UNITED STATES DEPARTMENT OF COMMERCE

+ + + + +

U.S. INVESTMENT ADVISORY COUNCIL

+ + + + +

MEETING

+ + + + +

TUESDAY

MARCH 20, 2018

+ + + + +

The Council met in the Secretary's

Conference Room in the headquarters of the U.S.

Department of Commerce, Fourteenth Street and

Constitution Avenue, Northwest, Washington, D.C.,

at 11:30 a.m., Jane Garvey, Chair, presiding.

PRESENT

WILBUR ROSS, Secretary, U.S. Department of Commerce

ERIN WALSH, Assistant Secretary for Global
Markets and Director General of the
Commercial Service, U.S. Department of
Commerce

JANE GARVEY, Meridiam North America, Chair MARK BEARIAULT, Kudelski Group

NIKIA CLARKE, World Trade Center San Diego JEFFREY A. FINKLE, International Economic Development Council

MANI IYER, Mahindra North America

YING McGUIRE, Technology Integration Group

NANCY McLERNON, Organization for International Investment

IRENE SPANOS, Economic Development and Community Affairs, Oakland County, Michigan

CHARLTON L. WHIPPLE, Midlands Technical College and Southern Economic Development Council

ALSO PRESENT

ANTHONY DIAZ, U.S. Department of Commerce ANNE McKINNEY, SelectUSA

CONTENTS

Welcome and Overview 4
Welcome Comments by Erin Walsh, Assistant Secretary for Global Markets and Director General of the Commercial Service, U.S.
Department of Commerce 6
Member Introductions
Recommendations by Subcommittee 1
Recommendations by Subcommittee 2
Recommendations by Subcommittee 3
Recap of Meeting
Further Comments by Erin Walsh, Assistant Secretary for Global Markets and Director General of the Commercial Service, U.S.
Department of Commerce
Discussion and Comments by Members
Comments by Wilbur Ross, Secretary, U.S.
Department of Commerce
Adjourn

P-R-O-C-E-E-D-I-N-G-S

11:32 a.m.

CHAIR GARVEY: Good morning, everyone, and thank you all very much for coming on this first day of spring.

(Laughter.)

CHAIR GARVEY: Which is not quite what we all had in mind, but here we all are.

When we last convened and I think it was before you had arrived, so it's great to have you here, we heard the Secretary discuss the administration's priorities. And we were charged with making recommendations to help the United States, as we know, attract and retain a foreign direct investment.

I have to say, there's been an extraordinary amount of work that has taken place over the -- since our last meeting. I know a number of phone calls, I see a lot of heads nodding which I know meant that there were a great deal of conversations that were -- that took place.

And our recommendations today that
we're going to discuss touch on three areas, the
regulations and activities that impact FDI, and
Nancy has talked about that and has brought that,
I think, to all of our attention, really from the
beginning of our first conversations.

We're also going to talk about enhancements to the Commerce web presence, something that we think is increasingly important in this global network.

And then, finally, approaches to remarketing workforce development and looking at the construction numbers and the need for good, solid workforce out there. I'm really looking forward to that discussion as well.

Just before we do get started, I do want to mention that this is an open meeting.

Everything will be transcribed, and that will become available online after the meeting.

We will be voting on the recommendations today, and we'll have several options which we'll discuss a little bit later,

1	but I'm looking forward to this being a very full
2	discussion and so delighted to have everyone
3	here.
4	With that, I want to turn it over to
5	the Assistant Secretary.
6	I am blown away by your title. And,
7	I want to
8	(Laughter.)
9	ASST. SEC. WALSH: Well, I just go by
10	Erin.
11	(Laughter.)
12	CHAIR GARVEY: Okay, that certainly
13	makes it easier.
14	But we are so delighted that you're
15	here, and we've heard so many positive things.
16	And I know a number of our members have met with
17	you and had the pleasure of meeting with you and
18	have been so impressed.
19	So, here, here. And we're delighted
20	you're here. So I'll turn this over to you.
21	ASST. SEC. WALSH: Thank you so much.
22	Thank you for your kind introduction, Jane. It's

such a pleasure to be with all of you today here at the meeting of the U.S. Investment Advisory Council.

The Council's work has been essential over the past few months to develop recommendations that the Department of Commerce can implement to ensure that the United States is globally competitive and complete for tracking and retaining foreign direct investment.

In addition to developing recommendations and advising the Department, many members of the Council have served as moderators and panelists at past SelectUSA Investment Summits and helped with the digital communications for the Summit.

Our sincere thanks and appreciation for your work and your service to keep the United States the premier location for world direct investment.

Your work directly touches upon our work at the Department of Commerce and particularly our work within Global Markets and

U.S. and Foreign Commercial Service.

One of the core drivers of ITA, the International Trade Administration, and the U.S. Commercial Service is to promote trade and investment. In short, our mission is to help companies invest in the United States, grow their enterprise, and ultimately export from the U.S. market and, of course, create jobs.

There is really no better time to invest in America, as we just discussed. As President Trump highlighted to international business leaders at Davos, now is the best time to invest and grow your business in the United States. Now more than ever.

As the world's single largest economy, the United States provides businesses with a wide array of resources to lead to success. We are working hard to create the environment in which all companies operating in the United States can flourish.

We are decreasing the burden of redundant regulations. We've simplified our tax

system and lowered the corporate tax rate. And we are investing in infrastructure improvement initiatives.

These reforms are the center of the Administration's pro-growth agenda that is keeping America the premier destination for global investment.

As an example, the Administration has cut 22 regulations for every new regulation created in 2017. We have cut taxes across the board for working families and for businesses both large and small, with the U.S. corporate tax rate dropping from 35 percent to 21 percent.

This means it's now easier and less expensive to do business in the United States.

President Trump has laid out a progress going and to let the Council continue to deliberate and vote on its recommendations.

So, again, my sincere thanks to all of you for coming today. And, with that, I turn the

1	floor back over to Jane.
2	CHAIR GARVEY: Thanks very much, Erin.
3	And, I know I believe I really
4	speak for everyone here in saying what a pleasure
5	it is for all of us to have been involved in this
6	effort, and we really appreciate that very much.
7	And the welcome comments that we've
8	gotten from everyone and the really
9	encouragement, it's been very rewarding. So
10	thank you for that.
11	You know, I should say perhaps you had
12	a chance to meet everyone, but would it help to
13	just go around the room for introductions or
14	ASST. SEC. WALSH: Sure, absolutely.
15	I did get a chance to shake hands, but it was two
16	seconds, so
17	(Simultaneous speaking.)
18	CHAIR GARVEY: All right, we'll start
19	with Nancy and which that you know.
20	(Laughter.)
21	MEMBER McLERNON: Nancy McLernon with
22	the Organization for International Investment.

1	We are an association, the only association
2	exclusively comprised of international companies
3	in the United States.
4	MEMBER WHIPPLE: Good morning, Chuck
5	Whipple, SEDC, Southern Economic Development
6	Council, a 17-state trade organization in the
7	southeast.
8	MEMBER IYER: Mani Iyer from Mahindra
9	and Mahindra. I'm from the Mahindra farm
10	equipment sector based out of Houston, Texas. We
11	have seven group companies here.
12	And today is the National Ag Day, so
13	I would like to wish everyone a very happy Ag
14	Day.
15	(Laughter.)
16	CHAIR GARVEY: It's also Women's
17	Month.
18	ASST. SEC. WALSH: A nice combination.
19	CHAIR GARVEY: Yes, it's a nice
20	combination.
21	MEMBER FINKLE: Hi, I'm Jeff Finkle.
22	I'm with the International Economic Development

1	Council. We're a membership group, and our
2	members are economic developers who are trying to
3	create, retain, expand jobs, develop tech space
4	and enhance wealth in the communities where they
5	work.
6	MS. MCKINNEY: Anne McKinney with
7	SelectUSA.
8	MR. DIAZ: Anthony Diaz with the
9	Department of Commerce.
10	MEMBER McGUIRE: Ying McGuire with
11	Technology Integration Group. We're the one
12	of the largest Asian-American-owned technology
13	firms.
14	And I'm also working on a couple of
15	startups including Helping Women 2020. It's a
16	think tank company helping women businesses and
17	they are now global.
18	CHAIR GARVEY: Terrific, yes.
19	MEMBER CLARKE: Nikia Clarke with the
20	San Diego Regional Economic Development
21	Corporation. And we're a private sector funded
22	EDC. World Trade Center is responsible for

driving a broad regional trade investment strategy that's private sector funded and focused.

MEMBER BEARIAULT: Mark Beariault, the General Counsel for Kudelski Group. We're a Swiss-based company that does security and encryption technology.

MEMBER SPANOS: Irene Spanos, Director of Economic Development for Oakland County,

Michigan. We're -- 40 percent of our total investment every year comes from FDI, so it's an important part of our segment

CHAIR GARVEY: I didn't realize that.

And Jane Garvey, I'm Chairman of
Meridiam Infrastructure of the North American
Fund. We are a fund that was founded in Europe,
and our base is in Europe in Paris. And our
investors are primarily pension funds from Europe
and the United States. So grateful to be here.

So with that we will begin our discussion. I'm going to three of the members of the Committee to present the recommendations, and

we will have an opportunity to ask questions, to 1 2 make comments, to offer suggestions. And then we'll have an opportunity to 3 4 vote, to discuss and vote each recommendation. 5 We'll do it separately. And I should point out that there are 6 7 really three options. You can -- we can adopt 8 the letter or the recommendation as is, the draft 9 recommendation. We could adopt part of it with some 10 edits, which is always a possibility, and this 11 12 group has often produced some good edits in our discussions. 13 14 Or we could decide not to adopt the letter at this time. 15 16 So we have three options, but we --17 and we will have plenty of time for discussions 18 and questions. 19 So with that -- and I might also 20 mentioned, by the way, that our Vice Chair, 21 Catherine Smith, who was hoping to be here was 22 not able to make it today. But she's had a

chance to review the letter. She's had the chance to give her input as well. So I think she would feel she's well represented.

So that's -- we will move on.

I'm going to begin with Nancy who can perhaps discuss the first recommendation that comes from the Subcommittee's work.

MEMBER McLERNON: Great, thank you so much, Jane. And thank you to all of you. I've been working in the foreign direct investment space for almost 30 years. So it is really a privilege to be on this Council and really excited to put forth our Subcommittee's recommendations in the regulatory space.

We have six recommendations in this space, and we believe that the recommendations by the Council will help support the Administration's economic growth agenda by increasing the attractiveness of the United States for new investment by supporting efforts to retain and recruit additional investments.

So the first one is repeal of Section

385 regulations which is a Treasury Department.

For those of you who may not be familiar, in

September of 2016, the Department of Treasury and
the Internal Revenue Service introduced new tax

regulations under Section 385 of the tax code.

Last year, the Trump Administration and the Treasury Department recognized the impact and uncertainty created by these discriminatory regulations and delayed the regulation's documentation requirement.

For those that don't know, these are regulations that only apply to international companies in the United States, as the regulations were finalized, they excluded U.S. multinationals, and now only international companies must comply.

Last year's development was very welcome. However, so they delayed the document - they delayed the regulation's documentation requirement which was very welcome.

However, the other sections of 385, such as those redefining debt and equity, were

left in place pending anticipated action on tax 1 2 reform which our organization supported and, we believe, will make the U.S. a more competitive 3 location for foreign direct investment. 4 5 Given the tax reform enacted last year 6 contains strong provisions related to both 7 interest deductibility and base erosion, the 8 Council has recommended the Secretary and the 9 Department advocate for the complete and immediate repeal of all Section 385 regulations. 10 11 So should I stop on each one or should 12 we --13 CHAIR GARVEY: Why don't we go 14 through, I think that's the --15 MR. DIAZ: Yes. 16 CHAIR GARVEY: Okay, great. 17 MEMBER McLERNON: Okay, go through 18 them all? 19 Okay, the second one relates to the 20 Foreign Investment in Real Property Tax Act, Inbound investment would benefit from 21 FIRPTA. 22 streamlining of the Foreign Investment in Real

Property Tax Act, or FIRPTA.

The way the law is currently structured makes it extremely cumbersome for a foreign investor to comply and creates a disincentive for foreign investment in real property.

To support continued economic growth and infrastructure development, the Council recommends streamlining FIRPTA requirements to ease the ability of foreign investors to invest in and transfer real property in the United States. Again, this is something only applying to international companies.

Number three has to do with the

Committee on Foreign Investment in the United

States, or known as CFIUS. As a key member of

the Committee of Foreign Investment in the United

States, the Department has established -- has an

established and important voice in Committee

proceedings.

The CFIUS review process can have an impact on investment into the United States and,

as such, should remain narrowly focused on reviewing transactions for defense-related threats to national security on a case-by-case basis.

Should legislation be enacted to reform CFIUS or should regulatory or other action be taken in lieu of statutory updates, the Council recommends the Secretary encourage the Administration to keep CFIUS narrowly focused on addressing national security concerns to support an Open Investment Policy for the United States.

The next one is an Open Investment

Policy Statement, and I am all gung ho for this

one, not that I wasn't for the other ones, but I

think that there's some real demonstrative action

that can be taken here that is relatively low

hanging fruit.

Outside the regulatory space, this

Council also examined federal policies and

programs that impact foreign direct investment.

For decades, the President of the United States

has issued a formal, written statement

reaffirming our nation's commitment to an open investment policy. This is a powerful statement that signals our country is open for and welcomes inbound investment by reaffirming our commitment to fair and equitable treatment for all investors.

The Council recommends the Department work with the Administration and the interagency to support the timely issuance of an Open Investment Policy Statement.

And, I would just add that the upcoming SelectUSA Summit is a fantastic time -- ideal time for such a statement to be issued.

Next has to do with the Investment

Trade Advisory Committees, or known as ITACs.

Given international companies account for nearly

23 percent of U.S. exports, these companies and

their employees are directly impacted by the

direction of our nation's trade agenda.

However, a prohibition currently exists that prevents representatives of U.S. subsidiaries of international companies from

serving on Industry Trade Advisory Committees, or ITACs, which provide recommendations on trade policy to the Department and USTR.

As such, the Council believes the Secretary should support the executives of U.S. subsidiaries being considered for business engagement opportunities including representation on advisory groups such as ITACs.

And, finally, has to do with SelectUSA. This Council recognizes the tremendous value of SelectUSA and the impact its programing and dedicated staff have on attracting foreign direct investment to the United States.

The Council recommends the Department support the program's mission by ensuring that existing resources are deployed in a focused and prioritized manner and support efforts to ensure SelectUSA continues to receive dedicated funding for its operations that allow for long-term planning and execution of initiatives spanning multiple fiscal years.

CHAIR GARVEY: Great, thank you very

1	much.
2	Are there any questions or comments
3	for Nancy? Or for any members of the Committee?
4	One question that I might have, did
5	the Subcommittee talk at all about when
6	legislation might be introduced or did you make
7	any was that discussed at all?
8	Since I know you've been
9	MEMBER McLERNON: Yes, so we talked a
10	little bit about it. Are you talking about
11	legislation in the CFIUS space
12	CHAIR GARVEY: Yes.
13	MEMBER McLERNON: because that's
14	CHAIR GARVEY: Yes, yes.
15	MEMBER McLERNON: So we anticipate
16	there to be action on that this year.
17	CHAIR GARVEY: You do? Okay.
18	MEMBER McLERNON: Yes.
19	CHAIR GARVEY: Good, great. That's
20	great.
21	MEMBER McLERNON: Yes. So right now,
22	and this is I'm putting on just OFII's hat,

not the Council's hat.

So while we support the goals of legislation that has been introduced by Senator Cornyn and Congressman Pittenger over in the House, we do have concerns with the very broad nature of the legislation and feel that it would impact our competitiveness for foreign direct investment because it significantly increases uncertainty and the scope of CFIUS.

As an organization, we have recommended changes, but we want to figure out --we've had conversations with the sponsors of the legislation as well as the Commerce Department, the Treasury Department, and the White House.

As it currently stands now, there are some concerns with it, both from foreign companies as well as U.S. multinationals.

So I think that there is a lot of consideration right now because there is a real effort to try to move legislation this year.

CHAIR GARVEY: So more to come on that? More to come?

Well, that was very good.

Yes, Jeff?

MEMBER FINKLE: So I'm particularly appreciative of the section on SelectUSA. And SelectUSA has been an incredible partner for many of our members.

And as you probably realize that the United States was underserved in the FDI space for many, many years.

The -- Great Britain, Canada, many of the other industrialized countries had a better place at the table when it came to recruiting FDI. And when SelectUSA came, we were finally able to compete internationally at a national level.

