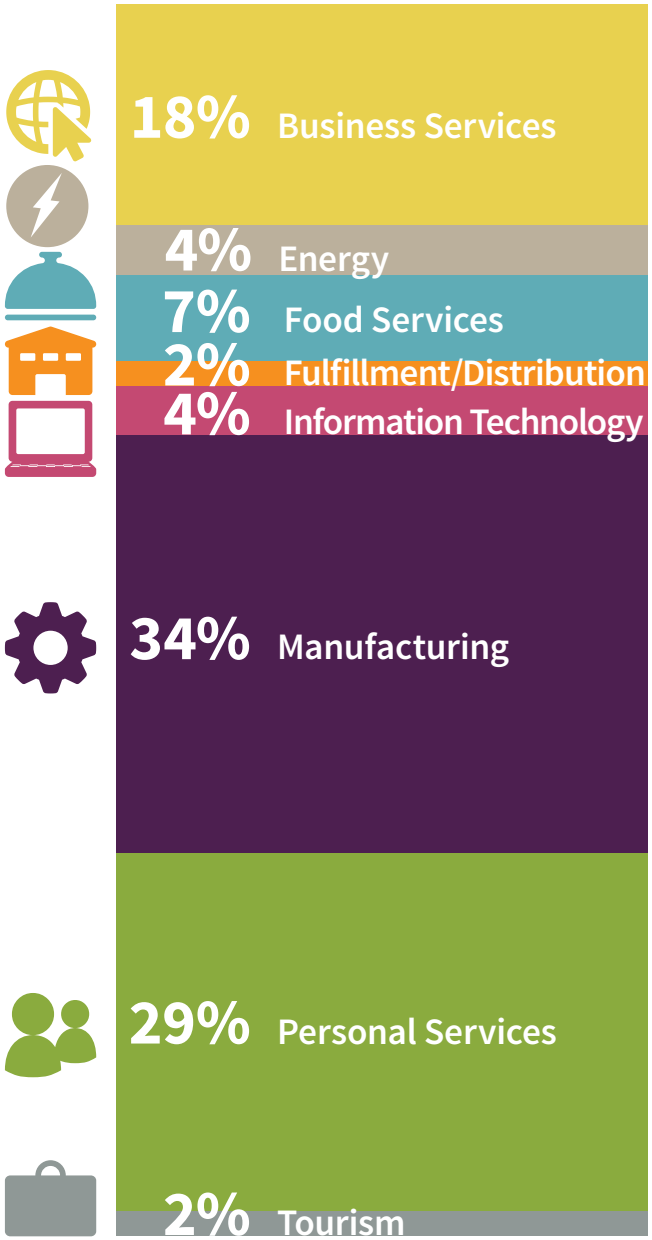
Quad/Graphics Inc. [CASE STUDY]

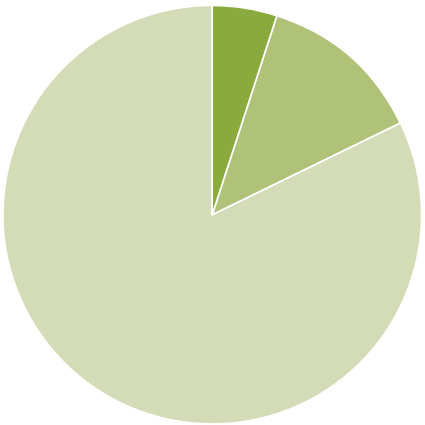
QUAD/GRAPHICS INC. is a publicly held global print and marketing services provider with 25,000 employees and 62 printing plants in the United States, Poland and Latin America. Quad/Graphics operates three facilities with 1,532 employees in Martinsburg, West Virginia. The facilities include a 1.73 million-square-foot plant producing magazines, catalogs and retail inserts, which is one of the largest printing plants in America. In addition, its Martinsburg facilities house a 383,000-square-foot book plant and a 630,000-square-foot warehouse. The company emphasizes education through a robust apprenticeship program and partnerships with James Rumsey Technical Institute and Blue Ridge Community and Technical College. Martinsburg employees completed more than 20,000 hours of training in 2016.

