



**TRAINING PLAN TABLE**

Job No.	Job Description (by Contract Type)	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage
				Class / Lab	CBT		
1	New Hire	Manufacturing Skills	15	24 - 268	0	\$5,703	\$11.78
				Weighted Avg: 268			
2	Priority/Retrainee	Advanced Technology	98	24 - 145	0	\$3,976	\$16.00
				Weighted Avg: 143			
3	Priority/Retrainee	Manufacturing Skills	99	24 - 145	0	\$2,772	\$14.39
				Weighted Avg: 144			

**Minimum Wage by County:** For New Hire trainees in Job Number 1: \$13.09 per hour for Los Angeles County, \$13.07 per hour for Orange County, \$11.91 per hour for Ventura County, \$11.78 per hour for Riverside and San Bernardino counties. For Retraining in Job Number 3: \$15.70 per hour for Los Angeles County, \$15.68 per hour for Orange County, \$14.39 per hour for Ventura, Riverside, and San Bernardino counties. [Note: Retrainees in Job Number 2 will be held to a post-retention wage of \$16.00 per hour regardless of county.]

**Health Benefits:**  Yes  No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:**  Yes  No  Maybe

Participating employers may use health benefits to meet the Post-Retention Wage.

Wage Range by Occupation	
Occupation Title	Wage Range
Machine Operator (New Hire)	
Machine Tender (New Hire)	
Engineer	
Set-Up Operator	
Programmer	
CNC Machine Operator	
Machine Set-Up Operator	

## **INTRODUCTION**

In this proposal, NTMA Training Centers of Southern California (NTMA) seeks funding for new hire and retraining as outlined below:

Founded in 1968, NTMA is the training arm of the machining industry in Southern California. NTMA provides training to employers of small and medium-sized machine shops in the metal trade manufacturing industry. Its headquarters is located in Ontario, with two campuses in Norwalk and Ontario.

NTMA trains and prepares students for lifetime careers in the machining, tooling, and manufacturing industries. NTMA serves small to medium-sized machine shop employers that design and manufacture special tools and machines, dies, jigs, fixtures, gauges, and precision-machined parts. These companies face out-of-state competition and need skilled workers in order to prepare them for progress toward a high performance workplace due to advanced technological changes in the metal industry.

NTMA is eligible for ETP funding as a private training agency and the core participating employers will qualify as manufacturers facing out-of-state competition. This core group of employers represents at least 80% of the requested funding for this proposal. Approximately 95% of the proposed training will be delivered at NTMA's training facilities and 5% will be at the employers' locations.

## **PROJECT DETAILS**

NTMA's proposed curriculum is derived from national industry standards and adjusted by the trustees and staff to meet local needs. NTMA staff conducts surveys with employers and trainees at the conclusion of each class to assess the effectiveness of training and solicit for improving the content and delivery of training. Employers are invited to participate in Advisory Board meetings to address their needs. Participating employers review the curriculum prior to sending employees for additional recommendations (if necessary) to meet industry demands. NTMA staff also conducts employer assessments to make certain specific training needs are being met.

NTMA representatives state that due to sustained growth and advanced technological changes in the metal trades, there is an ongoing shortage of trained Machinists, Operators, Programmers, and other specialized Machine-Trade Workers. Highly-skilled workers are required to operate the most complex machinery in the industry. To efficiently operate the equipment, trainees need intensive hours of both theoretical and practical training. NTMA employs both formal and informal methods for obtaining feedback on training. Marketing staff obtain informal feedback as they talk to employers on a daily basis. Feedback also comes directly to NTMA from employer members and trustees. In addition, employers and trainees are surveyed at the conclusion of each class to assess the effectiveness of training and solicit suggestions for improving the training content and delivery.

According to NTMA representatives, its participating employers need higher skilled workers to maintain employment and compete for and win more business.

**Manufacturing Skills** training for New Hire trainees will be offered training in the basics of machining. Machine Operator and Machine Tender trainees will learn how to set-up and operate conventional machining equipment, including mills, lathes, grinders, drill presses, and saws. It also includes basic and intermediate math, shop theory, and practice. Training will provide unemployed individuals the opportunity to seek employment as entry-level machine operators and machine tenders.

**Manufacturing Skills** training for CNC Machine Operators and Machine Set-Up Operators includes training in CNC, Advanced CNC, and Inspection. CNC training is designed for Machine Operators who need to upgrade their skills in CNC operations, set-up, and programming. Advanced CNC training teaches higher-level operation of computerized machines, including machining of 3-D surfaces, multiple-part location programming, and linking files. Training in Inspection is designed for workers responsible for inspection functions in shops, including maintenance of records. It includes principles and use of coordinate measuring equipment.

