# Proposal Cover Sheet

<table>
<thead>
<tr>
<th><strong>Project Name</strong></th>
<th>Ohio Workforce Accelerator Network</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Project Location/s</strong></td>
<td>The University of Toledo, The Ohio State University, Northwest State Community College and employer sites throughout Ohio</td>
</tr>
<tr>
<td><strong>Project Start Date</strong></td>
<td>1/1/2013 or before</td>
</tr>
<tr>
<td><strong>Interns/Co-ops Start Date</strong></td>
<td>1/1/2013</td>
</tr>
<tr>
<td><strong>Lead Applicant – Must be public higher education agency</strong></td>
<td>The University of Toledo</td>
</tr>
</tbody>
</table>
| **Chief Contact** | James P. Trempe, PhD  
Vice President for Research  
2801 W. Bancroft St  
Mail Stop 944  
Toledo, OH 43606-3390  
Phone: 419-530-2844  
Fax: 419-530-2841  
james.trempe@utoledo.edu |
| **Project Director(s)- Key Personnel(s)** | Brian W. Randolph, PhD, PE  
Senior Associate Dean of Engineering Undergraduate Studies  
2801 W. Bancroft St  
Mail Stop 311  
Toledo, OH 43606-3390  
Phone: 419-530-8047  
Fax: 419-530-8046  
brian.randolph@utoledo.edu |
| **Amount of state money requested** | $1,007,751 |
| **Match money committed** | $1,010,000 |
| **Number of internships/co-ops proposed** | 150 |
| **JobsOhio key industry(ies) impacted** | All nine |
Are any of the applicants represented by a member of the Advisory Committee? | N/A

**Legal Applicant**

**Name:** The University of Toledo

**Address:** 2801 W. Bancroft St

**City:** Toledo **Zip:** 43606

**Phone:** ___________ **Fax:** ___________ **E-Mail:** ___________

**CEO Name:** Lloyd Jacob, MD

1) **Certification by Authorized Official:**
   To the best of my knowledge and belief, data contained in this application are true and correct. The document has been duly authorized to comply with the required assurances.

**Signature of Authorized Official:** [Signature]

**Typed Name and Title:** James P. Trempe, PhD

**Date:** 10/12/12

2) **Administering Entity**

**Agency Name:** The University of Toledo

**Address:** 2801 W. Bancroft St

**City:** Toledo **Zip:** 43606 **Phone:** 419 530 8047

**Fax:** 419 530 8046 **Contact Person:** Brian W Randolph

**Title:** ___________ **E-Mail:** ___________

3) **Business Partners (please submit separate information for each partner)**

**Company Name:** See appended list

**Address:**

**City:** ___________ **Zip:** ___________ **Phone:** ___________

**Fax:** ___________ **Contact Person:** ___________

**Title:** ___________ **E-Mail:** ___________

4) **Educational Partners (please submit separate information for each partner)**

**Name:** The Ohio State University
Address: College of Engineering
City: Columbus Zip: 43215 Phone: 614 247 6548
Fax: E-Mail: tomasko.1@osu.edu
President/CEO/Director Name: David L. Tomasko, PhD

Name: Northwest State Community College
Address: 22600 State Route 34
Fax: 419-267-5588
City: Archbold Zip: 43502 Phone: 419-267-1335
Fax: __419-267-5588 E-Mail: dburklo@northweststate.edu
President/CEO/Director Name: Daniel Burklow, PhD
Business Partners (please submit separate information for each partner)
Company Name: Administrative Controls Management, INC.
Address: 647-K Park Meadow,
City: Westerville Zip: 43081 Phone: 614-898-9940
Fax: 614-898-9976 Contact Person: Patricia A. Mirek
Title: President E-Mail: emb@acmpm.com

Business Partners (please submit separate information for each partner)
Company Name: Alex Products Inc
Address: 810 Gasse Road
City: Paulding Zip: 45879
Phone: 419-399-4500
Fax: 419-399-9023 Contact Person: Kimberly Schumm
Title: Human Resource Manager E-Mail:

Business Partners (please submit separate information for each partner)
Company Name: Automatic Feed Company, High Production Technology and Laser Coil
Address: 476 East Riverview
City: Napoleon Zip: 43545-1899 Phone: 419-592-0050
Fax: 419-592-8590 Contact Person: Nathan E. Weaks
Title: Treasurer E-Mail:

Business Partners (please submit separate information for each partner)
Company Name: Benefit Concepts Inc
Address: 3131 Executive Parkway
City: Toledo Zip: 43606 Phone: 419-244-9936
Fax: 401-427-8701 Contact Person: Greg Hussey
Title: Chief Information Officer E-Mail:
Business Partners (please submit separate information for each partner)
Company Name: Block Communications Inc.
Address: 405 Madison Ave., Suite 2100
City: Toledo Zip: 43604 Phone: 419-724-6448
Fax: Contact Person: Walter H. Carstensen
Title: President E-Mail: ccarstensen@blockcommunications.com

Business Partners (please submit separate information for each partner)
Company Name: CallCopy Inc.
Address: 530 West Spring Street, Suite 100
City: Columbus Zip: 43215 Phone: 614-737-7464
Fax: 614-737-7481 Contact Person: Chris Rutter
Title: Director, Human Resources E-Mail: crutter@callcopy.com

Business Partners (please submit separate information for each partner)
Company Name: Cooper Tire and Rubber Company
Address: 701 Lima Avenue
City: Findlay Zip: 45840-2315 Phone: 419-424-4271
Fax: 419-420-6050 Contact Person: Roy V. Armes
Title: Chairman, Chief Executive Officer, President E-Mail: smdevene@coopertire.com

Business Partners (please submit separate information for each partner)
Company Name: Crane Aerospace and Electronics
Address: 241 South Abbe Road PO Box 4014
City: Elyria Zip: 44036-4014 Phone: 440-323-3211
Fax: 440-322-3376 Contact Person: Bettyann Huffman
Title: Human Resources Business Partner E-Mail: bettyann.huffman@craneaerospace.com
Business Partners (please submit separate information for each partner)
Company Name: Dave White Chevrolet, Inc.
Address: 5880 Monroe Street At Alexis P.O. Box 196
City: Sylvania Zip: 43560 Phone: 419-885-4444
Fax: Contact Person: Allison Paxton
Title: Human Resource Manager E-Mail:

Business Partners (please submit separate information for each partner)
Company Name: Department of Public Service
Address: 2201 Ottawa Parkway
City: Toledo Zip: 43606 Phone: 419-936-2020
Fax: Contact Person: Dennis M. Garvin
Title: Acting Director, Department of Public Service E-Mail: Dennis.Garvin@toledo.oh.gov

Business Partners (please submit separate information for each partner)
Company Name: Department of Public Utilities
Address: Quilter Environmental Center 348 South Erie Street
City: Toledo Zip: 43604-8633 Phone: 419-936-3015
Fax: 419-936-3959 Contact Person: Timothy D. Murphy
Title: Commissioner E-Mail: TIM.MURPHY@toledo.oh.gov

Business Partners (please submit separate information for each partner)
Company Name: DGL Consulting Engineers LLC
Address: 3455 Briarfield Boulevard - Suite E
City: Maumee Zip: 43537 Phone: 419-535-1015
Fax: 419-535-1429 Contact Person: Stephen M. Way, P.E.
Title: Principal, Managing Director E-Mail: sway@dgl-ltd.com
Business Partners (please submit separate information for each partner)
Company Name: Diebold Inc
Address: Diebold, Incorporated  5995 Mayfair Road  P.O. Box 3077
City: North Canton Zip: 44720-8077  Phone:  330-490-4000
Fax:  Contact Person: Cierra M. Chiwanga,PHR
Title: Associate Talent Acquisition Analyst  E-Mail:

Business Partners (please submit separate information for each partner)
Company Name: Eaton Corporation
Address:  32500 Chardon Rd
City: Willoughby Hills Zip: 44094  Phone:  (440) 516-6199
Fax:  (440) 516-6199  Contact Person: Denise Vinton
Title: Program Manager, IT Early Talent Programs  E-Mail: denisevinton@eaton.com

Business Partners (please submit separate information for each partner)
Company Name: Federal Mogul Corporation
Address:  150 Fisher Ave.
City: Van Wert Zip: 45891  Phone:  419-232-1362
Fax:  419-238-1521  Contact Person: Kellie Sterling
Title: Human Resource Representative  E-Mail: Kellie.Sterling@federalmogul.com

Business Partners (please submit separate information for each partner)
Company Name: Fiserv
Address:  6000 Perimeter Drive
City: Dublin Zip: 43017
Phone:800-297-3180
Mobile:614-787-5246
Fax: 614-564-3885  Contact Person: Jeanine Earley
Title:  E-Mail: Jeanine.Earley@Fiserv.com
Business Partners (please submit separate information for each partner)
Company Name: GEIS Companies (GEIS Construction)
Address: 10020 Aurora Hudson Road
City: Streetsboro Zip: 44241 Phone: 330-528-3500
Fax: 330-528-0008 Contact Person: Jeffrey Martin
Title: President E-Mail: JeffMartin@geis-companies.com

Business Partners (please submit separate information for each partner)
Company Name: Hull & Associates, Inc.
Address: 3401 Glendale Avenue, Suite 300
City: Toledo Zip: 43614 Phone: 419-385-2018
Fax: 419-385-5487 Contact Person: Angela Gerdeman
William G. Petruzzi, P.G.
Title: Senior Project Manager, Landfill Engineering Practice Leader, Principal, Waste Management Division Leader E-Mail: agerdeman@hullinc.com

Business Partners (please submit separate information for each partner)
Company Name: Imalux Corporation
Address: 11000 Cedar Avenue, Ste 250
City: Cleveland Zip: 44106 Phone: 216-502-0755
Fax: 216-622-0723 Contact Person: Paul G. Amazeen, Ph.D.
Title: Executive VP & Chief Technology Officer E-Mail: dkean@imalux.com

Business Partners (please submit separate information for each partner)
Company Name: Innoviator Aviation LLC
Address: 5696 Chancery Place
City: Hamilton Zip: 45011 Phone: 513 258 3288
Fax: 513 759 5289 Contact Person: Zach Kaufman
Title: Structural Analyst E-Mail: Zach@innoviator.com
**Business Partners (please submit separate information for each partner)**
Company Name: International Automotive Components
Address: 555 W. Linfoot Street,
City: Wauseon Zip: 43567 Phone: 419-335-1000
Fax: Contact Person: Lisa Wilson
Title: HR Manager E-Mail:

**Business Partners (please submit separate information for each partner)**
Company Name: Jones & Henry Engineers Ltd
Address: 3103 Executive Parkway, Suite 300
City: Toledo Zip: 43606 Phone: 419-473-9611
Fax: 419-473-8924 Contact Person: Gregg J. Simon, P.E.
Title: Toledo Office Director E-Mail: GSimon@jheng.com

**Business Partners (please submit separate information for each partner)**
Company Name: Kamco Industries
Address: 1001 E Jackson Street
City: West Unity Zip: 43570-9414 Phone: 419-924-5511
Fax: Contact Person: Kevin D. Chase
Title: Vice President – Sales and Engineering E-Mail:

**Business Partners (please submit separate information for each partner)**
Company Name: Matsu Ohio, Inc
Address: 228 E Morrison St
City: Edgerton Zip: 43517 Phone: 419-298-2394 ext 169
Fax: 419-298-3332 Contact Person: Jared Stewart
Title: Human Resource Manager E-Mail:
Business Partners (please submit separate information for each partner)
Company Name: Midmark Corporation
Address: 60 Vista Drive, P.O. Box 286
City: Versailles Zip: 45380-0286  Phone:
Fax:  Contact Person: Aaron R. Guggenbiller
Title: Senior Human Resources Generalist  E-Mail: AGuggenbiller@midmark.com

Business Partners (please submit separate information for each partner)
Company Name: Midwest Manufacturing
Address: 14502 County Road 15
City: Pioneer  Zip: 43554  Phone: 419-485-6905
Fax:  Contact Person: Brandon Teachman
Title: Project Manager  E-Mail:

Business Partners (please submit separate information for each partner)
Company Name: Modern Data
Address: 6024 Renaissance Place
City: Toledo Zip: 43623  Phone: 419-885-5500
Fax:  Contact Person: Jeffrey W. Boersma
Title: President  E-Mail:

Business Partners (please submit separate information for each partner)
Company Name: National Machinery LLC
Address: 161 Greenfield Street
City: Tiffin Zip: 44883  Phone: 419-443-2304
Fax: 419-443-2184  Contact Person: Anne C. Martin
Title: Human Resources Manager  E-Mail: amartin@nationalmachinery.com
Business Partners (please submit separate information for each partner)
Company Name: Neuros Medical, Inc
Address: 4230 Route 306 #105
City: Willoughby Zip: 44094 Phone: 440-951-BLOK(2565)
Fax: 440-951-1470 Contact Person: Jon J. Snyder
Title: President and CEO E-Mail: jsnyder@neurosmedical.com

Business Partners (please submit separate information for each partner)
Company Name: New York Life Insurance Company
Address: 1684 Woodlands Drive, Suite 100
City: Maumee Zip: 43537 Phone: 419-887-4701
Fax: 419-887-4710 Contact Person: Jason Black, LUTCF
Title: Managing Partner E-Mail:

Business Partners (please submit separate information for each partner)
Company Name: Norplas Industries(Magna Exteriors & Interiors)
Address: 7825 Caple Blvd
City: Northwood Zip: 43619 Phone: 419-662-3200
Fax: 419-662-3201 Contact Person: Jase Barhorst, PHR
Title: HR Generalist E-Mail:

Business Partners (please submit separate information for each partner)
Company Name: Northwestern Mutual
Address: 3950 Sunforest Ct Ste 200
City: Toledo Zip: 43623 Phone: 419-407-8646 (Office)
Fax: Contact Person: Brian A. Kurtz
Title: Managing Director E-Mail: brian.kurtz@nmfn-com
Business Partners (please submit separate information for each partner)
Company Name: Owens Corning
Address: One Owens Corning Parkway
City: Toledo Zip: 43659 Phone: 419-248-8000
Fax: Contact Person: Gina Thompson
Title: Early Career Talent Acquisition Leader E-Mail: Gina.Thompson@owenscorning.com

Business Partners (please submit separate information for each partner)
Company Name: Plastics Technologies, Inc
Address: P.O.Box 964 1440 Timberwolf Dr.
City: Holland Zip: 43528-0964 Phone: 419-867-5400
Fax: 419-867-7700 Contact Person: Elizabeth C. Brady
Title: Vice President E-Mail: e.brady@plastictechnologies.com

