




Workforce Training Fund

Annual Report and Performance Report — Fiscal Year 2019
Submitted to the Legislature: August 31, 2019

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The background of the page is a photograph of industrial machinery, likely a manufacturing or assembly line. It features various mechanical components, including gears, rollers, and structural frames, in shades of grey and white. The lighting is somewhat dim, creating a professional and industrial atmosphere.

Education at Work

E-commerce giant Amazon made headlines this year when it announced plans to spend \$700 million to retrain its workforce to tackle high-tech tasks. In the past year, AT&T launched its \$1 billion “Future Ready” retraining initiative, and Walmart began offering all of its employees college for \$1 a day. Deep-pocketed corporations have the financial wherewithal to independently fund the upskilling of their employees as the nature of work evolves in this nascent Fourth Industrial Revolution. But what about local businesses and employees fighting to remain competitive and employable in a 21st century global economy?

The Workforce Training Fund Program empowers Massachusetts businesses to undertake the same kind of critical upskilling as large corporations by funding training partnerships that meet employees and businesses where they are — at work. Employees do not have to enroll in outside classes that cost them and their families time and money to increase their earnings and advance in their careers, and employers do not have to dig through piles of resumes in a tight labor market to get the skilled workforce they need to thrive while also creating opportunities for growth.

The Workforce Training Fund is, essentially, lifelong learning in action: homegrown training that is affordable, highly effective, and efficient in delivering the skills that employers seek in employees. Since the beginning of the Baker-Polito Administration, the Workforce Training Fund has awarded 709 grants totaling more than \$70 million to train 53,000 workers from over 880 different Massachusetts businesses. The result: over 6,800 new jobs.

In Fiscal Year 2019, the Workforce Training Fund Program continued its record of exceptional job growth rates. More than \$20 million in training grants were awarded in all 16 Workforce Development Board regions to train more than 15,200 workers by 2021. Employers that completed training initiatives this past fiscal year **added jobs at eight times the state rate and four times the national rate**, and trained 105 percent of the planned target number of trainees.

This Annual Report details the performance of grants completed in FY19, the grants awarded over this past fiscal year, and highlights some of the Workforce Training Fund Program’s recent success stories.

Continuous Quality Improvement

Overview

Commonwealth Corporation administers the Workforce Training Fund Program, which is funded through an assessment on Massachusetts' employers' Unemployment Insurance contributions. The Workforce Training Fund Advisory Board provides input on policies and reviews Commonwealth Corporation's recommendations for grant awards to businesses.¹

The enabling legislation for the Workforce Training Fund (Massachusetts General Laws Chapter 29 Section 2RR) requires that the Director of the MassHire Department of Career Services provide the Joint Committee on Labor and Workforce Development and the House and Senate Ways and Means Committees with a report by September 1 of each year detailing grants made in the fiscal year ending on the preceding June 30. The legislation also requires the Director to prepare a performance evaluation of the Workforce Training Fund grants awarded. The Director's report must also include information concerning the collection of the workforce training contributions for the previous calendar year including (i) the amount collected in each quarter and the total amount collected for the calendar year; (ii) the total number of employers that contributed to the fund and the total number of employees employed by that group of employers; and (iii) the contribution rate.

The purpose of the Workforce Training Fund is to provide resources to Massachusetts' businesses and workers to train current and newly hired employees, supporting businesses' productivity and competitiveness. We are pleased to report that the 128 employers that completed training initiatives through the WTFP General Program in FY19 collectively added new jobs at a rate of 15.5 percent over their two-year grant periods, compared to job growth rates of 1.9 percent statewide and 3.7 percent nationwide during the same two-year period. At the start of their grants, these employers projected that they would add 1,126 workers during their two-year grant periods. By the end, they actually added 3,833 workers — 340 percent of the projected growth.

In FY19, the Workforce Training Fund Program offered three types of grants to Massachusetts businesses. Businesses receiving grant funds or benefiting from grant funds must contribute to the Workforce Training Fund. These grants support training for thousands of workers and improving the competitiveness and productivity of hundreds of businesses across the Commonwealth.

1. Appendix 1 provides a list of current Advisory Board members.

WORKFORCE TRAINING FUND GRANT OPTIONS

General Program Training Grant

Businesses of any size are eligible to apply. Intermediaries may lead a consortium application. They may request up to \$250,000 for up to two years to support training for their workforce. Grant funds must be matched dollar-for-dollar. The match may be cash or in-kind (including wages paid to employees during training).



On the Job Training Program

This pilot program began in FY17. Grant funds are intended to support businesses in hiring and training Massachusetts residents who have been unemployed for 30 weeks or longer. Businesses work with a participating MassHire Career Center to recruit eligible job-seekers, develop a training plan, and receive a wage subsidy of up to 75 percent (a maximum of \$7,500) for training the new employee over a period of up to 26 weeks. The MassHire Hampden County Workforce Board is managing the statewide program; the Workforce Board and participating career centers are paid a service fee for each individual who is enrolled in the program and is retained in training for at least four weeks.