**Advanced Technology (AT)** training in MasterCAM will provide Engineers, Set-Up Operators, and Programmers the knowledge and skills to program complex machining operations. Trainees will learn to define tool paths, prepare and modify part programs, and the basics of surface construction. AT training will also be offered to the same group in Advanced MasterCAM to provide the skills needed to generate surfaces work with solids; and to learn engraving and the basics of multi-axis programming.

### **Justification for AT**

NTMA requests the AT reimbursement rate for Job Number 2 based on the highly technical and complex nature of the course modules. In particular, NTMA representatives state that incumbent workers (Engineers, Set-Up Operators, and Programmers) in this industry sector must be prepared to utilize recent advances in 3D computer-aided design and to work with new generations of computer-aided manufacturing. The trainer-to-trainee ratio is 1:10 for AT, to allow in-depth coverage and personal attention from the instructor. [Note: All trainees in Job Number 2 will be in high-skill occupations earning at least \$16.00 per hour.]

### **Commitment to Training**

NTMA represents that ETP funds will not displace the existing financial commitment to training of participating employers. NTMA anticipates that the opportunity for enhanced training made possible by ETP funds will encourage an ongoing financial commitment in this area.

NTMA represents that safety training is, and will continue to be, provided by the participating employers in accordance with all pertinent requirements under state and federal law.

According to NTMA representatives, participating employers typically do not provide formal training to their production employees. Instead, training is limited to informal, on-the-job training. Programmers who will participate in AT training under this Agreement occasionally attend brief seminars on programming new equipment and the use of new software. The retraining proposed in this Agreement will provide comprehensive training in the use of computerized machine tools so employees can use all facets of the equipment. By increasing their skills, employees become more valuable to their employers and increase the likelihood that they will remain long-term employees.

## **Marketing and Support Costs**

NTMA is requesting 8% support costs in the proposed Agreement for training support activities which include recruitment of participating employers and assessment of employer-specific job requirements for retraining and recruitment of training participants and trainee intake assessment to determine eligibility; job development; and job search assistance and placement for New Hire training.

Panel regulation allows Support Costs of up to 8% for trainee and employer recruitment. Staff believes the support costs are justified in this proposal.

## **Substantial Contribution**

NTMA serves small and large companies, some of which may have received training in prior ETP contracts. If a large participating employer (over 100 full-time employees) has received the benefit of training with payment earned in excess of \$250,000 within the past five years, reimbursement for trainees at the same facility will be reduced by 15% to reflect that employer's substantial contribution to the cost of training. Funding for any employer that has previously been assessed a substantial contribution will be reduced by 30%. Small businesses with 100 or fewer full-time employees are not subject to this provision.

## **Training Agency Certification**

Training agency eligibility requires certification or licensure by an independent third-party, specific to the type of school and course of study. Most schools must also be licensed by the Bureau of Private Postsecondary Education (BPPE), created in statute effective January 1, 2010.

In keeping with the Panel's standards, at Title 22, California Code of Regulations (CCR), Section 4426, NTMA is eligible as a training agency based on the following:

- BPPE licensure valid until December 31, 2012.
- Successful past performance with ETP (see Prior Project table)

## **Training Hours Limitation**

New Hire training hours are capped at 260 per-trainee. However, NTMA is asking for a modification of the cap, for an extra 8 hours per trainee.

Given the technical nature and complexity of New Hire training in this industry, NTMA is providing 725 hours to learn the basic skills in machining, and ultimately advance in the industry to better paying, more responsible jobs. However, NTMA is requesting ETP fund only 268 hours under Job Number 1. NTMA is also eligible to receive federal funds (Federal Pell Grant and Federal Direct Loans) for a portion of its New Hire Training program.

The estimated New Hire cost-per-trainee is \$5,703. Once the New Hire trainees are placed, they may move into specialized or advanced training. However, that training will not be funded by ETP and Job Number 1 trainees will not be eligible to enroll in another Job Number under this Agreement.

## **Tuition Reimbursement**

In accordance with Title 22, CCR, Section 4412.1, NTMA represents that New Hire trainees enrolled in Job Number 1 will not be charged tuition, fees, or any other costs associated with training. This representation will be made a condition of the Agreement.

## **RECOMMENDATION**

For the reasons set forth above, staff recommends approval of this proposal.

In making this recommendation, staff notes that Retrainees receiving AT training under Job Number 2 must meet a \$16.00 post-retention wage, which is higher than the ETP Minimum for all counties served. New Hire trainees will receive 268 hours of training. There is union support for this training and there is wage progression for occupations being trained.