Business Partners (please submit separate information for each partner)
Company Name: Powdermet, Inc. / MesoCoat
Address: 24112 Rockwell Dr.,
City: Euclid Zip: 44117 Phone: 216-453-0866
Fax: Contact Person: Tammy D'Amico
Title: Director, Human Resources E-Mail: tdamico@mesocoat.com

Business Partners (please submit separate information for each partner)
Company Name: Powers and Sons LLC
Address: 1613 Magda Drive
City: Montpelier Zip: 43543 Phone: 419-485-3151
Fax: 419-485-5490 Contact Person: Stan Schmidt
Title: Human Resource Manager E-Mail:
**Business Partners (please submit separate information for each partner)**

Company Name: Pro Health Care Services

Address: 270 Main Street

City: Groveport Zip: 43125 Phone: 614-856-9111

Fax: 614-482-8051 Contact Person: Lulu Munoz

Title: CEO E-Mail: lulu@inhomewecare.com

**Business Partners (please submit separate information for each partner)**

Company Name: Railtech Matweld

Address: 25 Interstate Drive, P.O.Box 349

City: Napoleon Zip: 43545 Phone: 419-591-3770

Fax: 419-599-3630 Contact Person: Neal Carter

Title: Engineering Manager E-Mail: customer.service@matweld.com

**Business Partners (please submit separate information for each partner)**

Company Name: Raymond's Tool & Gauge

Address: 06-726 Rd N-30

City: Montpelier Zip: 43543 Phone: 419-485-8340

Fax: 419-485-3448 Contact Person: Steven Raymond

Title: Owner & Mfg Engineer E-Mail: stevertg@aol.com

**Business Partners (please submit separate information for each partner)**

Company Name: Rosetta

Address: 629 Euclid Ave., 15th floor

City: Cleveland Zip: 44114 Phone: 216-896-8900

Fax: 216-896-8991 Contact Person: Halley Marsh

Title: Manager, College Recruiting E-Mail: halley.marsh@rosetta.com
Business Partners (please submit separate information for each partner)
Company Name: Sigma Technologies, LTD.
Address: 27421 Holiday Lane
City: Perrysburg Zip: 43551 Phone: 877-242-3373 (Toll free)
Fax: 419-873-0747 Contact Person: Anthony (Tony) Valentino
Title: Director, New Business Development E-Mail: tvalentino@teamsigma.com

Business Partners (please submit separate information for each partner)
Company Name: Software Answers
Address: 6770 W Snowville Rd Suite #200
City: Brecksville Zip: 44141 Phone: 440-526-0095, ext. 3010
Fax: 440-526-2557 Contact Person: Janel Janke, PHR
Title: Human Resources Manager E-Mail: JankeJ@Software-Answers.com

Business Partners (please submit separate information for each partner)
Company Name: Stantec Consulting Services Inc.
Address: 4540 Heatherdowns Boulevard Suite 210
City: Toledo Zip: 43614 Phone: 419.380.8910
Fax: 419.380.8920 Contact Person: Adam C. Hoff, PE
Title: Principal E-Mail: Adam.Hoff@stantec.com

Business Partners (please submit separate information for each partner)
Company Name: SuGanit systems Inc
Address: R&D Center 2600 Dorr Street, Suite 2000E
City: Toledo Zip: 43607 Phone:
Fax: Contact Person: Praveen Kumar
Title: President E-Mail: praveen@suganit.com
**Business Partners (please submit separate information for each partner)**

Company Name: TOAST.net

Address: 4841 Monroe St. Suite 307

City: Toledo Zip: 43623  Phone: 419-292-2200

Fax: 419-474-1762  Contact Person: Karen David

Title: HR Manager  E-Mail: karend@corp.toast.net

---

**Business Partners (please submit separate information for each partner)**

Company Name: Toledo Refining Company LLC

Address: 1819 Woodville Rd.

City: Oregon Zip: 43616  Phone: 419-698-6709

Fax:  Contact Person: James Sciarini

Title: Human Resources Manager  E-Mail:

---

**Business Partners (please submit separate information for each partner)**

Company Name: Toledo-Lucas County Port Authority

Address: One Maritime Plaza

City: Toledo Zip: 43604-7866  Phone: 419-243-8251

Fax: 419-243-1835  Contact Person: Thomas J. Winston

Title: Vice President of Administration and CFO  E-Mail:

---

**Business Partners (please submit separate information for each partner)**

Company Name: Xunlight 26 Solar

Address: 3145 Nebraska Ave.

City: Toledo Zip: 43607  Phone: 419-469-8600

Fax:  Contact Person: Alvin Compaan

Title: President, Chief Technology Officer  E-Mail: info@xunlight26.com
Abstract
Ohio enjoys a comprehensive system of higher education and has a well identified group of strategic industrial sectors. This system of higher education institutions and industries is being relied upon to help lead the future economic development in the State. The University of Toledo (UT), in collaboration with The Ohio State University (OSU) College of Engineering and Northwest State Community College (NSCC), propose the **Ohio Workforce Accelerator Network (OWAN)**, a self-sustainable and adaptive co-op and internship model to accelerate a significant increase in the number of co-op and intern program participants in the State of Ohio as a means to energize Ohio’s economy.

Instead of a ‘*build it and they will come*’ approach, this model will include aggressive outreach to employers, building on the well-established and successful mandatory co-op model used at UT’s College of Engineering and the successful Choose Ohio First Scholarship program underway among partners of this proposal. The specific goals of the program are:

1. Increase the number of student placements in key industry sectors important to Ohio’s future;
2. Create a sustainable program that demonstrates to top business management the strategic advantages to institutionalizing an effective co-op and internship culture that meets the needs of those organizations, while emphasizing increased efficiencies and effectiveness;
3. Educate prospective students in a broad range of disciplines about significant opportunities in key industries in Ohio and propagate a program that increases the likelihood of their timely graduation having experienced a coupled professional development process;
4. Work with statewide partners in leveraging past State investments in Ohio students in the area of entrepreneurship focused education; and
5. Expand a program that addresses workforce and work-readiness issues, to enhance professional development of more graduates who are well prepared for the future.

Project resources will be used to incentivize new employers to initiate new co-op and internship programs and to leverage additional placements in Ohio among the employers that are currently participating. Partners will actively work with employers to develop appropriate co-ops and internships that stand as cost-effective workforce strategies for their companies far into the future.

Advisory boards will help all academic partners implement sustainable co-op programs on their campuses with well-defined professional development curricula based on significant employer input. The project team will work with employers to develop a strategy for Ohio’s primary employment sites (OhioMeansJobs.com and OhioMeansInternships.com) to become the de facto portals for their human resources needs.

This comprehensive program will help to create a sustainable co-op and internship culture and energize Ohio’s economy.■
**Narrative**

The University of Toledo (UT), in partnership with The Ohio State University (OSU) College of Engineering and Northwest State Community College (NSCC), propose the formation of the Ohio Workforce Accelerator Network (OWAN), a high quality, transparent and collaborative co-op and internship program to better align pertinent curricula and the resulting skills, knowledge, and experience of graduates with the needs of Ohio’s businesses. The agility of the proposed program, coupled with the team’s considerable experience running co-op and internship programs, and demonstrated commitment of employers as evidenced by their letters of support, will yield results as soon as the 2013 spring semester. This transformative program will have an aggressive outreach to industries and businesses and focus on increasing the number of students who have access to quality internships and co-ops, thereby aligning the skillsets of graduating students with the needs of Ohio Industry – closing the skills gap and reducing the costs of doing business in the state. The program will build on considerable experience in creating a successful mandatory co-op program to develop a far-reaching system for employers to maximize the benefits of a statewide program of co-ops and internships. The program’s main features are:

- Increase the number of student placements in key industry sectors important to Ohio’s future;
- Create a sustainable program that demonstrates to top business management the strategic advantages to institutionalizing an effective co-op and internship culture;
- Educate prospective students in a broad range of disciplines about significant opportunities in key industries in Ohio and propagate a program that increases the likelihood of their timely graduation having experienced a coupled professional development process;
- Work with statewide partners in leveraging past Choose Ohio First investments in Ohio students in the area of entrepreneurship focused education;
- Expand a program that addresses workforce and work-readiness issues, to enhance professional development of more graduates who are well prepared for the future; and
- Help attract businesses to Ohio and/or retain them by closing identified skills gaps, aligning curricula and providing a pipeline of talent.

**Program Structure:**

The main thrust of this program is an expansion of current successful co-op and internship programs in the UT College of Engineering and College of Business and Innovation while propagating best practices to build new internship programs into actuarial science and green chemistry programs at UT. In addition, cross-fertilization of best practices will be enhanced by leveraging the existing partnership between UT and OSU in the Choose Ohio First Scholarship Program, which itself has a thriving co-op and internship component. NSCC will model these practices to expand internships in key industries that are important to the state economy. The program will place a total of 150 students in meaningful work experiences in the form of new internships and co-ops during the spring, summer and fall semesters of 2013. Based on the breadth of academic disciplines represented, the aforementioned program will be able to place students in all nine of the Jobs Ohio Key Industry Sectors.
To rapidly and efficiently launch OWAN, the network will utilize the demonstrated successful process used in the UT Engineering Career Development Center to aggressively cultivate relationships with businesses throughout the State of Ohio and effectively match students to each company’s unique needs. The UT Engineering Career Development Center (the Center) employs 6 full time staff members, with an average of 22 years’ experience in industry, education and counseling, equipping them to work effectively with both industry and student populations. The Center staff utilizes CSO Research Interfase™ software to manage resumes, student information, employer information, placements and salaries. The staff is well trained in the functionality of this software, making the expansion of its use seamless, while also ensuring success collecting and reporting program metrics.

The Center staff will help to launch OWAN while a program manager is being selected to expand the program beyond Engineering and Business to Actuarial Science and Green Chemistry. The program manager will work closely with the Center staff, modeling proven processes and accessing the tools necessary to be successful, even during the training period. This person will be responsible for educating businesses on the advantages of a sustainable co-op and internship program, encouraging use of OhioMeansJobs.com and OhioMeansInternships.com to advertise positions, pairing students with appropriate internship or co-op experiences for the breadth of academic programs involved, recruiting additional businesses, marketing and communications to recruit interested students, and collecting and reporting program metrics.

The overall placement process begins when a student is at a sophomore level and has completed introductory disciplinary coursework and a required professional development course or seminar. Appropriate disciplinary courses are selected based on consultation with potential employers to ensure that the student possesses marketable skills for the first job placement. The professional development content prepares the student to integrate into the workplace by fostering professional attitudes and a work ethic, in addition to pragmatic subjects such as resume building, interviewing skills, proper work attire, and professional communication skills. Employer participation as speakers and panelists keeps the content relevant and fresh. Once an employer posts their internship or co-op opportunity on OhioMeansInternships.com they will alert the program manager of the open position and inquire after any student matches they may have located online. The program manager will record the position criteria into Interfase™ and coordinate the selection of students that are the best fit based on their education, experience, and availability. The selected resumes will be forwarded to the employer to review and interview, choosing the student that is the best fit for their organization.

Once the student is matched with an appropriate business, they will begin their semester-long internship or co-op, with required communication from the student and business into the feedback loop at the mid-way and final points of their experience. Some of the information obtained from the evaluations include: general student and employer demographics, job assignments, duration, compensation, skills learned, analysis of student performance, evaluation of overall internship or co-op process, desire of student/employer to continue the employment. Samples of current evaluation forms can be found in Appendix C and D. The information obtained from the evaluations are used to make program and curriculum changes.
when necessary, instigate follow up with student or employer concerns and are reported as metrics where appropriate.

**Programmatic Criteria:**

1. **Business attraction & retention:** Helps attract businesses to Ohio and/or retain them by closing skills gap, aligning curriculum and providing talent pipeline

Having access to a well-trained and educated workforce is vital to a business’s success, and key when choosing a site location. UT’s Engineering and Business programs and OSU’s Engineering school have been successfully placing students in meaningful work experiences in the form of internships and co-ops for the past 15 years, helping to ensure the skillsets of graduates are a match for employer needs. As evidenced by the strong business support received during the relatively short period preparing this proposal, it is clear that this co-op and internship program is valued and that an expansion into other disciplines and partner institutions (NSCC) will bring real value to Ohio businesses. Partnering with this program will promote the attraction and retention of employees in key business sectors by cutting training costs, closing the skills gap and providing a job ready workforce.

2. **Student attraction/retention/completion:** Helps attract students to higher education & Ohio and/or retain them to post-secondary credential

In ten years of data collection, mandatory co-op is consistently one of the top reasons students name when asked why they chose UT to study engineering, making this an ideal example on which to model this program. Since co-op was made mandatory under the current format in 1997, first-to-second year student retention has increased dramatically and exceeded 90% last year. Five and six-year graduation rates have also increased dramatically. Because the co-ops are paid, students are able to offset tuition costs and graduate with little or no debt. 70% of the 12,654 placements since 1999 occurred in 70 counties throughout Ohio. The UT College of Business and Innovation has had similar success, placing 5000 student interns with 2500 employers over the past 13 years.

3. **Student post-credential employment:** Helps students become employed in Ohio

A student will have required steps they must take in order to qualify for enrollment into this program. This includes a professional development course or seminar covering everything from employer expectations, to resume preparation, to proper work attire, to business etiquette and how to communicate effectively in the workplace. When the course is complete, the student will post their resume on Ohiomeansinternships.com and learn how to use the functions provided by that site, and partnering sites like O*Net. Thus, a student will be able to see what type of outlook there is for their chosen field and make decisions on which internship or co-op they would like to apply for based on their findings. Between the potential for multiple Ohio internship or co-op experiences, professional development preparation, and access to useful tools like Ohiomeansjobs.com and Ohiomeansinternships.com, students will graduate with the professional attitudes and experience sought after by employers. The opportunity to work for an
Ohio employer in their field of study greatly increases the likelihood of accepting post-graduate employment in the State of Ohio.

4. Plans & budgets for sustaining the program beyond state money

As currently implemented, each UT Engineering student is assessed a fee when on a registered co-op, in lieu of tuition. These funds are used to pay for administrative costs required to sustain the Center. However, the addition of more co-op and internship placements in new fields requires additional staff support. The fee model will be pursued for new disciplines that add co-op or internship components to sustain the additional staff (please see budget justification for more details). UT will use the current capacity of the Center to jump start this program while recruiting and cultivating new employers, effectively building up an expanded program that is self-sustaining. As is evident from the letters of support, there is considerable interest from employers from a broad array of key business sectors. With proper education and cultivation, the employer base will grow to a level that is sustainable in all additional disciplinary areas.

