

Cellink | Community Benefits

Project Summary: In April 2024, the Department of Energy announced the closing of a \$362 million loan to **Cellink Corporation** (Cellink) to construct a new manufacturing facility in Georgetown, Texas. The project will boost domestic manufacturing of lighter and more efficient flexible circuit wiring harnesses for automotive and other industries.

Highlights from Community Benefits Plan

- Cellink has partnered with the following training partners: Workforce Solutions Rural Capital Area, Texas State Technical College, and Austin Community College.
- Cellink is actively involved in programs that promote second chance hiring through participation in job fairs put on through Workforce Solutions Rural Capital Area.
- Cellink is partnering with Georgetown ISD to co-create Career and Technical Education class curricula geared toward preparing students for careers in engineering and manufacturing.
- The Cellink team supports military veterans to find job opportunities and are upskilling to meet industry needs by participating in job fairs at Fort Cavazos put on by the City of Georgetown, and as they grow, they plan to utilize Fort Cavazos' Transition Assistance Program.

Contact Information: cellinktechnologies.com/contact-us/



CelLink Corporation Form of Community Benefits Plan

Community Benefits Policy

CelLink Corporation (“CelLink” or the “Borrower”) is driven by making a positive difference in the world utilizing our unique manufacturing process and our advanced product technology to help customers reduce their carbon footprint. With every product we ship we have the goal of making a positive impact on environmental sustainability ultimately supporting a clean and equitable energy economy. Per the Loan Programs Office (LPO) expectation and clear objectives of advancing environmental and economic justice, we are committed to the following:

- Supporting meaningful community and labor engagement
- Supporting job quality and workforce continuity
- Advancing diversity, equity, inclusion, and accessibility
- Contributing to the “Justice40 Initiative” with the goal of 40 percent of the overall benefits of clean energy investment flow to Disadvantaged Communities (DACs)
- Advancing environmental and economic justice supporting the principles of the Justice 40 Initiative in connection with our projects receiving support from the Loan Programs Office.

Our Community Benefits Plan is subject to evolution throughout the duration of our project. In addition to the specified reporting requirements outlined in the Agreement, we are obligated to report on the fulfillment of goals and activities outlined in our Community Benefits Plan.

Locations and Communities Affected

The CelLink newly renovated Texas facility is located at 110 Wittera Way, Georgetown, TX 78628 (Williamson County). There are no federally recognized tribes in the counties surrounding the Georgetown facility, so none were contacted and offered an opportunity to comment during the NEPA Process; also, the facility shell was approved for build prior to the CelLink Lease agreement.

Why did CelLink choose Georgetown for their facility?

- Georgetown is the fastest-growing city in the U.S. for cities with a population above 50,000, according to data released by the U.S. Census Bureau. Georgetown’s growth rate was 14.4% from July 1, 2021, through July 1, 2022, resulting in a population estimate of 86,507. Since 2015, Georgetown has been included in the list of the top 10 fastest-growing cities and topped the list in 2016 and 2022.
- The facility is in City of Georgetown’s first master-planned industrial park. This location serves as an ideal employment hub for both the communities north and south of the facility. Notably, the facility's proximity to the areas south of it presents an advantage, as it offers a convenient reverse commute, mitigating the challenges associated with typical traffic patterns in Central Texas. This reduced travel time translates into an improved quality of life for individuals residing in these potentially underserved areas, including but not limited to densely populated regions like Pflugerville and North Austin.
- Georgetown’s workforce labor shed includes more than 1,300,000 skilled workers who possess a variety of in-demand skill sets in the region giving CelLink access to this available talent. Strong partnerships and programs of continuous development are fostered by Texas State Technical College.



Although there are many opportunities for jobs for workers living in the local and surrounding disadvantaged communities, giving job opportunities to skilled workers in disadvantaged populations (linguistic isolation, high school education less than a high school diploma, low median income) is a focus for CellLink, along with hiring of veterans. It is worth noting that the majority of CellLink production job opportunities do not require a high school degree (it is preferred but not required) and while the ability to understand basic English is preferred for those positions, it is not mandatory. Our current production team has a majority of team members where English is not their native language. As we grow larger, we plan to offer English classes onsite to provide enrichment value to these team members that goes beyond their job.

