



**Workforce Investment Board  
 Comprehensive Economic Development Strategy  
 (CEDS) Committee  
 Human Services Department Administration Building  
 1000 Emeline Ave., Santa Cruz, CA  
 Wednesday, September 17, 2014 @ 3:00 pm**

18 W. Beach Street  
 Santa Cruz, CA 95076  
 (831) 454-4873  
[www.santacruzwb.com](http://www.santacruzwb.com)

**CEDS COMMITTEE MEMBERS:**

- Ron Slack, Chair**  
Fine Print Graphic Design
- Carol Siegel, Vice-Chair**  
Santa Cruz Seaside Company
- Steve Ando, City Manager**  
City of Scotts Valley
- Jo Anne Dlott, Vice President, Human Resources**  
SureHarvest
- Jamie Goldstein, City Manager**  
City of Capitola
- Jon Gundersgaard, Senior Technical Recruiter**  
Seagate Technology
- Bonnie Lipscomb, Director**  
City of Santa Cruz Economic Development
- Kurt Overmeyer, Economic Development Manager**  
City of Watsonville
- Kathy Previsich, Planning Director**  
County of Santa Cruz
- William Tysseling, Executive Director**  
Santa Cruz Area Chamber of Commerce

Alternates:

- Kattie Cattan, Senior Planner**  
City of Capitola
- J Guevara, Economic Development Coordinator**  
City of Santa Cruz
- Joe Hall, Management Professional**  
City of Santa Cruz Economic Development
- Corrie Kates, Deputy City Manager**  
City of Scotts Valley
- Barbara Mason, Economic Development Coordinator**  
County of Santa Cruz

**ACTING DIRECTOR:**  
 Gary McNeil

**Agenda ..... 1**

**Call to Order / Introductions - Ron Slack**

**Changes to the Agenda**

**Public Comment:** For items not listed on the agenda. Limited to 3 minutes

**Comments by Chair / Acting WIB Director – Ron Slack / Gary McNeil**

**Approve May 7, 2014 Minutes .....2-4**

**Discussion and Action Items**

D.1 WIB Strategic Plan & CEDS Action .....5-6

D.2 Adoption of budget for 2014 CEDS Five-Year Plan..... 7-8

D.3 2014 CEDS Five-Year Plan: Planning Process .....9-10

D.4 Jurisdictional Report, Discussion on Economic Development  
 and WIB Member Designation and any Early Alerts..... 11

**Information Items**

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**Other Issues / Discussion / Announcements**

**Next Meeting: January 21, 2015 @ 3:00 pm  
 1000 Emeline Ave.  
 Santa Cruz, CA**

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***Building Economic Prosperity through Workforce Development***



1000 Emeline Avenue  
Santa Cruz, CA 95060  
(831) 454-4873

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**COMPREHENSIVE ECONOMIC DEVELOPMENT STRATEGY  
(CEDS) COMMITTEE MEMBERS:**

**Ron Slack, Chair**  
Fine Print Graphic Design  
**Carol Siegel, Vice-Chair**  
Santa Cruz Seaside Company  
**Steve Ando, City Manager**  
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**Barbara Mason, Economic Development Coordinator**  
County of Santa Cruz

**DIRECTOR:**  
David Mirrione

**Workforce Investment Board  
Comprehensive Economic Development Strategy  
(CEDS) Committee  
May 7, 2014 @ 9:00 AM  
Human Services Department  
1000 Emeline Ave., Santa Cruz, CA**

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**The Chairperson called the meeting to order at 9:09 a.m.**

**Committee Members in Attendance**

J. Guevara – <i>Alt</i>	Econ Dev Coordinator, City of Santa Cruz
Kattie Cattan – <i>Alt</i>	Senior Planner, City of Capitola
Mason, Barbara - <i>Alt</i>	Econ Develop Coordinator, County of SC
Overmeyer, Kurt	Econ Develop Mgr, City of Watsonville
Slack, Ron - <i>Chair</i>	Owner, Fine Print Graphic Design
Tysseling, Bill	Exec Dir, SC Area Chamber of Commerce

**Committee Members Absent**

Ando, Steve	City Manager, City of Scotts Valley
Dlott, Jo Anne	VP Human Resources, SureHarvest
Goldstein, Jamie	City Manager, City of Capitola
Gundersgaard, Jon	Sr Technical Recruiter, Seagate Technology
Lipscomb, Bonnie	Exec Dir, City of SC Economic Development
Previsich, Kathy	Director, County of SC Planning Dept
Siegel, Carol - <i>Vice Chair</i>	Employment Mgr, Santa Cruz Seaside Co

**Staff in Attendance**

David Mirrione	WIB Director
Hinojosa, Teresita	WIB Sr. Analyst

**Guests**

None.

