

22nd Annual

# Texas Workforce Conference

CO-HOSTED WITH THE TEXAS CHAPTER OF THE INTERNATIONAL ASSOCIATION OF WORKFORCE PROFESSIONALS

Driving

Excellence



November 29, 2018

# Employer Awards



# DRIVING EXCELLENCE

November 29, 2018

Greetings!

Welcome to the 22nd Annual Texas Workforce Conference Employer Awards ceremony. The Texas economy is moving forward, driven by approximately 500,000 Texas employers. Each year, we are pleased to honor those employers whose innovation, hard work, and investment in the Texas workforce contribute to the state's thriving economy and provide opportunities to more than 13 million workers.

Several weeks ago, the Texas Workforce Commission (TWC) announced seven outstanding employers, representing three small and three large employer finalists and a Veteran-Friendly Employer of the Year. To exemplify the tremendous results that are possible when public and private entities collaborate to put people to work and enhance the skills of the Texas workforce, one small employer and one large employer will be named the 2018 Texas Workforce Solutions Small and Large Employers of the Year.

These outstanding employers show how successful the Texas Workforce Solutions network is when we work together. Their commitment to engage with the community, job seekers, and workforce partners yields achievements through a shared vision of workforce and economic development. Each of this year's employer nominees embodies TWC's mission to promote and support a workforce system that creates value and offers employers, individuals, and communities the opportunity to achieve and sustain economic prosperity.

Additionally, the Local Workforce Development Boards across our state each recognize a Local Employer of Excellence—a private-sector employer that has successfully used the workforce system to significantly impact its community.

We are indebted to the team of workforce professionals who served as judges in the always highly competitive Employer of the Year Award selections.

Finally, we commend all the employers nominated for the many contributions and best practices shared as a result of their achievements.



Ruth R. Hughes  
Chair and Commissioner Representing Employers



Julian Alvarez III  
Commissioner Representing Labor



Robert D. Thomas  
Commissioner Representing the Public

## TEXAS WORKFORCE SOLUTIONS EMPLOYER OF THE YEAR AWARD

*The Employer of the Year Award recognizes a private-sector employer or employer consortium that is actively involved with Texas Workforce Solutions and, as a result, has benefited other employers, workers, and the community.*

*Local Workforce Development Boards (Boards) nominate employers whose partnership with the Boards exemplifies the economic success that can be achieved through private-sector collaboration with the public sector. This year, three small and three large employers are recognized for excellence, operational results, and the benefits gained by employers, workers, and the local communities. Additionally, the award recognizes the partnership, involvement, and successful use of Texas workforce system services. From these exemplary employers, one small and one large employer finalist will be selected as the 2018 Texas Workforce Solutions Small and Large Employers of the Year.*

*The Veteran-Friendly Employer of the Year Award honors a private-sector employer whose efforts to recruit and hire veterans have had a significant benefit to veterans in the local workforce development area and across the state.*

*The nominated employers support the Texas workforce system's goal of ensuring that both employers and workers have the resources and skills that Texas needs to remain competitive in the 21st century.*

### Large Employer of the Year Finalist

#### Eaton's B-Line

##### Nominated by Workforce Solutions Texoma

Eaton's B-Line (Eaton), located in Sherman, is a power management company that provides energy-efficient solutions to help customers effectively manage electrical, hydraulic, and mechanical power more efficiently, safely, and sustainably. Since 1996, Eaton has been a premier employer in the Texoma region, with an annual payroll of \$18.2 million. Eaton works closely with Workforce Solutions Texoma (Texoma) to fill multiple job openings and conduct preemployment assessments.

Eaton is unique in its approach to employee retention, making extraordinary efforts to provide a friendly work environment that promotes the well-being of workers and their families. The company is an ardent supporter of Texoma through its work with the Advanced Manufacturing Program, supporting a pipeline of 42 high school students soon to enter the workforce. Eaton also has expanded its workforce by 5 percent during the past year, currently employing 340 workers. Eaton has spent more than \$2.5 million to improve, upgrade, and expand its facility.

Eaton staff members are generous with their time, serving the community through the United Way, Workforce Solutions Texoma, and many other committees. Eaton's commitment to the Advanced Manufacturing Consortium has been the driving force that made the project a success. Eaton allows its employees to visit classrooms to inspire students, offering expertise to ensure students are offered real-world experiences. The employees serve as mentors to youth who participate in the two manufacturing programs. Even the plant manager serves as a mentor.

Eaton has hosted more than 40 tours per year for students, teachers, and counselors for the Texoma Workforce Solutions' Career Fairs and Manufacturing Days. Eaton not only hosted the tours but also allowed students to have lunch with plant managers, supervisors, and workers so that students could hear the inside story about manufacturing. Plant manager Luis Barroeta recently spoke to a group of employers and commented that the tours Eaton provided also increased employee pride and morale.

Additionally, in the past year, Eaton has applied for and received two corporate grants, totaling \$40,000, and it donated 100 percent of these grants to the Advanced Manufacturing Program.



*Powering Business Worldwide*

## 2018 EMPLOYER OF THE YEAR TOP SIX FINALISTS

### Large Employer of the Year Finalist

#### **Lowe's Companies, Inc.**

##### ***Nominated by Workforce Solutions of the Coastal Bend***

Workforce Solutions of the Coastal Bend (Coastal Bend) quickly recognized that rebuilding communities affected by the devastating impacts of Hurricane Harvey would require an unprecedented team effort. Lowe's Companies, Inc. (Lowe's), a national employer with three Coastal Bend stores, knew that as well. Because of Lowe's commitment to its communities in the local workforce development area (workforce area) throughout the many phases of disaster recovery from Hurricane Harvey, Coastal Bend proudly nominates Lowe's as Large Employer of the Year.