Projects for Fiscal Year 2016

SMALL BUSINESS WORK FORCE TRAINING PROGRAM

Distribution of 92 PROJECTS by Industry Cluster





Training Providers PARTICIPATION

- Community and Technical Colleges/Higher Education 5%
- Manufacturing Assistance Centers 13%
- Vendor Training 82%

Projects for Fiscal Year 2016

SMALL BUSINESS WORK FORCE TRAINING PROGRAM

County	Industry Type/ Company Name/Location	Total Employees	Employees Trained			TOTAL GGWFP – Small Business Training Investment	TOTAL Company Investment
			New	Existing	Total		
Kanawha	Advantage Aerial Solutions LLC *Charleston*	1	0	1	1	$529.00	$239.90
Upshur	A.F. Wendling Inc. *Buckhannon*	63	0	1	1	$5,000.00	$2,683.00
Monongalia	Ann Durham *Morgantown*	1	0	1	1	$1,796.00	$2,994.00
Jackson	Appalachian Distillery LLC *Ripley*	1	0	1	1	$3,795.00	$1,512.00
Raleigh	S & S Enterprises LLC *Bradley*	42	1	5	6	$2,693.00	$1,943.00
McDowell	Ashland Scenic Campground LLC *Northfork*	15	4	15	19	$5,000.00	$9,271.12
Monongalia	Automation Research Inc. *Morgantown*	3	0	3	3	$3,411.00	$5,372.28
Clay	Axys Projects *Duck*	1	1	0	1	$225.00	$75.00
Hancock	Barney's Bakery Inc. *Weirton*	21	0	4	4	$5,000.00	$5,580.50
Kanawha	Barrie Kaufman *Charleston*	1	0	1	1	$5,000.00	$16,000.00
Morgan	Berkeley Club Beverages *Berkeley Springs*	23	2	13	15	$3,585.00	$2,303.50
Berkeley	Brentwood Industries Inc. *Martinsburg*	105	0	14	14	$2,114.51	$4,431.72
Wayne	Brookstone Soaps LLC *Huntington*	1	0	1	1	$4,777.00	$2,596.41
Kanawha	Cathall LLC *Charleston*	1	0	1	1	$1,499.00	$1,700.00
Tucker	Canaan Services LLC *Davis*	2	0	1	1	$1,067.04	$957.86
Harrison	Clarksburg Travel Service *Clarksburg*	2	0	1	1	$750.00	$414.90
Clay	Clay's Heating & Air Condition Inc. *Odd*	9	2	0	2	$5,000.00	$2,984.25
Marion	Cloud 9 Designs LLC *Farmington*	1	0	1	1	$5,000.00	$3,755.00

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Barney's Bakery Inc.

[CASE STUDY]

AFTER MORE THAN 43 YEARS of success as Weir Cove Bakery, Mary Jo and her husband George Barney took over the family business in February 1988 and renamed it Barney's Bakery.

In January 2016, they relocated to their newly built facility. They take pride in having the most modern facility in the state, baking West Virginia's favorite snack — pepperoni rolls. Barney's Pepperoni Rolls can be found in West Virginia, Pennsylvania, Ohio, Maryland and New York. Barney's Nut Rolls, Apricot Rolls and Poppy Seed Rolls can also be found at many retailers throughout the United States. Fudge and cookies are new items being added to their product line.

Barney's is continually investing back into the business to provide its customers with the highest quality of products. With the help of the Governor's Guaranteed Work Force Program, Barney's has been able to keep its workforce up–to-date with modern training to ensure they remain competitive in the market.