## **ACTIVE PROJECTS**

The following table summarizes performance by NTMA under an active ETP Agreement:

Agreement No.	Approved Amount	Term	No. Trainees (Estimated)	No. Completed Training	No. Retained
ET11-0212	\$397,023	04/04/11 – 04/03/13	132	95	*TBD

\*As of December 2011, NTMA had delivered approximately 70% of the planned training hours to 102 enrolled trainees. With additional new hire training hours still to be delivered, potential earnings currently stand at \$306,254 (77% of the approved amount).

## **PRIOR PROJECTS**

The following table summarizes performance by NTMA under ETP Agreements that were completed within the last five years:

Agreement No.	Location (City)	Term	Approved Amount	Payment Earned
ET09-0309	Norwalk, Ontario	11/01/08 – 10/31/10	\$3,425,064	\$2,616,193 (76%)
ET07-0325	Norwalk, Ontario	05/01/07 – 04/30/09	\$3,000,788	\$2,869,495 (96%)
*ET06-0293	Norwalk, Ontario	06/30/06 – 06/29/08	\$1,556,100	\$440,496 (28%)
ET06-0171	Norwalk, Ontario, N. Hollywood	11/01/05 – 10/31/07	\$2,096,424	\$2,040,401 (97%)

\*ET06-0293 (New Hire) – Contractor representatives state that NTMA was not able to complete 100% in this Agreement because the ETP training program got off to an uncharacteristically slow start during the first half of the contract term, with only an initial 50 enrollees. It was not until the second half of the Agreement term that exhaustive marketing efforts were able to generate an additional 106 program participants.

## **DEVELOPMENT SERVICES**

N/A

**ADMINISTRATIVE SERVICES**

N/A

**TRAINING VENDORS**

N/A

**Exhibit B: Menu Curriculum****Class/Lab Hours**

24 - 268

**Job Number 1 (New Hire)**

Trainees may receive any of the following:

**Manufacturing Skills**

Machining Fundamentals

Introduction to Machine Trades

Mathematics for Machining

Blueprint Reading

Measuring Instruments

Layout, Bench Work, and Sawing

Drill Press

Lathes: Safety, Basic Operations

Lathes: Advanced Operations

Mills: Safety, Basic Operations

Mills: Advanced Operations

Grinders

Special Machines and Inspection

CNG Programming, Coordinate System, Codes, Formats and TLO

Computer-Aided Program, MDI and Tape Preparation

CNC Mill Set-Up and Operation

CNC Lathe Set-Up and Operation

**Class/Lab Hours**

24 – 145

**Job Number 2 (Retraining)**

Trainees may receive any of the following:

**Advanced Technology****Master-Cam**

Mathematical Principles and Applications  
CNC Programming System  
2D Wire Frame Construction  
Basic 2-D Programming  
Defining Tool Paths  
Introduction to 3D Programming  
Models and Tooling  
Basics of Surface Construction  
Surface Shading and Dialogs  
Multi-Surface Machining

**Advanced Master-Cam**

Review of Basic Programming  
3D Tool-Paths  
Multi-Axis Machining  
3D Tool-Path Editing  
3D Tool-Path Planning  
Engraving Artworks  
Creating Part Geometry for Lathes  
Lathe Programming  
Mill-Turn Tool-Paths  
File Conversion  
Post Processor Customization

**Class/Lab Hours**

24 - 145

**Job Number 3 (Retraining)**

Trainees may receive any of the following:

**Manufacturing Skills****CNC Fundamentals**

Types of Equipment  
Mathematical Principles and Applications  
Lathes  
Mills  
Specifications  
Cutting Tools  
Programming  
Set-Up and Operation  
Tool Paths  
Meeting Tolerances  
Meeting Quality Standards  
Shop Practice

**CNC Advanced**

CNC Programming System  
Types of Machines  
Set-Up Procedures  
Defining Tool Paths  
Models and Tooling  
Basics of Surface Construction  
Surface Shading and Dialogs  
Multi-Surface Machining  
Solid Construction  
Application of Tool Paths to Solid Models  
Tool Paths in Solid Machining

**Inspection**

Coordinate Measuring Equipment  
Mathematics for Inspection  
Blueprints  
Geometric Dimension and Tolerancing  
Datums and Datum Surfaces  
Coordinate Measuring Machine Set-Up and Operation  
Inspection Records and Requirements  
Parts, Assemblies and Set-Up Techniques Required Using CMM  
Inspection Methods

Note: Reimbursement for retraining is capped at 145 total training hours per trainee, regardless of the method of delivery. Reimbursement for new hire training is capped at 268 total training hours per trainee.

