

Amthor International

Manufacturer of tanker trucks

Pittsylvania County

\$150,000 COF Grant (approved 8/28/2018) and \$52,500 VJIP (approved 1/11/2018)

The company is requesting a COF first extension of 15 months from the performance date of 9/30/2021 to 12/31/2022 and a VJIP first extension of 15 months from the performance date of 12/4/2020 to 3/4/2022 to meet its employment target.

The company has not yet met the payment milestones as outlined in the performance agreement; thus, Pittsylvania County holds the entire COF grant.

Extension request received: January 26, 2021 (247 days before COF performance date)

Formal company extension request received: February 10, 2021 (232 days before COF performance date)

Locality letter of support received: February 10, 2021 (232 days before COF performance date)

Goals	Latest Data (12/31/2020)
70 jobs @ \$38,000 (over 87 baseline)	2 (3%) at \$36,192 (verified)
\$2,500,000 investment	\$3,070,869 (123%) (verified)

Statutory Minimums: 15 jobs and \$1.5 million investment

- Amthor has exceeded its capital investment target.
- Hiring has been difficult during the COVID-19 pandemic, particularly due to the fact that many opted to collect unemployment benefits rather than entering or returning to the workplace.
- Amthor intends to create between 20 and 30 jobs in 2021 and another 10 to 20 jobs in 2022. While this anticipated job creation of between 30 and 50 will not fully meet the employment metric, it will allow them to move closer to the target and receive a prorated portion of the grant.
- Amthor has developed a more rigorous pre-employment screening and vetting process to ensure it hires qualified employees. It has also implemented additional training programs to better prepare its workers.
- Amthor has greatly increased its recruitment budget and is utilizing multiple recruitment resources, such as onsite and offsite hiring events, social media, and marketing initiatives. It is also increasing its involvement with trade schools and offering sign-on bonuses and employee referral programs.
- Amthor is slowly increasing its starting wage and implementing wage increases for existing employees to be more competitive.
- The company is currently developing a unique military program for soldiers entering the workforce.
- Amthor must meet the statutory minimum employment requirement of 15 jobs at the required wage to retain any portion of the grant.
- Pittsylvania County is supportive of an extension for Amthor to reach its employment target.

Aviation Component Services Inc. (KMR)

Aviation parts repair and refurbishment

Bedford County

\$12,000 VJIP Grant (approved 3/13/2018)

The company is requesting a first extension of 15 months from the performance date of 2/6/2021 to 5/6/2022 to meet its employment target.

Aviation Component Services (KMR) has not received any reimbursements from the \$12,000 grant.

Formal company extension request received: March 4, 2021 (26 days after performance date)

Goals	Latest Data (12/31/2020)
12 jobs @ \$19.93/hour (over 5 employment baseline)	0 new jobs (0%) over employment baseline @ required wage (verified)
\$1,000,000 investment	To be verified upon closure of grant to ensure statutory minimum capital investment of \$100,000 is met

Statutory Minimums: 5 jobs and \$100,000 investment

- Construction of the facility took longer than expected due to weather and poor soil conditions that required additional excavation and soil replacement.
- The business interruption caused by COVID-19 has impacted both KMR and the airline industry as a whole. KMR was forced to furlough employees, and the FAA inspection of the facility was delayed.
- The FAA inspection has now been completed, and KMR has begun advertising for aviation maintenance technicians.
- KMR believes a 15-month extension will allow it to fully reach its employment target and take advantage of the VJIP funding available to the company.