

*Nevada Governor's Office of*  
**ECONOMIC DEVELOPMENT**

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*Empowering Success*

## **Workforce Innovations for a New Nevada - NSHE Capacity Program Application**

The Workforce Innovations for a New Nevada (WINN) Fund was established to provide programs of workforce recruitment, assessment or training to the benefit of new or expanding companies in Nevada.

This application is to be completed by a representative of an Authorized Provider per NRS 231.1415 who wishes to provide a workforce training program with WINN funding. A separate application is necessary for each training program. Applications requesting funding in excess of \$100,000 must be reviewed and approved by the Board.

On December 2, 2021, GOED's Board approved minimum wage thresholds for WINN Fund investments. Jobs supported by the training program in this proposal must pay at least \$17 per hour; additional requirements apply and supplemental information may be requested to complete the application process.

### **Authorized Provider Information**

#### **Institution Name**

Truckee Meadows Community College (TMCC)

#### **Address**

7000 Dandini Blvd, Reno, Nevada 89512

#### **Workforce Development Program Experience**

TMCC has a demonstrated history of executing successful workforce development programs. We offer over 160 degrees & certificates in over 50 areas of study including the five areas that we are requesting funding for: advanced manufacturing, data science, diesel, logistics, & welding. TMCC is Northern Nevada's jobs college, preparing qualified students for jobs in industries here in Nevada. 95% of our students stay in Nevada after completion of their programs and build and support our local community. TMCC students, graduates and employees put more than \$678 million dollars into our region's economy.

TMCC is a leader in Career & Technical Education (CTE) and provides many opportunities for students to receive short-term training that will prepare them for high-wage jobs in our area. We offer stackable credentials including skills certificates, certificates of achievement, associates degrees and bachelor degrees. TMCC's workforce programs heavily rely on employer input to develop training that leads directly to jobs and we maintain active employer involvement through our program advisory boards.

We have successfully managed many workforce initiatives & grants including WINN awards, TAACCCT grants, the American Apprenticeship Initiative, the Sandi grant, Perkins, and several private donor workforce grants as well. Through these programs we have partnered with local businesses including

Tesla, Panasonic, and Renown and we have worked closely with our local workforce development agencies including NevadaWorks, EDAWN, Manufacture Nevada, DETR, and EmployNV.

Primary applicants must be able to effectively track and document expenses related to this grant, procure equipment in a timely fashion, maintain procedures and internal controls for accounting, and have infrastructure for maintaining data and completing reports.

**Organizational Capacity**

TMCC’s FY 22-23 budget is over 50 million dollars. TMCC currently manages more than 15.5 million dollars in federal, private, and state pass-through grant funding. Over the past 50 years, TMCC has successfully managed grants from the US Department of Education, Labor, Health and Human Services, State of Nevada Department of Education and Health & Human Services, and nationally and locally based corporate and non-profit donor funding. TMCC adheres to all federal grants management policies in 2 CFR Part 200, Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards.

Additionally, TMCC is governed by the Nevada System of Higher Education (NSHE) and its Board of Regents. TMCC adheres to all NSHE student information and human resources policies and procedures related to accounting and procurement. NSHE utilizes Workday for budgeting and financial accounting, facilitating easier financial data collection allowing for effective project management across institutions.

Post Award grant management (a division of TMCC’s foundation and grants) is responsible for grant compliance and works closely with TMCC Controllers Office, which is responsible for establishing sponsored accounts, financial reporting and fiscal compliance.