Many states were doing economic development or foreign direct investment attraction. But the last recession, you know, crimped the budgets of state economic development agencies, so many of the communities were left with nothing, and then SelectUSA came along.

There are two issues that I'm not

suggesting we amend, the statement on SelectUSA.

The first is I am hearing from many of our members that they're worried about the attrition of staff at SelectUSA and that there appears to be some erosion in head count at SelectUSA.

And the nice thing that we saw that we'd like to see again in the future, there were a number of them that actually had economic development backgrounds. They had worked in EDO organizations or understood the space by which their partners worked.

So we would like to see if we can't rebuild the staff and rebuild it in a way with people that understand who their partners work for.

And, second, nothing to deal with Anne's leadership, but we've also had a political appointee in that position in the past. And there is certainly an advantage of somebody who is in a senior position that can walk in and out of the White House, in and out of the Secretary's

office as a peer to many of the other political 1 2 appointees in the building. So those would be the things that I 3 4 would just add as -- and amplify what has been written here in SelectUSA. 5 CHAIR GARVEY: So not necessarily part 6 7 of the letter, but just point of --8 Amplify, I guess --MEMBER FINKLE: 9 CHAIR GARVEY: Right, an observation. -- what's in there. 10 MEMBER FINKLE: 11 CHAIR GARVEY: And just to underscore 12 how terrific your folks have been on SelectUSA, 13 it's always -- it was really an exciting event 14 last year. I've gone several years, but I really thought last year was particularly good. 15 16 thank you and the Secretary for that --ASST. SEC. WALSH: Well, I'm just here 17 to listen, so I'm not making comments for the 18 19 record. But I would like to address at some 20 point what you had to say because there is a lot 21 of action taking place.

CHAIR GARVEY: Great, thank you.

22

As

1	evidenced by some of the folks sitting behind
2	you. Good staff folks.
3	ASST. SEC. WALSH: There's plenty
4	going on.
5	CHAIR GARVEY: All right, well, thank
6	you very much.
7	And I'm going to turn it over to Mark.
8	Well, first of all, I'm sorry, we've
9	got to vote. Would is there a are there
10	any other comments that anyone would
11	MEMBER IYER: Just one little comment
12	
13	CHAIR GARVEY: Yes?
14	MEMBER IYER: just to add to what
15	Jeff said. The U.S. subsidies, there was an
16	intense participation in SelectUSA last year.
17	And I would request to continue so that the
18	audience felt more welcoming and open for other
19	companies, countries to come and invest in the
20	u.s.
21	So it was quite diversified, both the
22	panel discussion as well as the speakers. I

1	would request the same or more so that there is a
2	diversity continued.
3	Thank you.
4	CHAIR GARVEY: That's great.
5	Any other no other comments, I
6	would entertain a motion on
7	MEMBER FINKLE: So moved.
8	CHAIR GARVEY: And a second?
9	MEMBER BEARIAULT: Second.
10	CHAIR GARVEY: Okay, all in favor?
11	(Chorus of ayes.)
12	CHAIR GARVEY: Any opposed?
13	(No response.)
14	CHAIR GARVEY: With that, we will
15	adopt the first recommendation and with a great
16	deal of thanks to Nancy and to the Subcommittee.
17	That was a lot of work, and those of us who were
18	involved in the first discussions can really
19	appreciate it. I like it, thank you all, too.
20	MS. McLERNON: Thank you, absolutely,
21	thank you.
22	CHAIR GARVEY: And, with that, I may

turn it over to Mark. So thank you very much.

MR. BEARIAULT: Great, thank you,

Jane. And thank you for the opportunity to

present some of the recommendations this morning
as well.

If you will, I'd like to return to a theme that informed some of the recommendations we made back in October 2016, which is the use of technology, namely a searchable web-based tool to better organize and more easily present information to foreign investors.

As I'm sure many of you here today know, when a foreign company decides to invest in the U.S., and we know this from personal experience, the Kudelski Group, it takes a lot of time, research, analysis goes into it.

And we have two recommendations today that we believe will help foreign companies conduct their diligence more effectively and make things a bit easier to find and, thus, make faster and better investment decisions, which we think is in the best interest of the United

States.

So our first recommendation is for the Department to consolidate, simplify, and streamline its considerable web presence and the myriad of resources and tools that are already available today, but not always easily accessible to those who are unfamiliar with the intricacies of the Department's various agencies and their associated websites.

In short, and this is coming from a lawyer, not a marketing expert, but we're thinking of Web 2.0 for Commerce and, specifically, targeted towards its FDI related initiatives with two key objectives.

First, ensure that the data and information investors need to assess which localities may be best suited for their business objectives is easily available on one website that is organized in a logical, streamlined manner for the ease of the investor, the end user.

Second, provide current, relevant

information concerning specific localities to investors by enabling EDOs and other appropriate organizations to populate the portal with information in a standardized format. This is something we talked about at one of our first meetings.

Ultimately, the closer we can align the tools and information to the end user's needs and expectations, the more valuable they become to that end user.

One effective way we think to get that critical stakeholder input or voice of the customer, if you will, is through the use of focus groups and similar means where foreign investors, EDOs, government stakeholders, and others consider how best to organize and present the information from the end user's perspective.

Some areas of input that we've identified include how to organize the content, improving navigation, content updates to improve clarity and relevance, potential new resources and information to include end use of technology

to improve usability and access to content such as searchable forms and tools.

Now our second recommendation is based upon the premise that a well organized and streamlined web portal designed with the end user in mind can also be a powerful tool for the Department to employ in a number of different areas to steer foreign investors towards new opportunities in the United States.

One such area that is both ripe for consolidation, in our view, and better organization and also represents a significant investment opportunity is state and local procurement, government procurement, which accounts for billions of dollars of spending each year.

We believe the Department should consider maintaining on its web portal a searchable catalogue of state and local procurement offices as well as open solicitations and bid opportunities from these offices. The General Services Administration does precisely

this for federal procurement opportunities. We believe something similar should be done to organize state and local level.

This is a great opportunity for the Department to step in and foster economic development by using its considerable presence and match investors with state and local opportunities.

And, of course, this is just one example of what we think can be made possible by the Department if it leverages an effective web presence to foster investment in the United States. But we think this is an excellent place to start.

With that, thank you, again, for the opportunity to present these recommendations.

CHAIR GARVEY: Thank you, thank you very much.

Any questions or comments from our -
MEMBER McGUIRE: Mark, my thoughts on
these two recommendations, number one, U.S. is an
attractive market because we're known as an

innovative country. And so our web portal representing investor opportunities should reflect that strength.

If you look at today's web portal, it's kind of static, requiring a lot more interaction and security. And that's one thought, and I'm going to lead to my recommendations.

The second one is, that one of the challenges FDI into the United States is disproportionately metropolitan. So if you look at New York, Pennsylvania, and New Jersey represents 10 percent of job creation from FDIs.

They're already congested. We need to get investment into the rural areas and underrepresented communities.

And so I think I'd like to share with you a technology to help us achieve that.

So instead of putting band-aids onto current web portal, I'm recommending we develop a site that allows any cities to have equal opportunity to present their information based on

permission-based blockchain protocol.

So blockchain is the next wave of internet. And with this technology, it allows underrepresented communities to present their opportunities without knowing the identity.

Because foreign investors that have talked to me, oh, I want to go to New York and Los Angeles, San Francisco, Dallas, and Houston. By allowing posting projects anonymously through the blockchain technology, we give everybody equal opportunity to compete and allow complete transparency because blockchain calls for one data deposit that's maintained in real time and it's distributed in millions of computers, cannot be edited or penetrated, and so ensure the security and prevent fraud because info cannot be edited and manipulated.

And also allow automated payment system. Let's say an investor wants to have confidence into an infrastructure project.

Through the blockchain technology, you actually can set up the project and the milestones that

investors can process payment without middlemen into that project, milestone-based.

If somebody failed that milestone, the payment stops. So that gives foreign investors confidence to invest in the infrastructure project in the United States.

And so what I'm suggesting is, instead of looking at 30-year-old web based portal, look at the next wave of blockchain technology and establish a portal that gives every community equal access to compete and give very secure database that foreign investors can have easy access to.

CHAIR GARVEY: Thank you.

Any comments or observations? Perhaps meeting with the Commerce staff on that if we leave the recommendations as is. But we could meet with -- have a follow up discussion with staff to understand that technology. It sounds fascinating. It's not one I'm familiar with, so it does sound like something that would certainly be worth a conversation.

1	MS. McGUIRE: I'd be happy to.
2	ASST. SEC. WALSH: Again, we'd be
3	delighted and welcome any suggestions. We are
4	deeply involved right now and have been since the
5	second week I got here on doing a lot in
6	digitizing and reforming what we're doing. So
7	we're well under way.
8	CHAIR GARVEY: And I think your point
9	about innovation
10	ASST. SEC. WALSH: Yes, yes.
11	CHAIR GARVEY: is one that really
12	
13	ASST. SEC. WALSH: Yes, it's really
14	terrific, and we'd love to hear your ideas from
15	both of you. We'd welcome that.
16	MEMBER BEARIAULT: Okay.
17	CHAIR GARVEY: Thank you.
18	Any other comments or suggestions?
19	(No response.)
20	CHAIR GARVEY: Do I have a motion to
21	accept the recommendations as presented?
22	MEMBER McLERNON: So moved.

1	CHAIR GARVEY: Is there a second?
2	MEMBER BEARIAULT: Second.
3	CHAIR GARVEY: All in favor?
4	(Chorus of ayes.)
5	CHAIR GARVEY: Accepted and passed.
6	So that's great.
7	And we're moving on now to Irene and
8	look forward to that one. So that's great.
9	MEMBER SPANOS: Thank you very much
10	for the opportunity to present our
11	recommendations.
12	Obviously, with the unemployment rate
13	in the U.S., workforce development is a very hot
14	topic. And I think our team came up with several
15	hundred recommendations, but we narrowed it down,
15 16	hundred recommendations, but we narrowed it down, yes, to the top priorities for the
16	yes, to the top priorities for the
16 17	yes, to the top priorities for the Administration.
16 17 18	yes, to the top priorities for the Administration. We have five recommendations that we
16 17 18 19	yes, to the top priorities for the Administration. We have five recommendations that we agree will help us and retain our talent and grow

interagency partnerships to promote and amplify workforce development opportunities in programs to support American workers.

And, particularly, a few of those include career opportunities in high-demand, high-wage occupations with a goal to increase workforce participation and a number of qualified and skilled workers, very focused on skilled trades.

STEM and STEAM occupations including careers in advanced manufacturing is an excellent opportunity for youth and adult career changes. With that it's more perception in the youth and changing the perception as to what modern manufacturing is today.

New and exciting apprenticeships

program which I know the Administration is very

interested in developing and promoting, including

highlighting successful models of those provided

by foreign companies operating in the United

States through case studies.

Our second recommendation includes

fully funding the U.S. Department of Labor's

American Job Centers. This infrastructure

already exists throughout the United States, and

it can be the one-stop-shop for companies to find

talent, a single point for companies in need of

workforce development assistance.

Showing a priority, retain STEM and STEAM degree holding foreign born students to join the workforce. These are the foreign born students that participate in our universities across the nation. Provide preference to these students to stay within the U.S. to work in high-demand, high-skilled jobs, particularly in advanced manufacturing and information technology sectors.

Again, we feel these students have already committed to the United States, they're here, they're in the areas that our companies need the talent. So we thought that would be something to consider.

And provide preference for those that participate in and successfully complete

registered apprenticeship programs to reinforce 1 2 mastery of key skills and aptitudes. We also recommended an incentive for 3 national partners with aligned goals and 4 workforce development programs. 5 For example, provide competitive grant 6 7 opportunities for states and private sector 8 nonprofit organizations that can reinforce the 9 goals mentioned above. Provide supplemental dollars to 10 successfully privately driven national workforce 11 12 initiatives for in-demand technology oriented 13 careers. 14 And, finally, accelerate successful state driven models that serve private sector 15 16 clients. Some examples include Georgia 17 QuickStart, Louisiana FastStart through the 18 Department's communication channels and programs. And, with that, thank you for the 19 20 opportunity to present our recommendations. Thanks very much. 21 CHAIR GARVEY: 22 Any questions?

Chuck, you had --

MEMBER WHIPPLE: Chairman, yes.

CHAIR GARVEY: Yes.

MEMBER WHIPPLE: Mine relates to workforce and workforce development as it relates to some of the state model programs, Georgia QuickStart, Louisiana FastStart, and South Carolina's QuickJobs programs.

One of the things that we're finding across the state level -- at the state level is the inability for local entities to fund those programs. So where supplemental funding might be made available I think it would enhance those programs.

And, secondarily, I think that one of the things we also need to focus on is underemployment in the age sectors 25 to 44. I mean, in South Carolina, we are finding that the gap that exists between the opportunities for employment for those individuals to operate in that workspace is excessive so that we can focus on targeting those sectors, I think that we can

1	move the needle successfully.
2	Thank you.
3	CHAIR GARVEY: Great, the ages are 25
4	to 44, you said?
5	MEMBER WHIPPLE: Twenty-five to 44,
6	yes.
7	CHAIR GARVEY: That's interesting.
8	And you've done a lot of work in this area.
9	MEMBER WHIPPLE: We've done a
10	considerable amount of work looking at the adult
11	population in South Carolina that's operating in
12	the 25 to 44 space that could use the retooling
13	that these programs provide that would provide
14	them an opportunity to work in today's advanced
15	manufacturing sector.
16	CHAIR GARVEY: Great. What
17	ASST. SEC. WALSH: Can I just ask
18	CHAIR GARVEY: Sure, absolutely.
19	ASST. SEC. WALSH: I'm not supposed
エフ	
20	to be talking right now.
_	to be talking right now. CHAIR GARVEY: Absolutely.

CHAIR GARVEY: We're waiting for you 1 2 to say --3 ASST. SEC. WALSH: I'm not supposed to 4 say anything. 5 Can I just ask, what types of things right now are happening at the state level? 6 see all -- hear about all these different --7 8 CHAIR GARVEY: Yes, great question. 9 ASST. SEC. WALSH: -- wonderful 10 innovative programs. But they're just in 11 different metropolitan areas, or rural areas, or 12 whatever. 13 What is being done at the state level 14 that sort of pulls all that together and says, 15 here we go? And, in this area, we're going to 16 focus on the 25 to 44, we're going to focus on 17 advanced manufacturing. 18 Because I've been in the factories 19 around and they say, we can't find the people to 20 do the work. There's plenty of jobs, it sounds 21 like to me. 22 MEMBER SPANOS: There are, yes.

To answer your question, there's a 1 2 disconnect between the programs and the individuals that could utilize those programs. 3 4 At our state in Michigan, we are --5 our Governor Snyder just launched a Marshall Plan which really revitalizes every workforce 6 7 development program in the State of Michigan. 8 And leading to the focusing on the 9 underemployed and focusing on the perception of the advanced manufacturing sector. 10 11 We participate in manufacturing day, 12 part of NAM, National Association of 13 Manufacturers, to help change that perception 14 with our students saying that these are cool 15 careers, these are great jobs. These are great 16 companies. So I think it's a mixture of both of 17 18 But every state does it very differently. those. 19 ASST. SEC. WALSH: Exactly. 20 MEMBER CLARKE: If I might add to 21 I can't speak so much to what's happening at the state level, but in terms of regional 22

innovation around workforce, I know that I'm from the Southern California region and we've been seeing a lot of employers come to the table ready to engage on workforce issues in a way they haven't since before the recession.

And now that we are back at full employment, I think that it behooves all of us to start thinking about demand driven rather than supply driven workforce development initiatives.

CHAIR GARVEY: That's a good point.

MEMBER CLARKE: And I know that we've convened an Employer Steering Committee at Southern California large-scale employers to start looking at talent pipeline issues.

Because they are ready to invest in their talent pipeline in really innovative and interesting ways and are doing, together with our universities, some interesting work around wrap group prototyping of educational interventions in key populations that we know, as a region, we need to catalyze if we're going to be regionally competitive and successful.

1	In our case, in Southern California,
2	it's our large Hispanic Latino population.
3	That's our fastest growing population, it's the
4	least ready for the jobs of the future. And that
5	is a calculus that we need to shift if we're
6	going to remain competitive.
7	And so I think workforce development
8	solutions always need to be regionally rooted but
9	responsive to the demands of the suppliers of
10	jobs which are your large-scale companies. And
11	if they're not at the table, then
12	ASST. SEC. WALSH: And academia,
13	because that's usually a big
14	MEMBER CLARKE: it makes it
15	difficult to
16	ASST. SEC. WALSH: gap. They're
17	saying, why aren't you teaching the skills that
18	we need
19	MEMBER CLARKE: Exactly.
20	ASST. SEC. WALSH: because we can't
21	hire?
22	MEMBER CLARKE: And our community

colleges and universities would be the first to come and say that they are educating folks to fill the jobs of the future and to close the gap.