**Participating Employers in Retrainee  
Multiple Employer Contracts**

Contractor's Name: NTMA Training Centers of Southern California      CCG No.: ET12-0278  
Reference No: 12-0179      Page 1 of 14

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PRINT OR TYPE IN ALPHABETICAL ORDER

Company: 3M Unitek

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Address: 2724 S. Peck Rd.

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City, State, Zip: Monrovia, CA 91016

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Collective Bargaining Agreement(s): No

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Estimated # of employees to be retrained under this Agreement: 14

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Total # of full-time company employees worldwide: 638

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Total # of full-time company employees in California: 638

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Company: Able Wire EDM

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Address: 440 Atlas

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City, State, Zip: Brea, CA 92821

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Collective Bargaining Agreement(s): No

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Estimated # of employees to be retrained under this Agreement: 1

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Total # of full-time company employees worldwide: 12

---

Total # of full-time company employees in California: 12

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Company: Acromil Corporation

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Address: 18421 Railroad St.

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City, State, Zip: Cit of Industry, CA 91748

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Collective Bargaining Agreement(s): No

---

Estimated # of employees to be retrained under this Agreement: 7

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Total # of full-time company employees worldwide: 76

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Total # of full-time company employees in California: 76

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Company: Action Stamping, Inc.

---

Address: 517 S. Glendora Ave.

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City, State, Zip: Glendora, CA 91741

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Collective Bargaining Agreement(s): No

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Estimated # of employees to be retrained under this Agreement: 4

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Total # of full-time company employees worldwide: 43

---

Total # of full-time company employees in California: 43

---

**Participating Employers in Retrainee  
Multiple Employer Contracts**

Contractor's Name: NTMA Training Centers of Southern California      CCG No.: ET12-0278  
Reference No: 12-0179      Page 2 of 14

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PRINT OR TYPE IN ALPHABETICAL ORDER

Company: Aero Engineering, Inc.

---

Address: 1020 E. Elm Ave.

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City, State, Zip: Fullerton, CA 92831

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Collective Bargaining Agreement(s): No

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Estimated # of employees to be retrained under this Agreement: 1

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Total # of full-time company employees worldwide: 15

---

Total # of full-time company employees in California: 15

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Company: Aero-K

---

Address: 10764 Lower Azusa Rd.

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City, State, Zip: El Monte, CA 91731

---

Collective Bargaining Agreement(s): No

---

Estimated # of employees to be retrained under this Agreement: 1

---

Total # of full-time company employees worldwide: 10

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Total # of full-time company employees in California: 10

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Company: Aerofit, Inc.

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Address: 1425 South Acacia Ave.

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City, State, Zip: Fullerton, CA 92831

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Collective Bargaining Agreement(s): No

---

Estimated # of employees to be retrained under this Agreement: 12

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Total # of full-time company employees worldwide: 113

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Total # of full-time company employees in California: 113

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Company: Alcoa Fastening Systems

---

Address: 800 S. State College Blvd.

---

City, State, Zip: Fullerton, CA 92831

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Collective Bargaining Agreement(s): No

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Estimated # of employees to be retrained under this Agreement: 25

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Total # of full-time company employees worldwide: 40,000

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Total # of full-time company employees in California: 3,000

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**Participating Employers in Retrainee  
Multiple Employer Contracts**

Contractor's Name: NTMA Training Centers of Southern California      CCG No.: ET12-0278  
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PRINT OR TYPE IN ALPHABETICAL ORDER

Company: All Power Manufacturing Co.

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Address: 13141 Molette Street

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City, State, Zip: Santa Fe Springs, CA 90670

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Collective Bargaining Agreement(s): No

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Estimated # of employees to be retrained under this Agreement: 6

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Total # of full-time company employees worldwide: 2,000

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Total # of full-time company employees in California: 55

---

Company: All-Star Precision

---

Address: 8739 Lion Street

---

City, State, Zip: Rancho Cucamonga, CA 91730

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Collective Bargaining Agreement(s): No

---

Estimated # of employees to be retrained under this Agreement: 2

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Total # of full-time company employees worldwide: 16

---

Total # of full-time company employees in California: 16

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Company: Allied Mechanical

---

Address: 1720 South Bon View

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City, State, Zip: Ontario, CA 91761

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Collective Bargaining Agreement(s): No

---

Estimated # of employees to be retrained under this Agreement: 7

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Total # of full-time company employees worldwide: 89

---

Total # of full-time company employees in California: 89

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Company: All-Ways Metal Inc.

---

Address: 401 E. Alondra Blvd.