**Project Information**

**Project Name**

TMCC’s Logistics Expansion & Promotion

**Primary Economic Sector**

Logistics

**Project Point of Contact**

Amber Burroughs

**Title**

Associate Director of Workforce Development

**Phone**

(775) 674-7596

**Email**

aburroughs@tmcc.edu

**Employer Partner(s)**

**Company 1**

**Company Name**

ITS Logistics

**Company Point of Contact**

Zak Urrutia, Vice President of Operations

**E-mail**

zurrutia@its4logistics

**Job Titles to Be Filled**

Logistics leads, logistics coordinators, Logistics Area & Account Managers, Logistics Operations Managers

**Number of Job Openings to be Assisted**

100

**Average Hourly Wage for Job Hires**  
\$23-\$70/hr

**Employer Commitment & Support Letter**  
ITS Letter of Support.docx

**Workforce Disruption - Prior 12 Months**  
No

## Company 2

**Company Name**  
LeisureQuip

**Company Point of Contact**  
Lindsay Bradley

**E-mail**  
lindsay@leisurequipinc.com

**Job Titles to Be Filled**  
Fulfillment Specialists, Inventory Managers, Operations Supervisors  
and Operations Managers

**Number of Job Openings to be Assisted**  
10

**Average Hourly Wage for Job Hires**  
\$20-\$40

**Employer Commitment & Support Letter**  
Leisure Quip Letter of Support.pdf

**Workforce Disruption - Prior 12 Months**  
No

## Company 3

**Company Name**  
Haws Corporation

**Company Point of Contact**  
LaReesa McNeil, Talent Acquisition & Training  
Specialist

**E-mail**  
lareesam@hawsco.com

**Job Titles to Be Filled**  
Supply Chain Specialist

**Number of Job Openings to be Assisted**  
10

**Average Hourly Wage for Job Hires**  
\$25/hr

**Employer Commitment & Support Letter**  
HAWS Letter of Support.docx

**Workforce Disruption - Prior 12 Months**  
No

## Statement of Need

### Needs Assessment

Northern Nevada has an expansive network of transportation services, warehousing, and fulfillment operations. In a 2022 report on Tech and Logistics Projections, the Nevada Department of Employment, Training and Rehabilitation (DETR) indicated that, "...most Nevada industries within tech and logistics have an outlook of decent to strong growth projected in the next decade." The logistics industries that have the most growth projected are in the areas of warehousing and storage. These industries are on track to having over 10,000 jobs added to the labor force over the next 10 years. The logistics sector of the Northern Nevada economy has continued to grow within the past few years, and the Economic

Development Association of Western Nevada (EDAWN) has named distribution, logistics and e-commerce as one of their key industries. With companies like ITS growing and expanding yearly, it is imperative that we as the community college be ready to provide the training necessary to have a skilled workforce.

Over the years we have grown our logistics employer connections in the area. TMCC hosts an annual Logistics Leadership Conference that provides a day of insightful speakers that are leaders in the industry for Northern Nevada, and provides a forum for industry/student networking. Proceeds from this event go toward scholarships for TMCC logistics students. These employers are letting us know that they are in dire need of educated/trained individuals in all facets of logistics.

TMCC's program is the only one of its kind in the area offering a Bachelor of Applied Science degree in Logistics Operations Management. UNR previously had a full degree program, but in 2015 decided to remove it from their degree offerings. ITS Logistics is one of our main supporters and they also have a partnership with UNR as well for their supplemental curriculum. Our instructor & department lead, Brian Addington was profiled in Northern Nevada Business Weekly and our program continues to gain recognition within the area. The program promotion that we have planned will help to expand the awareness footprint statewide.

## **Program Objectives and Outcomes**

### **Program Overview**

TMCC gives students the opportunity to pursue three stackable credentials in Logistics Management (Certificate of Achievement, AAS & BAS). Presently, we have just one full time faculty member in this area, so another full time instructor is needed to grow the program. While logistics is a lucrative industry and provides graduates with high-paying in-demand jobs, it has become evident that there is a lack of understanding of what logistics is and what careers are available when working with prospective students. TMCC is in need of funding for program promotion and targeted marketing across related workforce sectors in order to increase our enrollment in this field of study.