But our companies are saying the opposite. So bringing those two together and doing kind of rapid certification programs and other things in digital skills has been really useful for us.

MEMBER WHIPPLE: Yes, she mentioned earlier, in South Carolina the Governor along with the Secretary of Commerce have created -- coordinated council for workforce development and the individuals involved with that include business and academia.

And what we've been trying to focus on with industry is that we can help you narrow the skills gap, but it's going to require you to share with us the resources that you have and the curriculum that you need to be able to drive what demands your companies are going to have.

And we've done that across South

Carolina with Michelin and Siemens as just two

examples where we're asking from academia, we're asking industry to partner with us to solve the workforce issue that exists by helping us fund it, and we can do it.

But there are so many requirements that are put on academia from its accrediting body so that in order to facilitate that, it's going to take additional resources.

And to date the companies have been willing to support the initiatives that's going to be required to drive new curricula across industry and academia.

MEMBER McLERNON: It's not a coincidence that Chuck mentioned Michelin and Siemens because international companies, not just because Siemens is behind me, international companies obviously have strong experience in apprenticeship programs. And I know Kudelski also does that as well.

I had a group of CEOs of our companies come in last week, and we met over at the Labor Department. And I know that they have a

workforce development -- apprenticeship advisory 1 2 council. Yet there are no international companies represented on that advisory council. 3 4 Right? 5 I think so often in government, and 6 this Council, obviously, is different, but there 7 are not a lot of international companies that are 8 on such advisory councils which is why in the 9 recommendations we pulled out ITACs, but -because there is a particular prohibition there. 10 11 But in advisory councils, in general, 12 there's not this effort to reach out to some 13 international companies to join them. 14 But workforce development and apprenticeship, in particular, international 15 16 companies has an expertise. And so reaching out to them at the state and local level as well as 17 18 here in Washington, I think, would be enormously 19 beneficial. 20 CHAIR GARVEY: That's great, thank 21 you. 22 MEMBER BEARIAULT: And, if I may, I -- CHAIR GARVEY: Right, yes, yes.

MEMBER BEARIAULT: -- do believe when we moved to open up our second headquarters in Phoenix a couple of years ago, the first thing our CEO wanted to do was to start an apprenticeship program.

And so we've partnered with -- we've had some discussions with community colleges locally, Arizona State University which is in Phoenix has been very helpful to us.

And it's good for them because, you know, we're looking at place -- things like cybersecurity which is a hugely growing sector that demands workers with different skill sets in many cases. So it's good for the university because then they build an area of expertise.

And so I think it is actually quite easy to start them. Now we're not Siemens or a Michelin employing, you know, hundreds or thousands of apprentices, but even if we employ five of them --

CHAIR GARVEY: That's a start.

1 MEMBER BEARIAULT: -- I think for a 2 company of our size, if you multiply that across the industry, I think that can have a real 3 4 impact. 5 MEMBER McLERNON: It's also in the white collar space as well. 6 Right? MEMBER BEARIAULT: 7 Right. 8 MEMBER McLERNON: So it's not just in 9 advanced manufacturing. I know two of our companies, Zurich 10 Insurance has an apprenticeship program in 11 12 Illinois for insurance. And they partner with a 13 local community college there. And, again, it's 14 probably not in the thousands, but they are 15 beginning to do it. 16 You know, moms, stay-at-home moms 17 that, you know, trying to get back in the 18 workforce is a ramp to get back on. 19 I know out in Virginia, CGI, a 20 Canadian company, is doing work in rural 21 Virginia. And, you know, you've got sons and

daughters of farmers who are getting into IT

1	because of the apprenticeship programs.
2	So, and again, international
3	companies, and which is why it's, you know,
4	fabulous coming from this Council, there is a
5	particular expertise from international
6	CHAIR GARVEY: That's great.
7	MEMBER McLERNON: companies on
8	apprenticeship programs and working
9	collaboratively with the public sector on getting
10	these programs going.
11	CHAIR GARVEY: That's great. And
12	there a lot of those little pockets of innovation
13	I think that are occurring with a similar kind of
14	training in the Miami tunnel project going into
15	the neighborhoods and employing some of the
16	underemployed folks and training them first
17	ASST. SEC. WALSH: Fantastic.
18	CHAIR GARVEY: and then becoming
19	welders there. So that really some of those
20	girls are really pretty good at that.
21	ASST. SEC. WALSH: Yes, yes.
22	CHAIR GARVEY: So it's good.

Any other comments or questions or observations?

MEMBER CLARKE: I was just going to add to that, to your point about the sort of types of jobs that you're preparing people for.

And I think there was this idea that there are white collar jobs and blue collar jobs.

Every job is becoming increasingly digitalized.

CHAIR GARVEY: Yes, that's a good point.

MEMBER CLARKE: Every job across the country, whether you're running -- whether you're on a manufacturing floor or not. And those types of digital skills I think is where you're seeing a really high premium in terms of wages.

So we know that, you know, in the northern part of our county, two-thirds of the jobs in the tech economy don't require a college degree. And that creates some opportunities, ladders to careers that are not necessarily accessible or that a lot of populations don't think are accessible to them.

But I think that the digital skills 1 2 workforce development conversation needs to evolve across the country because those are the 3 4 ones that are in highest demand and they're also 5 the ones that transform careers and families in one generation. 6 MEMBER IYER: I cannot but agree on so 7 8 many things we discussed on workforce 9 development. Because we're so passionate about it. 10 11 CHAIR GARVEY: Strong words. 12 (Laughter.) 13 MEMBER IYER: There's a passion about 14 this subject. And I don't want to quote 15 examples, and Nancy talked about how companies 16 network with colleges and community colleges. 17 We have now three, I know one is 18 Virginia Tech, we have an innovation lab we are 19 starting with Virginia Tech very soon, announced as Mahindra --20 CHAIR GARVEY: Good school. 21 22 MEMBER IYER: Good school.

We have a digitization internship and 1 2 a program going with Texas A&M. And we have a field -- tractor field testing and engineering 3 4 lab in Kansas University. 5 So industry does a lot of it, and they come from other countries. Like India has got a 6 7 lot of them with Mahindra. 8 So we're trying to employ -- and also 9 we have a program for veterans within our company to see what we can do with community colleges and 10 all. 11 12 So it spans across any and all, like 13 you said, white collar, blue collar, age group. 14 We -- I think the industry can participate along with colleges if we can apply some of this kind. 15 16 It's wonderful, and I'm quite thrilled to hear 17 about this. 18 CHAIR GARVEY: That's great. 19 I think -- go ahead. MEMBER McGUIRE: 20 MEMBER FINKLE: No, please. 21 MEMBER McGUIRE: Thank you.

I think we need to drive the mind

shift because people in our community, they all want A students supposed to go to top college and tons of student debt when you graduate, you can't find a job because your degree and demand does not match.

So in our community through the Chamber of Commerce, business associations, we start to have a workshop to educate people, it's okay not to go to college and go to vocational schools and learn the real skill set.

Here's a testimony of how people went to two-year college only have \$10,000 student debt and got a great job.

So I think we need to drive the mind shift to that not the top college can give you a life, actually, you can go to vocational college and, again, as a rewarding career as you want.

So I think it's mindset shift we have to drive through education.

MEMBER FINKLE: So for the last ten years, the International Economy Development

Council has been doing a survey as what's

preventing investment growth. And, needless to say, during the heart of the recession, capital access was a big problem, and the banks weren't lending.

And then a major issue after that was the condition of infrastructure that still is number two. But for the last four or five years, it's all been about workforce.

And the other things that we've learned in that survey is that the number one workforce partner with business and economic development organizations has been community colleges, not necessarily four-year universities, not necessarily other organizations, but it's been the community college that has been a leader.

And the other thing that we've noticed, which I think gets to the question that the Secretary raised was, the state budgets have not kept up. In fact, they've been pretty flat since the recession.

So we can't lose money anywhere,

either at the federal level or the state level.

And we hope to -- we need to grow those budgets

if we're to keep up with the workforce needs.

Including corporations, many of them have not -- they used the recession as a time for cutting back those budgets as well.

MEMBER WHIPPLE: I'll make one final observation and in looking at what Ying has said about the messaging. And we've got to do a better job of branding the message of how important the technical college system is and the community college and apprenticeships.

And I think where it starts is it starts with parents, and it starts, you know, with the guidance counselors. If we don't shift the message, then we're going to continue getting the same results that we've been getting all along.

So I think if we started to take a look at how we talk about how important those things are, how we change, to your point, the mindset of the parents today, we're going to

1	still be talking about these issues down the
2	road.
3	CHAIR GARVEY: Very good, thank you.
4	Thanks very much, very good comments.
5	And, with that, let me ask if, without
6	if there's a motion to accept the
7	recommendations?
8	MEMBER WHIPPLE: So moved.
9	CHAIR GARVEY: Is there a second?
10	MEMBER BEARIAULT: Second.
11	CHAIR GARVEY: All in favor?
12	(Chorus of ayes.)
13	CHAIR GARVEY: All right, with that,
14	we have adopted all of the recommendations. And,
15	I want to, first of all, thank you before I turn
16	it over it over to the Secretary for some
17	comments.
18	I want to thank everyone once again
19	for what has been a really exciting and, I think,
20	very useful and productive discussion and a
21	series of recommendations.
22	I do want to mention, though, before

we move on, go back to some of the themes that you've mentioned because I think these are -this last discussion and the last sort of series of comments and observations I think were really important and perhaps just to make note of them.

One was the importance of SelectUSA and strong support, Madam Secretary, that you see and feel from this group in that regard.

Secondly, the importance of innovation. As you think about web and redesigning it, how can we stay sort of at the cutting edge? Which is, I think, sometimes a challenge in government, but just a reminder of how important that is.

We talked about the help that sometimes the locals and state need, particularly focusing on some of those programs on the underemployed. But also the importance of the regional -- of regionally driven workforce plans that were discussed as well.

Shifting from supply to demand. I thought that was an important point as we start

thinking about workforce development.

The importance of the apprenticeship programs. And I go back, by the way, to the comments the Secretary made when he first met with us at that last meeting.

And he talked a lot about that, that the apprenticeship programs and the workforce development and how very important that is.

The challenges that we all know exist with the state programs, and I'm not sure that the federal government can always step in in those regards, but I think certainly we, as part of the community and part of the industry, can help with those programs as well.

And then the point about messaging I thought was a good one, too. Shifting how we talk about a lot of these very, very critical jobs that may not be viewed as sort of the traditionally important or the white collar jobs.

But that all of them really are becoming so critical to the health of this economy.

So, with that, I thought those were some good observations.

ASST. SEC. WALSH: No, I think it's -I think they're incredible and spot on.
Obviously, you've all spent a great deal of time
talking about this. I mean, it's your industry,
it's what you do.

I think what we want to do in the Department of Commerce is the Secretary had said originally, is to really focus, from the federal government side, on what we can do.

Obviously, we have to work with

Congress and are pleased to do that. But there's

a lot of things that need to be pushed through.

I think this tax program is the first time it's been overhauled in 30 years. That was a lot of work to get that done. And I think that's been very attractive to businesses.

so the Administration is actually moving as fast as we can. It's been a very unique opportunity to have a President and a Secretary of Commerce who are so focused on

business and the American people and the competitiveness of the United States.

From a -- as the National Security
Strategy stated, our economic security is our
national security. And with that, we need to
think about what else is going on out there?

We've got fierce competition around the globe with only 2 percent of our companies actually exporting, it's very important not only to focus on exports and winning deals overseas, but also the foreign direct investment is obviously critical, too, that we get the right foreign direct investment in the right places to create more jobs.

So from a federal government standpoint, our role is really to create that environment for that to happen. We're certainly not going to -- have no intention upon taking over or interfering with the private sector.

That's exactly what we don't want to do. But we want to support by creating that environment.

So I think with a lot of these -- the

385 regulations, definitely, we will look at that, take a closer look at that and try to help you with that.

On the technology part of it, it is a top priority right now for us within global markets and ITA. We have done a lot of work in this area so far for the last six months.

It's a long process to go for education, information, RFP, and all of that.

And I just will tell you that we are in the process of looking at a lot of these things right now. The very forward looking -- to make it very customer-centric rather than just static.

So that's a top agenda item. I think it's very -- thank you for offering to maybe do focus groups. I think that could be something that we would very much like to look at and maybe follow up with you on that. I think that's something we would like to do, I know that.

And then, finally, your third one, as you stated so well, the Secretary is so interested in the apprentice and the workforce

development because, unless we have that, the United States would not be able to become competitive.

And I think, as you said, it's at all levels. So it's STEM, it's STEAM, it's at the VocEd level, the higher wages, as you mentioned, you get -- is it Nika?

MEMBER CLARKE: Nikia.

ASST. SEC. WALSH: Nikia.

The higher wages are also just at the VocEd level. And so you don't need -- and oftentimes people are just looking for a higher wage. You can have a PhD and be making a very low wage. So that's very important.

Also looking at some of our top schools, Carnegie Mellon, Stanford. I've talked to some of the presidents at those universities to see who is in AI? Who is in computer science?

The reality is that there are not many

Americans in those departments. And they are

encouraging to have -- they'd like to have a

whole mix of people, but they'd definitely like

to have Americans, too.

So I think that's something in the STEM that we need to focus on is actually who is in those departments? We want a lot of diversity in those departments. I think that's what creates the best cutting edge environment for all of this advancement. But we do need to continue to push that in terms of -- so that's not so much apprenticeship, that's at the tertiary level. But all of this is critically important.

CHAIR GARVEY: Yes, all of it is important. Thank you very much, Erin. It's very helpful.

ASST. SEC. WALSH: The Secretary is running a few minutes late. He should be here around 12:30, 12:35.

So I just thought maybe, Jane, you want to open it up to any other conversation?

CHAIR GARVEY: Sure, absolutely.

First of all, I also wanted to open it up for the members if there are any comments that you'd like to say.

1	Actually, my notes say, anything
2	does anyone have anything positive to say?
3	(Laughter.)
4	CHAIR GARVEY: But I'll take neutral.
5	I'll take neutral.
6	(Laughter.)
7	MEMBER McLERNON: How about just a
8	neutral question on the process for the letter?
9	When would the letter get finalized?
10	CHAIR GARVEY: Okay, that's a great
11	MEMBER McLERNON: And then when would
12	it
13	CHAIR GARVEY: question. That's a
14	great question.
15	MEMBER McLERNON: get sent?
16	CHAIR GARVEY: Yes, yes. Anthony, I
17	know we're going to turn it back to Commerce for
18	to work with any we really don't have any
19	edits, so
20	MR. DIAZ: Sure, so we'll work with
21	you to sign the letter, and Catherine can sign
22	the letter. And then it can be formally

submitted to the Department of Commerce. We'll 1 2 review the letter and send it up the chain. And for those -- the recommendations 3 4 that touch upon different bureaus, we'll --5 Departments, I mean, we'll send it to the -- to the White House to kind of send it around. 6 7 CHAIR GARVEY: Okay, good question, 8 thanks for asking that, yes. 9 MEMBER WHIPPLE: Jane, I would just like to take this opportunity to thank, first, 10 11 the leadership here at the Department of Commerce 12 and then her team for my experience on the IAC. A lot of heavy lifting that's been 13 14 done has been done behind the scenes by the 15 Commerce team, and I just wanted to publically 16 thank them for all their efforts. CHAIR GARVEY: I think that deserves 17 18 a round of applause. 19 (Applause.) 20 CHAIR GARVEY: Well done. 21 Any other comments or any questions? 22 MEMBER McGUIRE: Erin, I love your

statement about economic security is our national security. I love that quote.

So can you give us a few examples, demonstrations, priority to institute the economic security in the coming couple of years?

ASST. SEC. WALSH: I think -- have you had a chance to read the National Security

Strategy? It's -- you can download it, it came out of the NSC, a lot of work -- months of work went into that directed by the President and the NSC.

It's been a full interagency process.

And it's actually the second pillar which really focuses on the economic security as our national security. And that means everything where the United States is competing to the strength of our economy.

So it's America's strength in the economy which means actually our workforce development, where we are. Are we able to compete? Are we having the most cutting edge technology and innovation?

The strength of our economy to pay for our defense as well? Because there's so much happening now in terms of the defense and in space now which is a huge new opportunity, both commercially, but there are challenges in space from a defense standpoint and security.