With 250 employees, the Kingsville, Corpus Christi, and Aransas Pass stores were crucial to community rebuilding post-Hurricane Harvey. The less-damaged Kingsville and Corpus Christi locations quickly became go-to stops for supplies before returning to the harder-hit disaster areas.

Unfortunately, Aransas County was ground zero for landfall. After the storm headed north, 368 Lowe's employees from the Aransas Pass store and throughout Texas worked diligently to repair the damage. And, in a month, Lowe's in Aransas Pass reopened. Coastal Bend worked closely with the Lowe's team to ensure that job seekers were matched with available jobs. The Coastal Bend Mobile Career Center enabled on-site service at Lowe's hiring events, which put 100 additional employees to work.

In addition to getting businesses up and running, Lowe's Heroes and the First Response Team of America showed up in Rockport, Aransas Pass, and other communities distributing Lowe's buckets that were filled with disaster supplies, clearing mountains of storm debris, cutting down fallen trees, and assisting families with their cleanup efforts. This immediate support was invaluable, bringing help and hope to those in need. And, Lowe's did more. On April 26, 2018, on The Ellen DeGeneres Show, Lowe's announced a \$1 million donation to rebuild the Rockport-Fulton High School gym.

Coastal Bend acknowledges and appreciates the tremendous support in the Coastal Bend workforce area. Not surprisingly, Lowe's support did not stop here. Tragically, Hurricane Harvey continued its devastation, producing unprecedented flooding in the Houston and East Texas areas, and Lowe's was there to help. Coastal Bend commends Lowe's for its support, leadership, and service to all Texas communities devastated by this storm.



## 2018 EMPLOYER OF THE YEAR TOP SIX FINALISTS

### Large Employer of the Year Finalist

#### **Samsung Austin Semiconductor**

**Nominated by Workforce Solutions Capital Area**

Samsung opened its Austin facility, which operates under the name Samsung Austin Semiconductor (Samsung Austin), in 1996. By 2012, Samsung had invested more than \$13 billion in the Austin facility. This makes the Austin location the largest foreign investment in Texas and one of the largest single foreign investments in the United States. As an organization dedicated to providing cutting-edge technologies, Samsung Austin boasts one of the most advanced semiconductor manufacturing facilities in the world.

Samsung is committed to the Austin area and its workforce, preparing a training pipeline that begins in the high schools and progresses through post-high school technical preparation and community college technical education. Through multiple apprenticeship and internship programs, Samsung Austin invests in its community and in the future of its industry.

Although Samsung Austin is primarily a manufacturing company, more than half of its jobs do not require a college degree but instead require specialized training. Samsung Austin focuses on building programs and partnerships that help develop the skills needed to fill these specific well-paying middle-skills jobs. Samsung Austin partners with Girlstart, an Austin-based organization dedicated to teaching science, technology, engineering, and mathematics (STEM) subjects to girls to further support Central Texas' local STEM education efforts. Samsung Austin has contributed \$75,000 to date and connected the program with its Women in Technology at Samsung (WITS) group, providing volunteer support for young girls.

Samsung Austin is a regular attendee at veteran hiring events that are organized by Workforce Solutions Capital Area and the Texas Veterans Commission, as well as other veteran events.

Samsung Austin is a progressive, stable, innovative industry leader dedicated to investing in its community and in its workforce. For its dedication to hiring Texas veterans, Samsung Austin earned the "We Hire Vets" recognition from the Texas Workforce Commission in April 2018. Samsung Austin's Veteran employees and their spouses assist Samsung with focusing on three key areas: veterans engagement and outreach, volunteering, and mentoring newly hired veterans. Today, Samsung can proudly announce that 14 percent of the Samsung Austin workforce are veterans.

Samsung Austin is an industry-sector partner in the Austin Metro Area Master Community Workforce Plan, which is tasked with helping 10,000 economically disadvantaged individuals secure middle-skill jobs by 2021. Samsung Austin is dedicated to this innovative and bold initiative.



## 2018 EMPLOYER OF THE YEAR TOP SIX FINALISTS

### Small Employer of the Year Finalist

#### Presco Polymers, LP

*Nominated by Workforce Solutions Texoma*

For 75 years Presco Polymers, LP (PRESCO) has manufactured marking products that include barricade tape, roll flagging, underground tape, marking paint, safety flags, marking whisksers, and flexible vinyl used in a variety of industrial applications.

PRESCO supports the state's workforce system and partners with the Texas Workforce Commission (TWC), Workforce Solutions Texoma (Texoma), and Texas businesses through various workforce development programs. PRESCO is a founding member of the Texoma Manufacturing Consortium, providing a cash donation of \$10,000 for a matching TWC grant. PRESCO also has staff members who serve on the consortium's board.

Focusing on education and workforce training, PRESCO hosts tours of its facilities throughout the year for high school and middle school students, school counselors, and college students. The company also has hosted a teacher for its summer externship program for the past 10 years. Additionally, PRESCO staff members serve as mentors for the Advanced Manufacturing Program, which launched in 2016. The program is a partnership among Texoma, area high schools, industrial employers, the Sherman Economic Development Corporation, the Denison Development Alliance, and Grayson College. By participating in the program, Texoma-area high school students receive hands-on manufacturing experience and college credit hours.