### **Employer Engagement**

Working closely with regional logistics firms, our degrees respond to employers' need for a highly-qualified logistics operations workforce, and we plan to leverage our existing employer connections to offer employment opportunities for graduates in this program. With companies like ITS growing and expanding yearly, it is imperative that we as the community college be ready to provide the training necessary to have a skilled workforce. Over the years we have grown our logistics employer connections in the area. As aforementioned, TMCC hosts an annual Logistics Leadership Conference that provides a day of insightful speakers that are leaders in the industry for Northern Nevada, and provides a forum for industry/student networking. Proceeds from this event go toward scholarships for TMCC logistics students. These employers are letting us know that they are in dire need of educated/trained individuals in all facets of logistics. Additionally, TMCC has an active logistics advisory board that provides a forum for employers to give input on curriculum development and the overall program direction.

### **Capacity-Building Program Design**

The program enhancement will go toward both instructional faculty and for program promotion. We plan on hiring one new full-time instructor in logistics at a competitive salary. This new instructor will be tasked with growing our current logistics program enrollment & connecting with more employers in the area. Presently, we have just one full time faculty member in this area, so another full time instructor is needed to grow the program as desired. Due to the lack of understanding of what logistics is and that it is a lucrative career field, TMCC is also seeking funding for program promotion and targeted marketing across related workforce sectors. We plan on utilizing these funds for both print & digital marketing. We will promote the program, particularly via our Assistant Director of CTE Programs, who is dedicated to these types of campaigns.

**Will this program include funding for staff?**

Yes

**Will this program include funding for existing staff?**

No

**Recruitment**

This investment in increased capacity targets an increase of 10 FTE per semester from the current level of 25 FTE, generating an estimated 300 additional student credit hours per year, and increasing our award completion by 20 additional students per year by Spring 2025. We plan to recruit additional training candidates through the utilization of funding for program promotion through print and digital media. We plan on distributing this material through our Recruitment & Access Center team & our Assistant Director of Career & Technical Education who connect with the Washoe County School District & community organizations on a regular basis.

**Outcomes**

Training Outcomes:

- In FY24, TMCC will enroll 15 students
- In FY25, TMCC will enroll 20 students
- By the end of FY25, TMCC will realize 8 award completers (cert of achievement, associates, or bachelors)
- By the end of FY25, 8 students who received training will gain related employment
- Students entering the field following their training will obtain an average wage of \$30 per hour

Hiring Outcomes:

- By July 31, 2023, TMCC will create a job posting for a new faculty position and create a hiring committee
- The new recruitment will commence by the end of August 2023
- With a successful recruitment, TMCC will have new faculty in place by January 2024
- The new full-time faculty member will be tasked with growing program enrollment, helping to connect the graduates of the program to employment opportunities, and supporting the advisory board expansion efforts.

Other Benchmarks:

- Faculty and program leadership will collaborate with TMCC's Marketing and Communications Team and develop marketing plans and materials by December 2023
- TMCC will distribute market materials and execute the marketing plan beginning January 2024

**Sustainability Plan**

The program promotional materials will continue to be utilized digitally for years to come and can be updated by our Assistant Director of CTE programs. This program promotion can also be incorporated into our current Perkins grant to continue highlighting logistics. TMCC anticipates that positions will be sustained on state funding through base and formula funding from increased enrollment.

**Is the program offered consistent with the Unified State Plan (WIOA)?**

Yes

**Supporting Documents**

2023 Logistics Conference Flier.docx

DETR Tech-and-Logistics-Projections.pdf

Key Industries - EDAWN.pdf

Manufacture-Nevada\_Smart-Manufacturing-Survey.pdf

**Workforce Diversity Action Plan**

WINN requires that projects consider how to ensure equitable access to high-skill and high-wage opportunities for all Nevadans.

This application must include an explanation of the actions that will be taken and strategies that will be implemented to promote workforce diversity and the goals and performance measures which will be used to measure the success of the plan in achieving those goals.

A strong plan will show an understanding of the interventions and supports diverse participants will need to prepare them for success and include methods for monitoring at the training and employment levels of the project.