In terms of, again, the innovation, we have to look at how we protect our IP. Trade is critical to our economic security in terms of free and reciprocal trade.

So all these things are things that we are looking at here at the Department. What are the most important areas where the United States needs to stay on top of? Cyber, AI, VR, all of these things as well as our agriculture and automotive industries, our manufacturing, our defense industrial base, all of these things are critical and that all has to do with American workers and American competitiveness.

MEMBER McLERNON: I love the way that you sort of -- your way -- when you're speaking about sort of our competitiveness. It's not

about our sort of corporate national 1 2 corporations. Right? Because as this group shows, you can't 3 4 put a flag on a company anymore. And, right, our 5 competitiveness is the competitiveness of our workforce and those that employ them include both 6 7 international companies as well as U.S. 8 multinationals. 9 ASST. SEC. WALSH: Right. 10 MEMBER McLERNON: And as long as that, 11 you know, when we think of our competition 12 overseas, it's not from foreign companies, it's from other economies. 13 14 ASST. SEC. WALSH: That's right. 15 MEMBER McLERNON: Attracting investment 16 and attracting the jobs that we want. 17 And I really like the way that you put 18 that, especially for a group of international 19 companies, like to hear it put that way. 20 ASST. SEC. WALSH: Yes, because those 21 are all, you know, when you're talking to them, 22 as you and I had a chance to talk before, there's

a lot of wonderful, amazing groups and companies 1 2 that want to continue. They want to invest in America, they're really interested in it, in our 3 4 infrastructure, in different areas, in agriculture, all these things. 5 And those are great companies, we want 6 7 their investment. And we want their greenfield, 8 brownfield, their innovation that comes in, 9 that's all very important to keeping America 10 vibrant, strong, and economically secure. 11 CHAIR GARVEY: Other comments or 12 questions for --13 MEMBER SPANOS: I have a comment. 14 CHAIR GARVEY: Sure. 15 MEMBER SPANOS: My team's looking 16 forward to SelectUSA this year. There will be four of us attending, and we always enjoy 17 18 attending that. We get real prospects and real 19 successes from that event every year. 20 It's a must-do event for the State of 21 Michigan as well as for our county. 22 ASST. SEC. WALSH: How many of you

were at SelectUSA, have participated? 1 2 (A show of hands.) 3 ASST. SEC. WALSH: That's great, that's fabulous. 4 5 Are there things that you -- we've got a great agenda that we're doing this year, very 6 7 exciting that Anne and her team and all of us 8 have worked on. 9 Are there things specifically that you think on the academic day that we have or any of 10 11 the keynote plenary sessions that you think would be of value to you and the people that you're 12 13 working with? 14 CHAIR GARVEY: I love the panels. Ι 15 love that sort of exchange, that -- well, not --16 this is not sucking up, but the Secretary with 17 the people from, you know, from the other 18 companies, that kind of exchange of ideas and thought. 19 20 ASST. SEC. WALSH: Okay. 21 CHAIR GARVEY: I thought those were, even more than sort of straight on presentations 22

1	
2	ASST. SEC. WALSH: Right.
3	CHAIR GARVEY: that kind of
4	ASST. SEC. WALSH: Interaction?
5	CHAIR GARVEY: give and take and
6	interaction.
7	ASST. SEC. WALSH: Okay.
8	CHAIR GARVEY: I don't know, did
9	ASST. SEC. WALSH: There were some
10	great ones, I thought.
11	MEMBER CLARKE: I agree, I loved the
12	panels.
13	ASST. SEC. WALSH: Okay.
14	MEMBER CLARKE: And the other, I
15	guess, comment from my perspective, we're seeing
16	more and more of the FDI that comes into our
17	region being led by kind of small, mid-size,
18	really innovative companies.
19	And I think that there is a dearth of
20	kind of access and resources for companies like
21	that.
22	So here, I think I really enjoy

hearing from the big multinationals as to how they make these kinds of connections and decisions.

But as we look at how the composition of our FDI is changing, both in terms of market as well as firm size, I think start catering -- having SelectUSA cater a little more to those small companies who are looking for connections with local economic development organizations, with local companies, maybe research partnerships, all sorts -- all the different ways that FDI enters the economy as opposed to the large-scale green or brownfield investment, which has traditionally been the primary channel. But those deals are fewer and fewer.

ASST. SEC. WALSH: That's great. I think that we really do try to have a mix of both. I mean, I know that they're looking for the big ones, but we usually do get medium and small, a lot of those.

Maybe we could have some focus on that a little bit in one of our sessions that we would

1 look to do that so that they would, you know, 2 it's not just the Blackstones and the whatever, but something that was --3 4 MEMBER CLARKE: Maybe something around 5 an emerging industry -- emerging industry clusters. 6 7 ASST. SEC. WALSH: Yes. 8 MEMBER CLARKE: And have it industry focused but then with small or mid-sized 9 10 companies. 11 ASST. SEC. WALSH: Okay, that's a 12 great idea. 13 MEMBER McGUIRE: For EDOs, having the 14 successful communities to teach, you know, 15 emerging communities how to market their 16 community for investors. So it's kind of, you 17 know, the testimonial and the case studies. For 18 foreign investors, teach them how to use the 19 tools and the resources in this country. 20 A lot of them go through brokers. 21 Information's very inconsistent, so have 22 consistent information, one on one. When you

come to this country, here are the resources available to you.

And teach them about how to do
business with U.S. government reflecting our
recommendations. Because many of them, they may
do business with corporations, but U.S.
government, state, local, they are the biggest
procurement buyer in this country.

And also teach them how to mentor small business foreign partnership. Because our government, we do have, you know, goals to spend dollars with small businesses.

Most foreign companies don't understand why we're doing this? How do we do this?

So encourage them and teach them to bring on small business partners, domestic, U.S. small business partners and do business together.

So the U.S. small business have the know how, local know how and then the foreign investor has the scalability, financial strength. So teach them how to partner to do business with

1	federal and SLT. So I think that would be
2	valuable training for foreign investors.
3	ASST. SEC. WALSH: Nancy, how would
4	you comment? Because you deal with all the big
5	ones.
6	MEMBER McLERNON: Right.
7	ASST. SEC. WALSH: For the most part.
8	MEMBER McLERNON: Right.
9	Well, so from our company's
10	perspective, I would say sort of the term that we
11	use a lot in our organization is aftercare.
12	So once they're here, you know, what
13	are ways that they can ensure that they can
14	succeed
15	ASST. SEC. WALSH: Right.
16	MEMBER McLERNON: once they're
17	here.
18	ASST. SEC. WALSH: Right.
19	MEMBER McLERNON: Which, I think,
20	sometimes, again, whether it's participate you
20	
21	know, how can the government help their exports?

MEMBER McLERNON: How -- once they're already here, right?

And so a lot of -- about 60 percent of all of the foreign direct investment comes from your existing customers here.

ASST. SEC. WALSH: Right.

MEMBER McLERNON: Right? And so, talking to that group of companies that are already here and, you know, kind of addressing how they've dealt with some of the challenges and opportunities that they have taken to grow their business here.

Also a lot is not -- a lot of FDI is not just in the greenfield or brownfield, it's in the M&A space. So what do people need to know about M&A?

You know, and principally, to sort of disabuse people of the fact that M&A is bad.

It's actually an investment in a company, and it's dumping the resources, and that cross-border M&A often ends in much less sort of employment rationalization because they need that structure

That's why they're doing the acquisition 1 here. 2 which drives a lot of job growth. I would also say, the other thing I 3 4 was going to mention is to, which I'm sure it's on your agenda, but to tout the tax plan. 5 ASST. SEC. WALSH: 6 Yes. Right? And, you 7 MEMBER McLERNON: 8 know, what do foreign companies need to know? 9 There are some unique things --ASST. SEC. WALSH: 10 Yes. 11 MEMBER McLERNON: -- for international 12 companies in the tax space, and getting someone 13 to very, at a high level, because we don't want 14 to get too detailed in some of the tax things, but it's been talked a lot overseas. 15 16 And I know that a lot of our companies 17 -- parent firms are trying to figure it out and 18 are being asked about it. So I think some sort 19 of session on that, not just touting it but maybe 20 getting into a little of the details. 21 MEMBER IYER: I have a comment here. 22 I don't have an answer, though.

When you -- facility let's say is at a very national level, how do we deploy it at the state level? Can we come up with something?

Because it has to be sort of deployed, how do we take it forward to the state?

And, as Nancy said, we, as such small companies and different states, beyond the state of Texas, we promote a lot of economic development and investment opportunities in Houston. So we have Houston based -- where we participate as companies and we talk about all these things as a panel discussion to see, you know, in what we have done, how successful it has been and how we have taken the resources to grow in Houston.

So how do you deploy facility as a national agenda to the state and cities?

ASST. SEC. WALSH: That's very interesting. One -- we can talk about that, I think, with our own networks and see how we could be more helpful in taking what was done at the national level and that same sort of model.

And then developing it in some of --1 2 at least some of the regions, maybe not in every state. Again, we can't pick states. 3 4 MEMBER IYER: Yes. ASST. SEC. WALSH: But that could be 5 something that we might want to look at. 6 7 that's a very interesting idea. 8 MEMBER IYER: Thank you. 9 MS. CLARKE: And I think there have been a few sort of spin out events that have been 10 11 very successful. 12 ASST. SEC. WALSH: Oh, there's spin 13 outs? 14 Yes, yes. So like MEMBER CLARKE: 15 SelectLA every year. And some regions have taken 16 the SelectUSA, the investment form model, and 17 then done a spin out event, you know, catching 18 foreign delegations as they're on their way there 19 or back. And that's been pretty successful --20 MS. MCKINNEY: And that's something 21 that we're doing again this year, is taking 22 advantage. You know, last year, we had more than 1,200 representatives of international firms in the Washington area for the Summit.

So we want to drive them out across the country to visit communities, learn what's going on firsthand, and see what the opportunities are.

And so we did it -- we encouraged spin offs in sort of an ad hoc way. We issued a call for proposals and many state and local, regional economic development organizations have responded.

We now have them on our website of a process of getting that information to investors when they're registering for the Summit and buying their tickets, to make plans to go out and participate in these spin offs either before or after.

So we're now up to about 20 spin offs that are already advertised on our website. So we're hoping that companies will be able to take advantage of those opportunities.

Last year, we also had a special track

at the investment academy focused on U.S. government resources for investors so that they could learn about the many resources that were, you know, that are available.

We also had more than 30 U.S. government agencies and programs represented in our USG pavilion, in addition to accessing all of the state and local resources, the EDOs that are exhibiting as well.

So and in terms of helping communities market, we actually had a session last year that was focused on helping them refine their pitch and was interactive where they could sort of pitch their community to investors and get some tips there.

So we welcome your suggestions. We're always looking for ways that we can both improve the tools and resources we're providing to the economic development community and to investors at the academy as well as during the high level thought leadership discussions that are taking place during the plenary sessions and breakouts

1	at the Summit.
2	ASST. SEC. WALSH: That's great.
3	MS. MCKINNEY: So, again, thank you so
4	much for the ideas that you've shared here, and
5	we look forward to, you know, continuing to work
6	with you on an ongoing basis to improve what
7	we've already got. So, thanks, again.
8	ASST. SEC. WALSH: Thanks, Anne.
9	CHAIR GARVEY: Any other comments or
10	we could officially, I suppose, adjourn the
11	meeting.
12	ASST. SEC. WALSH: Yes, we could
13	adjourn the meeting and then
14	CHAIR GARVEY: We could adjourn the
15	meeting
16	ASST. SEC. WALSH: wait
17	CHAIR GARVEY: wait and see
18	ASST. SEC. WALSH: for the final
19	remarks.
20	CHAIR GARVEY: Yes, why don't we do
21	that?
22	ASST. SEC. WALSH: That would be

1	great.
2	CHAIR GARVEY: Is that all right,
3	Anthony? I'm looking to Anthony.
4	MR. DIAZ: I think that I got a
5	text that he should be coming in two minutes.
6	CHAIR GARVEY: Oh, all right.
7	ASST. SEC. WALSH: Two minutes?
8	(Laughter.)
9	(Whereupon, the above-entitled matter
10	went off the record at 12:43 p.m. and resumed at
11	12:47 p.m.)
12	CHAIR GARVEY: Mr. Secretary, thank
13	you so much for joining us. We've had a lively
14	and a good discussion, and we hope we've produced
15	some good recommendations for you.
16	But I do want to start by saying,
17	first of all, what a pleasure and honor it has
18	been for all of to work on this
19	SECRETARY ROSS: Good.
20	CHAIR GARVEY: with and for you.
21	And also to compliment your staff. It
22	has been a superb

1	SECRETARY ROSS: Super.
2	CHAIR GARVEY: and extraordinary.
3	So we've enjoyed the privilege that you've given
4	us. And thank you very much for joining us
5	today.
6	SECRETARY ROSS: Well, I'm happy to.
7	I just had the pleasure of testifying for two
8	hours before the Appropriations Committee.
9	CHAIR GARVEY: Oh dear, we feel your
10	pain.
11	SECRETARY ROSS: I'd much rather be
12	here.
13	(Laughter.)
14	CHAIR GARVEY: I understand, yes.
15	Well, it's great to have you.
16	SECRETARY ROSS: Well, thank you,
17	Jane. And, good afternoon, everyone.
18	Erin, thank you for today's meeting.
19	It's a pleasure to see all of you once again, and
20	welcome to the Department of Commerce.
21	Thank you for coming here to vote on
22	Council recommendations. Each of you have worked

diligently today, at least I'm assured by Jackie. 1 2 CHAIR GARVEY: Yes, absolutely. 3 (Laughter.) 4 SECRETARY ROSS: And over the past months to develop these recommendations from the 5 priorities we discussed at the last meeting. 6 7 The issues you're considering, workforce development and reducing the regulatory 8 9 burden on investment, are critical to our success 10 as a nation. 11 Additionally, your recommendations 12 regarding our web presence are important to the work we do with our clients on a regular basis. 13 14 I look forward to reviewing your recommendations 15 that you approved today. 16 Our Department is committed to 17 ensuring that the U.S. retains its position as 18 the leading destination for foreign direct 19 There has never been a better time investment. 20 to invest in the U.S. 21 But we still are doing everything we 22 can to make it better. An important part of that

effort is the 2018 SelectUSA Investment Summit taking place June 20 to 22 at the Gaylord National Convention Center here in the Washington, D.C. area.

We're getting more and more excited about our plans for this year's event. We've got a very good roster of speakers lined up for the plenary sessions, including some notable foreign dignitaries.

For the first time, I think, in the history of the event, we're having royalty here.

The young king of Spain had the misfortune to be my dinner partner at Davos so --

(Laughter.)

SECRETARY ROSS: -- we recruited him to come.

The theme of SelectUSA is invest here, grow here, succeed here. The investment summit, as you know, is the world's largest gathering of U.S. economic development representatives from just about every state and territory and with foreign investors from more than 60 countries,

including all of the big ones.

Last year, we had 3,000 delegates. We think we'll have quite a few more. And we think we'll have more than 2,000 foreign direct investment matchmaking meetings.

Past participants have advanced more than \$71 billion in greenfield foreign direct investment in the U.S. since 2013. And we're looking to build that number quite a bit.

At your Council's request, last year's summit included sessions on investing in U.S. infrastructure. We'll continue that tradition this year because the summit is a great opportunity to educate state and local governments on the benefits of private/public partnerships.

This also plays into the President's infrastructure initiative which aims to leverage \$200 billion in federal dollars to stimulate a trillion and a half in actual investment.

For the first time at SelectUSA, we will also discuss opportunities for foreign

direct investment in the very fast growing and innovative U.S. commercial space industry.

I don't know how many of you watched that launch of the Tesla car into outer space, but I was down there. It was really quite amazing. It made you really proud to be an American again.

Commerce, in coordination with the National Space Council chaired by Vice President Pence, is working to create a one-stop-shop for commercial space development which will ensure that the U.S. is the flag of choice for space companies the world over.

So if you haven't already signed up for SelectUSA, please make sure that you do.

To conclude, I look forward to reviewing your recommendations and to our continued engagement as we recharter the Council.

Thank you, again, for your civic involvement, your valuable time and energy in support of the Department, and the work you do on the behalf of all Americans.