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**Subject: Welcome**

**Discussion:** The Chair welcomed Committee Members and staff at 9:09 AM at which time a quorum was established.

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**Subject: Public Comment**

None.

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**Subject: Chair / WIB Director Comments**

The WIB Director announced that the WIB in collaboration with a regional collaborative including Monterey and San Benito WIBs have received Proposition 39 grant funds for the development of a pre-apprenticeship program. Additionally, the WIB is planning a job fair on June 17 from 1:00 – 4:00 PM at the City of Watsonville Civic Plaza Community Room.

**Subject: Approval of the September 19, 2013 Meeting Minutes**

**Discussion:** None.

**Action: Approve September 19, 2013 and January 22, 2014 minutes.**

**Status:** Motion to Approve: Bill Tysseling  
Motion Seconded: Kattie Cattan  
Abstentions: Kurt Overmeyer  
Committee Action: All voted in favor less abstention, recommendation passed.

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**Subject: Discussion and Action Items**

#### **D.1 WIB Strategic Plan and CEDS Action**

**Discussion:** WIB Director reviewed the WIB's Strategic Plan and CEDS Committee updates as they relate to the WIB Strategic Plan goals.

**Action: No action taken.**

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**Subject: Discussion and Action Items**

#### **D.2 Status of 2013 CEDS Performance Update**

**Discussion:** WIB Director reported that the 2013 CEDS Plan Update report was submitted May 1 to the Economic Development Administration. The WIB and CEDS Committee are now awaiting notice of EDA approval.

**Action: Approve the Status Report on 2013 CEDS Annual Performance Update**

**Status:** Motion to Approve: Kurt Overmeyer  
Motion Seconded: Barbara Mason  
Abstentions: None  
Committee Action: All voted in favor, recommendation passed.

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**Subject: Discussion and Action Items**

#### **D.3 Planning for PY 2014-15 CEDS Operations**

**Discussion:** The WIB Director provided background on staffing and budgetary agreements reached on the process to develop the five-year CEDS plan.

**Action: Approve Plan for 2014-15 CEDS Operations, and Approve 2014-15 CEDS Budget**

**Status:** Motion to Approve: Kurt Overmeyer  
Motion Seconded: Jo Ann Dlott  
Abstentions: None  
Committee Action: All voted in favor, recommendation passed.

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**Subject: Discussion and Action Items**

## **D.4 Jurisdictional Report and Discussion on Economic Development and any Early Alerts**

**Discussion:** Each jurisdiction present gave a brief update on its economic development efforts.

**Action:** The Committee accepted jurisdictional reports on economic development activities without taking formal action.

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**Subject:** Information Items

**I.1 Labor Market Information**

**I.2 Rapid Response and Early Alert Information**

**I.3 CEDS Committee Meeting Calendar PY 2013-14** – Please note change in meeting times.

**Discussion:** The Committee was referred to the Information Items for reference.

**Action:** No action taken

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**Meeting adjourned at 10:35 a.m.**

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**Next Meeting:**        *September 17, 2014 @ 3:00 PM*  
                                 **Human Services Department**  
                                 **1000 Emeline Avenue**  
                                 **Santa Cruz, CA 95060**

## DISCUSSION AND ACTION ITEM D.1

**TO:** Comprehensive Economic Development Strategy Committee

**DATE:** Sept. 17, 2014

**FROM:** Gary McNeil, Acting WIB Director

For Information

For Action

**SUBJECT:** WIB Strategic Plan: 2014-15 CEDS Action Items

**RECOMMENDATION:** *Review potential Action Items for the 2014-15 CEDS Committee that relate to the WIB strategic plan*

**VOTE REQUIRED:** No

**DISCUSSION:** At its June 4, 2014 meeting, the Workforce Investment Board adopted the WIB Director's Operational Plan for Program Year (PY) 2014-15 to meet Strategic Plan goals. For your convenience, the items are summarized below. CEDS related actions are noted below in italic. Staff can provide brief updates on the progress on each of the items listed below.