---

City, State, Zip: Gardena, CA 90248

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Collective Bargaining Agreement(s): No

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Estimated # of employees to be retrained under this Agreement: 3

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Total # of full-time company employees worldwide: 38

---

Total # of full-time company employees in California: 38

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**Participating Employers in Retrainee  
Multiple Employer Contracts**

Contractor's Name: NTMA Training Centers of Southern California      CCG No.: ET12-0278  
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PRINT OR TYPE IN ALPHABETICAL ORDER

Company: Alpha Pattern Company Inc.

---

Address: 15507 Lakewood Blvd.

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City, State, Zip: Paramount, CA 90723

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Collective Bargaining Agreement(s): No

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Estimated # of employees to be retrained under this Agreement: 1

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Total # of full-time company employees worldwide: 2

---

Total # of full-time company employees in California: 2

---

Company: Ameriflex Inc.

---

Address: 2390 Railroad St.

---

City, State, Zip: Corona, CA 92880

---

Collective Bargaining Agreement(s): No

---

Estimated # of employees to be retrained under this Agreement: 7

---

Total # of full-time company employees worldwide: 100

---

Total # of full-time company employees in California: 100

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Company: Arden Engineering, Inc.

---

Address: 1878 North Main St.

---

City, State, Zip: Orange, CA 92865

---

Collective Bargaining Agreement(s): No

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Estimated # of employees to be retrained under this Agreement: 9

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Total # of full-time company employees worldwide: 108

---

Total # of full-time company employees in California: 108

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Company: Astro Chrome & Polishing Corp.

---

Address: 15236 Erwin St.

---

City, State, Zip: Van Nuys, CA 91441

---

Collective Bargaining Agreement(s): No

---

Estimated # of employees to be retrained under this Agreement: 1

---

Total # of full-time company employees worldwide: 12

---

Total # of full-time company employees in California: 12

---

**Participating Employers in Retrainee  
Multiple Employer Contracts**

Contractor's Name: NTMA Training Centers of Southern California      CCG No.: ET12-0278  
Reference No: 12-0179      Page 5 of 14

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PRINT OR TYPE IN ALPHABETICAL ORDER

Company: Astro-Tek Industries, Inc.

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Address: 1198 N. Kramer Blvd.

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City, State, Zip: Anaheim, CA 92806

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Collective Bargaining Agreement(s): No

---

Estimated # of employees to be retrained under this Agreement: 4

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Total # of full-time company employees worldwide: 47

---

Total # of full-time company employees in California: 47

---

Company: ATR Sales, Inc.

---

Address: 110 E. Garry Avenue

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City, State, Zip: Santa Ana, CA 92707

---

Collective Bargaining Agreement(s): No

---

Estimated # of employees to be retrained under this Agreement: 2

---

Total # of full-time company employees worldwide: 23

---

Total # of full-time company employees in California: 23

---

Company: Bell Precision

---

Address: 169 North Dillon

---

City, State, Zip: San Jacinto, CA 92583

---

Collective Bargaining Agreement(s): No

---

Estimated # of employees to be retrained under this Agreement: 1

---

Total # of full-time company employees worldwide: 18

---

Total # of full-time company employees in California: 18

---

Company: Brice Manufacturing

---

Address: 10262 Norris Ave.

---

City, State, Zip: Pacoima, CA 91331

---

Collective Bargaining Agreement(s): No

---

Estimated # of employees to be retrained under this Agreement: 18

---

Total # of full-time company employees worldwide: 250

---

Total # of full-time company employees in California: 250

---

**Participating Employers in Retrainee  
Multiple Employer Contracts**

Contractor's Name: NTMA Training Centers of Southern California      CCG No.: ET12-0278  
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PRINT OR TYPE IN ALPHABETICAL ORDER

Company: Bryant Racing, Inc.

---

Address: 1600 East Winston Road

---

City, State, Zip: Anaheim, CA 92805

---

Collective Bargaining Agreement(s): No

---

Estimated # of employees to be retrained under this Agreement: 4

---

Total # of full-time company employees worldwide: 48

---

Total # of full-time company employees in California: 48

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Company: BTL Machine

---

Address: 1168 Sherborn St.

---

City, State, Zip: Corona, CA 92879

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Collective Bargaining Agreement(s): No

---

Estimated # of employees to be retrained under this Agreement: 8

---

Total # of full-time company employees worldwide: 85

---

Total # of full-time company employees in California: 85

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Company: California Quality Plastics, Inc.