Projects for Fiscal Year 2016

SMALL BUSINESS WORK FORCE TRAINING PROGRAM

County	Industry Type/ Company Name/Location	Total Employees	Employees Trained			TOTAL GGWFP – Small Business Training Investment	TOTAL Company Investment
			New	Existing	Total		
Greenbrier	Code Yelloh LLC *Ronceverte*	2	0	2	2	$2,415.00	$1,822.35
Putnam	Comfort in Christ Bears LLC *Scott Depot*	1	0	1	1	$1,800.00	$1,200.00
Wood	Concepts West Corporation *Parkersburg*	49	0	12	12	$1,256.00	$4,560.72
Wood	Conley Fabrication LLC *Mineral Wells*	16	6	0	6	$5,000.00	$9,722.50
Kanawha	Cyclops Industrial Inc. *South Charleston*	6	0	1	1	$2,700.00	$1,644.80
Tucker	Driftland Ski and Sport LLC *Davis*	1	0	1	1	$473.04	$157.68
Marion	DGF Properties LLC *White Hall*	1	0	1	1	$1,796.00	$3,266.00
Upshur	DWN Line LLC *Adrian*	1	0	1	1	$829.00	$275.72
Kanawha	Eats of Eden *Charleston*	1	0	1	1	$1,447.00	$553.94
Nicholas	Eco Trend Homes LLC *Summersville*	1	0	1	1	$1,953.01	$1,371.00
Kanawha	Ellison & Haney Manufacturing Inc. *Charleston*	14	0	7	7	$5,000.00	$6,020.00
Kanawha	Elite Auto & Diesel LLC *Charleston*	5	0	5	5	$1,845.00	$615.00
Harrison	Engine & Airframe Solutions LLC *Bridgeport*	24	0	2	2	$5,000.00	$13,133.23
Barbour	Extreme Endeavors and Consulting LLC *Philippi*	2	0	4	4	$2,717.00	$6,530.05
Harrison	FMW Rubber Products Inc. *Bridgeport*	3	0	3	3	$1,514.00	$1,135.09
Mercer	Frye Roofing Inc. *Bluefield*	15	0	1	1	$5,000.00	$4,081.42
Mineral	Fulmin International Inc. *Wiley Ford*	2	0	1	1	$737.18	$402.35

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Brookstone Soaps

[CASE STUDY]

SHARON AND DWIGHT MCMILLION were looking for a home-based business to help keep them active in their retirement, and in 2012 they chose to open Brookstone Soaps, LLC. By the end of 2016, their hand-crafted bath and body products were being sold in dozens of outlets across the state, and the little business has now grown well beyond all expectations. As a result of specialized training grants provided by the Governor's Guaranteed Work Force Program, the McMillions learned to more effectively manage the business, make new and improved products, create and manage a new website and most importantly improve efficiency of operations.

"Without the assistance provided by the Governor's Guaranteed Work Force Program, our business would not be nearly as successful. We are optimistic for further growth in 2017. As we like to say, we are cleaning up!"

Sharon McMillion, Owner

Projects for Fiscal Year 2016

SMALL BUSINESS WORK FORCE TRAINING PROGRAM

County	Industry Type/ Company Name/Location	Total Employees	Employees Trained			TOTAL GGWFP – Small Business Training Investment	TOTAL Company Investment
			New	Existing	Total		
Greenbrier	Greenbrier Communications Inc. *Lewisburg*	22	2	6	8	$3,510.00	$5,255.00
Greenbrier	Greenbrier Technical Services Inc. *Ronceverte*	24	0	1	1	$1,072.00	$1,349.33
Roane	Gross Security LLC *Spencer*	1	0	1	1	$3,980.00	$1,317.43
Kanawha	Happy Fingers Business Services *Charleston*	1	0	1	1	$2,270.54	$2,856.51
Cabell	Hercules International Inc. *Huntington*	53	7	0	7	$5,000.00	$13,507.20
Randolph	High Mountain Timber LLC *Elkins*	2	0	1	1	$709.00	$393.50
Cabell	Huntington Plating Inc. *Huntington*	15	0	1	1	$2,245.00	$3,245.00
Marion	Joe N' Throw LLC *Fairmont*	1	0	1	1	$3,856.00	$1,939.58
Ohio	Kalkreuth Roofing & Sheet Metal *Wheeling*	184	0	11	11	$1,424.00	$5,808.45
Kanawha	Lifespring Yoga & Wellness *Charleston*	1	0	1	1	$1,250.00	$1,392.04
Jefferson	Kent Cartridge *Kearneysville*	19	0	6	6	$5,000.00	$10,318.30
Putnam	McKee & Associates LLC *Scott Depot*	1	0	1	1	$2,274.75	$1,706.00
Kanawha	Inner Path *Charleston*	1	0	1	1	$3,113.21	$13,037.65
Monongalia	Mills Group *Morgantown*	14	1	0	1	$1,046.00	$1,195.08
Kanawha	Morgan Rhea *Charleston*	2	1	1	2	$4,480.00	$4,693.65
Kanawha	Mountain State Awards & Graphics LLC *Charleston*	2	2	2	4	$2,084.00	$1,014.00

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Ellison & Haney Manufacturing Inc. [CASE STUDY]

ELLISON & HANEY MANUFACTURING, INC., chartered in West Virginia in 1991, has an office in Charleston and two manufacturing plants in Roane County. It has an ASME U-Stamp for building new pressure vessels, a National Board Certification for registering ASME activities and an ASME R-Stamp for repairing and altering vessels. Its upcoming API 12F Certification and ISO 9001 Certifications will allow it to apply the API monogram to tanks where applicable. Its 40-ton rated portable timber bridges provide another product to help its customers over troubled waters. Ongoing expansions continually help the company to meet its customers' needs.