Although PRESCO is a small employer, it offers big perks for its employees. PRESCO believes in developing its workforce through training and offers tuition assistance, among other generous employment benefits. The company's family health care clinic offers free care to all employees and covered dependents, therefore reducing lost productivity due to medical visits. PRESCO understands that better health care for employees and their families affects the health of the entire community.

PRESCO's dedication to the skills development of its employees and their welfare, along with the welfare of employee family members, makes for a healthy, ongoing, trained labor force.





## 2018 EMPLOYER OF THE YEAR TOP SIX FINALISTS

### Small Employer of the Year Finalist

#### La Voz 93.3 FM

##### Nominated by Workforce Solutions of West Central Texas

La Voz 93.3 FM was established in 2003 with a simple philosophy: to serve the community, local businesses, and the regional economy. At age 18 and just starting out in the radio industry, Pete Garcia set the goal of owning his own radio station. Fifteen years later, La Voz 93.3 FM employs five radio broadcasters. La Voz supports the community by allowing local businesses to talk live in-studio about their business, at no charge. La Voz 93.3 FM believes it is important to support both large and small businesses locally, as they all employ residents in the community.

As a small-business owner, Mr. Garcia is an active member of many Abilene organizations that directly support businesses and area citizens, such as the Abilene Chamber of Commerce, the Abilene Hispanic Business Council, Communities in Schools, the Texas State Technical College Advisory Board, Workforce Solutions of West Central Texas (West Central Texas), the Paramount Theatre Executive Board, and the First Abilene Federal Credit Union Loan Review Board. He also sits on committees from both St. Vincent Pallotti Catholic Church and St. Francis of Assisi Catholic Church.

La Voz 93.3 FM has been recognized for outstanding community support through the 2016 Texas Recreation and Park Society Voluntary Service Award—Commercial Business for its use of social media, which increased participation in events and assisted with employee hiring. In 2018, La Voz 93.3 FM received the Small Business Community Investment Award from the Abilene Chamber of Commerce, which recognizes businesses for outstanding community service that has resulted in a positive impact for the community and its members.

La Voz 93.3 FM participates in West Central Texas' World of Work Youth Expo, promotion of job fairs and hiring events, serving as a speaker for adult education graduations, participating as an evaluator of the Springboard entrepreneurship competitions, and helping middle and high school students find and follow their career paths.

La Voz 93.3 FM is also known for its support of aspiring entrepreneurs by encouraging students to pursue their goals and donate time to mentor and support aspiring entrepreneurs identified through the Springboard competition. La Voz 93.3 FM uses the power of radio and its presence to give back to Abilene and the surrounding communities.



## 2018 EMPLOYER OF THE YEAR TOP SIX FINALISTS

### Small Employer of the Year Finalist

#### **KAT Excavation & Construction, Inc.**

##### **Nominated by Workforce Solutions Southeast Texas**

KAT Excavation & Construction, Inc. (KAT), has 36 employees and has served the Southeast Texas construction community for more than 76 years. The owners experienced the “boom and bust” cycle of the oil industry, which was 90 percent of their business. Recognizing that diversity of services is key to survival, KAT redesigned its services to include civil, commercial, residential, and industrial projects, shifting business to serving 90 percent of civil projects and 10 percent of oilfield projects. As with any changes, the company experienced recruitment and retention challenges for new workers.

Determined and focused to create a company brand and culture of outstanding services, recruiting and retaining talent, and employee appreciation, KAT called upon Workforce Solutions Southeast Texas (Southeast Texas) for assistance. Strategies were employed to reduce turnover through improved upfront screening of workers, development of an employee appreciation program, and an upgrade of current workers’ skills and knowledge for career advancement. KAT used wage information provided by Southeast Texas to determine competitive salaries for its drivers, resulting in an hourly increase of two dollars. Other integral partners include Lamar University’s Small Business Development Center and the local economic development corporation, both assisting with employee and project development.

Since 2017, Southeast Texas has assisted in five additional hires, including two veterans, which increased staff by 20 percent. As KAT expands, it continues to use Southeast Texas for recruiting CDL drivers, heavy equipment operators, estimators, and clerical personnel. Southeast Texas helps with customized hiring events, job fairs, and targeted events such as Hiring Red, White and You! veterans job fairs.

Stability and retention of workers is realized through development of an employee recognition program, regular employee training, monetary incentives for driver referrals, and through meeting DOT standards. These efforts have helped to reduce KAT’s employee turnover rate by 45 percent and to increase employee job satisfaction.

Today the company is diversified across the spectrum of local construction services. Increased employee wages and job retention, diversification of work performed, and hiring assistance has increased productivity and reduced the cost of training new workers. Although Hurricane Harvey’s impact has slowed growth, KAT’s owners credit the company’s success to employment stability and a trained workforce. KAT is now a locally and nationally recognized company. The road there was paved by the KAT team.



## 2018 VETERAN-FRIENDLY EMPLOYER OF THE YEAR

### Veteran Friendly Employer of the Year

#### **Prudential Financial, Inc.**

##### **Nominated by Workforce Solutions Borderplex**

Prudential Financial, Inc. (Prudential), has a long-standing commitment to and history of supporting the US military and its veterans. Prudential is proud to be a part of the diverse El Paso community, providing career opportunities for veterans and military spouses in Texas and around the world.