5. Includes financial & performance metrics reporting system to Regents

Collecting and reporting performance metrics is essential to the evaluation and improvement of the program. Both short and long-term metrics have been designed to demonstrate the success and efficacy of OWAN. These metrics will track immediate program success as well as the long term outcomes of this effort. Some examples include: student demographics, number of students placed in successful internships, number of placements into each Jobs Ohio key industry, etc. A detailed list of the metrics that will be collected by all partners and reported by the lead institution is given in Appendix B. Software such as Interfase™ will be used to collate and report the findings. Data collection will be a significant portion of the role of the OWAN program manager. Much of the information will be obtained from mid- and end-of-term student and employer evaluations. However, long-term metrics, such as student employment post-internship and graduation, and student retention in Ohio require a different approach. This will primarily be done via the HEI Clearinghouse and by direct contact with students and employers, who will be made aware of this requirement before entering into an internship or co-op relationship. OWAN will report shorter term metrics to The Board of Regents each semester during the program duration and long term metrics annually.

6. Includes logical and prudent budget that provides high and immediate ROI and good use of public dollars

Students will receive compensation in the form of payroll directly from the employer. This will be a pre-determined amount of money based on negotiation between student and employer that reflects market demand and student preparation. At the conclusion of the work term, the employer submits to UT the necessary paperwork to document the experience and compensation. Only then will UT issue a check to reimburse the employer up to 50% of the total compensation for a new co-op or intern position. OSU and NSCC will be issued subcontracts that include funds to reimburse the employers of their students, subject to the same process. Reporting will roll to UT for aggregation and submission to OBOR. 65% of the funds requested from the Board of Regents will be used for this purpose and the remaining funds will be used for
marketing efforts in order to attract additional students into the program, and to offset the cost of a project manager that will help administer this program efficiently and effectively, guaranteeing a favorable return on the investment and good stewardship of public dollars.

7. Includes feedback loop among employers, educators & students

Making sure that the student has a meaningful experience and the employer has access to up and coming Ohio talent is the most important aspect of this program. The program includes a detailed evaluation process that is required from students before they receive academic credit and is required from employers before they receive reimbursement, ensuring virtually unanimous participation. The employer and the student will fill out evaluations at the mid and end points of the placement, answering demographic questions, as well as questions specific to the experience and if both parties are interested in continuing the placement in future terms (see samples in Appendix C and D). The data obtained from each evaluation will be reviewed by program staff and used to improve processes. For example, if an employer evaluation indicated that the student’s education didn’t match the company needs, or a student indicated that they felt under-prepared for the job expectations, this would trigger a re-evaluation of the type of student that would be identified to fill that position for the following semester or placement, as well as notification to the administrator of the discipline for program input. The summary evaluation data will also be shared with degree area advisory boards to help identify skills gaps and other potential areas for improvement.

8. Demonstrates positive impact to key industry and the local, regional or state economy

Many of the employers currently participating in co-ops and internships at the partner institutions identify these programs as part of their long term workforce development strategies. They acknowledge the important economic impact that this preparation makes when graduates are hired permanently by Ohio businesses. As the proposal was developed for this program, it became obvious that there was significant demand from key industrial sectors in the engineering and business areas for more well designed internship and co-op opportunities. This continued and growing interest affirms the past successes in this area that have positively impacted the key industries being targeting at the local, regional, and state level.

Employer Criteria:

1. Capacity: Businesses have capacity to meet proposed program requirements for students, educators & partners

UT, OSU and NSCC have strong partnerships with businesses throughout the state, many of whom have indicated their capacity to hire additional students we will place through this program, as evidenced by the appended letters of support. Thanks to the support of The Board of Regents and its creation of the ‘Ohio Means Internships and Co-Op Program’ we have offered partial reimbursements of student compensation to employers who implement a co-op or internship program, or who expand an existing program. This strategy, and the reputation of each institution to deliver work-ready graduates, has garnered significant industry interest and support. As a result, it allows the launch of this program with the foundational support of 48 businesses of all sizes, spanning the state and key industrial sectors (see Appendix F for the
detailed listing of JobsOhio key industries and NAICS codes). As part of the sustainability plan for OWAN, additional businesses will continue to be aggressively recruited using resources within the partner institutions and with the support of local economic development partners. The economic development partners include the Toledo Regional Chamber of Commerce, The Regional Growth Partnership (the Northwest Ohio JobsOhio Network Partner), the Lucas County Economic Development Corporation and others (see appended letters of support).

2. Provides substantial, meaningful work assignments that aligns to a Jobs Ohio industry cluster

OWAN includes the breadth of academic disciplines and institutions to potentially provide co-ops and internships in all nine of the JobsOhio key industries (see Appendix F), with special focus on engineering and business needs within those industries. At the present time, 48 businesses anticipate participating in the Ohio Workforce Accelerator Network, and have already indicated the potential for 232 students to be placed within their organizations. Businesses which can provide meaningful experiential learning opportunities for UT, OSU and NSCC students in the breadth of key sectors were strategically approached as part of the employer recruiting process. The network will be further developed in expansion areas, such as actuarial sciences and green chemistry and sectors that have the greatest future growth predicted for Ohio. The employers who have already indicated their support clearly understand the program goals and the congruence with their workforce needs, many indicating the disciplines of students they can best utilize. To ensure the employers provide meaningful experiences that support the program goals, student and employer evaluations will be monitored and follow-up with the employer by the program staff will occur when indicated.

3. Positions are paid

OWAN will support only paid internships and co-op positions. Employers with this ‘skin in the game’ are more likely to see the full benefits of student talents and understand the ongoing value of co-ops and internships in their workforce development and their bottom line. This model also provides students the opportunity to offset some of the costs of their education, which improves retention and graduation rates, while providing economic activity throughout Ohio. The hourly wages for students depend on industry demand, degree program, student level and size and capacity of the partnering business. Potential hourly wages range from $12.00 to $25.00, as evidenced by the appended letters of support.

4. Includes positions in more than 1 functional area in the workplace

Many of the partner employers hire from a range of business and engineering majors. The appended support letters often mention several areas where co-ops and internships are anticipated. Job postings the Center receives often include openings for multiple disciplines. As an example, at the September 26, 2012 UT Engineering Career Expo job fair 113 companies participated to recruit co-op and graduating students. On average, they recruited for 3.9 different engineering and IT disciplines, with 31% seeking at least 5 different disciplines. The fall UT Business Career Expo also experienced large participation, with over 400 students and nearly 100 businesses actively recruiting a variety of key disciplines.
5. Demonstrates and documents demand for talent in industry

In addition to the broad interest for co-ops and internships expressed by the business partners, further analysis was performed to anticipate trends in the need for emergent disciplinary talents. OWAN has talent development goals beyond providing a solid education, professional development training, and experiential learning through meaningful internships and co-ops. It is also important to provide current and prospective students with an understanding of the growth opportunities in their chosen fields of study, and the importance of their career choices on the future vitality of Ohio’s economy. As part of the development of this program, an industry demand study was performed to best identify those degree programs that should be sought to participate. This was started by mapping industry needs versus degree program offerings within the JobsOhio key industries. NAICS codes were researched for potential industrial partners with operations in Ohio, and began the research process, utilizing the US Department of Labor’s Occupation Outlook Handbook, O*Net, Ohio Department of Jobs and Family Services and industry specific research publications that document demand. This resulted in a chart that gave a clear understanding of the projected demand for certain disciplines by industry, which was then used to determine which areas of study to focus on for this program (appendix D). The general area with the most potential for growth is engineering, with the largest potential in the subareas of bioengineering, information technology and civil engineering. Business disciplines also have significant potential for growth, especially in the areas of logistics and supply chain management, finance and accounting and business operations. There is also projected growth in the areas of green chemistry and photovoltaics.

Institutions of Higher Education:

1. Capacity: Institutions have capacity to meet proposed program requirements for employers, partners & students

UT’s College of Engineering and College of Business and Innovation and the OSU College of Engineering have solid internship and co-op models, proven successful over many years of operation. OWAN’s program model for new disciplines, such as actuarial science and green chemistry, will be built on the current foundation of the successful implementation of an integrated co-op program in the UT College of Engineering, with input from the College of Business and Innovation and Natural Sciences and Mathematics. The UT College of Engineering chose to adopt a mandatory co-op strategy for all incoming engineering cohorts starting fall 1997 and over the past 15 years has had more than 12,654 student co-op placements with 1,484 employers at 2,200+ employer sites. Geographically, the placements have spanned 38 countries and 42 states, with 70 percent of these placements in Ohio, including 70 of the 88 counties. The College has a well-organized Career Development Center, sophisticated software, and relationships with over 1,400 employers, indicating the capability of managing and growing a program such as this.

The College of Business and Innovation is also well positioned to support internship expansion through the OWAN program. The college of business offers internship experiences for their students and currently has an 85% participation rate (about 1000 students per year). Junior and Senior students are generally those participate in the business internship experience.
Companies in the past year are beginning to expand their search for interns beginning in the sophomore year and the Business Career Program now places sophomores. Their program was founded in 1999 and has assisted approximately 5000 students with 2500 employers over the past 13 years. The College has a well-organized Career Development Center, strong IT capabilities and is currently hiring an additional staff member to help expand their current program and build relationships to add to their current database of 550 employers.

For over thirty years the OSU College of Engineering has operated the Engineering Co-op and Internship Program (ECIP) within the Engineering Career Services Office to link employers who wish to recruit engineering students with the students who seek to enhance their education with practical engineering experience. Of those employers, over 1,200 are Ohio based employers that hire co-op and/or internship candidates. In the 2005-06 academic year, OSU ECIP had 1195 reported work terms, 79% in Ohio. ECIP is fully staffed to handle the additional placements proposed here. NSCC has a campus-wide Career Services Office and one additional staff member who monitors interns.

2. Positions are transcripted or available for credit

All registered internship and co-operative learning experiences at UT, OSU and NSCC are transcripted. Participating students at UT receive course credit for completing the work experience. OSU engineering awards a zero credit course that appears on the student transcript for each co-op or internship registration. NSCC awards one to three credits per work experience. OWAN anticipates that new disciplinary offerings will operate in that way as well, creating a seamless expansion as all infrastructure for this type of credit is already in place.

3. Includes outreach to populations traditionally underrepresented in the proposed area/s of co-op and internship program

UT and OSU have detailed strategies to recruit, retain and graduate students underrepresented in engineering and business careers. Since the engineering portion of OWAN is a mandatory program, the co-op workforce reflects the diversity of the entire student body. Because UT Business is currently at 85% participation and seeking to expand, the same will be true for their students. Many employers specifically seek diverse job candidates and have used the existing internship and co-op programs as a means to recruit and groom the diverse talent they desire.

4. Includes improvements to existing or creation of new high quality academic programs with a cooperative education or internship

The institutions continually seek ways to improve academic programs. Experiential learning through internships and co-ops is recognized as an importance strategy to improve student learning, while accomplishing many other goals. These components have been a regular part of the academic offerings at UT’s College of Engineering and College of Business and Innovation and the OSU College of Engineering for many years. This past experience will be leveraged as new internship components are added to programs such as actuarial science and green chemistry. In addition, new academic programs in high performance computing and environmental engineering are being considered at UT. These would be designed with integrated co-op as a significant element of their curricula. Each time the feedback loop is completed, it gives the opportunity for industry professionals to give their input into the
disciplinary curricula. This is in addition to other mechanisms that serve a similar purpose. As ABET accredited programs, UT and OSU’s Colleges of Engineering engage the professional expertise of the external advisory boards for each of their degree programs. These advisory boards are typically made up of working professionals, many who employ program co-ops and/or graduates. The boards meet to review curricula, look at assessment measures and provide feedback. They can provide the insight needed to shape curricula that produce the most employable students, effectively closing the skills gap in their respective industries.

The College of Business and Innovation has had continued success in their internship program as well, evidenced by an 85% participation rate in a non-mandatory program. They are continually recruiting new employers and raising the bar for their programs and students. For example, their required professional development courses have been so popular with students, that they have added supplementary seminars that all UT students can attend to receive instruction on subjects like dressing for success. The College of Business and Innovation is currently in the process of hiring an additional staff person who will be responsible for increasing student and employer recruitment, marketing, and be the liaison to the OWAN program. The College of Business Career Development Center is accredited by the Association to Advance Collegiate Schools of Business (AACSB) and ranked in the Princeton Review’s Top 294 Business Schools.

5. Includes plan to connect employers and students via web, communications & marketing

As a requirement to participate in an internship or co-op, each student will be required to upload their resume to Ohiomeansjobs.com and Ohiomeansinternships.com. Students will also be encouraged to use these sites, and partner sites such as O*Net, during professional development courses and seminars. This will educate them on the growth in their chosen industry, potentially shaping future career choice decisions. Employers will also be educated and encouraged to visit these websites to view the student talent available through this program and will be encouraged to post their available internship, co-op, and permanent hire opportunities to that site as well, reducing administrative time for them and OWAN. The program manager will also be tasked to market OWAN through a website and appropriate social media methods to reach the largest audience of students and employers.

6. Program provides opportunities to students with small, mid-size and large business enterprises

Through the relationships and reputation built by the existing career services offices, a wide range of industrial support has been identified. This includes the full range of company sizes, from small operations to Fortune 500 corporations. As clearly illustrated in the employer support chart (appendix E), this includes startup companies engaged in UT incubation programs (through the UT Innovation Enterprises) all the way to large corporate businesses like Owens Corning, and everything in between. Students will be encouraged to apply for internships and co-ops with companies of varying sizes so they can understand varying work environments, requirements, and unique challenges presented at each company size. The Toledo Regional Chamber of Commerce will also be called upon to market this program to their membership as it includes over 2,400 companies, ranging in size from sole proprietorships to large corporations.
Conclusion

The main thrust of this program is an expansion of current successful co-op and internship programs in the OSU and UT Colleges of Engineering and UT College of Business and Innovation while propagating best practices to build new internship programs into actuarial science and green chemistry programs at UT. In addition, cross-fertilization of best practices will be enhanced by leveraging the existing partnership between UT and OSU in the Choose Ohio First Scholarship Program, which itself has a thriving co-op and internship component. NSCC will model these practices to expand internships in key industries that are important to the state economy. The program will place a total of 150 students in meaningful work experiences in the form of new internships and co-ops during the spring, summer and fall semesters of 2013. Based on the breadth of academic disciplines represented, the aforementioned program will be able to place students in all nine of the Jobs Ohio Key Industry Sectors.