GOED seeks to read plans including efforts to address the needs of Veterans, Gender inclusion and penetration in non-traditional employment, recipients of public assistance, justice-involved citizens, racial and ethnically diverse students, and persons with disabilities.

### **Diversity Action Plan**

The logistics industry is a traditionally white male-dominated field, but there is a rising number of females & people of color in supply chain management each year. Logistics is an area in which TMCC would not only like to see a strong enrollment increase, but strives to have more female & ethnically diverse participation as we do so. Students of color and females, particularly students in poverty, are underrepresented in STEM majors and graduate at lower rates. Many low-income and underrepresented students face multiple academic and non-academic barriers to graduation in STEM. We plan on specifically promoting this program at the Washoe County School District level in their various STEM programs at the elementary, middle and high school levels. We also plan on encouraging their participation in our retention programs at TMCC such as the Summer Bridge program, TRIO Scholars, and student groups like the Students of Color.

In keeping with TMCC's commitments to ensure an inclusionary environment that honors diversity and integration, specific outreach activities and marketing efforts are developed to address target populations. We offer programs & resources that support this commitment to a variety of diverse groups including but not limited to veterans, CTE gender equity needs, recipients of public assistance, justice-involved citizens, racial & ethnically diverse students, and students with disabilities. We plan on working with our special populations groups at TMCC to increase representation, inclusion, utilization and completion rates of the program.

We plan on promoting our program through established pipelines such as TMCC's Veterans Resource Center (VRC) and Veterans Upward Bound (VUB) programs which assist with the development of efforts to promote access and workforce diversity to Veteran populations. We also plan on utilizing our Perkins-funded CTE Assistant Director to support CTE gender equity needs by promoting traditionally male careers to female students and vice versa within the school district and in the community as a whole. We also want to make sure that our students that are recipients of public assistance are being encouraged to participate as well, so we plan on utilizing our Counseling Center and food bank (Wizards Warehouse) to promote the program and offer a space for our food insecure students to get the resources they need in order to be successful. A component of the project is the development of outreach activities and marketing efforts that will reach disabled, underrepresented, and racially/ethnically diverse student populations, from middle school, high school, traditional age, and non-traditional college age population groups. TMCC will actively recruit in Spanish-language media and our diverse recruitment team will promote this program opportunity to diverse audiences at schools, career fairs, open houses, and during campus tours.

Through the orientation process, we will make sure that the additional students we are recruiting are made aware of our variety of resources that can assist them in meeting their educational & workforce goals including the Career Hub, Counseling Center, Financial Aid Office, Academic Advising, Educational

Partnership Program (formally Re-entry), TRIO program, Success First Summer Bridge program, and the Diversity Center. Lastly, TMCC will continue to work to address the challenges of traditional and non-traditional age students in terms of offering flexible schedules, hybrid course offerings, and student support services to address financial and life challenges. TMCC's demographics show that 50% of TMCC's student population are minorities (with 34% being Hispanic). 50% percent of the student population are first-generation and 54% percent of the student population were made up of women, and 46% were men.

### **Workforce Diversity Commitment Statement**

The Nevada System of Higher Education (NSHE) is committed to providing equal opportunity and access to programs and employment, and places of work and learning free of discrimination. Likewise, TMCC's policies regarding equal employment opportunity and affirmative action represents our commitment to supporting practices that seek to achieve equal opportunity in employment and advancement without regard for sex, age, race, color, religion, physical and mental disability, creed, national origin, veteran status, sexual orientation, genetic information, gender identity, or gender expression.