"The Governor's Guaranteed Work Force Program has helped us improve our stature in industry by earning certifications that allow us to meet customer specifications and continually address the ever-changing needs of industry in and around West Virginia."

David Haney, President

Projects for Fiscal Year 2016

SMALL BUSINESS WORK FORCE TRAINING PROGRAM

County	Industry Type/ Company Name/Location	Total Employees	Employees Trained			TOTAL GGWFP – Small Business Training Investment	TOTAL Company Investment
			New	Existing	Total		
Wood	Murray Sheet Metal Co. Inc. *Parkersburg*	60	0	8	8	$690.00	$1,864.00
Tucker	New City Farms LLC *Davis*	1	0	1	1	$4,154.78	$1,384.93
Ohio	Orrick Herrington and Sutcliffe LLP *Wheeling*	318	0	37	37	$4,581.00	$26,979.86
Ohio	OV Scale Corporation *Valley Grove*	14	0	2	2	$3,300.00	$3,700.00
Randolph	Pack n Ship LLC *Elkins*	1	0	1	1	$1,013.63	$337.87
Hardy	Peacock Manufacturing Co. LLC *Wardensville*	47	0	15	15	$2,520.00	$3,769.96
Monongalia	Petitto Mine Equipment Inc. *Morgantown*	32	0	32	32	$5,000.00	$8,153.50
Ohio	Pietro Fiorentini USA Inc. *Wheeling*	16	1	4	5	$5,000.00	$8,009.55
Harrison	Premier Energy Services LLC *Clarksburg*	26	0	2	2	$2,218.00	$3,202.90
Harrison	ProActive Services LLC *Clarksburg*	79	17	20	37	$5,000.00	$4,268.21
Kanawha	Progressity Inc. *Charleston*	1	0	1	1	$4,615.83	$4,838.61
Preston	Puris LLC *Bruceton Mills*	13	0	1	1	$4,224.00	$4,232.00
Calhoun	RPR Industries Inc. *Grantsville*	26	0	8	8	$1,546.16	$515.38
Hancock	Refinery Maintenance Services LLC *Newell*	4	0	4	4	$4,041.50	$3,512.62
Putnam	Reliant Drug Test Solutions LLC *Hurricane*	3	1	3	4	$5,000.00	$10,735.00
Monongalia	Rexroad Abstracting *Morgantown*	1	0	1	1	$1,649.00	$1,549.20
Greenbrier	Richland Wood Products LLC *White Sulphur Springs*	3	3	0	3	$1,748.00	$1,051.72

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Kalkreuth Roofing and Sheet Metal [CASE STUDY]

KALKREUTH ROOFING AND SHEET METAL is one of the top 10 roofing contractors in the country and strives to maintain a progressive vision for the future. Kalkreuth specializes in complex commercial exterior envelope applications in markets throughout the country. The company boasts an extensive project portfolio including clients in the automotive, chemical, government, education and healthcare industries. With a wealth of resources and an extensive construction industry network, Kalkreuth has the capabilities to complete any project according to specifications. Founded in 1984, Kalkreuth Roofing and Sheet Metal has become one of the most trusted roofing and exterior cladding contractors in the industry.

"The Governor's Guaranteed Work Force Program helped us to provide three weeks of invaluable foreman training, which included education on how to improve efficiency, how to maximize profitability and how to create safer worksites. This training has allowed us to further develop our most important company asset — our people."