One of the major reasons that Prudential selected El Paso as the location for its Global Business and Technology Solutions Center was because the company recognizes the value and uniqueness of El Paso's diversity, including its proximity to Fort Bliss, as a great opportunity to leverage the skills and talents of America's heroes.

Since opening its El Paso office in 2014, Prudential has built a workforce made up of about 49 percent veterans and military spouses and has made notable achievements to impact veterans' employment, to give back to the community, and to share best practices through strategic partnerships.

As part of Prudential's commitment to veterans, active service members, and employees with military backgrounds, Prudential's Veterans Initiatives team coordinates company-wide efforts to create sustainable programs for transitioning veterans. The team also collaborates with corporate peers to support similar programs, with an emphasis on providing veterans access to quality education, job training, and employment opportunities.

Prudential's talent strategy is to acquire and retain a diverse workforce. The company recognizes that military talent brings unique qualities and experiences to the organization, which strengthens collaboration and innovation. Prudential is fully committed to implementing programs to assist veterans in their transition to meaningful civilian careers.



# Prudential

## 2018 LARGE EMPLOYER OF THE YEAR NOMINEES

### Large Employer of the Year

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#### **Halliburton Energy Services**

*Nominated by Workforce Solutions Alamo*

#### **GECU**

*Nominated by Workforce Solutions Borderplex*

#### **SSC Services for Education**

*Nominated by Workforce Solutions Brazos Valley*

#### **GEO Reality House**

*Nominated by Workforce Solutions Cameron*

#### **Samsung Austin Semiconductor**

*Nominated by Workforce Solutions Capital Area*

#### **McLane Southwest**

*Nominated by Workforce Solutions of Central Texas*

#### **Lowe's Companies, Inc.**

*Nominated by Workforce Solutions of the Coastal Bend*

#### **Ethicon, Inc.**

*Nominated by Workforce Solutions of the Concho Valley*

#### **Pilgrim's Pride**

*Nominated by Workforce Solutions Deep East Texas*

#### **Sanderson Farms Palestine Processing Facility**

*Nominated by Workforce Solutions East Texas*

#### **Inteplast Group**

*Nominated by Workforce Solutions Golden Crescent*

#### **Starbucks**

*Nominated by Workforce Solutions Greater Dallas*

## 2018 LARGE EMPLOYER OF THE YEAR NOMINEES

### **Tractor Supply Co.**

*Nominated by Workforce Solutions for the Heart of Texas*

### **Spectrum**

*Nominated by Workforce Solutions Lower Rio Grande Valley*

### **CVS Health**

*Nominated by Workforce Solutions for North Central Texas*

### **Graphic Packaging International, LLC**

*Nominated by Workforce Solutions Northeast Texas*

### **JBS Beef**

*Nominated by Workforce Solutions Panhandle*

### **Olive Garden Italian Restaurant**

*Nominated by Workforce Solutions Permian Basin*

### **Embassy Suites/Atrium Hospitality and Conference Center**

*Nominated by Workforce Solutions Rural Capital Area*

### **The United Family**

*Nominated by Workforce Solutions South Plains*

### **H-E-B**

*Nominated by Workforce Solutions for South Texas*

### **Allied Universal**

*Nominated by Workforce Solutions Southeast Texas*

### **Eaton's B-Line**

*Nominated by Workforce Solutions Texoma*

## 2018 SMALL EMPLOYER OF THE YEAR NOMINEES

### Small Employer of the Year

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#### **GO RIO San Antonio, LLC**

*Nominated by Workforce Solutions Alamo*

#### **Alltran**

*Nominated by Workforce Solutions Brazos Valley*

#### **SATA USA Inc.**

*Nominated by Workforce Solutions Cameron*

#### **ACL Facility Services, LLC**

*Nominated by Workforce Solutions Capital Area*

#### **Professional Contract Services Inc. (PCSI)**

*Nominated by Workforce Solutions of Central Texas*

#### **Flatiron Dragados LLC**

*Nominated by Workforce Solutions of the Coastal Bend*

#### **Engine Pro Machine**

*Nominated by Workforce Solutions of the Concho Valley*

#### **Endura Products, Inc.**

*Nominated by Workforce Solutions Deep East Texas*

#### **Poseidon Productions**

*Nominated by Workforce Solutions East Texas*

#### **K & S Machine Company**

*Nominated by Workforce Solutions Golden Crescent*

#### **HIB Technical Installation Services, Inc.**

*Nominated by Workforce Solutions Greater Dallas*

#### **TRIO Electric**

*Nominated by Workforce Solutions Gulf Coast*

## 2018 SMALL EMPLOYER OF THE YEAR NOMINEES

### **Hobbs Bonded Fibers**

Nominated by Workforce Solutions for the Heart of Texas

### **Medical Surgical & Compicare Enviva**

Nominated by Workforce Solutions for North Central Texas

### **PCI Manufacturing Solutions, Inc.**

Nominated by Workforce Solutions Northeast Texas

### **Sage Oil Vac**

Nominated by Workforce Solutions Panhandle

### **Del's Inspection Service Company**

Nominated by Workforce Solutions Permian Basin

### **Veridia Diagnostics**

Nominated by Workforce Solutions Rural Capital

### **Goodwill Industries of Northwest Texas**

Nominated by Workforce Solutions South Plains

### **Jett Bowl North**

Nominated by Workforce Solutions for South Texas

### **KAT Excavation & Construction, Inc.**

Nominated by Workforce Solutions Southeast Texas

### **Flex-N-Gate Texas, LLC**

Nominated by Workforce Solutions for Tarrant County

### **Presco Polymers, LP**

Nominated by Workforce Solutions Texoma

### **La Voz 93.3 FM**

Nominated by Workforce Solutions of West Central Texas

**Veteran-Friendly Employer of the Year**

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**Prudential Financial, Inc.**