Express Program Grant

Businesses with 100 or fewer employees are eligible to apply. Grant funds will pay for up to 50 percent of the cost of an employee's participation in training courses selected from a database of registered courses. Businesses may receive up to \$30,000 per calendar year; the maximum payment per trainee, per course is \$3,000.



PART ONE: GRANTS

AWARDED IN FY19

FY19 General Program Training Grant Awards

In FY19, Commonwealth Corporation awarded 152 General Program Training Grants involving 189 businesses. (Note: this includes 14 consortium grants involving 51 businesses.) The total amount awarded was \$17,484,340. In total, the businesses plan to train 12,411 workers with these funds.² The businesses project that by the end of their two-year grant periods they will hire 2,397 additional workers by the end of their two-year grant periods. Training topics included: process and quality improvement; English to Speakers of Other Languages (ESOL); preparation for international industry standards certification; sales and customer service; supervision and leadership; technical and business software; blueprint reading and geometric tolerancing; and project management.

Award Amount by Industry

Industry	Amount	% of Total
Arts/Entertainment/ Recreation	\$74,800	>1%
Construction	\$463,965	3%
Educational Services	\$474,698	3%
Finance & Insurance	\$2,422,631	14%
Healthcare & Social Assistance	\$945,916	5%
Information	\$301,753	2%
Manufacturing	\$9,493,643	54%
Other Services (except Public Admin)	\$326,376	2%
Professional, Scientific and Tech. Services	\$1,878,133	11%
Retail	\$536,915	3%
Transportation & Warehousing	\$421,690	2%
Wholesale Trade	\$143,820	1%
Grand Total	\$17,484,430	100%

Number of Awards by Industry

Industry	# of Awards	% of Total
Arts/Entertainment/ Recreation	1	1%
Construction	5	3%
Educational Services	4	3%
Finance & Insurance	18	12%
Healthcare & Social Assistance	8	5%
Information	2	1%
Manufacturing	84	55%
Other Services (except Public Admin)	3	2%
Professional, Scientific and Tech. Services	17	11%
Retail	4	3%
Transportation & Warehousing	5	3%
Wholesale Trade	1	1%
Grand Total	152	100%

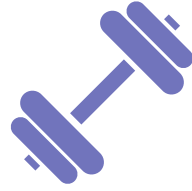
2. Appendix 2 provides a list of all General Program Training Grants awarded in FY19.

FISCAL 2019 GRANT AWARDS



189

**BUSINESSES
SERVED**



12,411

**PLANNED WORKERS
TRAINED**



2,397

**PROJECTED WORKERS
HIRED**

Award Amount by Region

WIB Region	Amount	% of Total
Berkshire	\$250,000	1%
Boston	\$2,692,407	15%
Bristol	\$1,089,497	6%
Brockton	\$256,500	1%
Cape & Islands	\$425,662	2%
Central MA	\$1,296,828	7%
Franklin/Hampshire	\$463,463	3%
Greater Lowell	\$1,141,784	7%
Greater New Bedford	\$455,300	3%
Hampden	\$1,445,558	8%
Merrimack Valley	\$991,813	6%
Metro North	\$1,359,756	8%
Metro South/West	\$3,121,240	18%
North Central MA	\$274,400	2%
North Shore	\$1,432,087	8%
South Shore	\$798,045	5%
Grand Total	\$17,484,340	100%

Number of Awards by Region

WIB Region	# of Awards	% of Total
Berkshire	1	1%
Boston	17	11%
Bristol	9	6%
Brockton	3	2%
Cape & Islands	4	3%
Central MA	17	11%
Franklin/Hampshire	5	3%
Greater Lowell	10	7%
Greater New Bedford	4	3%
Hampden	10	7%
Merrimack Valley	9	6%
Metro North	12	8%
Metro South/West	31	20%
North Central MA	2	1%
North Shore	12	8%
South Shore	6	4%
Grand Total	152	100%

SUCCESS STORY: ASAHI/AMERICA

THE COMPANY: Asahi/America in Lawrence is the premier provider of thermoplastic fluid flow solutions for industrial, commercial and environmental applications. Asahi's piping systems, valves and actuators have been installed with confidence for over 40 years in a variety of industries including water and wastewater treatment, oil and gas, water parks and aquariums, landfills, semiconductor and pharmaceutical manufacturing, and chemical processing.



“One of the most valuable things about this experience was that we got to hear the employees’ perspective. If we had told them how to do something, we would not have had the same success. Instead, this training gave our employees the tools to problem solve and the confidence to suggest new ways of doing things. Without the grant funding from the Workforce Training Fund Program, this would not have been possible.”

— Steve Marchant, Manufacturing Manager



THE CHALLENGE: Asahi was entering new markets and developing new products, and needed to be more responsive to market demands. Also the company's five-year growth plan highlighted the need to improve processes and increase efficiencies in production.

THE SOLUTION: A \$169,440 WTFP grant funded training across departments in Operations Management, Lean Manufacturing (Total Productive Maintenance, Problem Solving, Workplace Organization), Supervision and Management, and Six Sigma to eliminate defects and ensure quality.