---

Address: 2226 Castle Harbor Place

---

City, State, Zip: Ontario, CA 91761

---

Collective Bargaining Agreement(s): No

---

Estimated # of employees to be retrained under this Agreement: 5

---

Total # of full-time company employees worldwide: 60

---

Total # of full-time company employees in California: 60

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Company: Callery Conway Mars dba Herr Voss Stamco

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Address: 1964 Essex Court

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City, State, Zip: Redlands, CA 92373

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Collective Bargaining Agreement(s): No

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Estimated # of employees to be retrained under this Agreement: 1

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Total # of full-time company employees worldwide: 6

---

Total # of full-time company employees in California: 6

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**Participating Employers in Retrainee  
Multiple Employer Contracts**

Contractor's Name: NTMA Training Centers of Southern California      CCG No.: ET12-0278  
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PRINT OR TYPE IN ALPHABETICAL ORDER

Company: Cal Tech Precision

---

Address: 1830 North Lemon St.

---

City, State, Zip: Anaheim, CA 92801

---

Collective Bargaining Agreement(s): No

---

Estimated # of employees to be retrained under this Agreement: 6

---

Total # of full-time company employees worldwide: 57

---

Total # of full-time company employees in California: 57

---

Company: Capo Industries

---

Address: 5498 Vine St.

---

City, State, Zip: Chino, CA 91710

---

Collective Bargaining Agreement(s): No

---

Estimated # of employees to be retrained under this Agreement: 7

---

Total # of full-time company employees worldwide: 71

---

Total # of full-time company employees in California: 71

---

Company: Century Precision Eng.

---

Address: 2141 West 139<sup>th</sup> St.

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City, State, Zip: Gardena, CA 90249

---

Collective Bargaining Agreement(s): No

---

Estimated # of employees to be retrained under this Agreement: 2

---

Total # of full-time company employees worldwide: 20

---

Total # of full-time company employees in California: 20

---

Company: Creative Machining Technology

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Address: 369 Meyer Cir.

---

City, State, Zip: Corona, CA 92879

---

Collective Bargaining Agreement(s): No

---

Estimated # of employees to be retrained under this Agreement: 12

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Total # of full-time company employees worldwide: 180

---

Total # of full-time company employees in California: 180

---

**Participating Employers in Retrainee  
Multiple Employer Contracts**

Contractor's Name: NTMA Training Centers of Southern California      CCG No.: ET12-0278  
Reference No: 12-0179      Page 8 of 14

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PRINT OR TYPE IN ALPHABETICAL ORDER

Company: Design West Aratech

---

Address: 14401 Chambers Rd.

---

City, State, Zip: Tustin, CA 92780

---

Collective Bargaining Agreement(s): No

---

Estimated # of employees to be retrained under this Agreement: 5

---

Total # of full-time company employees worldwide: 58

---

Total # of full-time company employees in California: 58

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Company: Dytran Instruments, Inc.

---

Address: 21592 Marilla Street

---

City, State, Zip: Chatsworth, CA 91311

---

Collective Bargaining Agreement(s): No

---

Estimated # of employees to be retrained under this Agreement: 12

---

Total # of full-time company employees worldwide: 124

---

Total # of full-time company employees in California: 124

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Company: Edelbrock Corp.

---

Address: 2700 California St.

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City, State, Zip: Torrance, CA 90503

---

Collective Bargaining Agreement(s): No

---

Estimated # of employees to be retrained under this Agreement: 15

---

Total # of full-time company employees worldwide: 425

---

Total # of full-time company employees in California: 425

---

Company: EDM Xpress, Inc.

---

Address: 380 E. Crowther Ave.

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City, State, Zip: Placentia, CA 92870

---

Collective Bargaining Agreement(s): No

---

Estimated # of employees to be retrained under this Agreement: 1

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Total # of full-time company employees worldwide: 11

---

Total # of full-time company employees in California: 11

---

**Participating Employers in Retrainee  
Multiple Employer Contracts**

Contractor's Name: NTMA Training Centers of Southern California      CCG No.: ET12-0278  
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PRINT OR TYPE IN ALPHABETICAL ORDER

Company: Fairway Injection Molding Systems

---

Address: 20109 Paso Del Prado

---

City, State, Zip: Walnut, CA 91789

---

Collective Bargaining Agreement(s): No

---

Estimated # of employees to be retrained under this Agreement: 4

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Total # of full-time company employees worldwide: 56

---

Total # of full-time company employees in California: 56

---

Company: Great Western Grinding

---

Address: 15292 Bolsa Chica St.

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City, State, Zip: Huntington Beach, CA 92649

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Collective Bargaining Agreement(s): No

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Estimated # of employees to be retrained under this Agreement: 1

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Total # of full-time company employees worldwide: 14

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Total # of full-time company employees in California: 14

---

Company: Hawk Industries

---

Address: 1245 East 23<sup>rd</sup> St.