*Nominated by Workforce Solutions Borderplex*

**Avinext**

*Nominated by Workforce Solutions Brazos Valley*

**Trailboss Enterprises Inc.**

*Nominated by Workforce Solutions Cameron*

**Professional Contract Services Inc. (PCSI)**

*Nominated by Workforce Solutions of Central Texas*

**Allied Universal**

*Nominated by Workforce Solutions of the Coastal Bend*

**Viper Security & Investigation, LLC**

*Nominated by Workforce Solutions Deep East Texas*

**Energy Weldfab, Inc.**

*Nominated by Workforce Solutions East Texas*

**Southwest Airlines**

*Nominated by Workforce Solutions Greater Dallas*

**Bechtel OG&C Construction Services, Inc.**

*Nominated by Workforce Solutions Gulf Coast*

**Domtar Personal Care**

*Nominated by Workforce Solutions for the Heart of Texas*



## **2018 VETERAN-FRIENDLY EMPLOYER OF THE YEAR NOMINEES**

### **ScanTech Sciences**

*Nominated by Workforce Solutions Lower Rio Grande Valley*

### **Veracity Research Company**

*Nominated by Workforce Solutions for North Central Texas*

### **Southern Refrigerated Transport, Inc.**

*Nominated by Workforce Solutions Northeast Texas*

### **Valero McKee Refinery**

*Nominated by Workforce Solutions Panhandle*

### **CyberDefenses, Inc.**

*Nominated by Workforce Solutions Rural Capital Area*

### **U.S. Security Associates**

*Nominated by Workforce Solutions Southeast Texas*

### **DynCorp International, LLC**

*Nominated by Workforce Solutions for Tarrant County*

## TEXAS WORKFORCE SOLUTIONS EMPLOYER AWARD OF EXCELLENCE

*The Employer Award of Excellence honors one private-sector employer in each local workforce development area that is actively involved with Texas Workforce Solutions. This award recognizes an employer that has—as a customer and collaborator with the Local Workforce Development Board (Board)—created and used innovative approaches that have benefited the local economy and workforce significantly. These employers were chosen from the many which Boards connect to prepare today’s workforce for tomorrow’s Texas.*

*The following pages describe how each honoree supports the goal of ensuring that Texas remains competitive in the 21st century.*

## TEXAS WORKFORCE SOLUTIONS EMPLOYER AWARD OF EXCELLENCE

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### Workforce Solutions Alamo

#### Niagara Bottling

Recognized by its peers and municipal leadership, Niagara Bottling continues to lead in the rural Alamo and Seguin communities. By forging relationships and using innovative cultural climate measures, the company provides opportunities that strengthen skills development, attract a talented labor force, and support regional development and growth by being a prominent contributor both in business and the community. Aligning itself with Workforce Solutions Alamo and various community organizations and committees, Niagara Bottling has become invaluable to the establishment and retention of the local labor force and community alliances.

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### Workforce Solutions Borderplex

#### Tropicana Homes

Four-time winner of the Builder of the Year Award by the El Paso Association of Builders, Tropicana Homes has made a tremendous impact on the Workforce Solutions Borderplex (Borderplex) YouthBuild program. Tropicana Homes provides youth with valuable mentorship, work experience, and hands-on employment opportunities. At Tropicana Homes' construction sites, YouthBuild participants fully employ the skills they are taught in their training courses in a real-world setting. This program's success has sparked an additional program partnership whereby Tropicana Homes works in collaboration with Borderplex to develop a pipeline of apartment make-ready teams. Without the dedicated partnership and commitment to the youth of this program, Borderplex's YouthBuild initiative would not be the program it has evolved into since its inception.

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### Workforce Solutions Brazos Valley

#### Monterey Mushrooms

Monterey Mushrooms, located in Madisonville (known as the Mushroom Capital of Texas), is based in the Brazos Valley region, which has more than 14,000 residents. Monterey Mushrooms is the largest private-sector employer in the area. Monterey Mushrooms employs more than 600 full-time employees. The company supports efforts of the local workforce by helping to educate the region's job seekers through participation in workforce services, such as participating in workforce hiring events held at Workforce Solutions Offices, using employer services, posting positions on WorkInTexas.com, and using workforce initiatives to grow the business.

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### Workforce Solutions Cameron

#### Spectrum

Workforce Solutions Cameron's (Cameron) collaboration with Spectrum has positively impacted both the hospitality and construction industries for its area. Cameron's facilitation through Spectrum's hiring process resulted in 151 additional employees during 2017, with an additional 50 thus far in 2018. The majority of hires were customer service representatives at an entry-level wage that exceeded the labor market entry-level wage. The local construction industry was positively impacted with approximately \$1 million by purchasing construction materials and employing a skilled local workforce to complete the expansion.

