David George

President/CEO, Joy Cone

1. While tax breaks for business investment and hiring are often high on the list for businesses, since we are a 100% ESOP S-corp, we do not pay state income taxes. We have a substantial obligation in distributing shares to employees and then repurchasing those shares when employees leave/retire, so there is still a large, on-going cost for ESOPS. But income taxes are not a concern for us.

2. Areas that I would like to focus on are:

a. **Job skills**. The recent grant for Farrell Highschool for trade school training (which Parke Wentling worked on) needs to be expanded to more schools. These are the types of trades that we need in manufacturing/building, etc, so I hope that effort will be expanded and built upon. Additionally, robotics training and computer skills are very needed.

b. **Housing**: Our area used to be an area that had an abundance of available, affordable housing. That has changed over the past 6 years. We are still better than some areas, but it is not as good of a selling point as it used to be to attract people to our area. Or keep them. In particular, condos or starter homes are needed. Certainly, having more people in the trades industry should help in the production costs of building.

c. **Job Training funds**: We have been fortunate to be able to take advantage of some of these funds. OJT WEDNetPA. When we hire someone, even for entry level production positions, there is a substantial and costly training period in order to make sure they can do the job. These funds are helpful in covering these costs and providing a higher level of skills for the employee.