Seth Abraham, Director of Human Resources

Projects for Fiscal Year 2016

SMALL BUSINESS WORK FORCE TRAINING PROGRAM

County	Industry Type/ Company Name/Location	Total Employees	Employees Trained			TOTAL GGWFP – Small Business Training Investment	TOTAL Company Investment
			New	Existing	Total		
Kanawha	Ritenour Enterprises LLC *St. Albans*	3	0	3	3	$5,000.00	$6,725.01
Cabell	Rust-Oleum Corporation *Lesage*	32	0	1	1	$1,208.00	$765.96
Cabell	Service Pump & Supply Co. *Huntington*	59	0	1	1	$2,572.00	$1,502.07
Cabell	Sister's & Associates Inc. *Barboursville*	1	0	1	1	$2,279.04	$939.68
Hampshire	S. J. Morse Company Inc. *Capon Bridge*	18	0	13	13	$3,776.00	$2,180.00
Gilmer	Smith Land Surveying Inc. *Glenville*	42	0	3	3	$2,514.00	$2,058.68
Harrison	Stockmeier Urethanes USA Inc. *Clarksburg*	54	5	14	19	$3,750.00	$5,186.00
Lewis	Summit Transport and Environmental *Weston*	72	0	6	6	$2,027.00	$2,740.00
Jackson	Swiftees LLC *Ripley*	2	1	7	8	$4,148.00	$4,004.93
Cabell	TGL Aviation Management LLC *Huntington*	2	0	1	1	$4,461.00	$2,884.38
Kanawha	Boutique by B. Belle Events *Charleston*	1	0	1	1	$3,604.00	$2,700.10
Randolph	Delmonte Market *Elkins*	3	0	3	3	$3,750.00	$2,640.00
Kanawha	Hackett Praxis LLC *Charleston*	1	0	1	1	$1,944.00	$1,307.74
Greenbrier	Pinnacle Group Inc. *White Sulphur Springs*	2	0	2	2	$874.00	$1,064.73
Kanawha	The Wine Shop at the Capitol Market (the) *Charleston*	2	0	2	2	$1,192.00	$1,064.73
Logan	Packaging Professionals Inc. (the) *Logan*	2	0	1	1	$4,577.20	$2,405.73
Pocahontas	Tudors Marlinton LLC *Marlinton*	12	5	7	12	$4,518.00	$7,877.00

County	Industry Type/ Company Name/Location	Total Employees	Employees Trained			TOTAL GGWFP – Small Business Training Investment	TOTAL Company Investment
			New	Existing	Total		
Marion	TwopointO *Fairmont*	1	0	1	1	$5,000.00	$6,049.00
Kanawha	Wanda Petunia LLC *Charleston*	1	0	1	1	$2,020.50	$14,673.50
Putnam	Warehouse Kids LLC *Hurricane*	2	0	2	2	$5,000.00	$11,500.00
Morgan	Washington Homeopathic Products Inc. *Berkeley Springs*	24	0	7	7	$3,825.00	$2,706.97
Randolph	Wellness Services LLC *Elkins*	1	0	1	1	$4,221.00	$5,686.77
Kanawha	Whittington Fence Co. Inc. *Charleston*	16	0	5	5	$1,369.00	$2,156.00
Wood	WV Potato Chip Company LLC *Parkersburg*	19	0	17	17	$5,000.00	$3,857.84
	TOTALS	**1796**	**62**	**390**	**452**	**$275,969.92**	**$373,117.14**

Engine & Airframe Solutions LLC

Morgan Rhea

[CASE STUDY]

MORGAN RHEA is a luxury accessory brand that embodies the vision of designer Morgan Richards. With the help of her team, they strive to make each accessory come to life with a personal story. Launched in March 2014, Morgan Rhea has been enriched by learning the personal stories of each client.

Morgan Richards has won an international design award for her "Ronald Briefcase," created custom shoes for singer songwriter John Legend and has collaborated with many artists to create products unique to them. After Morgan graduated from Savannah College of Art and Design, Morgan worked in the industry alongside top professionals at Coach Headquarters in New York City.

The Morgan Rhea brand is inspired by the journey of those who have been influential in each team member's life. The stories written upon these accessories have helped shape the brand into the line of luxury goods it is today.

Puris LLC

[CASE STUDY]

PURIS, LLC, is among the world's leading open-source producers of titanium powder for additive manufacturing. Puris' staff includes leading metallurgists and pioneers in the evolution of spherical titanium powder atomization. The company maintains world-leading technology and processes for producing titanium and other pre-alloyed powders for additive manufacturing for such markets as aerospace, automotive, healthcare, and oil and gas. The company's production capacity is an order of magnitude greater than any other U.S. producer. Puris maintains the highest safety standards in the plant as well as in its materials shipping and handling.

"Puris was proud to represent the state of West Virginia in AOL's "This Built America" series as a company that is changing the face of American manufacturing. The state has supported our success by recognizing the importance of workforce labor to growing companies like ours, and providing numerous programs that helped us attract and train high-quality employees, including the apprentice program and the Governor's Guaranteed Work Force Program."