BUSINESS IMPACT

INCREASED LABOR PRODUCTIVITY

FROM 31% TO

74%

REDUCED ASSEMBLY TIME BY

40%

ADDED

10

NEW EMPLOYEES

FY19 Express Program Grant Awards

In FY19, Commonwealth Corporation approved 568 grant applications from 401 businesses seeking a total of \$2,828,400 in grant funds to train 2,793 employees. (Note: Businesses may submit multiple applications; employees may participate in multiple courses.)

Training topics included process and quality improvement, preparation for international industry standards certification, sales and customer service, supervision and leadership, occupation-specific skills training, project management, software and IT skills, and much more.

Number of Awards by Industry

Industry	Number of Awards	% of Total
Accommodation/Food Service/Hospitality	3	1%
Admin/Support/Waste Management and Remediation Services	1	>1%
Agriculture/Forestry/Fishing/Hunting	9	2%
Arts/Entertainment/Recreation	7	1%
Construction	34	6%
Educational Services	16	3%
Finance & Insurance	97	17%
Healthcare & Social Assistance	14	2%
Information	8	1%
Manufacturing	131	23%
Other Services (except Public Admin)	77	14%
Professional, Scientific and Technical Services	130	23%
Real Estate/Rental/Leasing	3	1%
Retail	16	3%
Transportation & Warehousing	11	2%
Utilities	2	>1%
Wholesale Trade	9	2%
Grand Total	568	100%

Number of Awards by Region

WIB Region	# of Awards	% of Total
Berkshire	6	1%
Boston	42	7%
Bristol	32	6%
Brockton	10	2%
Cape & Islands	31	5%
Central MA	59	10%
Franklin/Hampshire	16	3%
Greater Lowell	17	3%
Greater New Bedford	11	2%
Hampden	55	10%
Merrimack Valley	23	4%
Metro North	64	11%
Metro South/West	118	21%
North Central MA	12	2%
North Shore	30	5%
South Shore	42	7%
Grand Total	568	100%



401

BUSINESSES
SERVED



2,793

PLANNED WORKERS
TRAINED

FY19 On the Job Training Program Grant Awards

From the inception of the pilot in FY17 through the end of the pilot FY19, 24 businesses worked with a MassHire Career Center to hire and begin training 29 previously long-term unemployed individuals through the WTFP OJT program. The age range of the participants was between 20 and 67; their lengths of unemployment prior to participating averaged 68 weeks and ranged from 30 weeks to 12 years. By the end of FY19, of the 29 individuals who began working and participating in training:

- 22 completed the training period and were retained by their employers in positions paying an average of \$16.79 per hour;
- 3 additional participants did not complete the training period but became employed at a different employer;
- 4 did not complete the training period and were not subsequently employed.

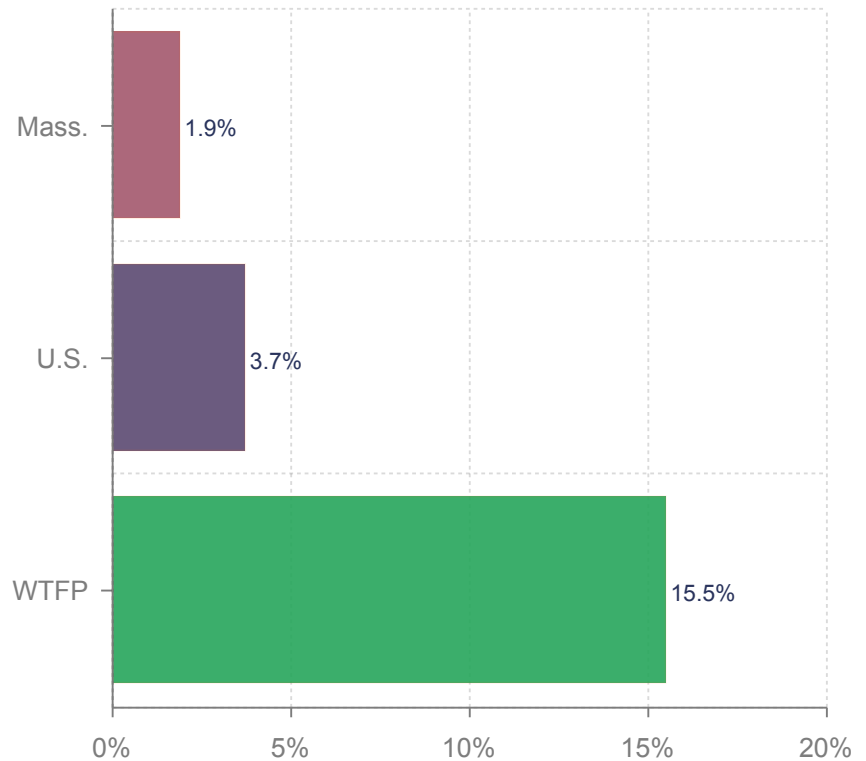
The total expended in the OJT program by the end of FY19 was \$206,080 (\$169,630 in wage subsidies and \$36,450 in service fees to MassHire Career Centers and the Regional Employment Board of Hampden County, which administered the program statewide.)