1	American families benefit from every
2	investment made in their communities. Together,
3	we will continue to help the United States
4	succeed and prosper.
5	We truly appreciate your advice and
6	your counsel. Thank you.
7	CHAIR GARVEY: Thank you, Mr.
8	Secretary.
9	(Applause.)
10	CHAIR GARVEY: We've all had a great
11	discussion about SelectUSA and how excited we
12	are. So it's really
13	SECRETARY ROSS: Everybody coming?
14	CHAIR GARVEY: Oh, yes, we're already
15	registered and approved. And so we all raised
16	our hands, yes.
17	SECRETARY ROSS: Well, that's
18	encouraging.
19	CHAIR GARVEY: Thanks so much, we
20	really appreciate you stopping by. It's
21	SECRETARY ROSS: Well, thank you,
22	Jane.

1	CHAIR GARVEY: And we would rather
2	have had you here, too.
3	(Laughter.)
4	SECRETARY ROSS: Good. Well, good to
5	see you, and I hope the weather clears up by the
6	time you get home.
7	CHAIR GARVEY: I know, I know.
8	SECRETARY ROSS: Pretty ugly when I
9	came in.
10	CHAIR GARVEY: Pretty ugly, very.
11	First day of spring.
12	SECRETARY ROSS: Good to see you.
13	Thank you, thank you.
14	CHAIR GARVEY: Bye-bye.
15	All right, so with that, I'm not going
16	we're not standing for a prayer, we're just
17	(Laughter.)
18	CHAIR GARVEY: adjourning the
19	meeting. Thank you all very much.
20	(Applause.)
21	(Whereupon, the above-entitled matter
22	went off the record at 12:54 p.m.)

l
<u>A</u>
A&M 56:2
a.m 1:19 4:2
ability 18:10
able 14:22 24:14 48:19
66:2 70:20 84:20
above-entitled 87:9
94:21
absolutely 10:14 28:20
43:18,21 67:19 89:2
academia 47:12 48:14
49:1,6,12
academic 74:10
academy 85:1,20
accelerate 41:14
accept 37:21 60:6
Accepted 38:5
access 32:1 36:11,13
58:3 75:20
accessible 30:6 54:21
54:22
accessing 85:7
account 20:16
accounts 32:15
accrediting 49:6
achieve 34:18
acquisition 81:1
Act 17:20 18:1
action 17:1 19:6,15
22:16 26:21
activities 5:3 actual 91:20
ad 84:8
add 20:11 26:4 27:14
45:20 54:4
addition 7:10 85:7
additional 15:21 49:8
Additionally 89:11
address 26:19
addressing 19:10 80:9
adjourn 3:20 86:10,13
86:14
adjourning 94:18
Administration 8:3 9:8
16:6 19:9 20:8 32:22
38:17 39:17 63:19
administration's 4:12
9:5 15:18
adopt 14:7,10,14 28:15
adopted 60:14
adult 39:12 43:10
advanced 39:11 40:14
43:14 44:17 45:10
52:9 91:6
advancement 67:7
advantage 25:20 83:22
84:21
advertised 84:19
1

advice 93:5 advising 7:11 advisory 1:3 7:2 20:15 21:1,8 50:1,3,8,11 advocate 17:9 Affairs 2:10 aftercare 79:11 afternoon 88:17 **Ag** 11:12,13 age 42:17 56:13 agencies 24:20 30:8 85:6 agenda 9:5,17 15:18 20:19 65:14 74:6 81:5 82:17 **ages** 43:3 ago 51:4 agree 38:19 55:7 75:11 agriculture 71:15 73:5 ahead 56:19 **AI** 66:18 71:14 aims 91:18 align 31:7 aligned 41:4 allow 21:19 35:11,18 allowing 35:9 **allows** 34:21 35:3 amazing 73:1 92:6 amend 25:1 America 2:5,7 8:10 9:6 73:3.9 **America's** 70:18 American 13:15 39:3 40:2 64:1 71:18,19 92:7 93:1 Americans 66:20 67:1 92:22 amount 4:17 43:10 amplify 26:4,8 39:1 analysis 29:16 Angeles 35:8 Anne 2:14 12:6 74:7 86:8 Anne's 25:18 announced 55:19 anonymously 35:9 answer 45:1 81:22 **Anthony** 2:13 12:8 68:16 87:3,3 anticipate 22:15 anticipated 17:1 anymore 72:4 appears 25:5 applause 69:18,19 93:9 94:20 apply 16:12 56:15 applying 18:12 appointee 25:19

appointees 26:2 appreciate 10:6 28:19 93:5,20 appreciation 7:16 appreciative 24:4 apprentice 65:22 apprentices 51:20 apprenticeship 41:1 49:18 50:1,15 51:6 52:11 53:1,8 62:2,7 67:9 apprenticeships 39:16 59:12 approaches 5:11 appropriate 31:2 **Appropriations** 88:8 approved 89:15 93:15 aptitudes 41:2 area 32:10 43:8 44:15 51:16 65:7 84:2 90:4 areas 5:2 31:18 32:8 34:15 40:18 44:11,11 71:13 73:4 Arizona 51:9 **array** 8:17 arrived 4:10 Asian-American-own... 12:12 **asked** 81:18 asking 49:1,2 69:8 assess 30:16 assistance 40:6 **Assistant** 2:3 3:3,11 6:5 associated 30:9 association 11:1.1 45:12 associations 57:7 **ASST** 6:9,21 10:14 11:18 26:17 27:3 37:2 37:10,13 43:17,19,22 44:3,9 45:19 47:12,16 47:20 53:17,21 63:3 66:9 67:14 70:6 72:9 72:14,20 73:22 74:3 74:20 75:2,4,7,9,13 76:16 77:7,11 79:3,7 79:15,18,22 80:6 81:6 81:10 82:18 83:5,12 86:2,8,12,16,18,22 87:7 assured 89:1 attending 73:17,18 attention 5:5 attract 4:14 attracting 21:12 72:15 72:16 attraction 24:18 attractive 33:22 63:18

attractiveness 15:19 attrition 25:4 audience 27:18 automated 35:18 automotive 71:16 available 5:19 30:6,18 42:13 78:2 85:4 Avenue 1:18 ayes 28:11 38:4 60:12 В back 10:1 29:8 46:6 52:17.18 59:6 61:1 62:3 68:17 83:19 backgrounds 25:10 bad 80:18 **band-aids** 34:19 **banks** 58:3

base 13:17 17:7 71:17 based 11:10 32:3 34:22 36:8 82:10 basis 19:4 86:6 89:13 Beariault 2:5 13:4,4 28:9 29:2 37:16 38:2 50:22 51:2 52:1,7 60:10 **becoming** 53:18 54:8 62:21 **beginning** 5:6 52:15 **behalf** 92:22 behooves 46:7 **believe** 10:3 15:16 17:3 29:18 32:17 33:2 51:2 believes 21:4 beneficial 50:19 benefit 17:21 93:1 benefits 91:15 best 8:12 29:22 30:17 31:16 67:6 better 8:9 24:11 29:10 29:21 32:11 59:10 89:19,22 beyond 82:7 bid 32:21 big 47:13 58:3 76:1,19 79:4 91:1 biggest 78:7 billion 91:7,19 **billions** 32:15 bit 5:22 22:10 29:20 76:22 91:9 Blackstones 77:2 **blockchain** 35:1,2,10 35:12,21 36:9 blown 6:6 **blue** 54:7 56:13 **board** 9:11

body 49:7

born 40:8.9 branding 59:10 breakouts 85:22 **bring** 78:17 bringing 48:5 Britain 24:10 **broad** 13:1 23:5 **brokers** 77:20 brought 5:4 **brownfield** 73:8 76:13 80:14 **budgets** 24:19 58:19 59:2,6 **build** 51:16 91:9 building 26:2 **burden** 8:21 89:9 bureaus 69:4 **business** 8:12,13 9:15 21:6 30:17 48:14 57:7 58:11 64:1 78:4,6,10 78:17,18,18,19,22 80:12 **businesses** 8:16 9:11 12:16 63:18 78:12 **buver** 78:8 **buying** 84:15 **Bye-bye** 94:14

C

calculus 47:5 California 46:2,13 47:1 call 84:8 calls 4:19 35:12 **Canada** 24:10 Canadian 52:20 capital 58:2 car 92:4 career 39:5,12 57:17 careers 39:11 41:13 45:15 54:20 55:5 Carnegie 66:16 Carolina 42:18 43:11 48:10.22 Carolina's 42:8 case 39:21 47:1 77:17 case-by-case 19:3 cases 51:15 catalogue 32:19 catalyze 46:21 catching 83:17 **cater** 76:7 catering 76:6 Catherine 14:21 68:21 center 2:6 9:4 12:22 90:3 Centers 40:2 **CEO** 51:5

certainly 6:12 25:20 36:21 62:12 64:17 certification 48:6 **CFIUS** 18:16,21 19:6,9 22:11 23:9 **CGI** 52:19 **chain** 69:2 chaired 92:9 **Chairman** 13:14 42:2 challenge 61:13 **challenges** 34:10 62:9 71:5 80:10 Chamber 57:7 **chance** 10:12,15 15:1,2 70:7 72:22 **change** 45:13 59:21 **changes** 23:11 39:12 **changing** 39:14 76:5 channel 76:14 channels 38:22 41:18 charged 4:12 CHARLTON 2:10 **choice** 92:12 Chorus 28:11 38:4 60:12 Chuck 11:4 42:1 49:14 cities 34:21 82:17 civic 92:19 clarity 31:21 **Clarke** 2:6 12:19,19 45:20 46:11 47:14.19 47:22 54:3,11 66:8 75:11,14 77:4,8 83:9 83:14 clears 94:5 clients 41:16 89:13 **close** 48:3 **closer** 31:7 65:2 clusters 77:6 code 16:5 coincidence 49:14 collaboratively 53:9 **collar** 52:6 54:7,7 56:13 56:13 62:19 college 2:10 52:13 54:18 57:2,9,12,15,16 58:15 59:11,12 colleges 48:1 51:8 55:16,16 56:10,15 58:13 combination 11:18,20 come 23:21,22 27:19 46:3 48:2 49:21 56:6 78:1 82:3 90:16 comes 13:11 15:7 73:8

75:16 80:4

coming 4:4 9:22 30:10

53:4 70:5 87:5 88:21

93:13 **comment** 27:11 73:13 75:15 79:4 81:21 comments 3:3,11,15,17 10:7 14:2 22:2 26:18 27:10 28:5 33:19 36:15 37:18 54:1 60:4 60:17 61:4 62:4 67:21 69:21 73:11 86:9 Commerce 1:1,17 2:2,4 2:13 3:5,13,18 5:8 7:6 7:21 9:17 12:9 23:13 30:12 36:16 48:11 57:7 63:9,22 68:17 69:1,11,15 88:20 92:8 **commercial** 2:4 3:4,12 8:1,4 92:2,11 commercially 71:5 commitment 20:1,4 **committed** 40:17 89:16 **Committee** 13:22 18:15 18:17,19 22:3 38:21 46:12 88:8 Committees 20:15 21:1 communication 38:22 41:18 communications 7:15 communities 12:4 24:20 34:16 35:4 77:14,15 84:4 85:10 93:2 **community** 2:9 36:10 47:22 51:8 52:13 55:16 56:10 57:1,6 58:12,15 59:12 62:13 77:16 85:14,19 companies 8:6,19 11:2 11:11 16:13,16 18:13 20:16,17,22 23:17 27:19 29:18 39:20 40:4,5,18 45:16 47:10 48:4,20 49:9,15,17,20 50:3,7,13,16 52:10 53:3,7 55:15 64:8 72:7,12,19 73:1,6 74:18 75:18,20 76:8 76:10 77:10 78:13 80:8 81:8,12,16 82:7 82:11 84:20 92:13 company 12:16 13:6 29:13 52:2,20 56:9 72:4 80:19 company's 79:9 **compete** 24:14 35:11 36:11 70:21 competing 70:16 **competition** 64:7 72:11

41:6 46:22 47:6 66:3 competitiveness 23:7 64:2 71:19,22 72:5,5 **complete** 7:8 17:9 35:11 40:22 compliment 87:21 comply 16:16 18:4 composition 76:4 comprised 11:2 computer 66:18 computers 35:14 concerning 31:1 concerns 19:10 23:5,16 conclude 92:16 condition 58:6 **conduct** 29:19 Conference 1:16 **confidence** 35:20 36:5 congested 34:14 Congress 63:13 Congressman 23:4 connections 76:2,8 consider 31:16 32:18 40:20 considerable 30:4 33:6 43:10 consideration 23:19 considered 21:6 considering 89:7 consistent 77:22 consolidate 30:3 consolidation 32:11 Constitution 1:18 construction 5:13 contains 17:6 content 31:19.20 32:1 CONTENTS 3:1 **continue** 9:19 27:17 59:16 67:7 73:2 91:12 93:3 **continued** 18:7 28:2 92:18 continues 21:18 continuing 86:5 **convened** 4:9 46:12 Convention 90:3 conversation 36:22 55:2 67:18 conversations 4:21 5:6 23:12 cool 45:14 coordinated 48:12 coordination 92:8 core 8:2 Cornyn 23:4 corporate 9:1,12 72:1 Corporation 12:21 corporations 59:4 72:2

competitive 7:8 17:3

CEOs 49:20

development 2:7,9,11 78:6 74:10 94:11 doing 24:16 37:5,6 council 1:3,15 2:7,11 deal 4:21 25:17 28:16 5:12 11:5,22 12:20 46:17 48:6 52:20 7:3,12 9:19 11:6 12:1 63:5 79:4 13:9 16:17 18:8 24:17 57:22 74:6 78:14 81:1 24:19 25:10 33:6 15:12,17 17:8 18:8 deals 64:10 76:15 83:21 89:21 19:8,19 20:7 21:4,10 dealt 80:10 38:13 39:2 40:6 41:5 dollars 32:15 41:10 21:14 48:12 50:2,3,6 dear 88:9 42:5 45:7 46:9 47:7 78:12 91:19 53:4 57:22 88:22 92:9 **dearth** 75:19 48:12 50:1,14 55:2,9 domestic 78:17 92:18 **debt** 16:22 57:3,13 57:21 58:12 62:1,8 download 70:8 Council's 7:4 23:1 decades 19:21 66:1 70:20 76:9 82:9 draft 14:8 91:10 decide 14:14 84:10 85:19 89:8 drive 48:19 49:11 56:22 **decides** 29:13 councils 50:8,11 90:20 92:11 57:14,19 84:3 decisions 29:21 76:3 **counsel** 13:5 93:6 **Diaz** 2:13 12:8,8 17:15 driven 41:11,15 46:8,9 counselors 59:15 decreasing 8:21 68:20 87:4 61:19 **count** 25:5 **dedicated** 21:12,18 Diego 2:6 12:20 drivers 8:2 countries 24:11 27:19 drives 81:2 deductibility 17:7 different 32:7 44:7,11 50:6 51:14 69:4 73:4 56:6 90:22 deeply 9:18 37:4 driving 13:1 country 20:3 34:1 54:12 **defense** 71:2,3,6,17 76:11 82:7 dropping 9:13 differently 45:18 55:3 77:19 78:1,8 defense-related 19:2 dumping 80:20 difficult 47:15 **definitely** 65:1 66:22 84:4 Ε county 2:10 13:9 54:17 degree 40:8 54:19 57:4 digital 7:14 48:7 54:14 73:21 **delayed** 16:9,18,19 55:1 **eager** 9:18 couple 12:14 51:4 70:5 delegates 91:2 digitalized 54:8 earlier 48:10 course 8:8 33:9 delegations 83:18 digitization 56:1 ease 18:10 30:20 create 8:8,18 12:3 deliberate 9:20 easier 6:13 9:14 29:20 digitizing 37:6 64:14.16 92:10 **delighted** 6:2,14,19 dignitaries 90:9 easily 29:10 30:6,18 created 9:10 16:8 48:11 37:3 diligence 29:19 easy 36:12 51:18 diligently 89:1 creates 18:4 54:19 67:6 demand 40:13 46:8 **economic** 2:6,9,11 11:5 creating 64:21 55:4 57:4 61:21 **dinner** 90:13 11:22 12:2,20 13:9 creation 34:13 demands 47:9 48:20 direct 4:15 7:9,18 15:10 15:18 18:7 24:16,19 **crimped** 24:19 51:14 17:4 19:20 21:13 23:7 25:9 33:5 58:11 64:4 critical 31:12 62:17,21 demonstrations 70:4 24:17 64:11.13 80:4 70:1,5,14 71:9 76:9 64:12 71:9,18 89:9 demonstrative 19:15 89:18 91:4,7 92:1 82:8 84:10 85:19 directed 70:10 critically 67:10 **Department** 1:1,17 2:2 90:20 cross-border 80:20 2:4,13 3:5,13,18 7:6 direction 20:19 economically 73:10 cumbersome 18:3 7:11,21 9:17 12:9 directly 7:20 20:18 economies 72:13 **current** 30:22 34:20 16:1,3,7 17:9 18:18 **Director** 2:3 3:4,11 13:8 economy 8:15 54:18 disabuse 80:18 currently 18:2 20:20 20:7 21:3,14 23:13,14 57:21 62:22 70:17,19 disconnect 45:2 23:15 30:3 32:7,17 33:5,11 71:1 76:12 curricula 49:11 40:1 49:22 63:9 69:1 discriminatory 16:8 **EDC** 12:22 discuss 4:11 5:2,22 curriculum 48:19 69:11 71:12 88:20 edge 61:12 67:6 70:21 89:16 92:21 customer 31:13 14:4 15:6 91:22 edited 35:15,17 customer-centric 65:13 discussed 8:10 22:7 Department's 30:8 edits 14:11,12 68:19 customers 80:5 38:22 41:18 55:8 61:20 89:6 **EDO** 25:10 departments 66:20 discussion 3:15 5:15 **EDOs** 31:2,15 77:13 **cut** 9:9.10 6:2 13:21 27:22 36:18 cutting 59:6 61:12 67:6 67:4,5 69:5 85:8 70:21 deploy 82:2,16 60:20 61:3 82:12 educate 57:8 91:14 **Cyber** 71:14 deployed 21:16 82:4 87:14 93:11 educating 48:2 cybersecurity 51:13 deposit 35:13 discussions 14:13,17 education 57:19 65:9 28:18 51:8 85:21 deserves 69:17 educational 46:19 D designed 32:5 disincentive 18:5 effective 31:11 33:11 **D.C** 1:18 90:4 destination 9:6 89:18 disproportionately effectively 29:19 **Dallas** 35:8 detailed 81:14 34:11 effort 10:6 23:20 50:12 data 30:15 35:13 **details** 81:20 distributed 35:14 90:1 database 36:12 develop 7:5 12:3 34:20 diversified 27:21 efforts 15:20 21:17 diversity 28:2 67:4 **date** 49:9 89:5 69:16 daughters 52:22 developers 12:2 document 16:18 either 59:1 84:16 **developing** 7:10 39:18 documentation 16:10 **Davos** 8:12 90:13 **emerging** 77:5,5,15 day 4:5 11:12,14 45:11 16:19 employ 32:7 51:20 56:8 83:1