Craig Kirsch, CEO

Governor's Guaranteed Work Force Program

Sampling of TRAINING COURSES 2016

Advanced Revit Architecture
Allen Bradley
Analysis (De-Icing Process)
Apprentice (Electrical & Mechanical)
Assessment Protocol
Automobile Suspension Repair
Cellular Manufacturing
Change Management
Chemical Engineering
Chemical Transfer Operator
Cisco Systems
CNC Programming & Operation
Competency Management/Business Priorities
Compounding
Continuous Improvement
Craft Beer Making
Electronics
Essential Crafts (Industrial)
EST3 Certification
Facilitation Skills
Failure Mode Analysis (FMA)
Federal Acquisition Management
Fire Protection
Fluid Management (Hydraulics & Pneumatic)
Forklift
Grader & Nester
Graphic Design
Grinding Extrusion
Instrumentation & Control
ISO Development & Auditing
Laboratory Operations
Leadership (Communicating for Success, Team Building, High Performance)
Lean Manufacturing
Machine Capabilities
Maintenance (Aircraft, Electrical, Mechanical)
Management (Production, Plant, Operations)
Material Management
Mill Procedures & Processes
OSHA Standards (Train-the-Trainer)
Pressco Camera Operation
Pressure Value
Principles of Wood Flooring
Project Management
Prototype
Pryrometry Operation
QuickBooks
Quilter Machine Operation
Radiation Safety
Robotic Programming
Shipping Hazmat Material
Skills Upgrade (Advanced)
Social Media
Soldering
Solidwork Essentials
Stained Glass Design
Tablet Press
Tech Packer
Thermography
Tool & Die (Closed Mold)
Tower Climbing Safety
Train-the-Trainer
Transition to Management
Truck Body Fabrication
Unity Controls
Uverse Software
Value Streaming
VmWare
Website Design
Welding (MIG, TIG, Stick)

Fiscal Year 2016

EDUCATION AND TRAINING PARTNERS

EMPLOYERS HAVE THE OPPORTUNITY to choose the training provider(s) of their choice when participating in our training awards programs; however, we like to see West Virginia Community and Technical Colleges and manufacturing training centers given initial consideration to deliver training. These providers are able to broker other training providers, if necessary, to address specific specialized training needs they do not have the capability to deliver at a lower price.

The Community and Technical College System of West Virginia
www.wvctcs.org

The Community and Technical College System of West Virginia (WVCTCS) offers a wide variety of career-technical degrees and numerous customized training programs through nine community and technical colleges with 27 campuses. The overall goal of the system is to increase the number of West Virginians with marketable workforce skills in order to make employers more competitive.

Its mission is to promote and provide high-quality, accessible, affordable and responsive education and training opportunities that maximize student learning, improve the standard of living for West Virginians and contribute to the economic vitality and competitiveness of our state.

Robert C. Byrd Institute for Advanced Flexible Manufacturing (RCBI)
www.RCBI.org

Operating for more than 25 years as West Virginia's Advanced Manufacturing Technology Center, RCBI provides local access to technology solutions for everyone from sole proprietors to Fortune 500 companies. RCBI delivers workforce development initiatives focused on career skills; specialized, hands-on training; quality management systems certification and implementation, and business development assistance to meet today's rigorous industry requirements.

WorkForce West Virginia
www.workforcewv.org

WorkForce West Virginia helps businesses find skilled, dependable workers, saving companies both time and money. With the largest online database of job seekers in the state, WorkForce West Virginia can match qualified applicants to employers, which increases worker retention and productivity. WorkForce West Virginia is a one-stop center for workforce resources, including training, tax incentives and labor market information at no cost. WorkForce West Virginia works with seven local Workforce Development Boards throughout the state to provide funding for classroom and on-the-job training opportunities for adult, dislocated and youth workers.

WVU Industrial Extension and the MEP
www.statler.wvu.edu/mindext/industrial

The WVU industrial extension service and the West Virginia Manufacturing Extension Partnership help West Virginia businesses improve competitiveness. This is accomplished through foundational support services and growth services.

Foundational support services optimize your business processes, maintain compliance certifications and educates the workforce.

Growth services assist in developing new products, utilizing new technology, accessing new national and global markets, and optimizing your business processes.

The WVMEP provides services to all regions of the state and to all industrial segments operating in the state.

WEST VIRGINIA
DEPARTMENT *of* COMMERCE

1900 Kanawha Blvd., East, Charleston, WV 25305 • (800) 982-3386 • (304) 558-2234 • **WestVirginia.gov**