PART TWO: WTFP GENERAL PROGRAM GRANTS CLOSED IN FY 19

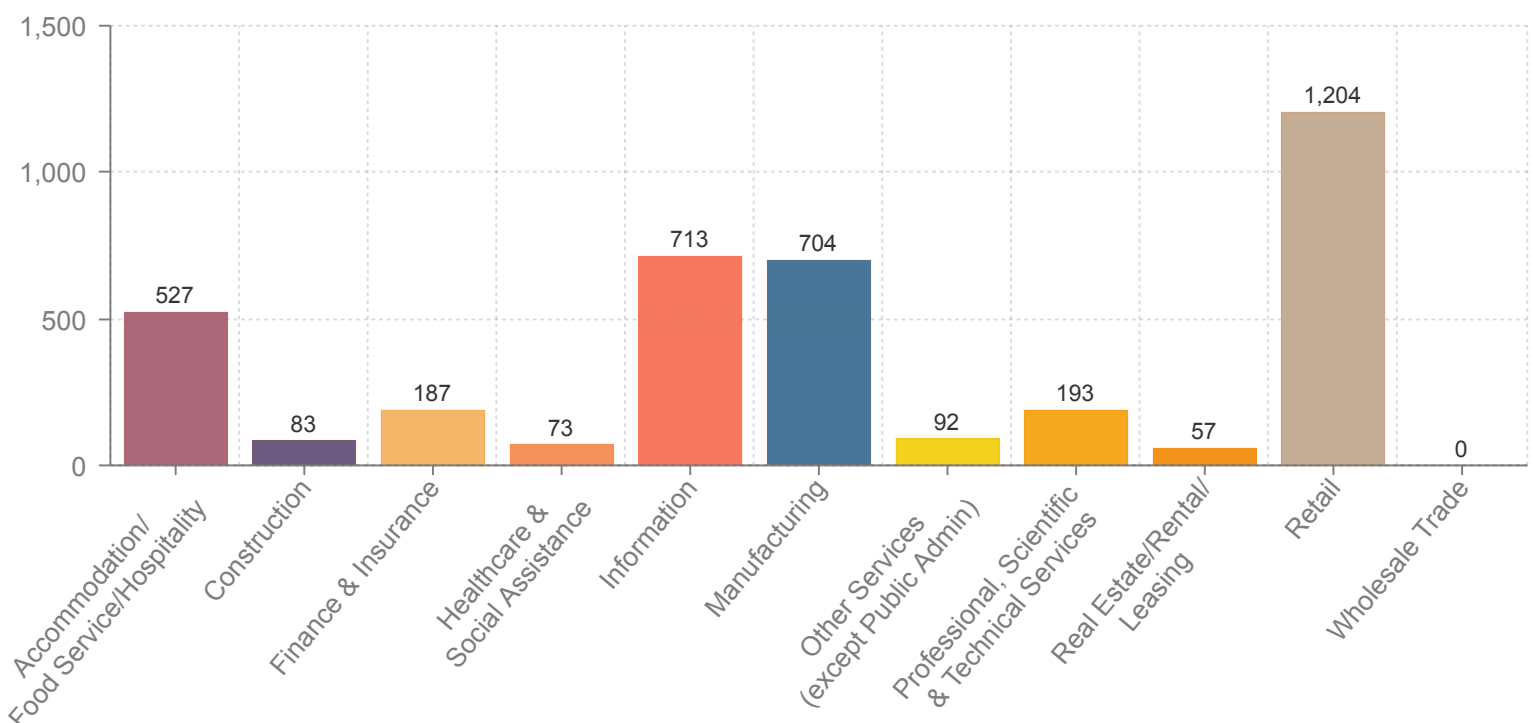
In FY19, 128 General Program Training Grants were completed. In total, the 128 grantees projected adding 1,126 workers by the end of the grants; the actual number of net new jobs added by the end of their grant period was 3,833, which is 340 percent of estimated growth. Overall, the grant recipients reported 15.5 percent employment growth over their two-year grant period compared to 1.9 percent statewide.

Of the 128 grantees to complete training in FY19, 90 reported an increase in their Massachusetts-based workforce since the beginning of their grant period. Seventeen reported that their employment levels remained unchanged, and 21 reported they had fewer employees at the end of the grant period.