- **Goal 1:** Increase effectiveness of local and regional workforce development system to better meet job seekers, business and community needs
- **Goal 2:** Align workforce development strategies to support local economic development
- **Goal 4:** Increase Board (WIB) effectiveness

**2.1 Action: Increase business access to workforce services**

b. In 2014-15: Serve 10% more businesses

- *WIB to provide oversight of the Welfare-to-Work business services*
- *Host Industry Sector based Business Round Table meetings in partnership with Cabrillo College.*

**2.2 Action: Support current and emerging Business**

b. In 2014-15: Maintain or enhance one strategy per year

- *Expand the Job Retention (layoff aversion) services provided by the Small Business Development Center (SBDC).*
- *Continue to promote the Employment Training Panel fund as an option for incumbent worker training for local businesses.*
- *Continue to coordinate the WIB's Comprehensive Economic Development Strategy (CEDS) activities with Rapid Response services and possible new initiatives.*

**4.1 Action: Examine Board and Committee Structure to ensure Board is as effective as possible**

b. In 2014-15: Assess current structure; reorganize as needed.

- *Assess committee structure, membership, and role for more efficiencies and effectiveness, if needed due to budget and time limitations.*

Benchmark	Progress to Date	Status
• Plan for Continuing CEDS Operations in PY 2014-15	Completed	N/A
• Workforce Services for Business	Underway	N/A

**Background:**

The WIB adopted the 2014-17 Strategic Plan at its February 26, 2014 meeting with the following four goals:

**2011-2014 Strategic Goals for Workforce Santa Cruz County**

**Goal 1: Increase effectiveness of local and regional workforce development system to better meet job seekers, business and community needs**

**Goal 2: Align workforce development strategies to support local economic development**

**Goal 3: Develop strategic relationships with educators, employers and community partners to:**

- Increase the skill levels of youth and adult job seekers, and
- Create opportunities for employment, career mobility, and self-sufficiency

**Goal 4: Increase Board (WIB) Effectiveness**

**ATTACHMENTS:** None

## DISCUSSION AND ACTION ITEM D.2

**TO:** Comprehensive Economic Development  
Strategy Committee

**DATE:** September 17, 2014

**FROM:** Gary McNeil, Acting WIB Director

For Information

For Action

**SUBJECT:** Adoption of budget for 2014 CEDS Five-Year Plan

### RECOMMENDATION:

- ***Adopt revised 2014-15 budget with updated jurisdictional proportional contributions.***

### DISCUSSION:

#### **2014 CEDS Five-Year Plan Activities:**

As you know, public law and Economic Development Administration (EDA) regulations require that local planning areas develop a Comprehensive Economic Development Strategy (CEDS) every five years as a prerequisite to local jurisdiction eligibility for EDA funding and or planning assistance. Through the CEDS planning and implementation process, local jurisdictions are to collaborate in the formulation of a regional economic development strategy that incorporates a corresponding set of regional strategic projects, programs, and activities that promote solutions to regional economic problems or capitalize on regional assets and resources.

The current CEDS Five-Year Plan for the Santa Cruz County planning area, consisting of the County of Santa Cruz unincorporated area and the Cities of Capitola, Santa Cruz, Scotts Valley, and Watsonville, was developed for 2007. Performance Reports (Updates) were completed for the years 2008-2013. As you know, in response to the request of the Workforce Investment Board (WIB), in 2012 and 2013 EDA granted one year extensions to complete the next CEDS Five-Year Plan allowing for a 2013 CEDS Update to be submitted to EDA rather than a CEDS Five-Year Plan. However, there was not the possibility of requesting a third extension so a CEDS Five-Year Plan must be developed in 2014-15.

The 2013 CEDS Update was approved by the Board of Supervisors on April 15, 2014 and submitted to the EDA on May 1, 2014 and approved on May 13, 2014.

At your committee's January 22, 2014 meeting, the committee voted to develop the 2014 CEDS Five-Year Plan in house (County Economic Development Staff) using the County Economic Vitality Study as the foundation. The WIB will continue to play the role of the CEDS committee and WIB staff would continue to provide meetings management. County Economic Development staff will be responsible for the production of the Five-Year Plan. The County Economic Development staff will retain consultants to complete some parts of the plan including some data collection, graphics, and possibly some community interaction. The revised budget below is prorated by jurisdiction using the most current California Department of Finance county population data and now includes the Port District.