There are 4 census tracts that are considered opportunity zones within Williamson County (none specifically in Georgetown). While these tracts are in proximity to Georgetown’s labor shed, they are not “in” the labor shed. The Climate and Economic Justice Screening Tool identifies these communities as disadvantaged due to flood risk, wildfire risk and low income.

Expanding from south Austin to north Temple and Killeen, Georgetown’s workforce labor shed includes more than 1,300,000 skilled workers, with more than a third of the workers between the ages of 25 and 44, who have a variety of in-demand skill sets. More than 45% of Georgetown residents have a bachelor’s degree or higher level of educational attainment – exceeding state and US averages. Local employers draw from a workforce well outside of the city itself.

Communities within reasonable commuting distance to Georgetown that are north, east, and west from Austin include Killeen, Harker Heights both in Bell County, Temple, Belton (all in Bell County), Hutto, Leander, Round Rock, Georgetown (Williamson County) and Pflugerville (Travis County).

From	To Georgetown	Average Commute time by car
North Austin (DAC areas)	20 miles	30 – 40 minutes
South Austin (DAC areas)	40 miles	40 – 50 minutes without traffic
East Austin (DAC areas)	38 miles	35 – 45 minutes without traffic
Killeen (DAC areas)	41 miles	30 – 45 minutes (no toll roads)
Harker Heights (DAC areas)	45 miles	30-45 minutes (no toll roads)
Temple (DAC areas)	43 miles	45-50 minutes (no toll roads)
Hutto	13 miles	25 – 30 minutes (tolls)
Belton (DAC areas)	33 miles	35-40 minutes
Leander	12 miles	20-30 minutes
Round Rock (DAC areas)	12 miles	20-30 minutes
Pflugerville (DAC areas)	15 miles	25-30 minutes

While there is no public transportation available, the factory is in a strategic location at the access of I130 and I35, outside of highly congested traffic patterns in Austin.

Georgetown also provides a strategic benefit for employers seeking a skilled workforce due to its close location to Fort Cavazos. By land size, Fort Cavazos is the largest military base in the United States. The installation sees 800 – 1,000 soldiers transition out of the military and into the private workforce each month.

Community Jobs and Justice Liaison



CellLink is committed to its community engagement efforts and is pleased to announce the assignment of Dee Marrs, VP of Human Resources, to fulfill the role of Community Jobs and Justice Liaison (CJJ). The CJJ Liaison will be the primary point of contact with LPO and external stakeholders on the Community Benefits Plan. Based on the scale of the project and the variety of efforts within the Community Benefits Plan, the CJJ Liaison may be involved in the following:

Her responsibilities will encompass:

- **Information Dissemination:** Dee will proactively disseminate publicly accessible information about events such as open houses, information sessions, and other engagement opportunities through City of Georgetown, Workforce Solutions Rural Capital Area as well as Georgetown ISD, ensuring that the public can actively participate in the project. The goal would be to hold two public events per year.
- **Participation in Roundtables and Events:** She will actively participate in Roundtables and other relevant events to underscore the significance of the Community Benefits Plan and promote transparency.
- **Information Sharing:** At roundtables and similar events, Dee will serve as a conduit for LPO to share information about federal funding availability and other community-oriented opportunities. This information will be relayed to CellLink's community partners for mutual benefit.
- **Direct Communication:** Dee will establish effective means for the public to directly communicate with CellLink regarding the project. This may include providing contact information such as phone numbers, email addresses, or other accessible channels.

Dee's appointment as the Community Jobs and Justice Liaison reflects CellLink's dedication to fostering strong community relations and ensuring that the Community Benefits Plan is communicated, understood, and supported by all relevant stakeholders.

Community and Labor Engagement

Community Labor Engagement is not only fundamental to our current success but will also remain a central focus as CellLink continues to expand its presence in Texas.

- 1) The first five CellLink production lines in Georgetown will require approximately 200 hourly internal team members consisting of production operators, quality inspector and maintenance equipment techs.