Job Growth Rate Comparison 2017-2019

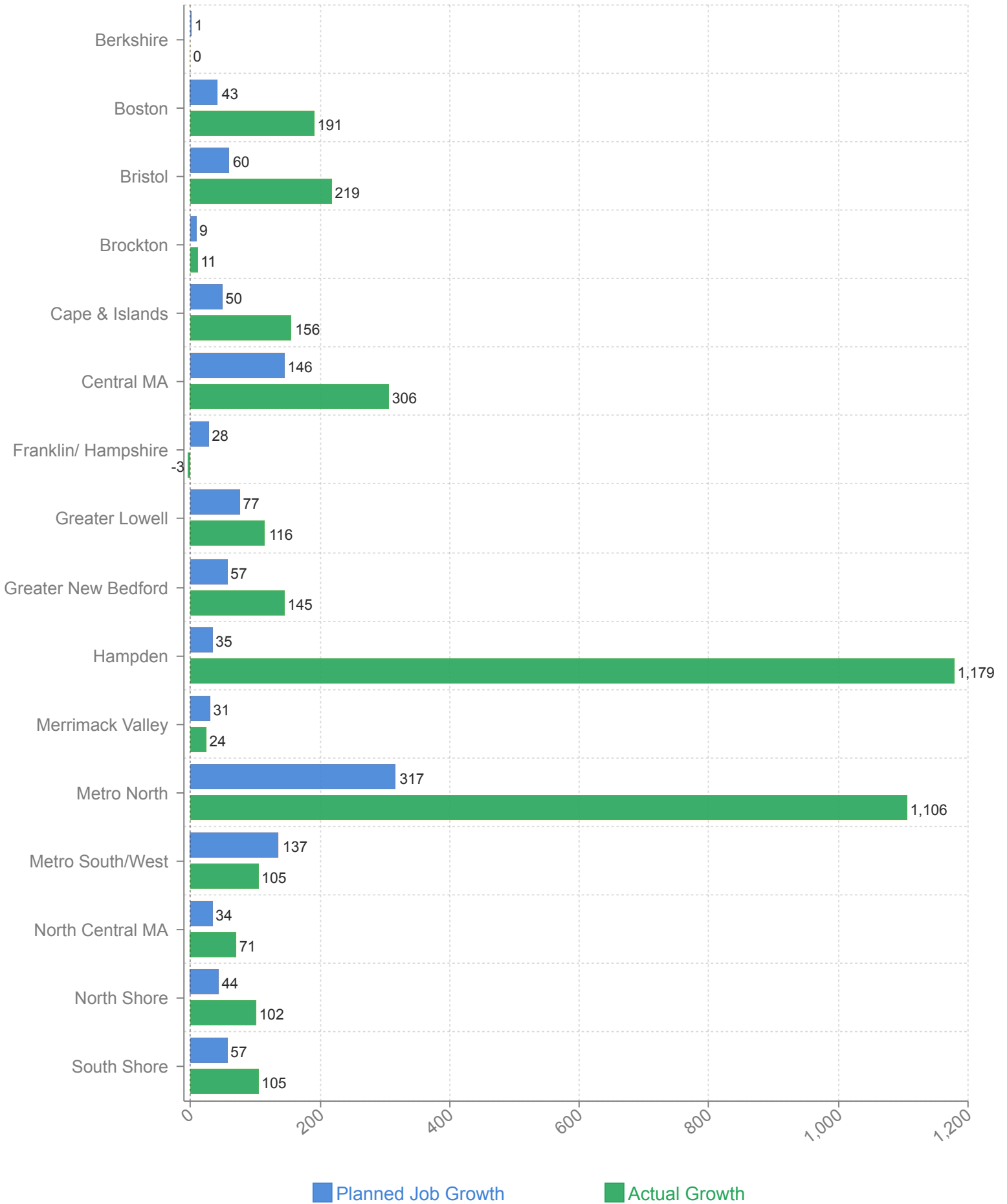


FY19 Closed General Program Training Grants
Number of Net New Jobs Created by Industry



FY19 Closed General Program Training Grants

Projected vs. Actual Net New Jobs by WIB Region



The original contract amount for the 128 grantees totaled \$12,757,893; the final amount expended at the end of the grant periods was \$11,142,507 (87 percent of the contracted amount). Seventy-one of the 128 grantees did not expend their full contract amount.

FY19 General Program

Grants Closed by Region

WIB Region	# of Grants	% of Total
Berkshire	1	1%
Boston	12	9%
Bristol	8	6%
Brockton	4	3%
Cape & Islands	5	4%
Central MA	19	15%
Franklin/Hampshire	3	2%
Greater Lowell	9	7%
Greater New Bedford	5	4%
Hampden	12	9%
Merrimack Valley	4	3%
Metro North	9	7%
Metro South/West	20	16%
North Central MA	5	4%
North Shore	5	4%
South Shore	7	5%
Grand Total	128	100%

FY19 General Program

Closed Grants Expenditures by Region

WIB Region	Expenditures	% of Total
Berkshire	\$58,250	1%
Boston	\$916,899	8%
Bristol	\$536,861	5%
Brockton	\$243,300	2%
Cape & Islands	\$637,172	6%
Central MA	\$1,640,374	15%
Franklin/Hampshire	\$211,054	2%
Greater Lowell	\$916,303	8%
Greater New Bedford	\$458,015	4%
Hampden	\$1,087,212	10%
Merrimack Valley	\$374,040	3%
Metro North	\$1,087,962	10%
Metro South/West	\$1,758,603	16%
North Central MA	\$277,588	2%
North Shore	\$429,723	4%
South Shore	\$509,153	5%
Grand Total	\$11,142,507	100%

SUCCESS STORY: HOME FOR OUR TROOPS

THE COMPANY: Homes For Our Troops (est. 2004) is a national non-profit organization based in Taunton. Its mission is to build mortgage-free, specially custom adapted homes nationwide for severely injured post-9/11 veterans to enable them to rebuild their lives. Homes For Our Troops has received the highest possible rating of 4 stars from Charity Navigator, America's largest independent charity evaluator.