In order to fairly allocate the costs of the 2014-15 CEDS Operations budget across all partners, a baseline funding amount of \$1,000 is applied to each jurisdiction. The remaining \$42,000 of the \$48,000 budget is then distributed across all of the jurisdictions excluding the Port District. The addition of the Port District has lowered the costs for all of the other participating jurisdictions.

<b>Jurisdiction</b>	<b>2013 Pop</b>	<b>% of total County population</b>	<b>2014-15 Allocated Project Share (W/Base)</b>
Capitola	9,988	3.9%	\$1,814
Santa Cruz (Exc. UCSC Residents)	54,456	21.0%	\$9,892
Scotts Valley	11,678	4.5%	\$2,121
Watsonville	51,612	19.9%	\$9,375
County (Unincorporated areas only)	131,012	50.6%	\$23,798
Port District	N/A	0.0%	\$1,000
<b>Total</b>	<b>258,746</b>	<b>100.0%</b>	<b>\$48,000</b>

**ATTACHMENTS:** None



## DISCUSSION AND ACTION ITEM D.3

**TO:** Comprehensive Economic Development  
Strategy Committee

**DATE:** September 17, 2014

**FROM:** Gary McNeil, Acting WIB Director

For Information

For Action

**SUBJECT:** 2015 CEDS Five-Year Plan: Planning Process

**RECOMMENDATION:** *Discuss and adopt:*

- *Plan for Jurisdictions to provide data needed for CEDS Five-Year Plan; and*
- *Overall CEDS Five-Year Plan development plan, including draft calendar of deadlines for the jurisdictions.*

**DISCUSSION:** The 2015 CEDS Five-Year Plan will follow several steps similar to the process we have used in the past. Some steps will differ as County Staff (Workforce Investment Board (WIB), County Administrative Office, and Planning Department) will be doing the research to update the data points and drafting the document. Because of this, it will be critical that jurisdictions provide their jurisdiction's information in a timely fashion.

In addition to seeking your Committee's review and update of the current CEDS goals, objectives, and measurable outcomes for collaborative efforts over the next CEDS horizon period, the CEDS Project Staff will update a number of the regional performance indicators that are based on available secondary data. These include:

1. County unemployment rate
2. Current countywide employment trends
3. Industry cluster employment trends
4. Non-residential building permit trends
5. Visitor counts to state parks
6. Number of beach closures
7. Number of child care slots

Secondly, County staff will request that the jurisdictions provide updates for the indicators that are jurisdiction-specific. In order to be consistent with past updates, we would like to have the information current through September 30, 2014, with the following exceptions:

1. CIP Projects should reflect budgeted amounts for the 2014-2015 fiscal year.
2. Sales tax and TOT may not yet be available through third quarter 2014, so please report latest available.

**Data Elements to be supplied by the Jurisdictions for the CEDS Update:**

1. Projects List, including all public and private projects in the hopper or anticipated, and a ranking of projects that may be eligible for EDA financing, in priority order.

2. Number of affordable housing units constructed or retained (5 years of data).
3. Projects recently completed (last 5 years) that have had a positive effect, with an estimated fiscal impact.
4. Other planning projects completed to meet objectives of the Fiscal Health Goal.
5. Examples of collaboration with other local jurisdictions on economic development efforts.
6. TOT and sales tax collected by fiscal year for the last 5 years.
7. Capital improvement projects specifically related to your economic development program, and why they are important to your efforts (others will be included in the list requested above).
8. Number of threatened jobs retained and a description of any job retention activity undertaken by your economic development or community development staff.
9. In addition, please provide a copy of your most recent economic development strategy, and any reports or studies that you have completed which may be helpful to reference.

If any of these requested data are not applicable to your jurisdiction or the information simply is not available, please let us know.

We would request that the information be submitted to Gary McNeil, WIB, and Barbara Mason, County Planning Department, by October 8, 2014.

Upon receipt of all of the Jurisdictional data elements, the CEDS Project Staff will follow the timeline as estimated below.