TMCC's Equity, Inclusion and Sustainability Office pledges to address, work with, and uphold a series of goals and commitments to ensure an inclusionary environment that honors diversity and integration. These goals and commitments include:

- \*Building and maintaining a non-discriminatory environment in all facets of TMCC's programs as they relate to all members of TMCC including faculty, staff and students
- \*To assist in developing diverse workforce, through outreach and affirmative action efforts, that reflect a demographic distribution in the service area, with regard to race, color, religion, gender, sexual orientation, disability, veteran status and age
- \*To work with TMCC's faculty and staff to facilitate the integration of diversity content into curricula
- \*To provide support to TMCC's enrollment management, recruitment and retention support efforts
- \*To provide direction in establishing and maintaining clearinghouse of information and resources on issues of access, equity and inclusion and services to faculty, staff and students
- \*To represent TMCC in the community at large in promoting and disseminating TMCC's commitment to equal opportunity, equity and inclusion at all levels of operations

### **Statement to Comply with Federal & State Law**

TMCC is an EEO/AA (equal employment opportunity/affirmative action) institution. TMCC does not discriminate on the basis of race, color, national origin, sex, disability, age, gender, including pregnancy-related condition, gender identity or expression, sexual-orientation, protected veterans status, genetics, or religion in their programs and activities and provides equal access to facilities to all. Similarly, there shall be no difference in the treatment of persons who file charges of discrimination, participate in a discrimination proceeding, or otherwise oppose discrimination. It is our policy to comply fully with non-discrimination provision of all state and federal regulations in all programs and activities, including, but not limited to recruitment, admission, financial aid, activities, hiring, promotions, training, terminations, benefits and compensation.

## **Request for Funding**

**Has any part of this program received prior capacity funding?**

No

**Total Project Cost**

\$199,076.00

**WINN Funding Request**

\$199,076.00

**WINN is primarily a reimbursement-based grant. Can your institution cover the costs included in your budget without advanced funding?**

Yes

**Reimbursement invoices must be submitted quarterly, but may be submitted as often as monthly.  
What are your invoicing plans?**

Quarterly

**Cost Estimates**

Logistics WINN Application Budget.xlsx

**Budget Narrative**

Logistics Budget Narrative.docx



**APPLICATION FOR WINN FUNDS - BUDGET BREAKDOWN**

**APPLICANT NAME: Truckee Meadows Community College**

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**PROJECT NAME: TMCC's Logistics Expansion & Promotion**

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**PROJECT PERIOD: FY24-FY25**

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**PRIORITY PROGRAM COSTS**

| Enter the total cost for each line in the far right column      | Total WINN Request  |
|---|---------------------|
| Candidate Assessment Fees                                       |                     |
| Instructional and/or Curriculum Development Services            | \$179,076.00        |
| Direct Program Personnel (e.g. Navigator, Liaison, Coordinator) |                     |
| Equipment or Technology for Training                            |                     |
| <b>Priority Costs Subtotal:</b>                                 | <b>\$179,076.00</b> |

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**ALLOWABLE PROGRAM COSTS**

| Enter the total cost for each line in the far right column                        | Total WINN Request |
|---|--------------------|
| Training Fees   |                    |
| Analysis of On-Site Training  |                    |
| Administrative or General Support Personnel (May not exceed 10% of total funding) |                    |
| Instructional Facility Rental Costs   |                    |
| Program Promotion Costs   | \$20,000.00        |
| Other Necessary Costs   |                    |
| <b>Non-Priority Costs Subtotal:</b>   | <b>\$20,000.00</b> |

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**TOTAL WINN REQUEST: \$199,076.00**

Please contact Stacey Bostwick at 702-486-0609 with any questions regarding the budget breakdown template.

## Logistics Budget Narrative

Total WINN Request: **\$199,076**

### Priority Program Cost: **\$179,076**

1) *Instructional and/or Curriculum Development Services: \$179,076*

### Allowable Program Cost: **\$20,000**

2) *Program Promotion Cost: \$20,000*

#### 1) **Instructional and/or Curriculum Development Services: \$179,076**

We plan on hiring one new full-time instructor in Logistics at a competitive salary. This new instructor will be tasked with growing our current logistics program enrollment & connecting with more employers in our community. Presently, we have just one full time faculty member in this area, so another full-time instructor is needed to grow the program as desired.