“There have been multiple occasions since the training where I have been able to consider my teammates’ communication styles in order to move a project forward. The way you present an idea is as important as the idea itself, and the training encouraged me to be more conscious of my words and actions.”

— Community Outreach Coordinator



THE CHALLENGE: Home For Our Troops needed to stream-line processes and build more specially-adapted homes per year while maintaining its solid reputation with veterans, funders, sponsors and partners. Related goals were to increase funding, sponsors and partnerships while reducing the time needed for land acquisition and construction.

THE SOLUTION: With a \$133,062 WTFP grant, HFOT worked with Bristol Community College to develop a training plan: Leadership Development, Effective Communication and Teamwork, Project Management, Customer Service, Process Improvement & Problem Solving, and Train the Trainer.

BUSINESS IMPACT

INCREASED REVENUE
DURING GRANT PERIOD BY

23%

INCREASED PROJECTS IN ACTIVE
CONSTRUCTION PHASE BY

25%

ADDED

7

NEW EMPLOYEES

In total, the 128 grantees planned to train 9,920 employees; the actual number of trainees reported was 10,424 (105 percent of planned). Eighty of the 128 grantees trained as many as or more employees than planned; 48 did not train as many workers as originally planned. The latter group of grantees reported that changes in business circumstances and employee turnover affected their ability to conduct all of the training they had originally planned.

Grants awarded to businesses in the Manufacturing industry made up the largest share (72 out of 128) of the General Program Training Grants that closed in FY19. The next largest industry sector was Professional, Scientific and Technical Services.

FY19 Closed General Program Training Grants by Industry

Industry	Number of Grants	% of Total
Accommodation & Food Services	7	5%
Construction	5	4%
Finance & Insurance	7	5%
Healthcare & Social Assistance	9	7%
Information	1	1%
Manufacturing	72	56%
Other Services (except Public Administration)	3	2%
Professional, Scientific and Technical Services	15	12%
Real Estate/Rental/Leasing	2	2%
Retail Trade	6	5%
Wholesale Trade	1	1%
Grand Total	128	100%

ACTUAL NUMBER
OF TRAINEES

105%

OF PLANNED

**FY19 Closed General Program Training Grants
Number of Trainees by Region**

WIB Region	Number of Trainees	% of Total
Berkshire	24	>1%
Boston	712	7%
Bristol	437	4%
Brockton	132	1%
Cape & Islands	971	9%
Central MA	1,457	14%
Franklin/Hampshire	118	1%
Greater Lowell	904	9%
Greater New Bedford	548	5%
Hampden	691	7%
Merrimack Valley	199	2%
Metro North	1,236	12%
Metro South/West	1,643	16%
North Central MA	358	3%
North Shore	485	5%
South Shore	509	5%
Grand Total	10,424	100%

**FY19 Closed General Program Training Grants
Expenditures by Industry**

Industry	Expenditures	% of Total
Accommodation and Food Services	\$639,077	6%
Construction	\$468,681	4%
Finance & Insurance	\$728,339	7%
Healthcare & Social Assistance	\$535,474	5%
Information	\$250,000	2%
Manufacturing	\$6,260,653	56%
Other Services (except Public Administration)	\$220,559	2%
Professional, Scientific and Technical Services	\$1,206,908	11%
Real Estate/Rental/Leasing	\$320,991	3%
Retail Trade	\$498,645	4%
Wholesale Trade	\$13,000	>1%
Grand Total	\$11,142,507	100%

**FY19 Closed General Program Training Grants
Number of Trainees and Percent by Industry**

Industry	Number Trained	% of Total
Accommodation and Food Services	1,298	12%
Construction	461	4%
Finance & Insurance	768	7%
Healthcare & Social Assistance	455	4%
Information	580	6%
Manufacturing	4,642	45%
Other Services (except Public Administration)	163	2%
Professional, Scientific and Technical Services	1,073	10%
Real Estate/Rental/Leasing	510	5%
Retail Trade	442	4%
Wholesale Trade	32	>1%
Grand Total	10,424	100%

General Program Training Grants Withdrawn in FY19

In FY19, 17 businesses that were awarded General Program Training grants elected to withdraw from the program prior to completing training. This was primarily due to changes in business conditions.

