

**JOB TRAINING INCENTIVE PROGRAM
MONTHLY BOARD MEETING**

Virtual Meeting

MEETING SUMMARY – November 14, 2025

ATTENDEES:

Board Members

Mark Roper, EDD Division Director & JTIP Board Chair – NM Economic Development Department

Sara Gutierrez, EDD Division Deputy Director – NM Economic Development Department

Monica Sandoval-Johnson, Co-Founder & CEO, Stem Boomerang – representing private sector

Marc Duske, Special Projects Manager, College & Career Readiness Bureau – NM Public Education Department

Kelley Allen, President, The Office of Professional Employees International Union, Local 251 – representing organized labor

Marcos Martinez, Deputy Secretary -NM Department of Workforce Solutions

Kathleen Sena, Education Administrator, Academic Affairs & Policy Division – NM Higher Education Department

Absent Board Members

Karen Huladeck -NM Department of Workforce Solutions

JTIP Staff Present

Patrick Gannon, JTIP Program Manager

Avelina Borrego, JTIP Marketing Coordinator

Lynette King, JTIP Program Administrator

Guests

Julian Fisher, Chief Regulatory Officer – MINDSET Integrated, Inc.

Darren Crouch, President – Passages International, Inc.

Laura Greer, Executive Assistant – Passages International, Inc.

Jordan Hildebrant, Technology Integration Manager – Jaguar Precision Machine Corporation

Eueng Chan, Co-Founder and Group CEO – HarvestIQ

Kyle Abraham Bi, President – Reflective Jewlery

Robin Ritter, Founder & Owner – Knight Scientific Systems, LLC

Alicia J. Keyes, CEO – Apaluma, Inc.

Craig Roybal, Chief of Staff – Apaluma, Inc.

Jason Kerkmans, COO – MINDSET Integrated, Co.

Isaac Sheets, CEO – General Airframe Support, Inc.

Julianne Anagnostopoulos, Interim CEO – General Airframe Support, Inc.

I. Introduction

The meeting was called to order at 9:00 am. The introduction of the board and JTIP staff followed.

II. Approval of the Agenda

A motion to approve the agenda was made by Marc Duske and seconded by Marcos Martinez. Motion passed unanimously.

III. Consideration of Proposals and Amendments

a) General Airframe Support, Inc. – Amendment (2025-0050)

The company is requesting \$92,820.00 for 2 trainees. General Airframe Support, Inc. General Airframe Support, Inc. will be adding a Director of Operation and a Director of Sales. These positions are high-wage jobs and are eligible for an additional 5% reimbursement.

A motion to approve this request was made by Marc Duske and seconded by Karen Huladeck. Motion passed unanimously.

b) Passages International, Inc. – Amendment (2026-0026)

The company is requesting \$8,320.00 for 1 additional trainee. Passages International, Inc. is requesting funds to add a Warehouse Supervisor. The company is in the process of recruiting for their recently awarded jobs on October 10, 2025. The training plan is to the position and meets the requirements for hours requested.

A motion to approve this request was made by Marcos Martinez and seconded by Kelley Allen. Motion passed unanimously.

c) Jaguar Precision Machine Corporation –

The company is requesting \$593,684.00 for an additional 35 trainees. This is Jaguar Precision Machine Corporation's second JTIP application. The company is requesting funds for many high-wage jobs and are eligible for an additional 5% reimbursement. All training plans are specific to each position and meet the requirements for hours requested.

A motion to approve this request was made by Marc Duske and seconded by Marcos Martinez. Motion passed unanimously.

d) HarvestIQ –

The company is requesting \$92,770.00 for 2 trainees. This is HarvestIQ's first JTIP application. The company is adding 2 Software Developers. This position is a high wage position and is eligible for an additional 5% reimbursement. All training plans are specific to each position and meet the requirements for hours requested.

A motion to approve this request was made by Marc Duske and seconded by Marcos Martinez. Motion passed unanimously.

e) Reflective Images Designs, LLC dba Reflective Jewelry –

The company is requesting \$14,930 for 1 employee. This is Reflective Jewelry's third JTIP application. The company is requesting to fill the position of Production Liaison. The training plan is specific to the position and meets the requirements for the hours requested.

A motion to approve this request was made by Marcos Martinez and seconded by Mark Duske. Motion passed unanimously.

f) Knight Scientific Systems, LLC –

The company is requesting \$49,350.00 for 1 full-time trainee and 1 Intern. Knight Scientific Systems, LLC, have been approved for JTIP on two other occasions. The company is looking to fill the position of a full-time Junior Software Engineer and a Software Engineer Student Intern. The Junior Software Engineer position is a high wage job and is eligible for an additional 5% reimbursement. The training plan submitted is specific to the position and meets the requirements for hours requested.

A motion to approve this request was made by Marcos Martinez and seconded by Kathleen Sena. Motion passed unanimously.

g) Apaluma, Inc. -

The company is requesting \$50,750.88 for 1 trainee. This is Apaluma, Inc.'s first JTIP application. The company is requesting funds for training a Senior Full Stack Developer. This position is considered a high wage job and is eligible for an additional 5% reimbursement. Training plan is specific to the position and meets the requirements for hours requested.

A motion to approve this request was made by Kelley Allen and seconded by Marc Duske. Motion passed unanimously.

h) MINDSET Integrated Co. –

The company is requesting \$81,741.32 for 3 trainees. This is MINDSET Integrated Co.'s second JTIP application. The company is requesting funds to hire a QA/QC Technician, Software Developer (Full Stack), and a Technical Sales Associate. Training plan is specific to the position and meets the requirements for hours requested. The Technical Sales Associate position is considered a high wage position and is eligible for an additional 5% reimbursement.

A motion to approve this request was made by Kelley Allen and seconded by Marc Duske. Motion passed unanimously.

IV. Approval of Minutes

- a. Approval of JTIP Board meeting minutes for October 10, 2025 - a motion was made by Marc Duske and seconded by Kathleen Sena. Motion passed unanimously.

V. Other Items

- a. Financial/ Fiscal Update by Patrick Gannon
- b. Next Board Meeting
 - i. December 12, 2025; 9:00 am -12:00 pm; Virtual

VI. Adjourn

A motion to adjourn was made by Chair. The motion passed unanimously, and the meeting adjourned at 11:12 am.