Budget Narrative

UT and partners respectfully request a grant of $1,007,751 from The Board of Regents to support the Ohio Workforce Accelerator Network. These funds will be matched by $1,010,000 in private match (from employer salaries to students) and $27,728 in-kind match of personnel effort from UT. Please note that the majority of these funds will be used to subsidize the employers to offset the cost of initiating or expanding their involvement with internships or co-ops. The remaining costs of this program include:

- $565,000 will be directed by the University of Toledo to employers as an incentive to offset the cost of initiating or expanding their involvement with internships or co-ops.
- The two academic partners (The Ohio State University and Northwest State Community College) will receive subcontracts for a total of $180,000 to launch the Workforce Accelerator Network on their respective campuses. OSU and NSCC will also provide a combined total of $180,000 in matches via employer salaries to students.
- $71,665 ($55,000+benefits) will be used to help offset the cost of a full time program officer to support the day to day operations of the program and to assure the accelerated launch of the program.
- $24,786 in compensation and benefits for 3 undergraduate students to be employed on campus to support the operations and more importantly, to be more actively involved in the launch of the program and to actively connect with the campus student body in promoting this program.
- $19,791 in compensation and benefits for the PI to direct the program beyond his regularly assigned duties.
- $54,500 used for program supplies, including recruiting, marketing, and communications supplies and support, organization of information sessions for employers and students both on and off-campus and travel to employer sites. While the UT Engineering program requires its students to complete co-operative education, the remaining major programs do not require it within their curriculum. These funds will be used to help communicate this opportunity to students and promote the value of a meaningful work experience.
- $92,009 (8% for administrative costs charged as indirects)
Ohio Means Internships & Co-ops Program Response:

Appendices for: Ohio Workforce Accelerator Network (OWAN)- University of Toledo in collaboration with Ohio State University and Northwest State Community College

Appendix A - OWAN Program Budget
Appendix B - Program Metrics
Appendix C - Online Employer Evaluation Form
Appendix D - Online Student Evaluation Form
Appendix E - Industry Demand Chart
Appendix F - Employer Support Chart
Appendix G - Organizational Chart, UT College of Engineering
Appendix H - Organizational Chart, UT College of Business
Appendix I - Organizational Chart, UT College of Natural Sciences and Math
Appendix J - Support Letters
<table>
<thead>
<tr>
<th>Activity</th>
<th>Total</th>
<th>Regents Funds</th>
<th>Private Funds</th>
<th>Applicant Funds</th>
<th>Education Partners</th>
<th>Other Public</th>
<th>Other Public</th>
<th>Source of Other Public</th>
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<td>49,500</td>
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<td>Purchased Services</td>
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<td>Travel</td>
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<td>5,000</td>
<td></td>
<td></td>
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<td>Scholarships</td>
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<td>Employer Salaries</td>
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<td>745,000</td>
<td>1,010,000</td>
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<td></td>
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<td>Indirect costs 8% or less</td>
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<td>100,7751</td>
<td>101,000</td>
<td>27,728</td>
<td></td>
<td>0</td>
<td>0</td>
<td></td>
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(All non Regents funds must be supported by a signed commitment letter.)
Appendix B - Program Metrics:

1.) Metrics to be collected and reported during term of funding:

   a. Number of students placed in co-ops and internships above the reported baseline
   b. Names and number of businesses implementing additional co-op positions
   c. Functional areas of student employment within the businesses
   d. Number of hours and period of time the students worked
   e. Total pay and sources of funding for each co-op and intern
   f. Number of students who completed their co-op or internship
   g. Number of Choose Ohio First Scholars placed in co-ops or internships
   h. Number of students who participated in co-ops or internships who completed a post-secondary credential or degree
   i. Student demographics
   j. Business and student assessments of the experiences
   k. Local, regional or state economic impact of program based on conventional economic impact factors
   l. Number of JobsOhio Clusters impacted and number of students within each of the JobsOhio clusters

2.) Long term metrics (subject to renewal funding):

   a. Percentage of additional co-op positions that persist after subsidy period
   b. Number of students who completed their co-op or internship that went on to complete college or complete graduate school or attend grad school
   c. Number of students offered post-graduate jobs at their co-op or internship employer
   d. Number of students accepting jobs offered by their co-op or internship employer
   e. Number of participating students who obtained employment and their place of employment
   f. Percentage of participants who remain in Ohio post-graduation versus non-participants
   g. Value added to starting salaries of co-op and internship participants post-graduation versus non-participants
Appendix C - Online Employer Evaluation Form

Employer Evaluation

Student Information:
Student First Name:
Student Last Name:
Student's Major:

Co-Op Information:
Semester of Co-Op: (i.e. "Spring 2012");
Start Date (i.e. 2012-01-01);
End Date (i.e. 2012-05-01);
Supervisor (Evaluator) Name:
Supervisor Title:
Supervisor Email:
Company Name:
Street Address:
City:
State:
Zip Code:

Qualitative Analysis:
Describe major accomplishments and contributions of the student:

What is your overall evaluation of the work done by the student? Note any major strengths and weaknesses.
Online Employer Evaluation Form (continued)

Was the student academically prepared for his/her position? Please explain.

Quantitative Analysis:
The student demonstrated:
- An ability to apply mathematics, science, and/or engineering.
- An ability to design experiments.
- An ability to conduct experiments.
- An ability to analyze and interpret data.
- An ability to design a system, component or process to meet a desired need.
- An ability to function on a multi-disciplinary team.
- An ability to identify engineering problems.
- An ability to formulate engineering problems.
- An ability to solve engineering problems.
- An understanding of professional and ethical responsibilities.
- An ability to communicate with others effectively.
- An understanding of how his/her work and the company impact society.
- An understanding of the need to learn more than just what they learned in school.
- An awareness of how current events affect the company.
- The ability to use modern engineering tools (computers/software, etc.).

Future Employment:
Is the student returning to work at your company?
Comments:

Do you plan to hire other UT co-op and/or graduates in the future?
Have you or do you intend to discuss this evaluation with the co-op student?
Submit
Appendix D - Online Student Evaluation Form

Student Information:
Student First Name: 
Student Last Name: 
Student Roolkit ID (R Number): 
Student's Major: 
Other: 

Co-Op Information:
Co-Op Course ID: 
Which co-op is it? 
Semester of Co-Op: (i.e., "Spring 2012") 
Start Date (i.e., 2012-01-01): 
End Date (i.e., 2013-05-01): 
Supervisor Name: 
Supervisor Phone Number: 
Supervisor Email: 
Company Name: 
Street Address: 
City: 
State and zip code: 
Co-Op Coordinator Name: 
Gross pay rate (in US dollars): 
Basic for pay rate: 
Other: 

Overall quality of work experience: 
If you lived away from home, did your employer provide help finding appropriate housing? 

What housing assistance provided?

Fringe benefits provided to you?
Life Insurance: 
Paid Holidays: 
Medical Insurance: 
Relocation Reimbursement: 
Tuition Reimbursement: 
Scholarship: 
Sick Pay: 
Vacation Time: 
Other (please specify):
Online Student Evaluation Form (continued)
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<th>College/School</th>
<th>Degree Program(s)</th>
<th># of Students</th>
<th>JobsOhio Key Industry(s)</th>
<th>NAICS Codes</th>
<th>Industry Growth Rate Summary</th>
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<td>Natural Science and Math/School of Green Chemistry</td>
<td>Chemistry</td>
<td>2</td>
<td>Polymers &amp; Chemicals</td>
<td>3251, 3252, 3253, 3255, 3256, 3259, 3261, 3262</td>
<td>Chemist &amp; Materials - 4%;</td>
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<tr>
<td>Natural Science and Math</td>
<td>Photovoltaics</td>
<td>1</td>
<td>Energy</td>
<td>2211</td>
<td>Overall Marketing Growth of 71% over this time in 2011. There is a project 10% industry growth rate for 2013*.</td>
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<td>Natural Science and Math</td>
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<td>Financial Services</td>
<td>5239, 5241, 5251, 5259</td>
<td>27%</td>
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<tr>
<td>Engineering (UT, OSU, &amp; NSCC)</td>
<td>Mechanical, Industrial &amp; Manufacturing; Electrical &amp; Computer Sciences; Bioengineering; Chemical; Civil;</td>
<td>92</td>
<td>Aerospace &amp; Aviation; Automotive; BioHealth; Advanced Manufacturing; Energy; Food Processing; Information Technology &amp; Services; Polymers &amp; Chemicals; Research &amp; Development</td>
<td>3364, 5174, 9271, 3336, 3361, 3362, 3363, 3254, 334510, 334516, 3391, 3272, 3311, 3312, 3314, 3324, 3329, 3332, 3339, 3351, 3352, 3353, 2211, 2212, 3241, 2371, 3114, 3119, 5112, 5182, 5191, 5415, 3251, 3252, 3253, 3255, 3256, 3259, 3261, 3262, 5417</td>
<td>Mechanical - 9%; Industrial &amp; Manufacturing- 6%; Electrical - 6%; Computer - 9%-30%; Bioengineering - 62%; Chemical - 6%; Civil - 19%</td>
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<tr>
<td>Business</td>
<td>Supply Chain Management, Finance, Financial Services, Operations Management</td>
<td>50</td>
<td>Financial Services; Business Functions (Back Office and Logistics)</td>
<td>5223, 5239, 5241, 5251, 5259, 5611, 5614, 4841, 4842, 4881, 4882, 4883, 4884, 4885, 4889, 4921, 4922, 4921</td>
<td>Supply Chain/Logistics - 26%: described by the DOL as working in nearly every industry, Logisticians analyze and coordinate an organization’s supply chain—the system that moves a product from supplier to consumer. They manage the entire life cycle of a product, which includes how a product is acquired, distributed, allocated, and delivered. Finance - ranges from 16% growth for accountants or auditors to 32% for personal financial advisors. This field has a wide range of careers and each is poised for growth. Operations Management - DOL has refers to this industry as administrative service managers with a 15% projected growth rate.</td>
</tr>
</tbody>
</table>

The data above was compiled internally - with all relevant information being drawn from: Reference USA, The US Department of Labor's Occupational Outlook Handbook and the Frost and Sullivan Program.


**http://www.biohio.com/pdfs/growthreport12.aspx**

Ohio Workforce Acceleration Network
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The University of Toledo
<table>
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<th>Company Name</th>
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<th>Student Opportunity</th>
<th>Amount of support ($)</th>
<th>Industry</th>
<th>NAICS Codes</th>
<th>Company Size</th>
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## Support Letter Catalog

### Partners

- Ohio State University
- Northwest State Community College
- The Regional Growth Partnership
- Toledo Regional Chamber of Commerce
- Lucas County Workforce Development Authority
- Lucas County Economic Development Corporation

### Employers

- Administrative Controls Management, INC.
- Alex Products Inc
- Automatic Feed Company, High Production Technology and Laser Coil
- Benefit Concepts Inc - Technology Center
- Block Communications
- CallCopy Inc.
- Coopertires
- Crane Aerospace and Electronics
- Dave White Chevrolet, Inc.
- Department of Public Service
- Department of Public Utilities
- DGL Consulting Engineers LLC
- Diebold Inc
- Eaton Corporation
- Federal Mogul Corporation
- Fiserv
- GEIS Companies(GEIS Construction)
- Hull & Associates, Inc.
- Imalux Corporation
- Innoviator Aviation. LLC
- International Automotive Components
- Jones & Henry Engineers Ltd
- Kamco Industries
- Matsu Ohio, Inc
- Midmark Corporation
- Midwest Manufacturing
- Modern Data
- National Machinery LLC
- Neuros Medical, Inc
- New York Life Insurance Company
- Norplas Industries(Magna Exteriors & Interiors)
- Northwestern Mutual
- Owens Corning
- Plastics Technologies
- Powdermet, Inc. / MesoCoat
- Powers and Sons LLC
- Pro Health Care Services
- Railtech Matweld
- Raymond's Tool & Gauge
- Rosetta
- Sigma Technologies, LTD.
- Software Answers
- Stantec Consulting Services Inc.
- SuGanit systems Inc
- TOAST.net
- Toledo Refining Company LLC
- Toledo-Lucas County Port Authority
- Xunlight 26 Solar
October 12, 2012

James P. Trempe, Ph.D
Vice President for Research
Research and Sponsored Programs
University of Toledo
2801 W. Bancroft St., MS 944
Toledo, OH 43606-3390

RE: Letter of Intent
Ohio Board of Regents, Ohio Means Internships & Co-ops
"Ohio Workforce Accelerator Network"
Project Director: Dr. Brian W. Randolph, University of Toledo
Duration: 1/1/2013-12/31/2013

Dear Dr. Trempe:

The Ohio State University is pleased to participate with the University of Toledo in the above-referenced application that will be submitted to the Ohio Board of Regents, Ohio Means Internships & Co-ops program. The Ohio State University’s effort will be directed by David Tomasko, Associate Dean for Undergraduate Education and Student Services in the College of Engineering. Should the proposal be funded, The Ohio State University is prepared to enter into the appropriate subcontract agreement with the University of Toledo for performance of its assigned tasks for the proposed budget of $145,000 and will identify $145,000 in employer match. The funds will be used for reimbursements to co-op and internship employers and costs to administer the program.

If we can provide any additional information in support of this proposal, please contact David Tomasko (PI) at 614-247-6548 for technical information or Patricia Evans at 614-292-3149 for administrative information. Thank you.

Sincerely,

Patricia Evans
Sponsored Program Officer
Engineering Research Services
October 12, 2012

James P. Trempe, Ph.D
Vice President for Research
Research and Sponsored Programs
University of Toledo
2801 W. Bancroft St., MS 944
Toledo, OH 43606-3390

RE: Letter of Intent
Ohio Board of Regents, Ohio Means Internships & Co-ops
"Ohio Workforce Accelerator Network"
Project Director: Dr. Brian W. Randolph, University of Toledo
Duration: 1/1/2013-12/31/2013

Dear Dr. Trempe:

Northwest State Community College is pleased to participate with the University of Toledo in the above-referenced application that will be submitted to the Ohio Board of Regents, Ohio Means Internships & Co-ops program. Northwest State Community College’s effort will be directed by Dan Burklo, Dean of Engineering Technologies. Should the proposal be funded, Northwest State Community College is prepared to enter into the appropriate subcontract agreement with the University of Toledo for performance of its assigned tasks for the proposed budget of a minimum of $35,000 and will identify $35,000 in employer match. The funds will be used for reimbursements to co-op and internship employers and costs to administer the program.

If we can provide any additional information in support of this proposal, please contact Melissa Rupp, Director of Grants (PI) at 419.267.1335 for technical and administrative information.

Sincerely,

Mari Yoder
VP for Institutional Advancement
October 9, 2012

Nagi G. Naganathan, Ph.D.
Professor & Dean
College of Engineering
The University of Toledo
MS 310; Nitschke Hall 5012
2801 W. Bancroft Street
Toledo, OH 43606

Re: Letter of Support for the University of Toledo Ohio Means Internships and Co-Ops (OMIC) Program

Dear Dr. Naganathan:

On behalf of The Toledo Regional Chamber of Commerce, I am pleased to announce our support for the Ohio Means Internship and Co-Op (OMIC) expansion project at The University of Toledo (UT).