---

City, State, Zip: Signal Hill, CA 90755

---

Collective Bargaining Agreement(s): No

---

Estimated # of employees to be retrained under this Agreement: 2

---

Total # of full-time company employees worldwide: 34

---

Total # of full-time company employees in California: 34

---

Company: Hino Motors Manufacturing USA

---

Address: 290 S. Miliken Ave.

---

City, State, Zip: Ontario, CA 91761

---

Collective Bargaining Agreement(s): No

---

Estimated # of employees to be retrained under this Agreement: 18

---

Total # of full-time company employees worldwide: 10,000

---

Total # of full-time company employees in California: 210

---

**Participating Employers in Retrainee  
Multiple Employer Contracts**

Contractor's Name: NTMA Training Centers of Southern California      CCG No.: ET12-0278  
Reference No: 12-0179      Page 10 of 14

---

PRINT OR TYPE IN ALPHABETICAL ORDER

Company: Hitco Carbon Composites, Inc.

---

Address: 1600 West 135<sup>th</sup> St.

---

City, State, Zip: Gardena, CA 90249

---

Collective Bargaining Agreement(s): Yes

---

Estimated # of employees to be retrained under this Agreement: 11

---

Total # of full-time company employees worldwide: 551

---

Total # of full-time company employees in California: 551

---

Company: Implant Direct

---

Address: 27030 Malibu Hills Rd.

---

City, State, Zip: Calabasas, CA 91301

---

Collective Bargaining Agreement(s): No

---

Estimated # of employees to be retrained under this Agreement: 9

---

Total # of full-time company employees worldwide: 242

---

Total # of full-time company employees in California: 214

---

Company: Jaco Engineering

---

Address: 879 South East Street

---

City, State, Zip: Anaheim, CA 92805

---

Collective Bargaining Agreement(s): No

---

Estimated # of employees to be retrained under this Agreement: 2

---

Total # of full-time company employees worldwide: 31

---

Total # of full-time company employees in California: 31

---

Company: JE Pistons dba Performance Motorsports

---

Address: 15312 Connector Lane

---

City, State, Zip: Huntington Beach, CA 92649

---

Collective Bargaining Agreement(s): No

---

Estimated # of employees to be retrained under this Agreement: 6

---

Total # of full-time company employees worldwide: 157

---

Total # of full-time company employees in California: 157

---

**Participating Employers in Retrainee  
Multiple Employer Contracts**

Contractor's Name: NTMA Training Centers of Southern California      CCG No.: ET12-0278  
Reference No: 12-0179      Page 11 of 14

---

PRINT OR TYPE IN ALPHABETICAL ORDER

Company: Magor Mold, Inc.

---

Address: 420 South Lone Hill Ave.

---

City, State, Zip: San Dimas, CA 91774

---

Collective Bargaining Agreement(s): No

---

Estimated # of employees to be retrained under this Agreement: 5

---

Total # of full-time company employees worldwide: 65

---

Total # of full-time company employees in California: 65

---

Company: Martek Power Inc.

---

Address: 1111 Knox St.

---

City, State, Zip: Torrance, CA 90502

---

Collective Bargaining Agreement(s): No

---

Estimated # of employees to be retrained under this Agreement: 9

---

Total # of full-time company employees worldwide: 199

---

Total # of full-time company employees in California: 199

---

Company: Martinez & Turek, Inc.

---

Address: 300 S. Cedar Ave.

---

City, State, Zip: Rialto, CA 92376

---

Collective Bargaining Agreement(s): No

---

Estimated # of employees to be retrained under this Agreement: 6

---

Total # of full-time company employees worldwide: 119

---

Total # of full-time company employees in California: 119

---

Company: Omni Machine

---

Address: 9722 Jordan Circle

---

City, State, Zip: Santa Fe Springs, CA 90670

---

Collective Bargaining Agreement(s): No

---

Estimated # of employees to be retrained under this Agreement: 1

---

Total # of full-time company employees worldwide: 15

---

Total # of full-time company employees in California: 15

---

**Participating Employers in Retrainee  
Multiple Employer Contracts**

Contractor's Name: NTMA Training Centers of Southern California      CCG No.: ET12-0278  
Reference No: 12-0179      Page 12 of 14

---

PRINT OR TYPE IN ALPHABETICAL ORDER

Company: Pankl Aerospace Systems

---

Address: 16615 Edwards Rd.

---

City, State, Zip: Cerritos, CA 90703

---

Collective Bargaining Agreement(s): No

---

Estimated # of employees to be retrained under this Agreement: 5

---

Total # of full-time company employees worldwide: 75

---

Total # of full-time company employees in California: 75

---

Company: Romero's Engineering, Inc.