72:6 examples 41:16 49:1 62:11 63:10 64:15 78:20 79:2 80:4 81:8 55:15 70:3 employees 20:18 79:1 91:19 83:18 89:18 90:8,22 feel 15:3 23:6 40:16 Employer 46:12 excellent 33:13 39:11 91:4,7,22 **employers** 46:3,13 61:8 88:9 excessive 42:21 form 83:16 **employing** 51:19 53:15 **exchange** 74:15,18 felt 27:18 formal 19:22 employment 42:20 46:7 **excited** 15:13 90:5 fewer 76:15,15 formally 68:22 field 56:3,3 **format** 31:4 80:21 93:11 exciting 26:13 39:16 enabling 31:2 **fierce** 64:7 forms 32:2 60:19 74:7 figure 23:11 81:17 forth 15:13 **enacted** 17:5 19:5 excluded 16:14 fill 48:3 forward 5:15 6:1 38:8 **encourage** 19:8 78:16 final 59:7 86:18 encouraged 84:7 exclusively 11:2 65:12 73:16 82:5 86:5 encouragement 10:9 execution 21:20 finalized 16:14 68:9 89:14 92:16 encouraging 66:21 executives 21:5 **finally** 5:11 21:9 24:13 foster 33:5,12 41:14 65:20 93:18 exhibiting 85:9 **founded** 13:16 financial 78:21 encryption 13:7 exist 62:9 four 58:7 73:17 find 29:20 40:4 44:19 ends 80:21 **existing** 21:16 80:5 four-year 58:13 energy 92:20 exists 20:21 40:3 42:19 57:4 Fourteenth 1:17 finding 42:9,18 Francisco 35:8 engage 46:4 49:3 expand 12:3 Finkle 2:6 11:21,21 fraud 35:16 engagement 21:7 92:18 free 71:10 expectations 31:9 24:3 26:8,10 28:7 engineering 56:3 **enhance** 12:4 42:13 expensive 9:14 56:20 57:20 fruit 19:17 enhancements 5:8 **experience** 29:15 49:17 firm 76:6 **full** 6:1 46:6 70:12 enjoy 73:17 75:22 69:12 firms 12:13 81:17 84:1 **fully** 40:1 **expert** 30:11 **FIRPTA** 17:21 18:1,9 fund 13:16,16 42:11 enjoyed 88:3 enormously 50:18 **expertise** 50:16 51:16 **first** 4:5 5:6 15:6,22 49:3 **ensure** 7:7 21:17 30:15 25:2 27:8 28:15.18 funded 12:21 13:2 35:15 79:13 92:11 export 8:7 30:2.15 31:5 48:1 funding 21:18 40:1 ensuring 21:15 89:17 exporting 64:9 51:4 53:16 60:15 62:4 42:12 enterprise 8:7 **exports** 20:17 64:10 63:15 67:20 69:10 funds 13:18 **enters** 76:12 79:21 87:17 90:10 91:21 Further 3:11 entertain 28:6 extraordinary 4:17 88:2 94:11 future 25:8 47:4 48:3 entities 42:11 extremely 18:3 firsthand 84:5 G environment 8:18 fiscal 21:21 F gap 42:19 47:16 48:3 64:17,21 67:6 five 38:18 51:21 58:7 equal 34:21 35:11 fabulous 53:4 74:4 flag 72:4 92:12 48:17 36:11 facilitate 49:7 flat 58:20 gathering 90:19 floor 10:1 54:13 equipment 11:10 facility 82:1,16 Gaylord 90:2 equitable 20:5 fact 58:20 80:18 flourish 8:20 general 2:3 3:4,12 13:5 **equity** 16:22 factories 44:18 focus 31:14 42:16,21 32:22 50:11 Erin 2:3 3:3,11 6:10 failed 36:3 44:16,16 48:15 63:10 generation 55:6 10:2 67:12 69:22 fair 20:5 64:10 65:16 67:3 Georgia 41:16 42:6 familiar 16:2 36:20 88:18 76:21 getting 52:22 53:9 59:16,17 81:12,20 erosion 17:7 25:5 families 9:11 55:5 93:1 focused 13:3 19:1,9 fantastic 20:12 53:17 21:16 39:8 63:22 77:9 84:13 90:5 especially 72:18 essential 7:4 far 65:7 85:1,12 girls 53:20 establish 36:10 **focuses** 70:14 farm 11:9 give 15:2 35:10 36:11 established 18:18,19 **farmers** 52:22 focusing 45:8,9 61:17 57:15 70:3 75:5 fascinating 36:20 folks 26:12 27:1,2 48:2 given 17:5 20:16 88:3 **Europe** 13:16,17,18 event 26:13 73:19,20 fast 63:20 92:1 53:16 gives 36:4,10 83:17 90:6,11 faster 29:21 follow 36:18 65:18 global 2:3 3:4,11 5:10 events 83:10 fastest 47:3 foreign 4:14 7:9 8:1 7:22 9:7 12:17 65:5 globally 7:8 everybody 35:10 93:13 FastStart 41:17 42:7 15:10 17:4,20,22 18:4 evidenced 27:1 18:5,10,15,17 19:20 favor 28:10 38:3 60:11 **globe** 64:8 **evolve** 55:3 21:13 23:7,16 24:17 goal 39:6 **FDI** 5:3 13:11 24:8,13 exactly 45:19 47:19 29:11,13,18 31:14 goals 23:2 41:4,9 78:11 30:13 34:10 75:16 64:20 79:22 76:5,12 80:13 32:8 35:6 36:4,12 qotten 10:8 government 31:15 examined 19:19 **FDIs** 34:13 39:20 40:8,9 64:11,13 **example** 9:8 33:10 41:6 federal 19:19 33:1 59:1 72:12 77:18 78:10,13 32:14 50:5 61:13

incentive 41:3 62:11 63:11 64:15 Hi 11:21 46:18 82:19 83:7 include 31:19,22 39:5 78:4,7,11 79:21 85:2 high 54:15 81:13 85:20 interfering 64:19 85:6 high- 40:12 41:16 48:13 72:6 Internal 16:4 governments 91:15 high-demand 39:5 included 91:11 international 2:6,8 8:3 **Governor** 45:5 48:10 high-skilled 40:13 includes 39:22 8:11 10:22 11:2,22 graduate 57:3 high-wage 39:6 including 12:15 21:7 16:12,15 18:13 20:16 grant 41:6 higher 66:6,10,12 39:10,18 59:4 90:8 20:22 49:15,16 50:2,7 grateful 13:19 highest 55:4 50:13,15 53:2,5 57:21 highlighted 8:11 inconsistent 77:21 green 76:13 72:7,18 81:11 84:1 greenfield 73:7 80:14 highlighting 39:19 increase 39:6 internationally 24:14 91:7 hire 47:21 increases 23:8 internet 35:3 group 2:5,8 11:11 12:1 Hispanic 47:2 increasing 15:19 internship 56:1 12:11 13:5 14:12 history 90:11 increasingly 5:9 54:8 interventions 46:19 29:15 46:19 49:20 **hoc** 84:8 **incredible** 24:5 63:4 intricacies 30:7 **introduced** 16:4 22:6 56:13 61:8 72:3,18 holding 40:8 India 56:6 8:08 **home** 94:6 **individuals** 42:20 45:3 23:3 groups 21:8 31:14 honor 87:17 48:13 introduction 6:22 industrial 71:17 introductions 3:6 10:13 65:16 73:1 hope 59:2 87:14 94:5 grow 8:6,13 38:19 59:2 industrialized 24:11 invest 8:6,10,13 18:10 hoping 14:21 84:20 **hot** 38:13 27:19 29:13 36:5 80:11 82:14 90:18 industries 71:16 growing 47:3 51:13 **hours** 88:8 industry 21:1 48:16 46:15 73:2 89:20 House 23:5,14 25:22 49:2,12 52:3 56:5,14 90:17 92:1 growth 9:17 15:18 18:7 69:6 62:13 63:6 77:5,5,8 investing 9:2 91:11 58:1 81:2 **Houston** 11:10 35:8 92:2 investment 1:3 2:9 4:15 quess 26:8 75:15 info 35:16 82:10,10,15 7:2,9,13,19 8:5 9:7 quidance 59:15 huge 71:4 information 29:11 10:22 13:1,11 15:10 **gung** 19:13 hugely 51:13 30:16 31:1,4,8,17,22 15:20 17:4,20,21,22 **hundred** 38:15 34:22 40:14 65:9 18:5,15,17,22 19:11 Н **hundreds** 51:19 77:22 84:13 19:12,20 20:2,4,10,14 half 91:20 Information's 77:21 21:13 23:8 24:17 hands 10:15 74:2 93:16 informed 29:7 29:21 32:13 33:12 hanging 19:17 IAC 69:12 infrastructure 9:2 34:15 58:1 64:11,13 13:15 18:8 35:20 36:5 72:15 73:7 76:13 80:4 **happen** 64:17 idea 54:6 77:12 83:7 happening 44:6 45:21 ideal 20:13 40:2 58:6 73:4 91:12 80:19 82:9 83:16 85:1 71:3 ideas 37:14 74:18 86:4 91:18 89:9,19 90:1,18 91:5 happy 11:13 37:1 88:6 identified 31:19 initiative 91:18 91:8.20 92:1 93:2 investments 15:21 **hard** 8:18 identity 35:5 **initiatives** 9:3 21:20 hat 22:22 23:1 **Illinois** 52:12 30:14 41:12 46:9 investor 18:4 30:20 head 25:5 immediate 17:10 49:10 34:2 35:19 78:21 headquarters 1:16 51:3 **impact** 5:3 16:7 18:22 innovation 37:9 46:1 investors 13:18 18:10 **heads** 4:19 19:20 21:11 23:7 52:4 53:12 55:18 61:10 20:6 29:11 30:16 31:2 70:22 71:7 73:8 health 62:21 31:15 32:8 33:7 35:6 impacted 20:18 hear 37:14 44:7 56:16 implement 7:7 **innovative** 34:1 44:10 36:1,4,12 77:16,18 46:16 75:18 92:2 72:19 **importance** 61:6,9,18 79:2 84:13 85:2,14,19 heard 4:11 6:15 input 15:2 31:12,18 90:22 62:2 institute 70:4 involved 9:18 10:5 hearing 25:2 76:1 **important** 5:9 13:12 heart 58:2 18:19 59:11,20 61:5 **insurance** 52:11,12 28:18 37:4 48:13 61:14,22 62:8,19 64:9 Integration 2:8 12:11 involvement 92:20 heavy 69:13 **IP** 71:8 help 4:13 8:5 10:12 66:14 67:10,12 71:13 **intense** 27:16 intention 64:18 Irene 2:9 13:8 38:7 15:17 29:18 34:18 73:9 89:12,22 impressed 6:18 interaction 34:6 75:4,6 issuance 20:9 38:19 45:13 48:16 61:15 62:14 65:2 **improve** 31:20 32:1 interactive 85:13 issue 49:3 58:5 issued 19:22 20:13 79:21 93:3 85:17 86:6 interagency 20:8 39:1 improvement 9:2 70:12 84:8 helped 7:14 interest 17:7 29:22 issues 24:22 46:4,14 **helpful** 51:10 67:13 improving 31:20 82:21 **in-demand** 41:12 interested 39:18 65:22 60:1 89:7 helping 12:15,16 49:3 73:3 ITA 8:2 65:6 inability 42:11 inbound 17:21 20:4 **interesting** 43:7 46:17 **ITACs** 20:15 21:2,8 85:10,12