The Toledo Regional Chamber of Commerce is a local, independent organization made up of nearly 2,400 businesses that employ more than 140,000 people. Our member businesses range in size from small, one-person operations to large corporations employing thousands. This access to regional industry partners enables us to support UT in its efforts by marketing the OMIC program to our membership.

We also pledge our support by aligning the internship program we facilitate, through funds generously provided by Ohio Third Frontier, with UT’s OMIC program. Currently, we are able to support their baseline engineering students through our program and will be able to send interested businesses that do not fit into our STEM areas of interest to UT’s program, helping more students and businesses in the Northwest Ohio Region. We seek not to compete with this program, but to work collaboratively, effectively helping more students and businesses, strengthening our region’s workforce and economy.

We are happy to support this program, please contact me if you have any questions.

Sincerely,

Mark A. V’Soske, CAE
President
October 11, 2012

Nagi G. Naganathan, Ph.D.
Professor & Dean
College of Engineering
The University of Toledo
MS 310; Nitschke Hall 5012
2801 W. Bancroft Street
Toledo, OH 43606

Re: Letter of support for the University of Toledo Proposal for Ohio Means Internships and Co-Ops Project

Dear Dr. Naganathan

On behalf of The Lucas County Workforce Development Agency (LCWDA), I am pleased to announce our support for the Ohio Means Internship and Co-Op (OMIC) expansion project at The University of Toledo.

LCWDA provides services that are targeted to meet the needs of both area employers and job-seekers. LCWDA coordinates, facilitates, and documents the activities of the one-stop system: a partnership of government, non-profit, and private sector workforce development organization.

LCWDA is positioned perfectly to assist with the efforts at The University of Toledo by helping to identify areas where there are large skills gaps, particularly those that are within the JobsOhio key industries, and provide feedback and curriculum support to programs when necessary, to insure that the skills gap is closing for upcoming graduates.

We are happy to support this program, please contact me if you have any questions.

Sincerely,

Eric Walker, Director
October 9, 2012

Terribeth Gordon-Moore  
Sr. Associate Dean 
College of Business and Innovation 
The University of Toledo 
419-530-4376 
2801 W. Bancroft Street 
Toledo, OH 43606

Re: Letter of Support for the University of Toledo Ohio Means Internships and Co-Ops (OMIC) Program

Dear Dr. Gordon-Moore:

On behalf of The Lucas County Economic Development Corporations (LCEDC), I am pleased to announce our support for the Ohio Means Internship and Co-Op (OMIC) expansion project at The University of Toledo.

The LCEDC is a private, non-profit corporation that strengthens the economy and enhances the quality of life in Lucas County by strategically connecting resources to opportunities. LCEDC helps retain, attract and grow businesses; aligns workforce development with career opportunities; and facilitates the redevelopment of brownfields and other vacant or under-utilized properties. We accomplish our mission through partnerships with the private, public, nonprofit and educational sectors.

The LCEDC is positioned perfectly to assist with the efforts at The University of Toledo by promoting the OMIC program to Lucas County businesses, particularly those that are within the JobsOhio key industries. The LCEDC’s experience in industry and workforce development will allow us to provide feedback and curriculum support to programs when necessary, to insure that the skills gap is closing for upcoming graduates.

We are happy to support this program, please contact me if you have any questions.

Sincerely,

Ford P. Weber, J.D., CEcD  
President and CEO
October 8, 2012

Nagi G. Naganathan, Ph.D.
Professor & Dean
College of Engineering
The University of Toledo
MS 310; Nitschke Hall 5012
2801 W. Bancroft Street
Toledo, OH 43606

Re.: Letter of support for the University of Toledo/Ohio State University Proposal to the 2013 Ohio Means Internships & Co-ops Program

Dear Dean Naganathan:

On behalf of Administrative Controls Management, Inc. (ACM), I am pleased to share our intent to participate in the implementation of the proposed project led by The University of Toledo.

Depending upon the alignment of purpose and our corporate strategy, we anticipate being able to support up to 1 additional student per year over our current level. The estimated increased value of this support would be approximately $10,880 per year. However, ACM reserves the right and responsibility to increase or decrease the number of students and related wages depending on market conditions and employment needs.

Please contact me, if I can provide any additional information. You can reach me by telephone at (734) 995-9940 or by e-mail, pam@acmpm.com. Further information about our services can be obtained from our website at www.acmpm.com.

Sincerely,

///Signed///

Patricia A. Mirek
President

cc: D. Tomasko (OSU)
October 11, 2012

Dr. Tom Stuckey, President
Northwest State Community College
22600 State Route 34
Archbold, OH 43502

Dear Dr. Stuckey,

Alex Products, Inc. will partner with Northwest State Community College for the Ohio Means Internships and Coops proposal through the Ohio Board of Regents. Our company is within the automotive industry building machines and tools that ultimately produce a metal automotive seat frame. We are in need of a skilled workforce to meet the demands of our changing environment. By partnering with NSCC we can close the skills gap, support student completion and build a more competitive Ohio marketplace.

Alex Products anticipates a need for skilled workers in these skill areas in 336360 and 333513 (NAICS codes). We can place approximately 6 interns in the next year in the design, program, and industrial engineering areas. This paid internship will be a minimum of 300 hours over 15 weeks. Alex Products understands that we are responsible for 50% of those wages while the grant will cover the other 50%. We agree that the payment will be no less than $12.50/hour. NSCC is responsible for training and presenting students capable of learning and meeting the skilled job requirements.

As we partner with NSCC, we commit to provide a supervisor for the internship that will dedicate at least 4 hours a week to the advancement of the intern. This includes program development, implementation, and evaluation. This supervisor will be the primary contact for the school and intern to effectively gain feedback for program improvement.

Alex Products has the corporate philosophy of hiring “green” employees and training them. The combination of taking someone going to school for something they want to learn about and develop in along with our ability to start them with basic projects and teach them in our culture is what has made Alex Products successful in the past.

Sincerely,

Kimberly Schumm
Human Resource Manager
October 4, 2012

Nagi G. Naganathan, Ph.D.
Professor & Dean
College of Engineering
The University of Toledo
MS 310; Nitschke Hall 5012
2801 W. Bancroft Street
Toledo, OH 43606

Dear Dean Naganathan:

Re.: Letter of support for the University of Toledo Proposal to the 2013 Ohio Means Internships & Co-ops Program

On behalf of Automatic Feed Company, High Production Technology and Laser Coil, I am pleased to share our intent to participate in the implementation of the proposed project led by The University of Toledo. Depending upon the alignment of purpose and our corporate strategy, we anticipate being able to support up to 4 students per year. The estimated value of this support would be approximately $79,872.00 per year. However, Automatic Feed Company, High Production Technology and Laser Coil reserve the right and responsibility to increase or decrease the number of students and related wages depending on market conditions and employment needs. Please contact me, if I can provide any additional information.

Sincerely,

Nathan E. Weaks
Treasure
October 5, 2012

Terribeth Gordon-Moore  
Senior Associate Dean  
College of Business and Innovation  
The University of Toledo  
419-530-4376  
2801 W. Bancroft  
Toledo, OH 43606

RE: Letter of Support for The University of Toledo Proposal for Ohio Means Internships and Co-Ops Project

Dear Dr. Gordon-Moore:

On behalf of Benefit Concepts, Inc., I am pleased to announce our participation in the Internship and Co-Op expansion project at The University of Toledo. Depending upon the alignment of purpose and student availability, we anticipate being able to support up to 2 students per year. We are primarily interested in students with education and background in Information Technology and could potentially engage the selected students as early as the spring semester of 2013. We estimate the value of this support would be approximately $26,000 with the understanding that The University of Toledo will provide partial reimbursement through funds generously provided by The Ohio Board of Regents through this grant program. Please do not hesitate to contact me if you have any questions or should require additional information.

Sincerely,

Greg Hussey  
Chief Information Officer  
Benefit Concepts, Inc.

P.O. Box 246  
Barrington, Rhode Island 02806-0246  
Telephone: (401) 433-7100  (800) 969-2009  Facsimile: (401) 427-8701
October 3, 2012

Mr. Nagi G. Naganathan, Ph.D.
Professor & Dean
College of Engineering
The University of Toledo
MS 310; Nitschke Hall 5012
2801 W. Bancroft Street
Toledo, OH 43606

Dear Dean Naganathan:

Subject: Letter of support for the University of Toledo Proposal to the
2013 Ohio Means Internships & Co-ops Program

On behalf of Block Communications, Inc., I am pleased to share our intent to participate in the implementation of the proposed project led by The University of Toledo. Depending upon the alignment of purpose and our corporate strategy, we anticipate being able to support up to 3 additional students per year over our current level. The estimated increased value of this support would be approximately $32,000 per year. However, Block Communications, Inc. reserves the right and responsibility to increase or decrease the number of students and related wages depending on market conditions and employment needs. Please contact me, if I can provide any additional information.

Sincerely,

Walter H. Carstensen
President, Block Communications, Inc.
October 3, 2012

Nagi G. Naganathan, Ph.D.
Professor & Dean
College of Engineering
The University of Toledo
MS 310; Nitschke Hall 5012
2801 W. Bancroft Street
Toledo, OH 43606

Dear Dean Naganathan:

Re.: Letter of support for the University of Toledo/Ohio State University Proposal to the 2013 Ohio Means Internships & Co-ops Program

On behalf of CallCopy, Inc., I am pleased to share our intent to participate in the implementation of the proposed project led by The University of Toledo. Depending upon the alignment of purpose and our corporate strategy, we anticipate being able to support up to 9 additional students per year over our current level. The estimated increased value of this support would be approximately $106,380 per year. However, CallCopy, Inc. reserves the right and responsibility to increase or decrease the number of students and related wages depending on market conditions and employment needs. Please contact me, if I can provide any additional information.

Sincerely,

Chris Rutter
Director, Human Resources
CallCopy, Inc.
530 W. Spring Street
Columbus, OH 43215
(614) 737-7464
October 4, 2012

Nagi G. Naganathan, Ph.D.
Professor & Dean
College of Engineering
The University of Toledo
MS 310; Nitschke Hall 5012
2801 W. Bancroft Street
Toledo, OH 43606

Dear Dean Naganathan:

Re.: Letter of support for the University of Toledo Proposal to the 2013 Ohio Means Internships & Co-ops Program

On behalf of Cooper Tire & Rubber Company, I am pleased to share our intent to participate in the implementation of the proposed project led by The University of Toledo. Depending upon the alignment of purpose and our corporate strategy, we anticipate being able to support up to 5 additional students per year over our current level. The estimated increased value of this support would be approximately $50,000.00 per year. However, Cooper Tire & Rubber Company reserves the right and responsibility to increase or decrease the number of students and related wages depending on market conditions and employment needs. Please contact me, if I can provide any additional information.

Sincerely,

[Signature]

Roy V. Armes
October 5, 2012

Nagi G. Naganathan, Ph.D.
Professor & Dean
College of Engineering
The University of Toledo
MS 310; Nitschke Hall 5012
2801 W. Bancroft Street
Toledo, Ohio 43606

Dear Dean Naganathan:

Re.: Letter of support for the University of Toledo Proposal to the 2013 Ohio Means Internships & Co-ops Program

On behalf of Crane Aerospace and Electronics, I am pleased to share our intent to participate in the implementation of the proposed project led by The University of Toledo. Depending upon the alignment of purpose and our corporate strategy, we anticipate being able to support up to 6-12 additional students per year over our current level. The estimated increased value of this support would be approximately $60,000 - $120,000 per year. However, Crane Aerospace and Electronics reserves the right and responsibility to increase or decrease the number of students and related wages depending on market conditions and employment needs. Please contact me, if I can provide any additional information.

Sincerely,

Bettyann Huffman
Human Resources Business Partner
October 5, 2012

Terribeth Gordon-Moore Senior Associate Dean
College of Business and Innovation The University of Toledo 419-530-4376
2801 W. Bancroft
Toledo, OH 43606

RE: Letter of Support for The University of Toledo Proposal for Ohio Means Internships and Co-Ops Project

Dear Dr. Gordon-Moore:

On behalf of Dave White Chevrolet, I am pleased to announce our participation in the Internship and Co-Op expansion project at The University of Toledo. Depending upon the alignment of purpose and student availability, we anticipate being able to support up to two students per year. We are primarily interested in students with education and background in Sales and Marketing and Business Management could potentially engage the selected students as early as the spring semester of 2013. We estimate the value of this support would be approximately $1,000.00, with the understanding that The University of Toledo will provide partial reimbursement through funds generously provided by The Ohio Board of Regents through this grant program. Please do not hesitate to contact me if you have any questions or should require additional information.

Sincerely,

Allison Paxton, Human Resource Manager
Dave White Chevrolet, Inc.

COMPANY reserves the right and responsibility to increase or decrease the number of students and related wages depending on the time of year and number of interns we currently already employ.
Nagi G. Naganathan, Ph.D.  
Professor & Dean  
College of Engineering  
The University of Toledo  
MS 310; Nitschke Hall 5012  
2801 W. Bancroft Street  
Toledo, OH 43606  

Dear Dean Naganathan:  

Re: Letter of support for the University of Toledo Proposal to the  
2013 Ohio Means Internships & Co-ops Program  

On behalf of the City of Toledo – Department of Public Service, I am pleased to share our intent to participate in the implementation of the proposed project led by The University of Toledo.  

The Department of Public Service encompasses the Divisions of Traffic Engineering, Streets, Bridges & Harbor, Landfill, Facility and Fleet, and Parks, Recreation and Forestry. Depending upon the alignment of purpose and our corporate strategy, we anticipate being able to support additional students over our current level. However, the City of Toledo – Department of Public Service reserves the right and responsibility to increase or decrease the number of students and related wages depending on market conditions and employment needs.  

Please contact Director Edward Moore at 419-245-1835 for any additional information.  

Sincerely,  

Dennis M. Garvin, Acting Director  
Department of Public Service  

DMG:pak  
CC: Edward A. Moore, Director, Public Service  
DPS Commissioners
CITY OF TOLEDO

DEPARTMENT OF PUBLIC UTILITIES

October 4, 2012

Nagi G. Naganathan, Ph.D.
Professor & Dean
College of Engineering
The University of Toledo
MS 310; Nitschke Hall 5012
2801 W. Bancroft Street
Toledo, OH 43606

Dear Dean Naganathan:

RE: Letter of support for the University of Toledo Proposal to the 2013 Ohio Means Internships & Co-ops Program

On behalf of the City of Toledo-Environmental Services, I am pleased to share our intent to participate in the implementation of the proposed project led by The University of Toledo. Depending upon the future funding, we anticipate being able to support up to one additional student per year over our current level.