- CEDS Project Staff will prepare an initial draft of the complete Five-Year CEDS Update by January 1, 2015.
- The draft will be circulated to the CEDS Committee for review.
- Jurisdictions will need to review and provide any changes by January 9, 2015.
- CEDS Project Staff will plan to prepare a revised draft incorporating any comments received by January 14, 2015. The revised draft will be included in the packet for the CEDS Committee meeting for approval on the January 21, 2015 agenda.
- The approval of the 2015 Five-Year CEDS Plan will be placed on the agenda of the WIB Executive Committee meeting for approval and the posting of the 30-day public comment period on February 11, 2015.
- The final Five -Year CEDS Plan will be modified to incorporate public comment as necessary, and will be submitted to the Board of Supervisors on or before early May, 2015 for final approval and authorization to submit to EDA.
- The final 2015 Five-Year CEDS is submitted to EDA on or before May 13, 2015.

**ATTACHMENTS: Current CEDS Goals** (available at meeting)

## DISCUSSION AND ACTION ITEM D.4

**TO:** Comprehensive Economic Development  
Strategy Committee

**DATE:** September 17, 2014

**FROM:** Gary McNeil, Acting WIB Director

For Information

For Action

**SUBJECT:** Jurisdictional Roundtable on the status of Local and Regional  
Economic Development Strategies

**RECOMMENDATION:** *Accept reports on Jurisdictional local and regional  
economic development strategies*

**DISCUSSION:** To share information between all members of the Comprehensive  
Economic Development Strategy (CEDS) Committee, each jurisdiction is asked to  
provide an update on economic development activities. The discussion will center on  
addressing the following key subjects:

- What economic development efforts are underway or imminent in your jurisdiction?
- Information on businesses at-risk of closing or relocating.
- Information on businesses growing and hiring.
- Other updates of interest.

**ATTACHMENTS:** None

## INFORMATION ITEM I.1

**TO:** Comprehensive Economic Development  
Strategy Committee

**DATE:** September 17, 2014

**FROM:** Gary McNeil, Acting WIB Director



For Action



For Information

**SUBJECT: Labor Market Information: Employment/Unemployment Information**

The unemployment rate in the Santa Cruz County was 7.2% in July 2014, up from a revised 6.8% in June 2014, and below the year-ago estimate of 8.6%. This compares with an unadjusted unemployment rate of 7.8% for California and 6.5% for the nation during the same period. For local comparison, Watsonville was 15.8%, Capitola 4.0%, Santa Cruz city 6.0% and Boulder Creek 8.4%.

**Santa Cruz County**

Data Not Adjusted for Seasonality

**Industry Employment & Labor Force**

July 2013 Benchmark

	Jul 13	May 14	Jun 14 Revised	Jul 14 Prelim	Percent Change	
					Month	Year
Civilian Labor Force (1)	154,400	151,400	154,800	154,200	-0.4%	-0.1%
Civilian Employment	141,000	140,700	144,300	143,100	-0.8%	1.5%
Civilian Unemployment	13,300	10,700	10,500	11,100	5.7%	-16.5%
Civilian Unemployment Rate	8.6%	7.1%	6.8%	7.2%		
(CA Unemployment Rate)	9.4%	7.1%	7.3%	7.8%		
(U.S. Unemployment Rate)	7.7%	6.1%	6.3%	6.5%		

**Monthly Sub Region Unemployment Data/July 2014 (Preliminary)**

Region –Sub-Region	Labor Force	Employment	Unemployment	
			Number	Rate
Santa Cruz County	154,200	143,100	11,100	7.2%
Amesti CDP	1,400	1,200	200	13.4%
Aptos CDP	6,100	5,900	200	2.8%
Aptos Hills Larkin Valley CDP	1,400	1,400	0	2.1%
Ben Lomond CDP	1,600	1,500	0	2.9%
Boulder Creek CDP	2,900	2,700	200	8.4%
Capitola city	6,900	6,600	300	4.0%
Corralitos CDP	1,600	1,600	0	0.9%
Day Valley CDP	2,100	2,000	100	5.0%
Felton CDP	600	600	0	0.0%
Freedom CDP	3,100	2,700	400	13.3%
Interlaken CDP	4,100	3,400	600	15.8%
Live Oak CDP	10,000	9,400	600	5.9%
Opal Cliffs CDP	4,400	4,100	300	5.9%
Rio del Mar CDP	6,000	5,800	300	4.3%
Santa Cruz city	33,800	31,700	2,000	6.0%
Scotts Valley city	6,300	6,100	200	3.4%
Soquel CDP	3,400	3,200	200	5.4%
Twin Lakes CDP	3,600	3,400	200	5.5%
Watsonville city	23,000	19,400	3,600	15.8%