PART THREE: ANNUAL COLLECTIONS OF THE WORKFORCE TRAINING FUND CONTRIBUTIONS

For the calendar year January 1, 2018 to December 31, 2018, 213,142 employers contributed to the fund. These employers collectively employed 4,645,976 employees* for the same time period. The following chart shows the amount collected in each quarter and the total amount collected for the calendar year. The actual contribution rate is 0.056%.

Quarter	Amount Collected
CY 2018 Q1 (January 2018—March 2018)	\$14,375,399.72
CY 2018 Q2 (April 2018—June 2018)	\$4,898,806.23
CY 2018 Q3 (July 2018—September 2018)	\$3,106,359.55
CY 2018 Q4 (October 2018—December 2018)	\$2,316,719.84
Total Cumulative Collections	\$24,697,285.34

**includes duplication in cases where workers are employed by two or more different organizations during CY2018*

APPENDIX 1: WORKFORCE TRAINING FUND ADVISORY BOARD

The Workforce Training Fund Advisory Board brings together Massachusetts employers, nonprofits, labor organizations and experts in workforce training to provide guidance and oversight to Commonwealth Corporation and the Executive Office of Labor and Workforce Development. The Workforce Training Fund Advisory Board meets bi-monthly to provide input on policies, program administration, and funding decisions. Board members are appointed by the Governor for terms of up to six years.

Joan Abbot	Assistant Director, Boston Education, Skills, & Training Corp. (BEST)
Julie E. Brady	Political Coordinator, Teamsters Local 25
Jennifer DeLucia	Manager, John Leonard Employment Services
Richard Lord, Chair	President, Associated Industries of Massachusetts
Paul T. Murphy	Owner, Paul T. Murphy Insurance Agency, Inc.
Franklin Peralta	English Works Campaign Organizer, English for New Bostonians
Julie Pinkham	Executive Director, Massachusetts Nurses Association
Eneida M. Roman, Esq.	Founder, Roman Law; Co-founder, The Latina Circle

APPENDIX 2: FY19 GENERAL PROGRAM AWARDS

Grantee Name	City	Amount Awarded
A.I.M. Mutual Insurance Companies	Burlington	\$105,665
ABIOMED	Danvers	\$159,000
Acumentrics RUPS	Walpole	\$55,550
Aerial Wireless Services	Bellingham	\$66,200
AES Corporation	Peabody	\$57,200
Ahead	New Bedford	\$125,600
AllCare Plus Pharmacy	Northborough	\$79,200
Amramp	Boston	\$137,800
Antron Engineering & Machine	Bellingham	\$109,600
Applied Materials	Gloucester	\$82,560
AR Metallizing	Franklin	\$116,900
Arrowstreet	Boston	\$190,900
Atlas Travel & Technology Group	Marlborough	\$174,016
Axcelis	Beverly	\$211,100
B&R Machine	Ludlow	\$112,875
Backer Hotwatt	Danvers	\$166,500
BankFive	Fall River	\$237,430
BayCoast Bank	Swansea	\$236,600
Black Ministerial Alliance of Greater Boston	Boston	\$56,017
BOND	Medford	\$243,600
Boston Orthotics and Prosthetics	Avon	\$145,000
Boyle Transportation	Billerica	\$23,100
Calorique	West Wareham	\$31,500
CardioFocus	Marlborough	\$97,000
Center for Sight	Fall River	\$63,075
Central One Federal Credit Union	Shrewsbury	\$123,200
Cerulli Associates	Boston	\$98,000
Charles River Insurance Brokerage	Framingham	\$140,910
Children's Services of Roxbury	Boston	\$249,844
CIRCOR Naval Solutions	Warren	\$62,500
ClearMotion	Billerica	\$229,220
Clinton Savings Bank	Clinton	\$72,800
CMT Materials	Attleboro	\$36,400
Commercial Bank	Boston	\$250,000
Conklin Office Furniture	Holyoke	\$60,170
Convention Data Services	Boume	\$215,587
Copyright Clearance Center	Danvers	\$184,817

Grantee Name	City	Amount Awarded
County Heat Treat	Millbury	\$46,000
CTI	Lowell	\$86,475
Dale Engineering & Son	Bedford	\$132,600
Diamond Technologies	Hudson	\$38,500
Dielectrics	Chicopee	\$174,600
Dorel Juvenile Group	Foxboro	\$156,800
DRB Facility Services	Boston	\$83,400
DS Smith	Lowell	\$244,950
East Coast Welding & Fabrication	Newburyport	\$58,950
Eliza	Danvers	\$221,100
Enterprise Bank	Lowell	\$32,250
Environmental Partners	Quincy	\$120,320
Epoxy Technology	Billerica	\$103,675
ETM Manufacturing	Littleton	\$61,201
Father Bill's & MainSpring	Brockton	\$73,000
Five Star Plating	Lawrence	\$74,000
FLEXcon Company	Spencer	\$36,400
Formlabs	Somerville	\$141,616
Fraen Corporation	Reading	\$32,925
Freudenberg Medical	Gloucester	\$165,600
G & F Precision Molding	Fiskdale	\$119,400
Gary Rome Hyundai	Holyoke	\$43,035
General Dynamics Mission Systems	Pittsfield	\$250,000
General Wire Products	Worcester	\$28,200
Ginkgo Bioworks	Boston	\$218,305
Goddard Technologies	Beverly	\$16,750
Green Brothers Fabrication	Taunton	\$62,400
Greentown Learn	Somerville	\$24,000
Henke Sass Wolf of America	Dudley	\$181,413
Home Market Foods	Norwood	\$188,785
HR Knowledge	Mansfield	\$74,892
Hub Folding Box Company	Mansfield	\$187,600
ICON Architecture	Boston	\$28,000
iCorps Technologies	Boston	\$116,936
Imagine That	Lawrence	\$139,483
Industrial Polymers & Chemicals	Shrewsbury	\$39,400
Infinidat	Waltham	\$58,500