However, the City of Toledo-Environmental Services reserves the right and responsibility to increase or decrease the number of students and related wages depending on market conditions and employment needs. Please feel free to contact me, if I can provide any additional information.

Sincerely,

[Signature]
Timothy D. Murphy
Commissioner

TDM/rlb

Timothy D. Murphy, Commissioner
DIVISION OF ENVIRONMENTAL SERVICES
Quilter Environmental Center
348 South Erle Street, Toledo, Ohio 43604-8633 USA
Telephone: 419-936-3015  Fax: 419-936-3959  E-mail: tim.murphy@toledo.oh.gov
October 3, 2012

Nagi G. Naganathan, Ph.D.
Professor & Dean
College of Engineering
The University of Toledo
MS 310; Nitschke Hall 5012
2801 W. Bancroft Street
Toledo, OH 43606

Re: Letter of support for the University of Toledo Proposal to the 2013 Ohio Means Internships & Co-ops Program

Dear Dean Naganathan:

On behalf of DGL Consulting Engineers, LLC, I am pleased to share our intent to participate in the implementation of the proposed project led by The University of Toledo. Depending upon the alignment of purpose and our corporate strategy, we anticipate being able to support up to 2 additional students per year over our current level. The estimated increased value of this support would be approximately $60,000.00 per year. However, DGL Consulting Engineers, LLC reserves the right and responsibility to increase or decrease the number of students and related wages depending on market conditions and employment needs. Please contact me, if I can provide any additional information.

Sincerely,
DGL Consulting Engineers, LLC

Stephen M. Way, P.E.
Principal, Managing Director
October 5, 2012

Nagi G. Naganathan, Ph.D.
Professor & Dean
College of Engineering
The University of Toledo
MS 310; Nitschke Hall 5012
2801 W. Bancroft Street
Toledo, OH 43606

Dear Dean Naganathan:

Re.: Letter of support for the University of Toledo Proposal to the
2013 Ohio Means Internships & Co-ops Program

On behalf of Diebold Inc., I am pleased to share our intent to participate in the
implementation of the proposed project led by The University of Toledo. Depending upon the
alignment of purpose and our corporate strategy, we anticipate being able to support up to 10
additional students per year over our current level. The estimated increased value of this support
would be approximately $155,000 per year. However, Diebold Inc. reserves the right and
responsibility to increase or decrease the number of students and related wages depending on
market conditions and employment needs. Please contact me if you need me to provide any
additional information.

Sincerely,

Cierra M. Chiwanga, PHR
Associate Talent Acquisition Analyst
Diebold, Incorporated
Nagi G. Naganathan, Ph.D.
Professor & Dean
College of Engineering
The University of Toledo
MS 310; Nitschke Hall 5012
2801 W. Bancroft Street
Toledo, OH 43606

Dear Dean Naganathan:

Re: Letter of support for the University of Toledo Proposal to the 2013 Ohio Means Internships & Co-ops Program

On behalf of Eaton Corporation, I am pleased to share our intent to participate in the implementation of the proposed project led by The University of Toledo. Depending upon the alignment of purpose and our corporate strategy, we anticipate being able to support up to 2 additional students per year over our current level. The estimated increased value of this support would be approximately $43,500 per year. Please see the table below for an explanation of this support.

<table>
<thead>
<tr>
<th>Description</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of new co-ops/internships to be created if subsidized up to 50% with proceeds of the OMCI grant:</td>
<td>2</td>
</tr>
<tr>
<td>Total estimated earnings of students participating new in co-ops/internships listed above</td>
<td>$26,000</td>
</tr>
<tr>
<td>Amount of in-kind support attributed to staff supervising, mentoring, and training students participating in all new co-ops and internships</td>
<td>$11,000</td>
</tr>
<tr>
<td>Other administrative costs associated with employing BGSU co-op/internship students such as background checks, HR and IT support, and equipment costs</td>
<td>$500</td>
</tr>
<tr>
<td>Other expenses associated with employing interns and co-ops such as relocation expense, housing subsidy, travel expenses for meetings, training and assignment-related work at other locations</td>
<td>$6000</td>
</tr>
</tbody>
</table>

However, Eaton Corporation reserves the right and responsibility to increase or decrease the number of students and related wages depending on market conditions and employment needs. Please contact me, if I can provide any additional information.

Sincerely,

Denise Vinton
Program Manager, IT Early Talent Programs
Eaton Corporation
Tel: 440-516-6199
Fax: 440-516-6199
October 3, 2012

Nagi G. Naganathan, Ph.D.
Professor & Dean
College of Engineering
The University of Toledo
MS 310; Nitschke Hall 5012
2801 W. Bancroft Street
Toledo, OH 43606

Dear Dean Naganathan:

Re.: Letter of support for the University of Toledo/Ohio State University Proposal to the 2013 Ohio Means Internships & Co-ops Program

On behalf of Federal Mogul Corporation, I am pleased to share our intent to participate in the implementation of the proposed project led by The University of Toledo. Depending upon the alignment of purpose and our corporate strategy, we anticipate being able to support up to 4-6 additional students per year over our current level. However, Federal Mogul Corporation reserves the right and responsibility to increase or decrease the number of students and related wages depending on market conditions and employment needs. Please contact me, if I can provide any additional information.

Sincerely,

Kellie Sterling
Human Resource Representative
October 8, 2012

Nagi G. Naganathan, Ph.D.
Professor & Dean
College of Engineering
The University of Toledo
MS 310; Nitschke Hall 5012
2801 W. Bancroft Street
Toledo, OH 43606

Re: The University of Toledo JobReady Internships & Co-ops for Ohio Proposal

Dear Dean Naganathan,

Fiserv is pleased to provide a Letter of Support for the proposal being submitted by The University of Toledo to the Ohio Board of Regents Ohio Means Internships & Co-ops Program. We have reviewed documents describing the intent of the Program as well as the basic objectives of the proposal.

Energy, Automotive, Food Supply and Processing, Financial Services and the associated supply-chains are among the technologies and markets that represent areas of major economic growth potentials for our company and the State in total. We constantly seek new talent and skills to fill the ever-changing demands for our business. This proposal seeks to provide students with more applied skills which will increase the rate at which they may become most productive in meeting the challenges of the dynamic business environment. We applaud the efforts to better align curriculum and training of students and making them more ‘job ready’ and we expect this will also reduce our normal training load of new hires. The added skills outlined in the proposal are necessary and differentiated skills which will advance the careers of the students as well as better meet the demands of our business. The higher quality learning experiences definitely supports the goal of retaining students in Ohio.

The University of Toledo’s proposal is of great interest to Fiserv because it will enhance our existing internship program here in Ohio and allow us to attract & retain high quality students. We agree to identify the training modules which best suit the intern/coop skill needs of our company as well as recruit interns and coops students as we have openings. A projected number of interns we expect to create in 2013 are four (4) at a total cost of $60,000. However, Fiserv reserves the right and responsibility to increase or decrease the number of students and related wages depending on market conditions and employment needs. We look forward to participating in this innovative program by providing feedback to strengthen curriculum and training plans.

Thank you for the opportunity.

Sincerely,

Jeanine Earley
Fiserv
Office: 614-564-3885
Mobile: 614-787-5246
Fax: 614-564-3885
www.fiserv.com
October 5, 2012

Nagi G. Naganathan, Ph.D.
Professor & Dean
College of Engineering
The University of Toledo
MS 310; Nitschke Hall 5012
2801 W. Bancroft Street
Toledo, OH 43606

Dear Dean Naganathan:

Re: Letter of support for the University of Toledo Proposal to the
2013 Ohio Means Internships & Co-ops Program

On behalf of Geis Construction, I am pleased to share our intent to participate in the implementation of the proposed project led by The University of Toledo. Depending upon the alignment of purpose and our corporate strategy, we anticipate being able to support up to 2 additional students per year over our current level. The estimated increased value of this support would be approximately $80,000 per year. However, Geis Construction reserves the right and responsibility to increase or decrease the number of students and related wages depending on market conditions and employment needs. Please contact me, if I can provide any additional information.

Sincerely,

Jeffrey Martin
President
Geis Construction
October 8, 2012

Nagi G. Naganathan, Ph.D.
Professor & Dean
College of Engineering
The University of Toledo
MS 310; Nitschke Hall 5012
2801 W. Bancroft Street
Toledo, Ohio 43606

Re: Letter of support for the University of Toledo Proposal to the 2013 Ohio Means Internships & Co-ops Program; 3000.100.1621

Dear Dean Naganathan:

On behalf of Hull & Associates, Inc., I am pleased to share our intent to participate in the implementation of the proposed project led by The University of Toledo. Depending upon the alignment of purpose and our corporate strategy, we anticipate being able to support up to two additional students per year over our current level. The estimated increased value of this support would be approximately $17,000 per year. However, Hull & Associates, Inc. reserves the right and responsibility to increase or decrease the number of students and related wages depending on market conditions and employment needs. Please contact me, if I can provide any additional information.

Sincerely,

[Signature]

Angela Gerdeman, P.E.
Senior Project Manager
Landfill Engineering Practice Leader

[Signature]

William G. Petrucci, P.G.
Principal
Waste Management Division Leader
October 4, 2012

Nagi G. Naganathan, Ph.D.
Professor & Dean
College of Engineering
The University of Toledo
MS 310; Nitschke Hall 5012
2801 W. Bancroft Street
Toledo, OH 43606

Dear Dean Naganathan:

Re.: Letter of support for the University of Toledo Proposal to the
2013 Ohio Means Internships & Co-ops Program

On behalf of Imalux Corporation, I am pleased to share our intent to participate in the implementation of the proposed project led by The University of Toledo. Depending upon the alignment of purpose and our corporate strategy, we anticipate being able to support up to 2 additional students per year over our current level. The estimated increased value of this support would be approximately $15,000 per year. However, Imalux Corporation reserves the right and responsibility to increase or decrease the number of students and related wages depending on market conditions and employment needs. Please contact me, if I can provide any additional information.

Sincerely,

Paul G. Amazeen, Ph.D.
Executive VP & Chief Technology Officer
Dear Dean Naganathan:

Re.: Letter of support for the University of Toledo/Ohio State University Proposal to the 2013 Ohio Means Internships & Co-ops Program

On behalf of Innoviator LLC, I am pleased to share our intent to participate in the implementation of the proposed project led by The University of Toledo. Depending upon the alignment of purpose and our corporate strategy, we anticipate being able to support up to 1 additional student per year over our current level. The estimated increased value of this support would be approximately $30,000 per year. However, Innoviator LLC reserves the right and responsibility to increase or decrease the number of students and related wages depending on market conditions and employment needs. Please contact me, if I can provide any additional information.

Thank You,

Zach Kaufman
Structural Analyst
Innoviator LLC

5696 Chancery Place
Hamilton, Ohio 45011, USA
Tel +513 258 3288
Fax +513 759 5289
Zach@innoviator.com
www.innoviator.com

AIRCRAFT CERTIFICATION & ENGINEERING
October 5, 2012

Terribeth Gordon-Moore
Senior Associate Dean
College of Business and Innovation
The University of Toledo
419-530-4376
2801 W. Bancroft
Toledo, OH 43606

RE: Letter of Support for The University of Toledo Proposal for Ohio Means Internships and Co-Ops Project

Dear Dr. Gordon-Moore:

On behalf of IAC, I am pleased to announce our participation in the Internship and Co-Op expansion project at The University of Toledo. Depending upon the alignment of purpose and student availability, we anticipate being able to support up to 2 students per year. We are primarily interested in students with education and background in Engineering, Supply Chain Management and Human Resources and could potentially engage the selected students as early as the spring semester of 2013. We estimate the value of this support would be approximately $7,500, with the understanding that The University of Toledo will provide partial reimbursement through funds generously provided by The Ohio Board of Regents through this grant program. Please do not hesitate to contact me if you have any questions or should require additional information.

Sincerely,

Lisa Wilson
HR Manager
October 5, 2012

Nagi G. Naganathan, PhD  
Professor & Dean  
College of Engineering  
The University of Toledo  
MS 310; Nitschke Hall 5012  
2801 W. Bancroft Street  
Toledo, Ohio 43606

Subject: Letter of Support for the University of Toledo  
Proposal to the 2013 Ohio Means Internships &  
Co-ops Program

Dear Dean Naganathan:

On behalf of Jones & Henry Engineers, Ltd., I am pleased to share our intent to participate in the implementation of the proposed project led by The University of Toledo. Depending upon the alignment of purpose and our corporate strategy, we anticipate being able to increase our support of the overall co-op program by hiring up to 3 additional students per year over our current level. The projected increased value of this support would be approximately $15,000-$20,000 per year. However, Jones & Henry Engineers, Ltd. reserves the right and responsibility to increase or decrease the number of students and related wages depending on market conditions and employment needs. We strongly support such programs and are dedicated to the continued success of the University’s Co-op Program.

Please contact me directly if additional information is required.

Sincerely,

JONES & HENRY ENGINEERS, LTD.

[Signature]

Gregg J. Simon, P.E.  
Toledo Office Director

GJS/bjm
October 9, 2012

Dr. Tom Stuckey, President
Northwest State Community College
22600 State Route 34
Archbold, OH 43502

Dear Dr. Stuckey,

Kamco Industries will partner with Northwest State Community College for the Ohio Means Internships and Coops proposal through the Ohio Board of Regents. Our company produces plastic injection molded parts and assemblies for the automotive industry and are in need of a skilled workforce to meet the demands of our changing environment. By partnering with NSCC we can close the skills gap, support student completion and build a more competitive Ohio marketplace.

Kamco Industries anticipates a need for skilled workers in these skill areas of 3261, 5417, 4931 and potentially 5191, 5251. We can place three (3) interns in the next year doing Research and Development, Plastic Parts Manufacturing, Information Technology, Logistics and Insurance and Benefit. This paid internship will be up to 300 hours over 15 weeks. Kamco Industries understands that we are responsible for 50% of those wages while the grant will cover the other 50%. We agree that the payment will be no less than $10.00/hour. NSCC is responsible for training and presenting students capable of learning and meeting the skilled job requirements.

As we partner with NSCC, we commit to provide a supervisor for the internship that will dedicate at least 4 hours a week to the advancement of the intern. This includes program development, implementation, and evaluation. This supervisor will be the primary contact for the school and intern to effectively gain feedback for program improvement.

As we feel these opportunities would enhance the skills and knowledge of the individual, it is equally important that we prepare the intern for success prior to this endeavor.

In the future, Kamco Industries is equally interested in the career of part design technology and we would like to discuss future opportunities with Northwest State Community College in this particular area of engineering.