FY24 Total Instructional Cost: **\$75,194**

**\$75,194:** The new full-time instructor would be hired at a salary rate of \$75,000 and \$23,925 for fringe benefits at 31.9%. Given the hiring timelines however, we would expect to need .75 FTE, which would be a salary of \$56,250 and fringe of \$17,944. Based on AB268, we would also need to budget for two \$500 retention payments (\$500 X 2).

FY25 Total Instructional Cost: **\$103,882**

**\$103,882:** The new full-time instructor would continue at a salary rate of \$75,000 plus \$23,925 (31.9%) for fringe benefits. Based on A.B. 268, we would also need to budget for two \$500 retention payments (\$500 X 2). Per A.B. 522, we would also need to budget for a 4% COLA resulting in a \$3,000 increase to the base salary and corresponding increase in fringe benefits by \$957 (\$24,882 new total fringe at 31.9%).

#### 2) **Program Promotion Cost: \$20,000**

Due to the lack of understanding of what logistics is and that it is a lucrative career field, TMCC is also seeking funding for program promotion and targeted marketing across related workforce sectors to increase enrollment in this field of study. We plan on utilizing these funds for both print & digital marketing to expand the awareness footprint statewide.

FY24 Total Program Promotion Cost: **\$10,000**

**\$10,000:** We plan on utilizing these funds for both print & digital marketing via items such as fliers, rack cards, and social media ads.

FY25 Total Program Promotion Cost: **\$10,000**

**\$10,000:** We plan on utilizing these funds for both print & digital marketing via items such as fliers, rack cards, and social media ads.

5/2/2023

Stacey Bostwick, Director of Workforce Development  
Governor's Office of Economic Development  
555 E. Washington Ave, Suite 5400  
Las Vegas, NV 89101

Subject: Workforce Innovations for a New Nevada (WINN) Application

Dear Ms. Bostwick:

ITS Logistics is a premier Third-Party Logistics company that provides creative supply chain solutions with an asset-lite transportation division ranked #23 in North America, the #11 drayage and intermodal provider, a top-tier asset-based dedicated fleet ranked #39, and innovative omnichannel distribution and fulfillment services. With the highest level of service, unmatched industry experience and work ethic, and a laser focus on innovation and technology—our purpose is to improve the quality of life by delivering excellence in everything we do.

Through this letter, we wish to express our support for the expansion of Truckee Meadows Community College's Logistics Operations Management program which will help to provide our organization with the skilled workforce we need. ITS Logistics is a rapidly growing company that has hired more than 100 degreed and skilled workers, in addition to several hundred key hourly positions, in the last year alone. Increasing the capacity of this program will help to ensure there is sufficient qualified workforce for us to employ in high-wage opportunities that we have not been able to fill by other means. We are pleased to sit on the advisory board for TMCC's Logistics Programs and to partner with the college in their efforts to increase the program's reach and impact within our community.

At our company, within our warehousing and fulfillment division, we anticipate dozens of openings in the next two years that could be potentially filled by TMCC Logistics graduates. These positions include Leads, Coordinators, Area and Account Managers, Operations Managers, and more. In addition, our asset-lite freight brokerage will continue to hire over 100 degreed individuals annually to fill roles in logistics sales. These positions have average hourly wage ranges of \$23 - \$70+ dollars per hour. We are confident that this program will help to provide the highly skilled workforce we need. We understand the need to report outcomes for this publicly funded effort and will be willing to provide appropriate feedback on any graduates we interview or hire. We look forward to continuing to work in partnership with TMCC.

