

Employer Grant

Applicant	Riley Buckles
Applicant ID	APP-000453
Company Name	Hearthside Food Solutions, LLC
Recipient Address	Hearthside Food Solutions, LLC 7031 S Eisenman Road Boise, Idaho 83716
Email	rbuckles@hearthsidefoods.com
Funding Requested	\$151,280.50
Status	Submitted
Funded	<input type="checkbox"/>

Application Title: Hearthside Foods Employer Grant Application

Review Notes:

August 2, 2021 Grant Review Committee Notes

Hearthside Foods – Employer Grant

Hearthside Foods located in Boise, is requesting WDTF to assist with the training of 60 new and 186 existing workers. The employer has seen an increase in their workload due to customer demand resulting in the addition of two new production lines. The employers training plan includes external training with internal on-the-job training.

WDTF Request: \$151,280.50

Discussion:

It looks like Hearthside is increasing 60 employees over the next 2-years. Who is receiving the training and is the training incremental?

- The training is incremental. In the training plan, it shows the length of hours for any given training. Most of the trainings are less than 10 hours with a substantial amount being around 1 hour.
- There are 127 new direct labor positions being retrained and 55 new positions being trained. Direct labor positions start at \$13.40 an hour.

Is the Kaizen training an event for business processing and internal processes? Does it qualify as training or is it business planning?

- Mr. Thomsen has gone through lean/Kaizen events before and it is both training and business planning. It is not lean training in that Hearthside needs less employees but lean in the respect of how to do their jobs without waste.
- Are new or existing employees receiving the Kaizen training?
 - o There are 50 that are receiving the training. We do not know how many are existing or new employees.
- Hearthside has 3 production lines. Each production line will go through the Kaizen training. CWI will provide the training.

The Quantitative funding model allowed Hearthside to request up to \$310,000. They have requested half that amount. The quantitative funding model is a recommendation. Employer's often request larger amounts than recommended by the quantitative funding model.

Anyone going through the Kaizen training will be able to put that on their resume. It is a transferrable skill set and makes them more marketable.

Motion by Mr. Reynolds to recommend approval of the Hearthside Foods employer grant in the full amount of \$151,280.50 to the Executive Committee. Second by Mr. Greene. Motion carried.

Company Information

[WDTF Policy](#)

Question: Legal name as registered with the State of Idaho - Secretary of State Office

Hearthside Food Solutions, LLC

Question: Doing business as (if applicable)

Hearthside Food Solutions, LLC

Question: Federal Employer Identification Number

26-4228653

Question: Street Address

7031 South Eisenman Road

Question: City

Boise

Question: State

ID

Question: Zip Code

83716

Question: First name of grant administrator

Riley

Question: Last name

Buckles

Question: Title

Employee & Community Relations Supervisor

Question: Contact phone number

208-576-3179

Question: Email

rbuckles@hearthsidefoods.com

Question: Company Website

www.hearthsidefoods.com

Question: Briefly describe the nature of the company's business including the type of products and services provided:

Hearthside Food Solutions is a contract manufacturer headquartered in Downers Grove, Illinois. The company is a leading producer of nutrition and snack bars, as well as a full-service provider of high-quality snack food products and packaging services for some of the world's premier brands. The Boise facility produces protein bars from the raw materials all the way into a packaged bar that you would see at a store.

Question: Does the company provide a health benefit plan that meets the requirements of this grant application. (For full health benefit plan requirements click on the WDTF Policy link at the top of this section.)

Yes

No

Project Information

Employer Eligibility:

Idaho employers who are increasing their current workforce and/or retraining existing workers with skills necessary for specific economic opportunities or industrial expansion initiatives. The fund is designed to support an employer's innovation of its processes, products and services; and/or the development of new goods or services which will improve the employer's competitive position within the industry.

Question: Please describe why your company is increasing its current workforce and/or retraining existing workers.

Customer demands has us adding two new production lines to our facility. Retention is key to our growth to maintain the high level of customer satisfaction related to the increased demand for services.

Question: Total number of employees in Idaho?

186.00

Question: Please provide a brief description of how the training will impact existing employees? (i.e. will the training significantly increase the promotability or employability of the worker(s) and will training result in a significant wage increase?)

Training will provide the current workforce with skills to promote from within our growing facility. Promotion does lead itself to wage increases of 1/3% as skills are acquired and demonstrated by an employee.

Question: Number of full-time, non-seasonal employees to be retrained in Idaho during grant period?

186.00

Question: Please provide a brief description of how the training will impact new employees? (i.e. will the training significantly increase the employability of the worker and will training result in a significant wage increase?)

Training proposed in the application focuses on retraining the current employees. We have a culture of growth from within; education and skills upgrade increase the ability to promote from

within. New hires may receive a small portion of the training presented; however the bulk will be given to current employees.

Question: Number of full-time, non-seasonal new employees to be hired in Idaho during grant period?

60.00

Question: Please provide an estimate of the business's investment in property for this project during the 24 month grant period.

5000000.00

Question: Please provide an estimate of the business's investment in facilities for this project during the 24 month grant period.

370000.00

Question: Please provide an estimate of the business's investment in equipment for this project during the 24 month grant period.

627000.00

Workforce Training Information

[Idaho LEADER Initiative](#)
[Work-Based Learning Continuum](#)

Question: Does your business use a workforce training model that aligns with the Idaho LEADER Initiative? If yes, please explain. For information on LEADER click on the links at the top of this section. For questions call Matthew Thomsen at 208-488-7562

Hearthside does not use or participate with LEADER Initiative.

Question: Are you interested in being contacted to learn more about the Idaho LEADER Initiative?

Yes

No

Positions to be Trained Summary

Employer grant applications require a training plan that includes all training taking place during the two year period of the grant. Please download Training Plan using link below. A grant application

will not be considered until a completed training plan has been uploaded to this section. Note: The information on the training plan assists with determining the amount awarded to the applicant. Please be as thorough as possible.

[Training Plan](#)

Question: Do all position being trained as part of the grant application pay at least \$12 per hour.

Yes

No

Question: Please attach your Training Plan here. A link to the Training Plan is provided at the top of this section.

[Hearthside Foods 2021 Employer Grant Training Plan.xlsx](#) (6/14/2021 9:10 AM)

Question: Please attach job descriptions for all positions receiving training during grant period.

[HearthsideFoods PositionDescriptions D051721.xlsx](#) (5/27/2021 2:23 PM)

Terms and Conditions

[Link to Terms and Conditions](#)

Question: I certify I have read the terms and conditions governing the Workforce Development Training Fund grant and agree to comply if awarded a training grant. Click on the link above to view a copy of the terms and conditions.

Yes

No