Sincerely,

Kevin D. Chase

Vice President – Sales and Engineering
Kamco Industries
October 9, 2012

Dr. Tom Stuckey, President
Northwest State Community College
22600 State Route 34
Archbold, OH 43502

Dear Dr. Stuckey,

Matsu Ohio, Inc. will partner with Northwest State Community College for the Ohio Means Internships and Co-ops proposal through the Ohio Board of Regents. Our company represents the automobile industry with stampings and welded assemblies and is in need of a skilled workforce to meet the demands of our changing environment. By partnering with NSCC we can close the skills gap, support student completion and build a more competitive Ohio marketplace.

Matsu Ohio, Inc. anticipates a need for skilled workers in these skill areas (NAIC code 3363). We can place (1) intern in the next year learning the Tool & Die Repair trade. This paid internship will be up to 600 hours over 15 weeks. Matsu Ohio, Inc. understands that we are responsible for 50% of those wages while the grant will cover the remaining 50%. We agree that the payment will be no less than ($14.87/hour). NSCC is responsible for training and presenting students capable of learning and meeting the skilled job requirements.

As we partner with NSCC, we commit to provide a Manager for the internship that will dedicate at least 4 hours a week to the advancement of the intern. This includes program development, implementation, and evaluation. This Manager will be the primary contact for the school and intern to effectively gain feedback for program improvement.

Matsu Ohio, Inc. believes that the internship program will be effective by adding opportunities for our associates to improve their skills and knowledge. When this program shows its effectiveness then Matsu Ohio believes it can sustain participation. The local workforce has demonstrated and proven that skilled trades are deficient in the Ohio marketplace. This internship program allows for each of us to foster learning within our current workforce and provide sustained work. NSCC can provide valuable information and knowledge for skilled trades. The combination of the classroom and On-the-Job training will provide our intern and associates with an avenue for learning growth and skills for the future.

Sincerely,

Jared Stewart
Human Resources Manager
Matsu Ohio, Inc.

228 E. Morrison St., Edgerton, Ohio 43517
Phone No. 419-298-2394 ext 169 Fax No. 419-298-3332
Dear Dean Naganathan:

Re.: Letter of support for the University of Toledo Proposal to the 2013 Ohio Means Internships & Co-ops Program

On behalf of Midmark Corporation, I am pleased to share our intent to participate in the implementation of the proposed project led by The University of Toledo. Depending upon the alignment of purpose and our corporate strategy, we anticipate being able to support up to two additional students per year over our current level. The estimated increased value of this support would be approximately $31,200 per year. However, Midmark Corporation reserves the right and responsibility to increase or decrease the number of students and related wages depending on market conditions and employment needs. Please contact me, if I can provide any additional information.

Sincerely,

Aaron R. Guggenbiller
Senior Human Resources Generalist
October 10, 2012

Dr. Tom Stuckey, President
Northwest State Community College
22600 State Route 34
Archbold, OH 43502

Dear Dr. Stuckey,

Midwest Manufacturing will partner with Northwest State Community College for the Ohio Means Internships and Coops proposal through the Ohio Board of Regents. Our company produces home building materials and are in need of a skilled workforce to meet the demands of our changing environment. By partnering with NSCC we can close the skills gap, support student completion and build a more competitive Ohio marketplace.

Midwest Manufacturing anticipates a need for skilled workers in these skill areas Information Technology (5112 Software Publishers) and Advanced Manufacturing (3332 Industrial Machinery Manufacturing). We can place 2 interns in the next year doing an internship on our Manufacturing Engineering Department. The Information Technology Intern would focus on project management documentation for our in house designed software and the other would help create documentation for our existing lines. This paid internship will be up to 300 hours over 15 weeks. Midwest Manufacturing understands that we are responsible for 50% of those wages while the grant will cover the other 50%. We agree that the payment will be no less than ($10 /hour). NSCC is responsible for training and presenting students capable of learning and meeting the skilled job requirements.

As we partner with NSCC, we commit to provide a supervisor for the internship that will dedicate at least 4 hours a week to the advancement of the intern. This includes program development, implementation, and evaluation. This supervisor will be the primary contact for the school and intern to effectively gain feedback for program improvement.

Midwest Manufacturing and our parent company Menards Inc. are looking at adding multiple jobs to this site (Over 60 maintenance team members and over 300 production) and other sites across our multiple locations. If these team members did well, there would be other opportunities in the company after graduation.

We have been in touch with both Tom Bowes and Jim Drewes about our openings. They have given us some options and we look forward to working more with Northwest State Community College in the future.

Sincerely,

Brandon Teachman
Project Manager
October 9, 2012

Terribeth Gordon-Moore  
Senior Associate Dean  
College of Business and Innovation  
The University of Toledo  
419-530-4376  
2801 W. Bancroft  
Toledo, OH 43606

RE: Letter of Support for The University of Toledo Proposal for Ohio Means Internships and Co-Ops Project

Dear Dr. Gordon-Moore:

On behalf of Modern Data, I am pleased to announce our participation in the Internship and Co-Op expansion project at The University of Toledo. Depending upon the alignment of purpose and student availability, we anticipate being able to support up to 2 students per year. We are primarily interested in students with education and background in Information Management and Engineering and Sciences, and could potentially engage the selected students as early as the spring semester of 2013. We estimate the value of this support would be approximately $15,000 - $20,000, with the understanding that The University of Toledo will provide partial reimbursement through funds generously provided by The Ohio Board of Regents through this grant program. Please do not hesitate to contact me if you have any questions or should require additional information.

Sincerely,

Jeffrey W. Boersma, President
Modern Data

Modern Data reserves the right and responsibility to increase or decrease the number of students and related wages depending on
October 8, 2012

Nagi G. Naganathan, Ph.D.
Professor & Dean
College of Engineering
The University of Toledo
MS 310; Nitschke Hall 5012
2801 W. Bancroft Street
Toledo, OH 43606

Dear Dean Naganathan:

Re.: Letter of support for the University of Toledo Proposal to the 2013 Ohio Means Internships & Co-ops Program

On behalf of National Machinery LLC, I am pleased to share our intent to participate in the implementation of the proposed project led by The University of Toledo. Depending upon the alignment of purpose and our corporate strategy, we anticipate being able to support up to two additional students per year over our current level. The estimated increased value of this support would be approximately $41,000 per year. However, National Machinery LLC reserves the right and responsibility to increase or decrease the number of students and related wages depending on market conditions and employment needs. Please contact me, if I can provide any additional information.

Sincerely,

Anne C. Martin
Human Resources Manager
October 4, 2012

Nagi G. Naganathan, Ph.D.
Professor & Dean
College of Engineering
The University of Toledo
MS 310; Nitschke Hall 5012
2801 W. Bancroft Street
Toledo, OH 43606

Dear Dean Naganathan:

Re.: Letter of support for the University of Toledo Proposal to the
2013 Ohio Means Internships & Co-ops Program

On behalf of Neuros Medical, Inc. I am pleased to share our intent to participate in the
implementation of the proposed project led by The University of Toledo. Depending upon the alignment of
purpose and our corporate strategy, we anticipate being able to support up to 2 additional students per year
over our current level. The estimated increased value of this support would be approximately $12,000 per
year. However, Neuros Medical reserves the right and responsibility to increase or decrease the number of
students and related wages depending on market conditions and employment needs. Please contact me, if I
can provide any additional information.

Sincerely,

Jon J. Snyder
President and CEO

4230 Route 306 #105
Willoughby, OH 44094
TEL: 440-951-BLOK (2565)
FAX: 440-951-1470
www.neurosmedical.com
October 5, 2012

Terribeth Gordon-Moore  
Senior Associate Dean  
College of Business and Innovation  
The University of Toledo  
419-530-4376  
2801 W. Bancroft  
Toledo, OH  43606

RE: Letter of Support for The University of Toledo Proposal for Ohio Means Internships and Co-Ops Project

Dear Dr. Gordon-Moore:

On behalf of New York Life Insurance Company, I am pleased to announce our participation in the Internship and Co-Op expansion project at The University of Toledo. Depending upon the alignment of purpose and student availability, we anticipate being able to support up to 20 students per year. We are primarily interested in students with education and background in sales and marketing, management and finance. We could potentially engage the selected students as early as the spring semester of 2013. We estimate the value of this support would be approximately $540 per student (as a stipend that they earn), with the understanding that The University of Toledo will provide partial reimbursement through funds generously provided by The Ohio Board of Regents through this grant program. Please do not hesitate to contact me if you have any questions or should require additional information.

Sincerely

Jason Black, LUTCF
Managing Partner

New York Life - Toledo General Office  
1684 Woodlands Drive, Suite 100  
Maumee, OH 43537  
(419) 887-4701 ph  
(419) 887-4710 fax
October 9, 2012

Terribeth Gordon-Moore  
Senior Associate Dean     
College of Business and Innovation  
The University of Toledo  
419-530-4376          
2801 W. Bancroft  
Toledo, OH 43606

RE: Letter of Support for The University of Toledo Proposal for Ohio Means Internships and Co-Ops Project

Dear Dr. Gordon-Moore:

On behalf of Norplas Industries, I am pleased to announce our participation in the Internship and Co-Op expansion project at The University of Toledo. Depending upon the alignment of purpose and student availability, we anticipate being able to support up to 4 students per year. We are primarily interested in students with education and background in business and could potentially engage the selected students as early as the spring semester of 2013. We estimate the value of this support would be approximately $25.00 per hour, with the understanding that The University of Toledo will provide partial reimbursement through funds generously provided by The Ohio Board of Regents through this grant program. Please do not hesitate to contact me if you have any questions or should require additional information.

Sincerely,

Jase Barhorst

Jase Barhorst, PHR
HR Generalist
Norplas Industries

NORPLAS INDUSTRIES reserves the right and responsibility to increase or decrease the number of students and related wages depending on business necessity.
October 5, 2012

Terribeth Gordon-Moore
Senior Associate Dean
College of Business and Innovation
The University of Toledo
419-530-4376
2801 W. Bancroft
Toledo, OH 43606

RE: Letter of Support for The University of Toledo Proposal for Ohio Means Internships and Co-Ops Project

Dear Dr. Gordon-Moore:

On behalf of Northwestern Mutual Toledo, I am pleased to announce our participation in the Internship and Co-Op expansion project at The University of Toledo. Depending upon the alignment of purpose and student availability, we anticipate being able to support up to 20 students per year. We are primarily interested in students with education and background in Finance, Sales, Business, and Marketing and could potentially engage the selected students as early as the spring semester of 2013. We estimate the value of this support would be approximately $60,000, with the understanding that The University of Toledo will provide partial reimbursement through funds generously provided by The Ohio Board of Regents through this grant program. Please do not hesitate to contact me if you have any questions or should require additional information.

Sincerely,

[Signature]

Brian Kurtz
Managing Director
Northwestern Mutual Toledo
October 9, 2012

Nagi G. Naganathan, Ph.D.
Professor & Dean
College of Engineering
The University of Toledo
MS 310; Nitschke Hall 5012
2801 W. Bancroft Street
Toledo, OH 43606

Dear Dean Nagi,

Thank you for the opportunity to provide a letter of support for the 2013 Ohio Means Internship and Co-Ops Program. I am very excited by the initiative and the initial details. The benefits for students and industry in Ohio are obvious and much needed. The Core Skills list is fully aligned with what Owens Corning seeks from engineering programs where we recruit and what we further develop via internships and our full-time leadership development programs.

Owens Corning would be pleased to support the implementation of the proposed project led by The University of Toledo. Depending upon the alignment of purpose and our corporate strategy, we anticipate being able to support internships and full-time opportunities that align with our business needs.

Most internships are offered during the summer term, although a limited number are available during the spring and fall terms. During 2013, we plan to offer 26 internships in North America. Total cost for an internship term is approximately $15,000 per intern. Please contact me if I can provide additional information.

I look forward to hearing about this initiative soon.

Best,

Gina Thompson
Early Career Talent Acquisition Leader
Owens Corning
October 9, 2012

Nagi G. Naganathan, Ph.D.
Professor & Dean
College of Engineering
The University of Toledo
MS 310; Nitschke Hall 5012
2801 W. Bancroft Street
Toledo, OH 43606

Dear Dean Naganathan:

Re.: Letter of support for the University of Toledo Proposal to the
2013 Ohio Means Internships & Co-ops Program

On behalf of Plastic Technologies, Inc., I am pleased to share our intent to participate in
the implementation of the proposed project led by The University of Toledo. Depending upon
the alignment of purpose and our corporate strategy, we anticipate being able to support up
to four additional students per year over our current level. The estimated increased value of this
support would be approximately $50,000 per year. However, PTI reserves the right and
responsibility to increase or decrease the number of students and related wages depending on
market conditions and employment needs. Please contact me, if I can provide any additional
information.

Sincerely,

Elizabeth C. Brady
Vice President
October 3, 2012

Nagi G. Naganathan, Ph.D.
Professor & Dean
College of Engineering
The University of Toledo
MS 310; Nitschke Hall 5012
2801 W. Bancroft Street
Toledo, OH 43606

Dear Dean Naganathan:

Re.: Letter of support for the University of Toledo/Ohio State University Proposal to the
2013 Ohio Means Internships & Co-ops Program

On behalf of both our companies, Powdermet, Inc. and MesoCoat, I am pleased to share our intent to participate in the implementation of the proposed project led by The University of Toledo. Depending upon the alignment of purpose and our corporate strategy, we anticipate being able to support up to 12 (6 per company) additional students per year over our current level. The estimated increased value of this support would be approximately $374,400.00 per year. However, Powdermet, Inc. and MesoCoat reserve the right and responsibility to increase or decrease the number of students and related wages depending on market conditions and employment needs. Please contact me, if I can provide any additional information.

Sincerely,

Tammy M. D’Amico

Tammy M. D’Amico
Director, Human Resources

Powdermet, Inc. / MesoCoat
24112 Rockwell Dr., Euclid, OH 44117
216-453-0866
October 9, 2012

Dr. Tom Stuckey, President
Northwest State Community College
22600 State Route 34
Archbold, OH 43502

Dear Dr. Stuckey,

Powers and Sons LLC will partner with Northwest State Community College for the Ohio Means Internships and Coops proposal through the Ohio Board of Regents. Our company is a manufacturer of automotive steering components and are in need of a skilled workforce to meet the demands of our changing environment. By partnering with NSCC we can close the skills gap, support student completion and build a more competitive Ohio marketplace.

Powers and Sons LLC anticipates a need for skilled workers in the skill areas related to NAICS code 3363. We can place (2-3) interns in the next year doing Manufacturing Engineering and Quality Inspection Technology assignments. These paid internships will be up to 300 hours over 12 weeks. Powers and Sons LLC understands that we are responsible for 50% of those wages while the grant will cover the other 50%. We agree that the payment will be no less than $13/hr. NSCC is responsible for training and presenting students capable of learning and meeting the skilled job requirements.