Respectfully,

**Zak Urrutia**

Vice President of Operations  
[zurrutia@its4logistics.com](mailto:zurrutia@its4logistics.com)



LeisureQuipInc.com  
support@leisurequipinc.com  
866-546-8882

April 19, 2023

Stacey Bostwick, Director of Workforce Development  
Governor's Office of Economic Development  
555 E. Washington Ave, Suite 5400  
Las Vegas, NV 89101

Subject: Workforce Innovations for a New Nevada (WINN) Application

Dear Ms. Bostwick:

I am the Vice President of Administration for LeisureQuip, Inc., an e-commerce company that brought its business to Nevada in 2020. Our customer order fulfillment is handled by our sister company, Relentless Fulfillment, a 3PL provider, that was opened in 2021. With the strong competition for warehouse employees, like other 3PL's in our area, we felt the struggle of finding qualified candidates to help us build and scale our operations. While we made the decision to sell the 3PL portion of our business in 2022, LeisureQuip still relies on Relentless Fulfillment here in Reno to fulfill our Amazon and direct to consumer orders.

By this letter, we wish to express our support for the expansion of Truckee Meadows Community College's Logistics Operations Management program which helps to provide the skilled workforce needed in the 3PL organizations we partner with to service our customers. Without this fulfillment center, we would not be able to operate as efficiently nor scale our business. Increasing the capacity of this program will help to ensure there is sufficient qualified workforce for 3PL operations like Relentless Fulfillment.

We anticipate approximately a 20% increase in sales/growth in 2024 and will be relying on our 3PL in Reno to be able to keep up with this demand. If they are potentially able to fill open positions with TMCC Logistics graduates in roles such as Fulfillment Specialists, Inventory Managers, Operations Supervisors and Operations Managers, we have a better chance of success and we can continue to keep our business local to Reno. These positions have average hourly wage ranges of \$20-40.

We are confident that this program will help to provide the highly skilled workforce our fulfillment partners, like Relentless Fulfillment, need. We understand the need to report outcomes for this publicly funded effort and are willing to provide appropriate support and feedback in partnership with Relentless Fulfillment on the success of interviews and/or hiring candidates from the program. We look forward to continuing to work in partnership with TMCC.

Sincerely,

Lindsay Bradley  
Vice President, Administration  
Lindsay@leisurequipinc.com

 facebook.com/leisurequipinc  
 instagram.com/leisurequip

PHYSICAL ADDRESS:  
LeisureQuip, Inc  
12693 Old Virginia Road  
Reno, NV 89521  
TMCC Logistics Expansion 12

MAILING ADDRESS:  
LeisureQuip, Inc.  
c/o Silver Creek Financial  
175 Hwy 82  
Lostine, OR 97857



May 22, 2023

Stacey Bostwick, Director of Workforce Development  
Governor's Office of Economic Development  
555 E. Washington Ave, Suite 5400  
Las Vegas, NV 89101

Subject: Workforce Innovations for a New Nevada (WINN) Application

Dear Ms. Bostwick:

Haws is a local manufacturing company with Corporate Headquarters located in Sparks Nevada. Luther Haws patented the drinking fountain in 1906. Today, Haws in its fourth generation, invents, manufactures and builds drinking fountains and standardized and customized emergency response products. Haws employs 150 employees in Sparks and another 100 around the world.

The last few years have been difficult to staff our manufacturing positions in Sparks with qualified candidates. The growing Northern Nevada economy, lack of affordable housing and lack of manufacturing training in the area have added to the staffing shortages. There is a definite need for the expansion of training programs geared toward manufacturing, and supply chain and logistics to ensure there is a sufficient qualified workforce to fill our needs in the future. Our plans include significantly increasing our workforce in the next five years with skilled labor. Our current rate of pay for skilled assemblers starts at \$23/per hour and supply chain specialists start at \$25/per hour.

We understand the need to have a measurable return on investment and are adept at tracking metrics and outcomes. We currently track hiring sources, training conducted and training results. Our employees who receive training are required to write up and share the learnings from their trainings with their immediate supervisors and their departments.

We look forward to continuing to work in partnership with the TMCC and other stakeholders in this important effort.

Sincerely yours,

Theresa Auld  
Director of Human Resources  
Haws Corporation