



January 17, 2023

Economic & Workforce Development Division
Imperial Valley College
380 E. Aten Rd.
Imperial, CA 92251

RE: Endorsement of New Program – Plant Operation

To Whom It May Concern:

As a representative of BHE Renewables, LLC, I, Burt Short, endorse the development of a new program at Imperial Valley College in plant operation. A developing industry in Imperial County that includes the extraction of minerals from geothermal grime, particularly lithium, and is expected to create many new job opportunities in the next few years during the initial phase of production and ongoing. I confirm that there will be an unmet labor market demand in Imperial County for the occupation related to the program trainings.

Entry-level salaries for this occupation range between \$56,200 and \$58,200. We anticipate hiring 26 plant operators during the initial production start-up phase, projected by 2026, and a recurring yearly need of seven plant operators as production grows. The hiring of these employees is expected to start in 2024 to coincide with the first graduates from this technical training program.

This affirms that there will be jobs available for program completers within the local service area of Imperial Valley College after taking into account the number of completers of similar programs at other institutions.

If you have any questions, feel free to contact me at 760-604-3820 or burt.short@bherenewables.com.

Sincerely,

A handwritten signature in black ink that reads "Burt Short".

Burt Short
HR Manager



January 13, 2023

Economic & Workforce Development Division
Imperial Valley College
380 E. Aten Rd.
Imperial, CA 92251

RE: Endorsement of New Program – Plant Operation

To Whom It May Concern:

As Chief Operating Officer of Controlled Thermal Resources I endorse the development of a new program at Imperial Valley College in plant operation. A developing industry in Imperial County includes the extraction of minerals from geothermal grime, particularly lithium, and is expected to create many new job opportunities in the next few years during the initial phase of production and ongoing. I confirm that there will be an unmet labor market demand in Imperial County for the occupation related to the program trainings.

Annual base compensation for these occupations range between \$48,000 and \$60,000. We anticipate hiring 28 plant operators during the initial production start-up phase projected by 2024, and an expected requirement for at least a further 24 plant operators by 2025-2026. As we continue development, we anticipate further job opportunities of this same nature continuing over many years.

If you have any questions, feel free to contact me via the phone and email details below.

Sincerely,

A handwritten signature in blue ink that reads "James T. Turner".

James T. Turner
Chief Operating Officer
M: + 1 760 604 0433
jim.turner@cthermal.com
www.cthermal.com