---

Address: 10682 Pullman Court

---

City, State, Zip: Rancho Cucamonga, CA 91730

---

Collective Bargaining Agreement(s): No

---

Estimated # of employees to be retrained under this Agreement: 3

---

Total # of full-time company employees worldwide: 35

---

Total # of full-time company employees in California: 35

---

Company: S & S Precision Mfg., Inc.

---

Address: 2405 South Birch St.

---

City, State, Zip: Santa Ana, CA 92704

---

Collective Bargaining Agreement(s): No

---

Estimated # of employees to be retrained under this Agreement: 2

---

Total # of full-time company employees worldwide: 35

---

Total # of full-time company employees in California: 35

---

Company: Space Exploration Technologies

---

Address: 1 Rocket Way

---

City, State, Zip: Hawthorne, CA 90250

---

Collective Bargaining Agreement(s): No

---

Estimated # of employees to be retrained under this Agreement: 17

---

Total # of full-time company employees worldwide: 1,200

---

Total # of full-time company employees in California: 750

---

**Participating Employers in Retrainee  
Multiple Employer Contracts**

Contractor's Name: NTMA Training Centers of Southern California      CCG No.: ET12-0278  
Reference No: 12-0179      Page 13 of 14

---

PRINT OR TYPE IN ALPHABETICAL ORDER

Company: Swift-Cor Aerospace, Inc.

---

Address: 344 West 157<sup>th</sup> St.

---

City, State, Zip: Gardena, CA 90248

---

Collective Bargaining Agreement(s): No

---

Estimated # of employees to be retrained under this Agreement: 12

---

Total # of full-time company employees worldwide: 280

---

Total # of full-time company employees in California: 208

---

Company: Thompson Ind.

---

Address: 13100 Yukon Ave.

---

City, State, Zip: Hawthorne, CA 90250

---

Collective Bargaining Agreement(s): No

---

Estimated # of employees to be retrained under this Agreement: 9

---

Total # of full-time company employees worldwide: 103

---

Total # of full-time company employees in California: 103

---

Company: Ultra Dent Tools, Inc.

---

Address: 555 Main St., Suite C

---

City, State, Zip: Riverside, CA 92501

---

Collective Bargaining Agreement(s): No

---

Estimated # of employees to be retrained under this Agreement: 1

---

Total # of full-time company employees worldwide: 17

---

Total # of full-time company employees in California: 17

---

Company: Weber Metals, Inc.

---

Address: 16706 Garfield Ave.

---

City, State, Zip: Paramount, CA 90723

---

Collective Bargaining Agreement(s): No

---

Estimated # of employees to be retrained under this Agreement: 16

---

Total # of full-time company employees worldwide: 357

---

Total # of full-time company employees in California: 357

---

**Participating Employers in Retrainee  
Multiple Employer Contracts**

Contractor's Name: NTMA Training Centers of Southern California

CCG No.: ET12-0278

Reference No: 12-0179

Page 14 of 14

PRINT OR TYPE IN ALPHABETICAL ORDER

Company: Winpak Lane, Inc.

Address: 998 S. Sierra Way

City, State, Zip: San Bernardino, CA 92408

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 6

Total # of full-time company employees worldwide: 78

Total # of full-time company employees in California: 78

Company: Wire Cut Co., Inc.

Address: 6750 Caballero Blvd.

City, State, Zip: Buena Park, CA 90620

Collective Bargaining Agreement(s): No

Estimated # of employees to be retrained under this Agreement: 3

Total # of full-time company employees worldwide: 30

Total # of full-time company employees in California: 30

Company:

Address:

City, State, Zip:

Collective Bargaining Agreement(s):

Estimated # of employees to be retrained under this Agreement:

Total # of full-time company employees worldwide:

Total # of full-time company employees in California:

Company:

Address:

City, State, Zip:

Collective Bargaining Agreement(s):

Estimated # of employees to be retrained under this Agreement:

Total # of full-time company employees worldwide:

Total # of full-time company employees in California:

# Glass, Molders, Pottery, Plastics & Allied Workers

## International Union

(AFL-CIO-CLC)

608 EAST BALTIMORE AVENUE • P.O. BOX 607 • MEDIA, PA 19063-0607

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James H. Rankin  
International President

Joseph Mitchell, Sr.  
International Secretary-Treasurer

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Ignacio De La Fuente  
C. Joseph Bish  
Sondra Powell  
Jack Graham  
Richard Ross  
Wesley M. Royster

February 3, 2011

To Whom It May Concern,

Subject: Employment Training Panel

Local 19, GMP and HITCO Carbon Composites, Inc., located in Gardena, California, fully support the California Employment Training Panel (ETP) for bargaining unit employees.

If further information is required, please contact our office.

Sincerely,

Leonard Ysabel  
President  
Local 19, GMP  
310-970-5637