50:9 89:3 90:14 94:3.17 76:8.18 85:17 87:3 22:13.15.18.21 28:20 item 65:14 launch 92:4 91:9 37:22 49:13 52:5,8 lyer 2:7 11:8,8 27:11,14 launched 45:5 **Los** 35:8 53:7 68:7,11,15 71:20 55:7,13,22 81:21 83:4 **law** 18:2 lose 58:22 72:10,15 79:6,8,16,19 83:8 **lawyer** 30:11 **lot** 4:19 23:18 26:20 80:1,7 81:7,11 28:17 29:15 34:5 37:5 lead 8:17 34:7 mean 42:18 63:6 69:5 J **leader** 58:16 43:8 46:3 50:7 53:12 76:18 means 9:14 31:14 Jackie 89:1 leaders 8:12 54:21 56:5,7 62:6,17 Jane 1:19 2:5 6:22 10:1 leadership 25:18 69:11 63:14,17 64:22 65:6 70:15.19 13:14 15:9 29:3 67:17 65:11 67:4 69:13 70:9 meant 4:20 85:21 leading 45:8 89:18 **medium** 76:19 69:9 88:17 93:22 73:1 76:20 77:20 learn 57:10 84:4 85:3 **Jeff** 11:21 24:2 27:15 79:11 80:3,13,13 81:2 meet 10:12 36:18 **JEFFREY** 2:6 learned 58:10 81:15,16 82:8 meeting 1:5 3:10 4:18 leave 36:17 Louisiana 41:17 42:7 5:17,19 6:17 7:2 **Jersey** 34:12 led 75:17 love 37:14 69:22 70:2 **job** 34:13 40:2 54:8,11 36:16 62:5 86:11,13 left 17:1 24:20 71:20 74:14,15 86:15 88:18 89:6 57:4,13 59:10 81:2 **jobs** 8:8 12:3 40:13 legislation 19:5 22:6,11 loved 75:11 94:19 meetings 31:6 91:5 44:20 45:15 47:4,10 23:3,6,13,20 low 19:16 66:14 lending 58:4 Mellon 66:16 lowered 9:1 48:3 54:5,7,7,18 62:18,19 64:14 72:16 let's 35:19 82:1 member 3:6 10:21 11:4 M join 40:9 50:13 letter 14:8,15 15:1 26:7 11:8,21 12:10,19 13:4 68:8,9,21,22 69:2 13:8 15:8 17:17 18:16 joining 87:13 88:4 **M&A** 80:15.16.18.21 **June** 90:2 level 24:15 33:3 42:10 **Madam** 61:7 22:9,13,15,18,21 24:3 42:10 44:6,13 45:22 Mahindra 2:7 11:8,9,9 26:8,10 27:11,14 28:7 Κ 50:17 59:1,1 66:6,11 55:20 56:7 28:9 33:20 37:16,22 67:9 81:13 82:2.3.22 maintained 35:13 38:2.9 42:2.4 43:5.9 **Kansas** 56:4 85:20 maintaining 32:18 44:22 45:20 46:11 **keep** 7:17 9:18 19:9 47:14,19,22 48:9 levels 66:5 **major** 58:5 59:3 leverage 91:18 49:13 50:22 51:2 52:1 **keeping** 9:6 73:9 making 4:13 26:18 kept 58:20 leverages 33:11 66:13 52:5,7,8 53:7 54:3,11 key 18:16 30:14 41:2 leveraging 38:21 Mani 2:7 11:8 55:7,13,22 56:19,20 lieu 19:7 manipulated 35:17 56:21 57:20 59:7 60:8 46:20 keynote 74:11 life 57:16 manner 21:17 30:20 60:10 66:8 68:7,11,15 kinds 76:2 **lifting** 69:13 Manufacturers 45:13 69:9,22 71:20 72:10 king 90:12 lined 90:7 manufacturing 39:11 72:15 73:13,15 75:11 knowing 35:5 listen 26:18 39:15 40:14 43:15 75:14 77:4,8,13 79:6 **known** 18:16 20:15 little 5:22 22:10 27:11 44:17 45:10,11 52:9 79:8,16,19 80:1,7 53:12 76:7,22 81:20 81:7,11,21 83:4,8,14 33:22 54:13 71:16 Kudelski 2:5 13:5 29:15 lively 87:13 **MARCH** 1:10 members 3:15 6:16 49:18 local 32:13,19 33:3,7 Mark 2:5 13:4 27:7 29:1 7:12 12:2 13:21 22:3 42:11 50:17 52:13 33:20 24:6 25:3 67:21 L 76:9,10 78:7,20 84:9 market 8:8 33:22 76:5 membership 12:1 L 2:10 85:8 91:14 77:15 85:11 mention 5:17 60:22 localities 30:17 31:1 lab 55:18 56:4 marketing 30:11 81.4 mentioned 14:20 41:9 locally 51:9 markets 2:3 3:4,11 7:22 **Labor** 49:21 48:9 49:14 61:2 66:6 locals 61:16 65:6 **Labor's** 40:1 ladders 54:20 location 7:18 17:4 Marshall 45:5 mentor 78:9 logical 30:19 mastery 41:2 Meridiam 2:5 13:15 laid 9:16 long 65:8 72:10 match 33:7 57:5 message 59:10,16 large 9:12 47:2 long-term 21:19 matchmaking 91:5 messaging 59:9 62:15 large-scale 46:13 47:10 look 34:4,11 36:8 38:8 matter 87:9 94:21 met 1:15 6:16 49:21 76:13 largest 8:15 12:12 59:20 65:1,2,17 71:8 **McGUIRE** 2:8 12:10,10 62:4 76:4 77:1 83:6 86:5 metropolitan 34:11 90:19 33:20 37:1 56:19,21 89:14 92:16 44:11 69:22 77:13 late 67:15 looking 5:12,14 6:1 **McKINNEY** 2:14 12:6,6 **Miami** 53:14 **Latino** 47:2 Michelin 48:22 49:14 Laughter 4:6 6:8,11 36:8 43:10 46:14 83:20 86:3 51:12 59:8 65:11,12 McLERNON 2:8 10:21 51:19 10:20 11:15 55:12 66:12,15 71:12 73:15 10:21 15:8 17:17 22:9 Michigan 2:10 13:10 68:3,6 87:8 88:13

45:4.7 73:21 mid-size 75:17 **mid-sized** 77:9 middlemen 36:1 Midlands 2:10 milestone 36:3 milestone-based 36:2 milestones 35:22 millions 35:14 mind 4:8 32:6 56:22 57:14 mindset 57:18 59:22 Mine 42:4 minutes 67:15 87:5,7 misfortune 90:12 mission 8:5 21:15 mix 66:22 76:17 mixture 45:17 model 42:6 82:22 83:16 models 39:19 41:15 moderators 7:12 modern 39:14 moms 52:16,16 money 58:22 Month 11:17 months 7:5 65:7 70:9 89:5 morning 4:3 11:4 29:4 motion 28:6 37:20 60:6 move 15:4 23:20 43:1 61:1 moved 28:7 37:22 51:3 60:8 moving 38:7 63:20 multinationals 16:15 23:17 72:8 76:1 multiple 21:21 multiply 52:2 must-do 73:20 myriad 30:5

Ν

NAM 45:12 Nancy 2:8 5:4 10:19,21 15:5 22:3 28:16 55:15 79:3 82:6 **narrow** 48:16 narrowed 38:15 **narrowly** 19:1,9 nation 40:11 89:10 nation's 20:1,19 national 11:12 19:3,10 24:14 41:4,11 45:12 64:3,5 70:1,7,14 72:1 82:2,17,22 90:3 92:9 nature 23:6 navigation 31:20 **nearly** 20:16

necessarily 26:6 54:20 58:13.14 need 5:13 30:16 34:14 40:5,19 42:16 46:21 47:5,8,18 48:19 56:22 57:14 59:2 61:16 63:14 64:5 66:11 67:3 67:7 80:15,22 81:8 needle 43:1 needless 58:1 needs 31:8 55:2 59:3 71:14 neighborhoods 53:15 network 5:10 55:16 networks 82:20 neutral 68:4,5,8 never 89:19 new 9:9 15:20 16:4 31:21 32:8 34:12,12 35:7 39:16 49:11 71:4 nice 11:18,19 25:7 Nika 66:7 **Nikia** 2:6 12:19 66:8,9 nodding 4:20 nonprofit 41:8 North 2:5.7 13:15 northern 54:17 Northwest 1:18 notable 90:8 **note** 61:5 notes 68:1 noticed 58:18 **NSC** 70:9.11 **number** 4:19 6:16 18:14 25:9 32:7 33:21 39:7 58:7,10 91:9 numbers 5:13 0

O Oakland 2:10 13:9

objectives 30:14,18 observation 26:9 59:8 observations 36:15 54:2 61:4 63:2 obviously 38:12 49:17 50:6 63:5,12 64:12 occupations 39:6,10 occurring 53:13 October 29:8 offer 14:2 offering 65:15 office 26:1 offices 32:20,21 officially 86:10 offs 84:8,16,18 **OFII's** 22:22 oftentimes 66:12 once 60:18 79:12,16

80:1 88:19 one-stop-shop 40:4 92:10 ones 19:14 55:4,5 75:10 76:19 79:5 91:1 ongoing 86:6 **online** 5:19 open 5:17 19:11,12 20:1,3,9 27:18 32:20 51:3 67:18,20 operate 42:20 operating 8:19 39:20 43:11 operations 21:19 opportunities 21:7 32:9 32:21 33:1,8 34:2 35:5 39:2,5 41:7 42:19 54:19 80:11 82:9 84:6,21 91:22 opportunity 14:1,3 29:3 32:13 33:4,16 34:22 35:11 38:10 39:12 41:20 43:14 63:21 69:10 71:4 91:14 **opposed** 28:12 76:12 opposite 48:5 options 5:22 14:7,16 order 49:7 organization 2:8 10:22 11:6 17:2 23:10 32:12 79:11 organizations 25:11 31:3 41:8 58:12,14 76:9 84:10 organize 29:10 31:16 31:19 33:3 organized 30:19 32:4 oriented 41:12 originally 63:10 outer 92:4 outs 83:13 **Outside** 19:18 overhauled 63:16 overseas 64:10 72:12

Р

81:15

Overview 3:2

P-R-O-C-E-E-D-I-N-G-S 4:1 p.m 87:10,11 94:22 pain 88:10 panel 27:22 82:12 panelists 7:13 panels 74:14 75:12 parent 81:17 parents 59:14,22 Paris 13:17

part 13:12 14:10 26:6 45:12 54:17 62:12,13 65:4 79:7 89:22 participants 91:6 participate 40:10,22 45:11 56:14 79:20 82:11 84:16 participated 74:1 participation 27:16 39.7 particular 50:10,15 53:5 particularly 7:22 24:3 26:15 39:4 40:13 61:16 partner 24:5 49:2 52:12 58:11 78:22 90:13 partnered 51:7 partners 25:12,15 41:4 78:17,18 partnership 78:10 partnerships 39:1 76:11 91:16 **passed** 38:5 **passion** 55:13 passionate 55:9 pavilion 85:7 pay 71:1 payment 35:18 36:1,4 peer 26:1 **Pence** 92:10 pending 17:1 penetrated 35:15 Pennsylvania 34:12 pension 13:18 people 25:15 44:19 54:5 57:1,8,11 64:1 66:12,22 74:12,17 80:15,18 percent 9:13,13 13:10 20:17 34:13 64:8 80:3 perception 39:13,14 45:9.13 permission-based 35:1 personal 29:14 perspective 31:17 75:15 79:10 PhD 66:13 Phoenix 51:4.10 **phone** 4:19 pick 83:3 pillar 70:13 pipeline 46:14,16 pitch 85:12,14 Pittenger 23:4 place 4:17,22 17:1 24:12 26:21 33:13 51:12 85:22 90:2

places 64:13 **plan** 45:5 81:5 planning 21:20 plans 61:19 84:15 90:6 plays 91:17 **please** 56:20 92:15 pleased 63:13 pleasure 6:17 7:1 10:4 87:17 88:7,19 plenary 74:11 85:22 90:8 plenty 14:17 27:3 44:20 **pockets** 53:12 point 14:6 26:7,20 37:8 40:5 46:10 54:4,10 59:21 61:22 62:15 policies 19:19 **policy** 19:11,13 20:2,10 21:3 political 25:18 26:1 populate 31:3 **population** 43:11 47:2 47:3 populations 46:20 54:21 portal 31:3 32:5.18 34:1 34:4.20 36:8.10 position 25:19,21 89:17 **positive** 6:15 68:2 possibility 14:11 possible 33:10 posting 35:9 potential 31:21 powerful 20:2 32:6 **prayer** 94:16 precisely 32:22 preference 40:11,21 premier 7:18 9:6 premise 32:4 premium 54:15 preparing 54:5 presence 5:8 30:4 33:6 33:12 89:12 present 2:1,12 13:22 29:4,10 31:16 33:16 34:22 35:4 38:10 41:20 presentations 74:22 presented 37:21 **President** 8:11 9:16 19:21 63:21 70:10 92:9 President's 91:17 presidents 66:17 presiding 1:19 pretty 53:20 58:20 83:19 94:8,10 prevent 35:16

preventing 58:1 prevents 20:21 primarily 13:18 **primary** 76:14 principally 80:17 **priorities** 4:12 38:16 89:6 prioritized 21:17 priority 40:7 65:5 70:4 private 12:21 13:2 41:7 41:15 64:19 private/public 91:15 privately 41:11 privilege 15:12 88:3 **pro-** 9:16 pro-growth 9:5 **probably** 24:7 52:14 problem 58:3 proceedings 18:20 process 18:21 36:1 65:8,11 68:8 70:12 84:13 procurement 32:14,14 32:20 33:1 78:8 produced 14:12 87:14 productive 60:20 program 39:17 45:7 51:6 52:11 56:2,9 63:15 **program's** 21:15 programing 21:12 programs 19:20 39:2 41:1,5,18 42:6,8,12 42:14 43:13 44:10 45:2.3 48:6 49:18 53:1,8,10 61:17 62:3 62:7,10,14 85:6 progress 9:19 **prohibition** 20:20 50:10 project 35:20,22 36:2,6 53:14 projects 35:9 **promote** 8:4 39:1 82:8 promoting 39:18 property 17:20 18:1,6 18:11 proposals 84:9 prospects 73:18 prosper 93:4 protect 71:8 protocol 35:1 prototyping 46:19 **proud** 92:6 **provide** 21:2 30:22 40:11,21 41:6,10 43:13,13

provided 39:19

provides 8:16

providing 85:18 provisions 17:6 **public** 53:9 publically 69:15 **pulled** 50:9 pulls 44:14 **push** 67:8 **pushed** 63:14 put 15:13 49:6 72:4,17 72:19 putting 22:22 34:19 O

qualified 39:7 question 22:4 44:8 45:1 58:18 68:8,13,14 69:7 questions 14:1,18 22:2 33:19 41:22 54:1 69:21 73:12 QuickJobs 42:8 QuickStart 41:17 42:7 quite 4:7 27:21 51:17 56:16 91:3,9 92:5 quote 55:14 70:2

R raised 58:19 93:15 ramp 52:18 **rapid** 48:6 rate 9:1.13 38:12 rationalization 80:22 reach 50:12 reaching 50:16 read 70:7 ready 46:3,15 47:4 reaffirming 20:1,4 real 17:20,22 18:5,11 19:15 23:19 35:13 52:3 57:10 73:18.18 reality 66:19 realize 13:13 24:7 rebuild 25:14,14 **Recap** 3:10 receive 21:18 recession 24:18 46:5 58:2,21 59:5 recharter 92:18 reciprocal 71:10 recognized 16:7 recognizes 21:10 recommendation 14:4 14:8,9 15:6 28:15 30:2 32:3 39:22 recommendations 3:7 3:8,9 4:13 5:1,21 7:6 7:11 9:20 13:22 15:14 15:15.16 21:2 29:4.7 29:17 33:16,21 34:8

36:17 37:21 38:11,15 38:18 41:20 50:9 60:7 60:14,21 69:3 78:5 87:15 88:22 89:5,11 89:14 92:17 recommended 17:8 23:11 41:3 recommending 34:20 recommends 18:9 19:8 20:7 21:14 38:21 record 26:19 87:10 94:22 recruit 15:21 recruited 90:15 recruiting 24:12 redefining 16:22 redesigning 61:11 reducing 89:8 redundant 8:22 **refine** 85:12 reflect 34:3 reflecting 78:4 reform 17:2,5 19:6 reforming 37:6 reforms 9:4 regard 61:8 regarding 89:12 regards 62:12 region 46:2,20 75:17 regional 12:20 13:1 45:22 61:19 84:9 regionally 46:21 47:8 61:19 regions 83:2,15 registered 41:1 93:15 registering 84:14 regular 89:13 regulation 9:9 regulation's 16:9,19 regulations 5:3 8:22 9:9 16:1,5,9,12,14 17:10 65:1 regulatory 15:14 19:6 19:18 89:8 reinforce 41:1,8 related 17:6 30:13 relates 17:19 42:4,5 relatively 19:16 relevance 31:21 relevant 30:22 remain 19:1 47:6 remarketing 5:12 remarks 86:19 reminder 61:13 repeal 15:22 17:10 representation 21:7 representatives 20:21 84:1 90:20