The remaining twenty production lines to be installed will support an additional 750 more team members based on current estimations. We are currently planning for all twenty-five production lines to be installed prior to the end of 2028, supporting up to an estimated 1200 jobs made up of production, maintenance, quality, warehouse, logistics, and operations, engineering, and management staff, along with any external contractors supporting the completion of our facility construction.

- 2) Local Community Partners have played a crucial role throughout the entire process, contributing not only to the completion of the facility but also to the staffing of the manufacturing operation. The Borrower will involve local Community Partners engagement throughout each phase of the project.
 - a. For the construction of the project, City of Georgetown Chamber of Commerce
 - b. Organizations that the Borrower is engaging on the project include:
 - i. Workforce Solutions Rural Capital Area (recruiting support, job development support, and affiliations with Texas State Technical College (TSTC) and ACC)



- ii. Austin Regional Manufacturers Association (and their affiliations with TSTC and ACC)
- iii. City of Georgetown Economic Development
- c. CelLink used local contractor MW Builders, who was already in contract with Titan Developers, the previous owner of 110 Wittera Way.

3) Borrower has held the following Public Meetings:

- a. September 21, 2023, CelLink held an open house, with the United States Department of Energy Loan Program Office Director Jigar Shah, for invited guests from the education and workforce ecosystem, local building trades, and local community leaders to discuss and answer questions as to the project’s impact on the local community, jobs, and the clean energy supply chain.
- b. October 5, 2023, CelLink participated in National Manufacturing Day sponsored by partnerships with the Georgetown Chamber of Commerce Workforce Development Alliance, Georgetown ISD, and the local manufacturing industry. 30 high school students from Georgetown ISD toured the factory and then had the opportunity to ask questions of the leadership team.
- c. November 15, 2023, CelLink hosted the Georgetown Chamber and the City of Georgetown for Leadership Georgetown Economic Development Day. Participants in this cohort went on a guided tour, heard from local manufacturing leaders as they discussed challenges and opportunities experienced in growing their businesses, and concluded the day with a group project/business case to create and present economic development strategic plans. The purpose of the day was to give this next generation of business and civic leaders insight to economic development growth in the community.

Job Quality and Workforce Continuity

4) As necessary to ensure access to local and regional labor, CelLink has established relationships with the following organizations (see chart below):

CelLink is active with two key industry alliance groups in support of building workforce skills, introducing young people to careers in manufacturing and aligning with economic development. These groups are the Georgetown Chamber’s Manufacturers Alliance and the Chamber’s Workforce Development Alliance. Activities that CelLink has taken part in through these groups include National Manufacturing Day, Leadership Georgetown Economic Development Day, and Manufacturers Alliance meeting to explore apprenticeships.

Additionally, CelLink has the opportunity through the Workforce Development Alliance to support the Georgetown Independent School District’s Industry Advisory panel by providing input to the Career & Technical Education curriculum development process.

Organization Name	Purpose of Organization	Type of Affiliation	Contact Information
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<p>Georgetown Chamber of Commerce</p>			<p>Shontel Mays, President shontel@georgetownchamber.org</p>
<p>City of Georgetown Economic Development Department</p>	<p>The Economic Development Department of the city recruits new businesses and works to retain and support their growth. The staff assist the businesses to get connected in the community, gain access to local resources to facilitate operations, recruit & train workforce, and provide assistance where needed with local government requirements.</p>	<p>CellLink is committed to creating eight hundred jobs by the 5th anniversary of opening in Georgetown. For the past two years CellLink has proactively built relationship with the veterans' community by taking part in the Georgetown Veterans Job Fair, the Ft. Cavazos Mega Job Fair and has hired several service members through the Transition Assistance Program.</p>	<p>Conchita Gusman, Business Retention & Expansion Program Manager Conchita.gusman@georgetown.org</p>