As we partner with NSCC, we commit to provide a supervisor for the internship that will dedicate at least 4 hours a week to the advancement of the intern. This includes program development, implementation, and evaluation. This supervisor will be the primary contact for the school and intern to effectively gain feedback for program improvement.

Powers and Sons LLC is constantly in need of continuous improvement in skills and knowledge in the areas mentioned. We currently use NSCC as a resource for some of this training and by adding an internship program they could help us and we could help them in developing programs that are effective for industrial needs in their immediate geographical area.

Sincerely,

[Signature]
Stah Schmidt
Human Resources Manager
Powers and Sons LLC

1513 Magda Drive • Montpelier, Ohio 43543 • (419) 485-3151 • Fax (419) 485-5400 • www.powersandsonsslcc.com
October 3, 2012

Nagi G. Naganathan, Ph.D.
Professor & Dean
College of Engineering
The University of Toledo
MS 310; Nitschke Hall 5012
2801 W. Bancroft Street
Toledo, OH 43606

Dear Dean Naganathan:

Re.: Letter of support for the University of Toledo/Ohio State University Proposal to the

2013 Ohio Means Internships & Co-ops Program On behalf of Company, I am pleased to share our intent to participate in the implementation of the proposed project led by The University of Toledo. Depending upon the alignment of purpose and our corporate strategy, we anticipate being able to support up to 3 additional students per year over our current level. The estimated increased value of this support would be approximately $40,000.00 per year. However, Company reserves the right and responsibility to increase or decrease the number of students and related wages depending on market conditions and employment needs. Please contact me, if I can provide any additional information.

Sincerely,

Pro Health Care Services
Lulu Munoz
CEO
October 9, 2012

Dr. Tom Stuckey, President
Northwest State Community College
22600 State Route 34
Archbold, OH 43502

Dear Dr. Stuckey,

Railtech Matweld will partner with Northwest State Community College for the Ohio Means Internships and Coops proposal through the Ohio Board of Regents. Our company builds hydraulic hand tools for the railroad maintenance industry and is in need of a skilled workforce to meet the demands of our changing environment. By partnering with NSCC we can close the skills gap, support student completion and build a more competitive Ohio marketplace.

Railtech Matweld anticipates a need for skilled workers in these skill areas: Other Fabricated Metal Product Manufacturing (3329), Other General Purpose Machinery Manufacturing (3339). We can place (1) intern in the next year doing general machining or welding, fabricating. They would be learning under a certified machinist on a CNC Mill and lathe as well as knee mills, manual lathes and an automatic band saw. They may also have the opportunity to do minor welding (if in the background) and building welding fixtures for our products. This paid internship will be up to 300 hours over 15 weeks. Railtech Matweld understands that we are responsible for 50% of those wages while the grant will cover the other 50%. We agree that the payment will be no less than ($10.00/hour). NSCC is responsible for training and presenting students capable of learning and meeting the skilled job requirements.

As we partner with NSCC, we commit to provide a supervisor for the internship that will dedicate at least 4 hours a week to the advancement of the intern. This includes program development, implementation, and evaluation. This supervisor will be the primary contact for the school and intern to effectively gain feedback for program improvement.

Railtech Matweld is small company that specializes in a very niche market. We are looking to always improve our processes and grow as a company. This program could help in getting a young workforce with the skills needed to one day take on a full time position immediately after school and have a great future with the company. We could have a great resource in NSCC to help line up potential candidates that are currently getting the background needed to fill open positions within our company to make this program more effective.

Sincerely,

Neal Carter
Engineering Manager
Railtech Matweld
October 9, 2012

Dr. Tom Stuckey, President
Northwest State Community College
22600 State Route 34
Archbold, OH 43502

Dear Dr. Stuckey,

Raymond’s Tool & Gauge LLC (RTG) will partner with Northwest State Community College for the Ohio Means Internships and Coops proposal through the Ohio Board of Regents. Our company is a Tool & Die shop where we quote, design, and build various tooling and equipment for over 100 local companies and are in need of a skilled workforce to meet the demands of our changing environment. By partnering with NSCC we can close the skills gap, support student completion and build a more competitive Ohio marketplace.

RTG anticipates a need for skilled workers in these skill areas. The NAICS codes are: 3364, 3363, 3391, 3312, 3329, 3332, 5611, 5417. We can place one intern in the next year assisting me with engineering and quality paperwork as well as learning to process orders. This paid internship will be up to 300 hours over 15 weeks. RTG understands that we are responsible for 50% of those wages while the grant will cover the other 50%. We agree that the payment will be no less than $12/hour. NSCC is responsible for training and presenting students capable of learning and meeting the skilled job requirements.

As we partner with NSCC, we commit to provide a supervisor for the internship that will dedicate at least 4 hours a week to the advancement of the intern. This includes program development, implementation, and evaluation. This supervisor will be the primary contact for the school and intern to effectively gain feedback for program improvement.

If more manufacturers would take advantage of this grant and see the value in training the future generation we would not have the void in skilled labor. Thru this grant and this program it will give those who are seeking meaningful employment, an opportunity to apply what they have learned and find the area that best fits their skill set.

We appreciate NSCC and how it is working to help industry and manufacturing thru training workers and future workers. NSCC has excelled in meeting the training needs and RTG will continue to take part in assisting by giving the students on the job training to compliment the education.

Sincerely,

Steven Raymond, owner & Mfg Engineer
Raymonds Tool & Gauge
Montpelier, Ohio 43543
October 3, 2012

Nagi G. Naganathan, Ph.D.
Professor & Dean
College of Engineering
The University of Toledo
MS 310; Nitschke Hall 5012
2801 W. Bancroft Street
Toledo, OH 43606

Dear Dean Naganathan:

Re.: Letter of support for the University of Toledo Proposal to the 2013 Ohio Means Internships & Co-ops Program

On behalf of Rosetta, I am pleased to share our intent to participate in the implementation of the proposed project led by The University of Toledo. Depending upon the alignment of purpose and our corporate strategy, we anticipate being able to support up to 16 additional students per year over our current level. The estimated increased value of this support would be approximately $102,400 per year. However, Rosetta reserves the right and responsibility to increase or decrease the number of students and related wages depending on market conditions and employment needs. Please contact me, if I can provide any additional information.

Sincerely,

Halley Marsh
Manager, College Recruiting
Rosetta
October 8, 2012

Nagi G. Naganathan, Ph.D.
Professor & Dean
College of Engineering
The University of Toledo
MS 310; Nitschke Hall 5012
2801 W. Bancroft Street
Toledo, OH 43606

Dear Dean Naganathan:
Re.: Letter of support for the University of Toledo/Ohio State University Proposal to the 2013 Ohio Means Internships & Co-ops Program

On behalf of Sigma Technologies, Ltd., I am pleased to share our intent to participate in the implementation of the proposed project led by The University of Toledo. Depending upon the alignment of purpose and our corporate strategy, we anticipate being able to support approximately 9 additional students per year over our current level. The estimated increased value of this support would be approximately $57,600 per year. However, Sigma Technologies reserves the right and responsibility to increase or decrease the number of students and related wages depending on market conditions and employment needs. Please contact me, if I can provide any additional information.

Sincerely,

Anthony (Tony) Valentino
Director, New Business Development
Cell: 419-481-4579
Dear Dean Naganathan:

Re.: Letter of support for the University of Toledo Proposal to the 2013 Ohio Means Internships & Co-ops Program

On behalf of Software Answers, I am pleased to share our intent to participate in the implementation of the proposed project led by The University of Toledo. Depending upon the alignment of purpose and our corporate strategy, we anticipate being able to support up to 2 additional students per year over our current level. The estimated increased value of this support would be approximately $70,720 per year. However, Software Answers reserves the right and responsibility to increase or decrease the number of students and related wages depending on market conditions and employment needs. Please contact me, if I can provide any additional information.

Sincerely,

Janel Janke, PHR
Human Resources Manager
October 4, 2012

Dr. Nagi G. Naganathan, Ph.D.
Professor & Dean
College of Engineering
The University of Toledo
MS 310; Nitschke Hall 5012
2801 W. Bancroft Street
Toledo, OH 43606

Re: University of Toledo Proposal to the
2013 Ohio Means Internships & Co-ops Program

Dear Dean Naganathan:

On behalf of Stantec, I am pleased to support the University of Toledo’s proposal for the 2013 Ohio Means Internships & Co-Ops Program. We look forward to participating in the implementation of the proposed project led by The University of Toledo as our workload and project demands allow. It is our hope to be able to engage one (1) or more co-op students within our local office annually and to provide work experience and opportunities with real-world application. The estimated value of this support would be approximately $6,000 to $8,000 per year. However, Stantec reserves the right and responsibility to increase or decrease the number of students and related wages depending on market conditions and employment needs.

If you have any questions or require additional information, please contact me.

Sincerely,

STANTEC CONSULTING SERVICES INC.

Adam C. Hoff, PE
Principal
October 9, 2012

Dr. Karen Bjorkman  
Dean, College of Natural Science and Mathematics  
The University of Toledo  
2801 W. Bancroft Street  
Toledo, OH 43606

Re: Letter of support for the University of Toledo Proposal for Ohio Means Internships and Co-Ops Project

Dear Dr. Bjorkman:

On behalf of SuGanit Systems, Inc., I am happy to inform you of our participation in the Internship and Co-Op expansion project at The University of Toledo. Depending upon the alignment of purpose and student availability, we anticipate being able to support up to two interns per year. We are primarily interested in students with education and background in green chemistry applied to organic synthesis and could potentially engage the selected students as early as the spring semester of 2013. We estimate the value of this support would be approximately $20,800.00, with the understanding that The University of Toledo provide partial reimbursement through funds generously provided by The Ohio Board of Regents through this grant program. Please do not hesitate to contact me if you have any questions or should require additional information.

Sincerely,

Praveen Paripati  
President,  
SuGanit Systems Inc.  
Email: praveen@suganit.com
October 5, 2012

Terribeth Gordon-Moore
Senior Associate Dean
College of Business and Innovation
The University of Toledo
419-530-4376
2801 W. Bancroft
Toledo, OH 43606

RE: Letter of Support for The University of Toledo Proposal for Ohio Means Internships and Co-Ops Project

Dear Dr. Gordon-Moore:

On behalf of TOAST.net, I am pleased to announce our participation in the Internship and Co-Op expansion project at The University of Toledo. Depending upon the alignment of purpose and student availability, we anticipate being able to support up to 2 students per year. We are primarily interested in students with education and background in Management Information Systems and could potentially engage the selected students as early as the spring semester of 2013. We estimate the value of this support would be approximately $15,000, with the understanding that The University of Toledo will provide partial reimbursement through funds generously provided by The Ohio Board of Regents through this grant program. Please do not hesitate to contact me if you have any questions or should require additional information.

Sincerely,

Karen David
HR Manager

ToAsT.net
Internet Service...
419-292-2200

https://www.facebook.com/ToAsT.net
October 10, 2012

Terribeth Gordon-Moore  
Senior Associate Dean  
College of Business and Innovation  
The University of Toledo  
419-530-4376  
2801 W. Bancroft  
Toledo, OH 43606

RE: Letter of Support for The University of Toledo Proposal for Ohio Means Internships and Co-Ops Project

Dear Dr. Gordon-Moore:

On behalf of Toledo Refining Company, I am pleased to announce our participation in the Internship and Co-Op expansion project at The University of Toledo. Depending upon the alignment of purpose and student availability, we anticipate being able to support up to 9 students per year. We are primarily interested in students with education and background in Engineering and could potentially engage the selected students as early as the spring semester of 2013. We estimate the value of this support would be approximately $715,000, with the understanding that The University of Toledo will provide partial reimbursement through funds generously provided by The Ohio Board of Regents through this grant program. Please do not hesitate to contact me if you have any questions or should require additional information.

Sincerely,

James Sciarini  
Human Resources Manager  
Toledo Refining Company, LLC  
419.698.6709
October 10, 2012

Terribeth Gordon-Moore  
Sr. Associate Dean  
College of Business and Innovation  
The University of Toledo  
2801 W. Bancroft Street  
Toledo, OH 43606

Re: In Support of The University of Toledo Proposal for Ohio Means Internships and Co-Ops Project

Dear Dr. Gordon-Moore:

On behalf of the Toledo-Lucas County Port Authority, I am pleased to announce our support of the Internship and Co-Op expansion project at The University of Toledo.

The Port Authority has often engaged student interns in support of higher education and the development, retention and attraction of a well-educated workforce in northwest Ohio and anticipates continuing to do so.

Depending upon alignment of purpose and student availability, the Port Authority would be primarily interested in students with education and background in Financial Services, Logistics, and, perhaps, Back Office business functions and could potentially engage selected students as early as the spring semester of 2013.

Again, the Port Authority fully supports the Internship and Co-Op expansion project at The University of Toledo. We look forward to continued discussions on this initiative.

Sincerely,

Thomas J. Winston  
Vice President of Administration and CFO

e-Copy: Paul L. Toth, President and CEO
October 10, 2012

Prof. Michael Heben
Wright Center for Photovoltaics
School of Solar and Advanced Renewable Energy
The University of Toledo
2600 Dorr St.
Toledo, OH 43606

Re: Letter of support for the U. Toledo Proposal for Ohio Means Internships and Co-Ops Project

Dear Prof. Heben:

On behalf of Xunlight 26 Solar, I am pleased to offer our participation in the Internship and Co-Op expansion project at The University of Toledo. Although it is difficult to predict the business climate at the time this award will be made, we anticipate being able to support one (1) student per year under the financial arrangements described below. We are primarily interested in students with education and background in science, math, engineering, and business and we could potentially engage the selected students as early as the spring semester of 2013.

A salary for an intern or co-op student would likely be in the range of $12 - 18 per hour, depending on experience and qualifications. We understand that if your proposal is successful, the Ohio Means Internships and Co-Ops Project, which is supported by the Ohio Board of Regents, would supply 50% of the cost for the interns and co-ops who would work with us.

We appreciate the leadership that The Ohio Board of Regents is showing for Ohio through this grant program, and we are happy to be part of it. Importantly, this program allows students to obtain important real-world experience, while helping to groom the workforce of the future for Ohio.

Xunlight 26 Solar expects to be able to select compatible students and reserves the right to increase or decrease the number of students and related wages depending on market conditions and employment needs.

Please do not hesitate to contact me if you have any questions or should require additional information.

Sincerely,

Alvin Compaan
President, Chief Technology Officer

3145 Nebraska Ave.       Toledo, OH 43607 USA
1.419.469.8600   www.xunlight26.com   info@xunlight26.com