Grantee Name	City	Amount Awarded
Ink Cups Now Corporation	Danvers	\$45,250
Integrated Defense and Security Solutions	Boxborough	\$104,320
Invaluable	Boston	\$154,000
J. Polep Distribution Services	Chicopee	\$74,200
James F Mullen Company	Merrimac	\$112,730
JEM Electronics	Franklin	\$122,900
Johnson String Instrument	Newton	\$206,020
Joseph Abboud Manufacturing Company	New Bedford	\$249,200
KEA Technologies	Marlborough	\$84,126
Kyra Medical	Northborough	\$39,490
LAB Medical Manufacturing	Billerica	\$114,600
Lytron	Woburn	\$154,350
MacDiarmid Machine	Newburyport	\$48,000
Mach Machine	Hudson	\$44,195
Manufacturing Resource Group	Norwood	\$84,000
Mark Richey Woodworking and Design	Newburyport	\$161,250
Martha's Vineyard Savings Bank	Edgartown	\$62,300
Mass Bankers Association	Boston	\$249,800
Mass Bay Credit Union	Boston	\$91,000
MassMEP	Worcester	\$135,725
MassMEP	Worcester	\$44,800
MassMEP	Worcester	\$44,800
MassMEP	Worcester	\$99,600
MassPay	Beverly	\$87,210
Menemsha Solutions	Weymouth	\$10,065
MGB US	Franklin	\$25,850
Mid-Cape Home Centers	South Dennis	\$112,075
Mide Technology Corp	Woburn	\$89,400
Milhench Supply Co	New Bedford	\$39,000
Nano-C	Westwood	\$49,000
Naveo Credit Union	Somerville	\$31,200
NEOLab	Andover	\$147,400
New England Cryogenic Center	Marlborough	\$45,325
New England Optical Systems	Marlborough	\$76,450
Newburg & Company	Waltham	\$59,712
Ocean Spray Cranberries	Lakeville	\$243,600
OmniGuide	Lexington	\$135,500

Grantee Name	City	Amount Awarded
OptiMA	Shrewsbury	\$60,000
Paradigm Precision	Peabody	\$35,000
Pentucket Bank	Haverhill	\$146,000
Piaggio Fast Forward	Boston	\$131,600
Pierce Property Services	Woburn	\$68,960
Pine Village Preschool	Boston	\$224,740
Polymershapes	Tyngsborough	\$211,814
Precision Coating (PCCI)	Hudson	\$75,430
Precision Machinists Company	Chelmsford	\$81,700
Quality Support Group	Westford	\$14,000
Reliable Respiratory	Norwood	\$58,680
Richards Design	East Falmouth	\$35,700
Rock Valley Tool	Easthampton	\$87,500
Rockland Federal Credit Union	Rockland	\$199,040
S&P Consultants	Braintree	\$81,200
Sasaki	Watertown	\$246,840
Savage Arms	Westfield	\$238,485
Senior Metal Bellows	Sharon	\$215,380
Sensata Technologies	Attleboro	\$101,500
Skyworks Solutions	Woburn	\$103,600
SMC	Devens	\$201,600
Smith & Wesson	Springfield	\$200,938
Solutia	Springfield	\$119,855
SWM-Argotec	Greenfield	\$112,700
Taunton Federal Credit Union	Taunton	\$89,600
Tepha	Lexington	\$78,400
The duMONT Company	Greenfield	\$58,015
The New England Appliance & Electronics Group	Franklin	\$153,790
UMass Five Credit Union	Hadley	\$174,936
Universal Plastics	Holyoke	\$219,800
UPPAbaby	Rockland	\$143,820
USGBC MA	Boston	\$236,280
Vantage Builders	Waltham	\$26,500
Verité	Amherst	\$30,312
Ver-Tex Construction Specialist	Canton	\$117,600
Webster First Federal Credit Union	Worcester	\$81,900
Westside Finishing Company	Holyoke	\$201,600

Grantee Name	City	Amount Awarded
Whitin Community Center	Whitinsville	\$74,800
Winston Flowers	Boston	\$175,785
Xenon Corporation	Wilmington	\$117,600
Yaskawa Solectria Solar	Lawrence	\$104,000
		\$17,484,340