<p>Austin Regional Manufacturers Association (ARMA) https://arma-tx.org/</p>	<p>501C6 non-profit organization focused on the regional manufacturing community. They address skill gaps in the workplace by working with Austin Community College and Texas State Technical College</p>	<p>CellLink is a Premier member supporting this organization. Through participation in the Workforce Committee, CellLink provided input on the curriculum and structure of various programs to teach the future workforce.</p>	<p>Liz Gori liz@arma-tx.org</p>
<p>Georgetown ISD</p>		<p>CellLink is partnering to co-create Career and Technical Education (CTE) curricula geared toward preparing students for careers in engineering and manufacturing</p>	<p>Bretton Schulz Georgetown ISD CTE Director schulzb@georgetownisd.org</p>
<p>Workforce Solutions Rural Capital Area https://workforcesolutionsrca.com/locations/williamson</p>	<p>Workforce Solutions is a community partnership providing no cost recruitment, employment, and information services to businesses and job seekers in the nine-county Rural Capital Area.</p>	<p>CellLink utilizes Workforce Solutions for monthly job fairs, support with developing intern programs and apprenticeship programs, and support for veteran outreach.</p>	<p>Stephanie Mora stephanie.mora@ruralcapital.net</p>

- 5) To focus on obtaining local and regional labor availability for construction, the Borrower contracted with MW Builders creating opportunities for jobs for workers living in the local and surrounding disadvantaged communities.
- 6) The Borrower will publicly share employment opportunities on its corporate website and on 3rd party job boards.
- 7) The Borrower has partnered with the following training partners: Workforce Solutions Rural Capital Area, Texas State Technical College, and Austin Community College
- 8) CellLink is actively involved in programs that promote second chance hiring through participation in job fairs put on through Workforce Solutions Rural Capital Area (WSRCA).



- 9) CellLink is partnering with Georgetown ISD to co-create Career and Technical Education (CTE) class curricula geared toward preparing students for careers in engineering and manufacturing.
- 10) The CellLink team is supporting military veterans to find job opportunities and upskilling to meet our industry needs by participating in job fairs at Fort Cavazos put on by the City of Georgetown, and as we grow, we plan to utilize Fort Cavazos TAP (Transition Assistance Program).
- 11) Borrower has established a hiring plan to ensure that jobs created are of sufficient quality to attract and retain a skilled workforce, including commitments to wages and benefits, education and training, and worker involvement in health and safety.
- 12) The Project will employ approximately 1200 full-time employees to support its operation. Hiring has already begun for the Project with the production operators, facilities support, maintenance equipment technicians, quality inspectors and process engineers. The skills needed are manufacturing experience, logistics, engineering experience. The hiring plan and wages currently include:

Production Operators - \$18.50 to \$22.50
Equipment Maintenance Technicians - \$28.00 to \$30.00
Facilities Support – \$21.00 to \$25.00
Leads - \$25.00 to \$27.00
Supervisors - \$78,000 - \$90,000
Process Engineers - \$100,000 to \$110,000
Automation Controls Engineers - \$125,000 to \$135,000

All full-time employees are eligible to participate in the Company's comprehensive benefits plan, which includes medical, vision, and dental care, as well as supplemental life, long-term, and short-term disability insurance, and 120 PTO hours per year (PTO is prorated based on hire date). Borrower intends to ensure workers are engaged in the design and implementation of workplace safety and health plans.

- 13) In coordination with the U.S. Department of Labor's Office of Labor -Management Standards (OLMS), Good Jobs Initiative, and Worker.gov Resource Center ([Home - Worker.gov](#)), in an effort to ensure that the Borrower's employees are aware of their rights to organize and bargain collectively, the Borrower will post information on worker and employer rights at their facilities, including:
 - a. Posters required for Federal Contractors, but not required for LPO assistance - ([Executive Order 13496: Notification of Employee Rights Under Federal Labor Laws | U.S. Department of Labor \(dol.gov\)](#))
 - i. [employeeightsposter11x17_2019final.pdf \(dol.gov\)](#)
 - b. Information on Worker.Gov Resource Center
 - i. [Your Rights at Work \(worker.gov\)](#)

Diversity, Equity, Inclusion, and Accessibility

- 14) For the operations of the Project, the Borrower has engaged with local stakeholders to develop recruiting strategies for the local workforce, including but not limited to:

Workforce Solutions Rural Capital Area (WSRCA). We will work with WSRCA in recruitment strategy targeting the unemployed, individuals receiving public assistance, and underserved population. WSRCA Recruitment strategy includes monthly job fairs and outreach to multiple non-profit organizations serving the underserved population. Outreach to underserved population includes but is not limited to roundtable discussions with these nonprofit organizations serving



underserved population assessing their needs and how CelLink can accommodate their barriers to employment. Quarterly updates are provided to those organizations with job openings, and invitations to job fair events. We are also working with WSRCA to develop an internship program in collaboration with local training providers such as Texas State Technical College (TSTC), Texas State University, Temple College, Austin Community College (ACC), and University of Texas (UT).