## TEXAS WORKFORCE SOLUTIONS EMPLOYER AWARD OF EXCELLENCE

### **Workforce Solutions Capital Area**

#### **Samsung Austin Semiconductor**

Samsung Austin currently employs 3,500 individuals, with veterans making up 14 percent of the company's workforce. A major focus at Samsung Austin is on building programs and partnerships that develop the skills needed to fill middle-skills jobs. To achieve this, Samsung Austin has invested more than \$13 billion in the Austin/Travis County area, and the company prepared a training pipeline that begins in the high schools. Through multiple apprenticeship and internship programs, Samsung Austin invests in the Austin/Travis County area and in the future of the industry.

### **Workforce Solutions of Central Texas**

#### **McLane Southwest**

McLane Southwest (McLane) provides grocery and foodservice supply chain solutions for convenience stores, mass merchants, drugstores, dollar stores, and grocery stores throughout southeastern Oklahoma and northern, central, and eastern Texas. McLane Southwest is one of McLane Company's 80 distribution centers. The Temple distribution center employs 861 full-time teammates, including 249 truck drivers. Teammates are valued as a part of the company's supply chain management process and the overall McLane team. McLane's commitment to its customers' and teammates' success reflects the company's passion to make a difference in the community and advance its talent. McLane Southwest hired 209 teammates in 2017 and more than 220 to date in 2018.

### **Workforce Solutions of the Coastal Bend**

#### **Port Royal Ocean Resort & Conference Center**

Workforce Solutions of the Coastal Bend is honored to nominate Port Royal Ocean Resort & Conference Center (Port Royal) for the Employer of Excellence Award. In August 2017, Port Royal was in the direct path of Hurricane Harvey. The four-foot storm surge and 130-mph winds forced this Gulf Coast resort to close its doors and immediately begin the strategy to rebuild. At the center of the resort's success are the Port Royal employees. With a company-wide commitment to long-term recovery, Port Royal invested in its 120 employees by maintaining their positions and pay throughout the rebuilding process.

### **Workforce Solutions of the Concho Valley**

#### **Ethicon, Inc.**

The Ethicon San Angelo plant is the largest single supplier of surgical sutures in Texas and the global market. In April 2018, based on proven quality products and excellent customer satisfaction, increased product demand caused Ethicon to increase its workforce by 10 percent. To hire 65 additional employees in May, Ethicon used ACT WorkKeys® assessments to assess and train potential candidates to fill this need quickly and maintain a 95-percent retention rate in its workforce, the key to maintaining consistent quality production processes.

## TEXAS WORKFORCE SOLUTIONS EMPLOYER AWARD OF EXCELLENCE

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### **Workforce Solutions Deep East Texas**

#### **Corrigan OSB (RoyOMartin)**

Corrigan OSB (RoyOMartin) is a new oriented strand board manufacturing plant representing the most technologically advanced facility of its kind in the United States. RoyOMartin listed 18 job postings in WorkInTexas.com, resulting in 813 referrals. Workforce Solutions Deep East Texas (Deep East Texas) assisted with the initial screening and hiring of 86 new RoyOMartin employees. RoyOMartin actively participates in the local communities by attending job and career fairs and rapid response events hosted by Deep East Texas and has attracted other jobs into the local workforce development area, substantially and positively affecting the economic impact on the local community. Additionally, the founding Martin family is a dedicated supporter of education, the arts, and social outreach in the local community.

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### **Workforce Solutions East Texas**

#### **Energy Weldfab, Inc.**

Since its inception in 1990, Energy Weldfab has been headquartered in White Oak. The company has grown into a leading manufacturer of oil and gas processing equipment throughout North America. Energy Weldfab firmly believes that its employees are its greatest asset. Their combined work experience spans over a century in quality vessel manufacturing. Each year, Energy Weldfab raises money for a wide range of causes and numerous scholarships for area students to attend local community colleges and universities. Partnering with Workforce Solutions East Texas (East Texas), Energy Weldfab is an active participant in East Texas' Work Experience and On-the-Job Training programs.

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### **Workforce Solutions Golden Crescent**

#### **Inteplast Group**

Inteplast Group (Inteplast), established in Lolita in 1991, produces high-quality plastic products on a global scale through its three divisions: Integrated Bagging Systems, World-Pak, and AmTopp. Providing year-round assistance with local recruiting and hiring, Workforce Solutions Golden Crescent has an established relationship with Inteplast. At its 575-acre Lolita site, Inteplast's diverse staff of almost 2,000 employees is bound by a strong team spirit and dedication to customers. Through innovation and advanced technology, combined with its large-scale capacity, Inteplast provides quality, value, and complete customer satisfaction while maintaining the highest level of ecological conservation and commitment to the environment.

## TEXAS WORKFORCE SOLUTIONS EMPLOYER AWARD OF EXCELLENCE

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### **Workforce Solutions Greater Dallas**

#### **Starbucks**

Workforce Solutions Greater Dallas entered a partnership with Starbucks to meet the company's workforce needs. This partnership began in 2017 with the 100,000 Opportunities Initiative. This national initiative targeted over 4.9 million young adults who were neither attending school nor working. Dallas serves as one of the demonstration cities for the program. The initiative sought to bridge a gap connecting opportunity youth to jobs in local communities by partnering with employers. Starbucks was one of the employers active with the initiative. At an April 5, 2017, event held in Dallas County, Starbucks conducted 70 interviews and hired 25 opportunity youths, with the majority still actively employed at stores throughout the Dallas metroplex.