## INFORMATION ITEM I.2

**TO:** Comprehensive Economic Development  
Strategy Committee

**DATE:** September 17, 2014

**FROM:** Gary McNeil, Acting WIB Director

For Information

For Action

**SUBJECT: Rapid Response and Early Alert Activities for Program Year (PY) 2013-14**

**DISCUSSION:** Through June 2014, there have been 100 layoffs; not counting temporary seasonal layoffs since July 1, 2013. This is an 85% decrease over last year for the same period.

The tables below show Rapid Response (RR) activities and assistance in filing Trade Adjustment Act (TAA) petition services offered/provided during PY 2013-14.

### 4<sup>th</sup> Quarter April 1, 2014 to June 30, 2014

Name of Business	# of Employees Laid-off	Date of Site Visit/Action	Comments
<b>4<sup>th</sup> Quarter Total</b>	<b>0</b>		<i>&lt;&lt;&lt; not including seasonal layoffs and abrupt layoffs</i>
<b>Prior Quarters Total</b>	<b>100</b>		
<b>Total PY 2013-14</b>	<b>100</b>		
<b>Total PY 2012-13</b>	<b>667</b>		
<b>PY 2011-12</b>	<b>587</b>		

### 3<sup>rd</sup> Quarter January 1, 2014 to March 31, 2014

Name of Business	# of Employees Laid-off	Date of Site Visit/Action	Comments
<b>Capitola Book Café</b>	<b>8</b>	1/31/14	Onsite visit to offer services
<b>Western Appliance</b>	<b>10</b>	1/31/14	RR Presentation
<b>Booka Restaurant</b>	<b>11</b>	1/22/14	RR Presentation
<b>3<sup>rd</sup> Quarter Total</b>	<b>29</b>		<i>&lt;&lt;&lt; not including seasonal layoffs and abrupt layoffs</i>
<b>2<sup>nd</sup> Quarter Total</b>	<b>68</b>		<i>&lt;&lt;&lt; not including seasonal layoffs and abrupt layoffs</i>
<b>1<sup>st</sup> Quarter Total</b>	<b>3</b>		<i>&lt;&lt;&lt; not including seasonal layoffs and abrupt layoffs</i>
<b>Year to Date Total PY 2013-14</b>	<b>100</b>		<i>&lt;&lt;&lt; not including seasonal layoffs and abrupt layoffs</i>

**2nd Quarter October 1, 2013 to December 31, 2013**

<b>Name of Business</b>	<b># of Employees Laid-off</b>	<b>Date of Site Visit/Action</b>	<b>Comments</b>
<b>Dr. Elizabeth Siegler</b>	3	11/8/13	Physician relocating; Information given to office manager
<b>Dominican Hospital</b>	60	12/13/13	Behavioral Health Unit closure
<b>Lucky Dragon</b>	5	12/20/13	RR Presentation to owner
<b>2<sup>nd</sup> Quarter Total</b>	<b>68</b>	<i>&lt;&lt;&lt; not including seasonal layoffs and abrupt layoffs</i>	
<b>1<sup>st</sup> Quarter Total</b>	<b>3</b>	<i>&lt;&lt;&lt; not including seasonal layoffs and abrupt layoffs</i>	
<b>1<sup>st</sup> Half Total PY 2013-14</b>	<b>71</b>		

**1st Quarter July 1, 2013 to September 30, 2013**

<b>Name of Business</b>	<b># of Employees Laid-off</b>	<b>Date of Site Visit/Action</b>	<b>Comments</b>
<b>Dr. Owens</b>	3	9/19/13	Physician retirement
<b>1<sup>st</sup> Quarter Total PY 2013-14</b>	<b>3</b>		

The table below shows the totals from PY 2012-13 compared to PY 2013-14.

<b>Total for PY 2012-13</b>	<b># of Employees Laid-off</b>
<b>July 1, 2012 to June 30, 2013</b>	<b>667</b>
<b>Total for PY 2013-14</b>	<b># of Employees Laid-off</b>
<b>July 1, 2013 to June 30, 2014</b>	<b>100</b>

**ATTACHMENT:** None