

## D. Jobs and Workforce Plan

### 1. New York Jobs and Workforce Plan Summary

Cimolai-HY is committed to restoring high paying quality manufacturing jobs to the community that has experienced a trend of significant job loss over the last decade. Through the utilization of local labor and businesses, the Facility and community will have a positive impact on the clean energy supply chain. Cimolai-HY will not only provide proper training for the transition from manufacturing products used in oil and gas production to manufacturing products used in green energy projects, but also utilize existing labor skills that will support fabrication of steel components for the offshore wind sector.

### 3. Project Labor Agreements

Cimolai-HY does not expect to enter into any Project Labor Agreements because there will be no material construction needed for the redevelopment of the Facility.

### 4. Industry Wide Training and Education

Cimolai-HY will partner with local trade schools and provide on-the-job training for hired employees in order to help sustain career development and growth.

### 5. Just Transition

The Facility was originally owned by Siemens Energy to manufacture industrial-sized compressors and components for the oil and gas industry. Although Cimolai-HY is utilizing the existing buildings and infrastructure, the Facility will be transitioned into a steel fabrication plant for the production of components for the clean energy sector and other related industries. Those that previously worked in the Facility will have the opportunity to be hired and will receive substantial training in the manufacturing of components for renewable energy and other infrastructure industries.<sup>10</sup> Many of the skills of the former Siemens Energy workforce will be needed for Cimolai-HY's workforce (e.g., welding, machine operation, material handling, quality control, and safety).

### 6. Job Commitments

Cimolai-HY plans to hire local residents for leadership positions in order to maintain ties to the local Olean community. In addition, Cimolai-HY will partner with local trade schools in order to provide on-the-job training for the production employees. The employees at the Facility will receive competitive wages, a comprehensive health insurance benefits plan, 401k plans, and additional support for training and career growth. As the Facility grows there will be additional employment opportunities that will be appealing to the surrounding community. The table below shows each job category that will be available.

## JOBS AND WORKFORCE CLAIMS ENTRY

Category	Job and Workforce Identification	Number of Jobs
<b>OFFICE POSITIONS</b>		
Other	General Manager	
Other	CFO / Controller	
Project Management	Shop Superintendent	
Manufacturing	Systems Manager	
Other	Human Resources Manager	
Other	Payroll	
Other	Finance / Accounting	
Other	Purchasing Manager	
Other	Purchasing	
Engineering	Senior Project Manager	
Engineering	Project Manager	
Engineering	Chief Engineer	
Engineering	Project Engineer	
Other	Senior Estimator	
Other	Estimator	
Other	Health and Safety Manager	
Manufacturing	Quality Control Manager	
Manufacturing	Inspector – Welding	
Manufacturing	Inspector – Coatings	
Manufacturing	Assistant Shop Superintendent	
Manufacturing	Maintenance Manager	
Manufacturing	Maintenance Assistant Manager	
Manufacturing	CNC Controller	
Other	Production Control and Manufacturing Manager	
<b>MANUFACTURING POSITIONS</b>		
Manufacturing	Welders	
Manufacturing	Fitters	
Manufacturing	Machine Operators	
Manufacturing	Material Handling	
Manufacturing	Painting	
Manufacturing	Maintenance & Miscellaneous	