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### **Workforce Solutions Gulf Coast**

#### **TRIO Electric**

TRIO Electric dedicates significant resources and time to finding unique human resource solutions that benefit its employees and the local workforce in the Workforce Solutions Gulf Coast (Gulf Coast) area. TRIO Electric is committed to furthering the development of local talent. In consultation with Gulf Coast, TRIO Electric established a pre-apprenticeship program at local high schools to prepare students to become journeymen and later establish careers in the electric power industry. TRIO Electric also is committed to offering its employees opportunities to take advanced training for professional growth. This commitment is a testament to TRIO Electric's people-first business model and reflects good corporate citizenship.

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### **Workforce Solutions for the Heart of Texas**

#### **Magnolia Market**

The Heart of Texas region and the Texas workforce system have benefited from the contributions that Magnolia Market has made to employees, employers, and the local economy. Magnolia Market operates multiple businesses that include Magnolia Realty, Magnolia Market at the Silos, Silos Baking Company, and its newest business addition, Magnolia Table. The company has 787 team members, with annual revenues of \$47.8 million, and attracts 20,000 to 30,000 visitors per week to Waco. Magnolia Market's success has benefited job seekers, employers, the Texas workforce system, and the local economy.

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### **Workforce Solutions Lower Rio Grande Valley**

#### **Walgreens**

Walgreens has served as a valued employer partner for Workforce Solutions Lower Rio Grande Valley (Lower Rio). The company has participated in annual programs such as Summer Earn and Learn (SEAL), in which several stores hosted students and helped them gain invaluable work experience. In addition to SEAL, Walgreens participates annually in the Externship for Teachers program. Additionally, it is a work experience site and participates in job fairs and hiring events. Lower Rio is proud to be a partner with Walgreens of the Rio Grande Valley.

## TEXAS WORKFORCE SOLUTIONS EMPLOYER AWARD OF EXCELLENCE

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### **Workforce Solutions Middle Rio Grande**

#### **Lancair International**

Lancair International (Lancair) has been working hand in hand with Workforce Solutions Middle Rio Grande (Middle Rio Grande) since the start of Lancair's involvement in the Communities and Exemplary Corporate Citizen program, which collaborates with Middle Rio Grande in fulfilling its employer needs in its current and new business ventures throughout the region. Lancair currently has 30 employees. The company uses local Workforce Solutions Offices for all its recruitment activities. The partnership established between Lancair and Middle Rio Grande has been key to both of its successes. Lancair is currently working with Middle Rio Grande's workforce team to host an on-the-job training program. Additionally, it is working with out-of-school youth participants.

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### **Workforce Solutions for North Central Texas**

#### **Medical Surgical & Compcare Enviva**

Workforce Solutions for North Central Texas (North Central Texas) is nominating Medical Surgical & Compcare Enviva (MSAC-Enviva) for its dedication to the Corsicana community. The employer frequently uses North Central Texas for workforce services and is an advocate for training staff and giving individuals the opportunity to realize their full career potential. In addition to supporting the local workforce, MSAC-Enviva supports the local police and fire departments, local city government entities, and school districts by providing reduced physical assessments and resources related to background checks and hiring. This employer fully believes in the value of partnership and works diligently to ensure community sustainability in Corsicana.

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### **Workforce Solutions North Texas**

#### **Burk Light Truck & Auto**

Burk Light Truck and Auto's "Nominate a Family in Need for a Free Car" program helps to eliminate an often-overlooked barrier to employment—transportation. Through this program, many families who cannot afford reliable transportation are provided with a vehicle, free of charge, to help them get to and from work. By supplying a reliable means of transportation to an unemployed or underemployed individual, this local employer's solution helps to end cycles of short-term employment caused by transportation barriers. The ripple effects for area businesses and job seekers are immeasurable. This simple act of kindness makes gainful employment a viable possibility by allowing families to move forward. To date, six cars have been provided to people in need.

# TEXAS WORKFORCE SOLUTIONS EMPLOYER AWARD OF EXCELLENCE

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## Workforce Solutions Northeast Texas

### RPM Staffing Professionals

RPM Staffing Professionals (RPM) is the largest regional staffing company in Northeast Texas. The company is an important partner for Workforce Solutions Northeast Texas. RPM has partnered with the Board, as a major sponsor, for job fairs in Mount Pleasant, Paris, and Sulphur Springs. RPM also has a strong presence in the local communities, supporting many local community efforts and organizations, including Kiwanis, Leadership Lamar County, Meals on Wheels, Region 8 Education Service Center, and the Special Olympics. RPM works closely with Workforce Solutions Office staff members to ensure that area employers are able to connect with qualified job seekers.

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## Workforce Solutions Panhandle

### Davidson Oil Company

Davidson Oil Company is using internships and cooperatives to conduct recruiting activities by identifying future hires, increasing retention rates, maintaining a pipeline of highly qualified candidates, and organizing short-term projects completed by an educated workforce. Davidson Oil participated in a one-day internship workshop to learn how to design and deliver an effective internship program, and in partnership with Amarillo College, Davidson Oil used the Skills for Small Business program for Forklift Operator certification, market development, and project management. Project and team managers learned the skills needed to complete projects on time and on budget, in addition to learning how to speak and understand the universal language of project management.