scenes 69:14 represented 15:3 50:3 27:16 61:6 73:16 74:1 78:17.18.19 82:6 85:6 school 55:21,22 76:7 83:16 90:1,17 Smith 14:21 schools 57:10 66:16 representing 34:2 91:21 92:15 93:11 **Snyder** 45:5 represents 32:12 34:13 **science** 66:18 Senator 23:3 solicitations 32:20 request 27:17 28:1 **scope** 23:9 send 69:2,5,6 solid 5:14 **searchable** 29:9 32:2 **senior** 25:21 solutions 47:8 91.10 require 48:17 54:18 32:19 **solve** 49:2 **sent** 68:15 **SEC** 6:9,21 10:14 11:18 required 49:11 separately 14:5 somebody 25:20 36:3 requirement 16:10,20 September 16:3 26:17 27:3 37:2,10,13 sons 52:21 requirements 18:9 49:5 series 60:21 61:3 43:17,19,22 44:3,9 soon 55:19 requiring 34:5 45:19 47:12,16,20 **serve** 41:15 **sorry** 27:8 research 29:16 76:10 53:17,21 63:3 66:9 served 7:12 sort 44:14 54:4 61:3,11 resources 8:17 21:16 67:14 70:6 72:9,14,20 service 2:4 3:4,12 7:17 62:18 71:21,22 72:1 30:5 31:21 48:18 49:8 73:22 74:3,20 75:2,4 8:1,4 16:4 74:15,22 79:10 80:17 75:20 77:19 78:1 75:7,9,13 76:16 77:7 Services 32:22 80:21 81:18 82:4,22 80:20 82:14 85:2,3,8 77:11 79:3,7,15,18,22 serving 21:1 83:10 84:8 85:13 85:18 80:6 81:6,10 82:18 session 81:19 85:11 sorts 76:11 sound 36:21 responded 84:11 83:5,12 86:2,8,12,16 sessions 74:11 76:22 85:22 90:8 91:11 sounds 36:19 44:20 response 28:13 37:19 86:18,22 87:7 second 17:19 25:17 **set** 35:22 57:10 South 42:7,18 43:11 responsible 12:22 responsive 47:9 28:8,9 30:22 32:3 **sets** 51:14 48:10,21 results 59:17 34:9 37:5 38:1,2 southeast 11:7 seven 11:11 **resumed** 87:10 39:22 51:3 60:9,10 **shake** 10:15 **Southern** 2:11 11:5 retain 4:14 12:3 15:21 70:13 **share** 34:17 48:18 46:2,13 47:1 38:19 40:7 secondarily 42:15 **space** 12:3 15:11,14,16 shared 86:4 retaining 7:9 Secondly 61:9 shift 47:5 57:1.15.18 19:18 22:11 24:8 **retains** 89:17 **seconds** 10:16 59:15 25:11 43:12 52:6 71:4 retooling 43:12 **Secretary** 2:2,3 3:4,11 **Shifting** 61:21 62:16 71:5 80:15 81:12 92:2 return 29:6 3:17 4:11 6:5 17:8 **short** 8:5 30:10 92:4,9,11,12 Revenue 16:4 19:8 21:5 26:16 48:11 **show** 74:2 **Spain** 90:12 review 15:1 18:21 69:2 58:19 60:16 61:7 62:4 Showing 40:7 spanning 21:20 reviewing 19:2 89:14 63:9,22 65:21 67:14 **shows** 72:3 **Spanos** 2:9 13:8,8 38:9 92:17 74:16 87:12,19 88:1,6 **side** 63:11 44:22 73:13,15 revitalizes 45:6 88:11,16 89:4 90:15 **Siemens** 48:22 49:15 **spans** 56:12 rewarding 10:9 57:17 93:8,13,17,21 94:4,8 49:16 51:18 speak 10:4 45:21 speakers 27:22 90:7 **RFP** 65:9 94:12 sign 68:21,21 ripe 32:10 **Secretary's** 1:15 25:22 signals 20:3 speaking 10:17 71:21 **signed** 92:14 **road** 60:2 **section** 15:22 16:5 special 84:22 role 64:16 17:10 24:4 significant 32:12 specific 31:1 room 1:16 10:13 sections 16:21 significantly 23:8 specifically 30:13 74:9 **rooted** 47:8 sector 11:10 12:21 13:2 **similar** 31:14 33:2 spend 78:11 Ross 2:2 3:17 87:19 41:7,15 43:15 45:10 53:13 spending 32:15 simplified 8:22 88:1,6,11,16 89:4 51:13 53:9 64:19 **spent** 63:5 sectors 40:15 42:17,22 simplify 30:3 90:15 93:13,17,21 **spin** 83:10,12,17 84:7 94:4,8,12 **secure** 36:11 73:10 Simultaneous 10:17 84:16,18 roster 90:7 sincere 7:16 9:21 **security** 13:6 19:3,10 sponsors 23:12 round 69:18 34:6 35:16 64:3,4,5 **single** 8:15 40:5 **spot** 63:4 royalty 90:11 70:1,2,5,7,14,15 71:6 site 34:21 **spring** 4:5 94:11 sitting 27:1 running 54:12 67:15 71:9 staff 21:12 25:4,14 27:2 rural 34:15 44:11 52:20 **SEDC** 11:5 36:16,19 87:21 six 15:15 65:7 seeing 46:3 54:14 size 52:2 76:6 stakeholder 31:12 S 75:15 **skill** 51:14 57:10 stakeholders 31:15 standardized 31:4 San 2:6 12:20 35:8 segment 13:12 **skilled** 39:8,8 SelectLA 83:15 skills 41:2 47:17 48:7 standing 94:16 saw 25:7 48:17 54:14 55:1 **standpoint** 64:16 71:6 saying 10:4 45:14 **SelectUSA** 2:14 7:13 **stands** 23:15 47:17 48:4 87:16 12:7 20:12 21:10,11 **SLT** 79:1 **small** 9:12 75:17 76:8 **Stanford** 66:16 says 44:14 21:18 24:4,5,13,21 scalability 78:21 25:1,4,6 26:5,12 76:20 77:9 78:10,12 start 10:18 33:14 46:8

Subcommittee 3:7,8,9 46:14 51:5,18,22 57:8 60:1 63:6 72:21 80:8 63:14 65:11 71:11,11 61:22 76:6 87:16 22:5 28:16 tank 12:16 71:15,17 73:5 74:5,9 Subcommittee's 15:7 **started** 5:16 59:19 targeted 30:13 81:9,14 82:12 targeting 42:22 starting 55:19 15:13 third 65:20 starts 59:13,14,14 subject 55:14 tax 8:22 9:1,12 16:4,5 thought 26:15 34:7 startups 12:15 submitted 69:1 17:1,5,20 18:1 63:15 40:19 61:22 62:16 state 24:19 32:13,19 **subsidiaries** 20:22 21:6 81:5,12,14 63:1 67:17 74:19,21 33:3,7 41:15 42:6,10 subsidies 27:15 taxes 9:10 75:10 85:21 succeed 79:14 90:18 42:10 44:6,13 45:4,7 teach 77:14,18 78:3,9 thoughts 33:20 thousands 51:20 52:14 45:18,22 50:17 51:9 93.4 78:16,22 58:19 59:1 61:16 success 8:17 89:9 teaching 47:17 threats 19:3 62:10 73:20 78:7 82:3 successes 73:19 team 38:14 69:12,15 three 5:2 13:21 14:7,16 82:5,7,17 83:3 84:9 successful 39:19 41:14 74:7 18:14 55:17 85:8 90:21 91:14 46:22 77:14 82:13 team's 73:15 thrilled 56:16 stated 64:4 65:21 83:11,19 tech 12:3 54:18 55:18 tickets 84:15 **statement** 19:13,22 successfully 40:22 55:19 timely 20:9 20:2,10,13 25:1 70:1 41:11 43:1 technical 2:10 59:11 tips 85:15 states 1:1 4:14 7:7,18 **sucking** 74:16 technology 2:8 12:11 title 6:6 12:12 13:7 29:9 31:22 today 5:1,21 7:1 9:22 8:6,14,16,19 9:15 suggesting 25:1 36:7 11:3 13:19 15:20 suggestions 14:2 37:3 34:18 35:3,10,21 36:9 11:12 14:22 29:12,17 16:13 18:12,16,18,22 37:18 85:16 36:19 40:14 41:12 30:6 39:15 59:22 88:5 19:11,21 21:13 24:8 suited 30:17 65:4 70:22 89:1,15 24:16 30:1 32:9 33:13 **summit** 7:15 20:12 84:2 tell 65:10 today's 34:4 43:14 34:10 36:6 38:20 84:14 86:1 90:1,18 ten 57:20 88:18 39:21 40:3.17 41:7 91:11.13 term 79:10 tons 57:3 64:2 66:2 70:16 71:13 Summits 7:14 terms 45:22 54:15 67:8 tool 29:9 32:6 82:7 83:3 93:3 Super 88:1 71:3,7,9 76:5 85:10 tools 30:5 31:8 32:2 **static** 34:5 65:13 **superb** 87:22 terrific 12:18 26:12 77:19 85:18 supplemental 41:10 37:14 top 38:16 57:2,15 65:5 statutory 19:7 stay 40:12 61:11 71:14 42:12 territory 90:21 65:14 66:15 71:14 stay-at-home 52:16 suppliers 47:9 tertiary 67:9 topic 38:14 **supply** 46:9 61:21 **STEAM** 39:10 40:8 66:5 **Tesla** 92:4 total 13:10 **steer** 32:8 support 15:17 18:7 testifying 88:7 touch 5:2 69:4 Steering 46:12 19:10 20:9 21:5,15,17 testimonial 77:17 touches 7:20 **STEM** 39:10 40:7 66:5 23:2 39:3 49:10 61:7 testimony 57:11 tout 81:5 67:3 64:21 92:21 testing 56:3 **touting** 81:19 **Texas** 11:10 56:2 82:8 step 33:5 62:11 supported 17:2 track 84:22 stimulate 91:19 supporting 15:20 text 87:5 tracking 7:8 stop 17:11 **suppose** 86:10 thank 4:4 6:21,22 10:10 tractor 56:3 stopping 93:20 **supposed** 43:19 44:3 15:8,9 21:22 26:16,22 trade 2:6 8:3,4 11:6 **stops** 36:4 57:2 27:5 28:3,19,20,21 12:22 13:1 20:15,19 **survey** 57:22 58:10 21:1,2 71:8,10 straight 74:22 29:1,2,3 33:15,17,17 strategy 13:2 64:4 70:8 Swiss-based 13:6 36:14 37:17 38:9 trades 39:9 streamline 30:4 41:19 43:2 50:20 tradition 91:12 system 9:1 35:19 59:11 streamlined 30:19 32:5 56:21 60:3,15,18 traditionally 62:19 Т 65:15 67:12 69:10,16 streamlining 17:22 76:14 training 53:14,16 79:2 18:9 table 24:12 46:3 47:11 83:8 86:3 87:12 88:4 **Street 1:17** taken 4:17 19:7,16 88:16,18,21 92:19 transactions 19:2 strength 34:3 70:16,18 transcribed 5:18 80:11 82:14 83:15 93:6,7,21 94:13,13,19 thanks 7:16 9:21 10:2 transfer 18:11 71:1 78:21 takes 29:15 strong 17:6 49:17 55:11 talent 38:19,20 40:5,19 28:16 41:21 60:4 69:8 transform 55:5 61:7 73:10 46:14,16 86:7,8 93:19 transparency 35:12 structure 80:22 theme 29:7 90:17 Treasury 16:1,3,7 23:14 talk 5:7 22:5 59:20 treatment 20:5 structured 18:3 **themes** 61:1 62:17 72:22 82:11,19 tremendous 21:11 **student** 57:3,12 they'd 66:21,22 talked 5:4 22:9 31:5 students 40:8,10,12,16 35:7 55:15 61:15 62:6 things 6:15 26:3 29:20 trillion 91:20 42:9,16 44:5 48:7 45:14 57:2 66:16 81:15 truly 93:5 studies 39:21 77:17 talking 22:10 43:20 51:12 55:8 58:9 59:21 **Trump** 8:11 9:16 16:6

try 23:20 65:2 76:17 usability 32:1 wave 35:2 36:9 61:19 62:1,7 65:22 trying 12:2 48:15 52:17 **use** 29:8 31:13,22 43:12 way 14:20 18:2 25:14 70:19 72:6 89:8 56:8 81:17 77:18 79:11 31:11 37:7 46:4 62:3 working 8:18 9:11 TUESDAY 1:9 useful 48:8 60:20 71:20,21 72:17,19 12:14 15:10 53:8 tunnel 53:14 user 30:21 31:10 32:5 83:18 84:8 74:13 92:10 turn 6:4,20 9:22 27:7 user's 31:8,17 ways 46:17 76:11 79:13 workshop 57:8 29:1 60:15 68:17 **USG** 85:7 85:17 workspace 42:21 wealth 12:4 Twenty-five 43:5 **USTR** 21:3 world 2:6 7:18 12:22 usually 47:13 76:19 weather 94:5 92:13 two 10:15 24:22 29:17 30:14 33:21 48:5,22 utilize 45:3 web 5:8 30:4,12 32:5,18 world's 8:15 90:19 52:10 58:7 87:5,7 33:11 34:1,4,20 36:8 worried 25:3 88:7 61:10 89:12 worth 36:22 two-thirds 54:17 web-based 29:9 wrap 46:18 valuable 31:9 79:2 92:20 website 30:18 84:12,19 written 19:22 26:5 two-year 57:12 value 21:11 74:12 **types** 44:5 54:5,13 websites 30:9 week 37:5 49:21 Χ various 30:8 U veterans 56:9 welcome 3:2,3 10:7 Υ **U.S** 1:3,16 2:2,4,13 3:4 **vibrant** 73:10 16:18,20 37:3,15 3:12,17 7:2 8:1,3,7 Vice 14:20 92:9 85:16 88:20 year 13:11 16:6 17:5 9:12 16:14 17:3 20:17 welcomes 20:3 view 32:11 22:16 23:20 26:14,15 20:21 21:5 23:17 viewed 62:18 welcoming 27:18 27:16 32:16 73:16,19 **welders** 53:19 27:15.20 29:14 33:21 Virginia 52:19,21 55:18 74:6 83:15,21,22 38:13 40:1,12 72:7 55:19 went 57:11 70:10 87:10 84:22 85:11 91:2,13 78:4,6,17,19 85:1,5 visit 84:4 94:22 **year's** 16:17 90:6 91:10 vocational 57:9,16 weren't 58:3 89:17,20 90:20 91:8 years 15:11 21:21 24:9 91:11 92:2,12 VocEd 66:6.11 Whipple 2:10 11:4.5 26:14 51:4 57:21 58:7 ugly 94:8,10 voice 18:19 31:12 42:2,4 43:5,9 48:9 63:16 70:5 vote 9:20 14:4,4 27:9 59:7 60:8 69:9 Ying 2:8 12:10 59:8 ultimately 8:7 31:7 white 23:14 25:22 52:6 York 34:12 35:7 uncertainty 16:8 23:9 88:21 underemployed 45:9 voting 5:20 54:7 56:13 62:19 69:6 young 90:12 53:16 61:18 VR 71:14 wide 8:16 youth 39:12,13 underemployment Wilbur 2:2 3:17 W Z 42:17 **willing** 49:10 underrepresented wage 66:13,14 **winning** 64:10 Zurich 52:10 34:16 35:4 wages 54:15 66:6,10 wish 11:13 0 underscore 26:11 wait 86:16,17 women 12:15,16 underserved 24:8 waiting 44:1 **Women's** 11:16 understand 25:15 walk 25:21 wonderful 44:9 56:16 1 Walsh 2:3 3:3,11 6:9,21 36:19 78:14 88:14 73:1 **1,200** 84:1 understood 25:11 10:14 11:18 26:17 words 55:11 **10** 3:6 34:13 unemployment 38:12 27:3 37:2,10,13 43:17 work 4:17 7:4,17,20,21 10,000 57:12 7:22 12:5 15:7 20:8 unfamiliar 30:7 43:19,22 44:3,9 45:19 **11:30** 1:19 unique 63:21 81:9 47:12,16,20 53:17,21 25:15 28:17 40:12 **11:32** 4:2 **United** 1:1 4:13 7:7,17 43:8,10,14 44:20 63:3 66:9 67:14 70:6 **12:30** 67:16 46:18 52:20 63:12,17 8:6,13,16,19 9:15 72:9,14,20 73:22 74:3 **12:35** 67:16 65:6 68:18,20 70:9,9 74:20 75:2,4,7,9,13 11:3 13:19 15:19 12:43 87:10 16:13 18:11,15,17,22 76:16 77:7,11 79:3,7 86:5 87:18 89:13 **12:47** 87:11 19:11,21 21:13 24:8 92:21 79:15,18,22 80:6 81:6 **12:54** 94:22 29:22 32:9 33:12 81:10 82:18 83:5,12 worked 25:10,12 74:8 **15** 3:7 34:10 36:6 38:20 88:22 86:2,8,12,16,18,22 17-state 11:6 39:20 40:3,17 64:2 workers 39:3,8 51:14 87:7 66:2 70:16 71:13 93:3 wanted 51:5 67:20 71:19 **workforce** 5:12,14 universities 40:10 69:15 **2** 3:8 64:8 46:18 48:1 58:13 38:13 39:2,7 40:6,9 **wants** 35:19 **2,000** 91:4 66:17 **Washington** 1:18 50:18 41:5,11 42:5,5 45:6 **2.0** 30:12 university 51:9,15 56:4 84:2 90:4 46:1,4,9 47:7 48:12 **20** 1:10 84:18 90:2 upcoming 20:12 wasn't 19:14 49:3 50:1,14 52:18 **200** 91:19 **updates** 19:7 31:20 55:2,8 58:8,11 59:3 watched 92:3 **2013** 91:8

2016 16:3 29:8 2017 9:10 2018 1:10 90:1 2020 12:15 21 9:13 22 9:9 90:2 23 20:17		
25 42:17 43:3,12 44:16 29 3:8 3 3 3:9 3,000 91:2 30 15:11 63:16 85:5 30-year-old 36:8		
35 9:13 38 3:9 385 16:1,5,21 17:10 65:1 4 4 3:2 40 13:10		
44 42:17 43:4,5,12 44:16 5 59 3:10		
6 3:5 60 80:3 90:22 63 3:13 67 3:15 7 71 91:7		
8 88 3:18 9 94 3:20		

<u>C E R T I F I C A T E</u>

This is to certify that the foregoing transcript

In the matter of: US Investment Advisory Council

Before: US DOC

Date: 03-20-18

Place: Washington, DC

was duly recorded and accurately transcribed under my direction; further, that said transcript is a true and accurate record of the proceedings.

Court Reporter

near Nous &