We shall continue to work with our local veteran’s employer liaison at WSRCA to actively recruit veterans and military spouses. We will continue to actively participate in “Hiring Our Heroes” and “Red White and You” annual job fairs. We have also registered for a quarterly resume distribution list from HEROES Make America.

Community Action, Inc. We shall work with Community Action, Inc to serve our employees needing ESL and GED classes. If there is a high demand for those classes internally, we would like to work with Community Action, Inc to offer the free classes in our facility.

Georgetown ISD CTE. We are partnering with Georgetown ISD CTE department in supporting their Future Ready complex and developing advanced manufacturing CTE classes. We shall also host facility tours for students annually during Manufacturing Day.

City of Georgetown. The City of Georgetown Economic Development Department within the city works closely with the Chamber on many of the events already included in earlier sections of this document. Other future opportunities to connect with the city are through participating in focus groups to provide perspective to local government on CelLink’s experience as a new business in the community as it relates to city services as well as challenges and opportunities in the process of growing in the city. This valuable input informs both the economic development board and city council for planning.

15) CelLink is developing an internal Diversity, Equity, Inclusion, and Accessibility (DEIA) Plan. Our goal is to have our internal DEIA Plan implemented during Q1 of 2025.

- a. Our commitment to diversity is ingrained in our culture and integral to driving innovation and success at CelLink. Our organization-wide employee population is characterized by its diversity, representing multiple generations, with a significant presence of Gen Z (55%) and Millennials, as well as Gen X and Boomers (45%). Moreover, 78% of our workforce identifies as non-white, with 33% Asian/Pacific Islander, 29% Hispanic/Latino, 6% being Black, and 6% multi-racial. We monitor at each level in the company.
 - i. We pledge to:
 1. Stay steadfast in nurturing our inclusive culture, which values empowerment, support, safety, hard work, and celebration.
 2. Educate and celebrate various heritage and identity months to honor and recognize our diverse workforce.
 3. Continue supporting and fostering employee resource groups (ERGs) that empower our employees to connect, collaborate, and contribute within our organization.
 4. Provide multi-language resources in English, Spanish, and Nepalese to ensure effective communication and support for our diverse workforce.



- ii. This commitment aligns with our overarching strategy to cultivate an environment where diversity is celebrated, equity is upheld, inclusion is practiced, and accessibility is prioritized.
- iii. High-Level Project Objectives:
 - 1. Cultivate a diverse workforce that mirrors the broader community, reflecting the richness of perspectives and backgrounds.
 - 2. Ensure equitable opportunities for all team members, creating a level playing field where talent and potential shine regardless of background.
 - 3. Foster an inclusive culture that values and leverages varied perspectives, driving innovation and creativity.
 - 4. Prioritize accessibility to accommodate diverse needs, ensuring that every member of our team can fully participate and contribute to our shared success.

Justice40 Initiative

- 16) In alignment with the Justice40 Initiative, the Borrower will explore how to focus community engagement with DACs through job fairs sponsored by Workforce Solutions Rural Capital Area, Georgetown Chamber of Commerce, and involvement with Austin Regional Manufacturing Association (ARMA).
- 17) The Borrower is engaged with Workforce Solutions Rural Capital Area, the Austin Regional Manufacturing Association, and through them, educational institutions in the area with a focus on Disadvantaged Communities (DACs). The Borrower is developing strategies to reach out to disadvantaged, marginalized, and underserved communities in the area, to contribute to the Justice 40 goal.
- 18) The Borrower's technology has minimum environmental impact by design beyond transportation of our employees and product to and from our manufacturing facility. The minimal Copper and Aluminum dust created during our Metal process is collected and recycled using custom equipment and a positive pressure ventilation system.