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## Workforce Solutions Permian Basin

### Del's Inspection Service Company

Del's Inspection Service Company is a family-owned employer in the Permian Basin. Del Holman created his business for the blue-collar residents of the Permian Basin and is open to employing hard-working individuals, including the inexperienced, veterans, and individuals with criminal backgrounds. Mr. Holman is always willing to train anyone interested in his positions. Other than word of mouth, he only hires through WorkInTexas.com and the referrals made through Workforce Solutions Offices. Del's Inspection Service relies on Workforce Solutions Permian Basin and supports efforts in employing the hard-to-serve residents of the Permian Basin.

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## Workforce Solutions Rural Capital Area

### CyberDefenses, Inc.

CyberDefenses, Inc., an industry leader in cyber defense, was granted the nation's first US Department of Labor's Cybersecurity Apprentice Program. The company's goal is to train cybersecurity analysts for the 209,000 unfilled cybersecurity jobs. Offering to provide more than \$180,000 in matching funds, CyberDefenses partnered with Workforce Solutions Rural Capital Area on a Texas Industry Partnership (TIP) grant. In fewer than three months, using TIP funding for equipment, the company hosted its first apprenticeship training class. Since opening the training facility, CyberDefenses has graduated 112 students and placed all of them in paid apprenticeships, not only at CyberDefenses, but with one of its 26 partner employers.



## TEXAS WORKFORCE SOLUTIONS EMPLOYER AWARD OF EXCELLENCE

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### Workforce Solutions South Plains

#### Goodwill Industries of Northwest Texas

Goodwill Industries of Northwest Texas (Goodwill) exists to “create job opportunities for people with barriers to employment.” Goodwill works to enhance employees’ long-term ability to be successful at work. The agency created a simple, innovative approach to an age-old dilemma—how to reduce employee turnover. By analyzing key factors in employee separations, Goodwill leadership developed a mission-integration strategy to communicate and reinforce core expectations of employees throughout the organization. The result was a 63 percent reduction in employee turnover between 2013 and 2017. Goodwill is building an enhanced, resilient workforce with a developed work ethic while preparing employees for greater success in life.

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### Workforce Solutions for South Texas

#### Jett Bowl North

Workforce Solutions for South Texas’ Business Services Unit and Jett Bowl North worked together to bring a hiring event on-site at the new Jett Bowl location. Owner Roque Vela, Jr., a well-known local personality, took part in Facebook Live videos to promote the hiring event, which brought 193 job seekers, of which 80 were hired. Jett Bowl North participated in the Workforce Solutions for South Texas work experience program, giving students with disabilities a part-time position for a six-week period. Jett Bowl North opened its doors to local residents who were impacted by a blackout and provided food and shelter. The company has also supported veterans in raising funds for Combat Marine Outdoors.

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### Workforce Solutions Southeast Texas

#### KAT Excavation & Construction, Inc.

KAT Excavation & Construction, Inc., has been contributing to the Texas workforce system for more than 76 years. With a total of 36 employees, the company supports the Workforce Solutions Southeast Texas (Southeast Texas) community by striving to expand and attract new business by training current employees and employing residents in the southeastern Texas area as business expands. KAT has partnered with Southeast Texas to stay abreast of and adapt to workforce trends to ensure that the company remains competitive. KAT’s mission to maintain retention not only benefits the local economy but is an added incentive for its employees. Recent workforce collaboration resulted in increased wages for truck drivers, development of an employee incentive plan to increase retention, and the hiring of five additional staff members, including two veterans.

# TEXAS WORKFORCE SOLUTIONS EMPLOYER AWARD OF EXCELLENCE

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## Workforce Solutions for Tarrant County

### Flex-N-Gate Texas, LLC

Flex-N-Gate Texas, LLC (Flex-N-Gate) is an innovative automotive employer in Arlington that values career advancement for all employees. The company takes an active role in attracting and retaining local talent. Flex-N-Gate successfully integrated adult education and literacy, as well as Skills Development Fund activities, into an innovative approach to meet the needs of its employees. Flex-N-Gate recognized early on that some of its employees might have language or basic education barriers and did not want that to prevent deserving, talented employees from succeeding in skills training. Flex-N-Gate is dedicated to ensuring that existing employees have all the opportunities available to prepare for career advancement.

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## Workforce Solutions Texoma

### Eaton's B-Line

Eaton's B-Line (Eaton) is a power management company located in Sherman. It is a supporter of Workforce Solutions Texoma through work with the Advanced Manufacturing Program, supporting a pipeline of 42 high school students who will soon enter the workforce. Eaton has expanded its workforce by 5 percent during the past year, now employing 340 workers. Eaton has spent more than \$2.5 million improving, upgrading, and expanding its facility. Eaton's dedication to the community is evidenced through numerous sponsorships and donations, including the United Way and local Boys and Girls Clubs of America.

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## Workforce Solutions of West Central Texas

### La Voz 93.3 FM

La Voz 93.3 FM, the primary Tejano music station in the Workforce Solutions of West Central Texas local workforce development area (workforce area), was established in 2003 with a simple philosophy: to serve the community, local businesses, and regional economy. Whether promoting career awareness at the World of Work Youth Expo, marketing a hiring event, mentoring aspiring entrepreneurs, or motivating adult education graduates by sharing his personal story, radio station owner and president Pete Garcia inspires others to be persistent in working toward their goals and to giving back to their community. Over the last five years, the station has donated airtime and monetary contributions in the workforce area exceeding \$150,000.



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