



BOARD OF DIRECTORS MEETING

Friday, February 18th, 2022

8:30 am – 10:30 am

Board Chair, Cy Morton

Zoom Conference Call

AGENDA

- | | |
|--|---------------|
| 1. Call to Order (Cy Morton) | 8:30 |
| 2. Board Member Roll Call & New Member Introductions | 8:30 – 8:45 |
| 3. Elect Replacement Board Member (Accenture) * | 8:45 – 8:50 |
| 4. Approval of December 10, 2021 Meeting Minutes (Cy Morton) * | 8:50 – 8:55 |
| 5. Financial Update (Ed Foppe) | 8:55 – 9:05 |
| 6. CEO Report (Jeff Tollefson) | 9:05 – 9:20 |
| 7. TIA Update (Caroline Karanja) | 9:20 – 9:50 |
| 8. Policy Update (Doug Carnival, Katie McClelland) | 9:50 – 10:00 |
| 9. 2022 Budget Discussion & Approval (Lonni Ranallo, Ed Foppe) * | 10:00 – 10:15 |
| 10. Other Business/General Discussion (All) | 10:15 – 10:30 |
| 11. Adjourn | 10:30 |

*Denotes item with Board Action

Next MNTech Board Meeting:
May 20, 2022 8:30 am – 10:30 am

Zoom conference call (or in-person?)



Board of Directors Minutes

Board Chair Patrick Joyce

8:30 am to 10:30 am

Friday, December 10th, 2021

Zoom Conference Call

Present: Jeff Tollefson, Daniel Abdul, Dr. Sameer Badlani, Matthew Bailey, Teddy Bekele, Tawanna Black, Douglas Carnival, Trent Clausen, Jacquelyn Crowhurst, Julie Durham, Sarah Engstrom, Amy Fisher, Ed Foppe, Todd Hauschildt, Karen Hudson, Tammylynne Jonas, Patrick Joyce, Sridhar Koneru, Jake Krings, Michael Lacey, Paul Mattia, Cyrus Morton, Anudeep Parhar, Tim Peterson (Tawnya Fiedler), Ritu Sharma, Scott Singer, Jamie Thingelstad **Absent:** Kevin Boeckenstedt, Stephanie Hammes-Betti, Chris Howe, Matt Johnson, Chuck Lefebvre, Rebecca Martin, Michael Mathews, Rakhi Purohit, Matthew Reck, Christopher Rence, Vinny Silva, Paul Weirtz **Staff:** Jade Denson, Caroline Karanja, Lonni Ranallo

1. Call to Order

Patrick Joyce called the meeting to order.

2. Board Member Roll Call & Reflections

3. Approval of October 8th, 2021 Meeting Minutes

Doug Carnival moved to approve the October 8th meeting minutes, Todd Hauschildt seconded the motion, the motion carried and the minutes were approved.

4. Financial Update

Ed Foppe stated the Presidents report has a good overall financial summary of 2021. It was an excellent year for membership revenue, up by over \$30k. Events all did well, with ACE and Tech Connect having substantial net income gains. STEM programs all ran to plan with Scitech exceeding internship reimbursement goals. All expenses running close to plan. The PPP loan of \$183K was forgiven increasing the income line substantially. While the PPP forgiveness effected our income line, our overall income was up over \$100K due to the strong event and membership revenue. The balance sheet is strong, showing over \$700K in the bank.

5. CEO Report

Jeff gave an overview on programs for 2021 and current staffing. We have added four new roles including Caroline Karanja, Director of TIA. Membership went very well in 2021 and is trending up, with 42 new members added in 2021. Programing and events did very well with over 5,000 attendees at 42 events, even with all events remaining virtual due to the pandemic. Overall event income did \$64K better than plan from a net basis. In 2021 MNTech returned to profitability, with net income coming in close to \$92K. Jade Denson gave a recap of the Tech Inclusion Alliance (TIA) reviewing the start and planning of this new initiative. Caroline presented next steps with the workstreams, developing a communication strategy and preparing to communicate planning to the TIA CIO's with a meeting in February. A detailed written Presidents report was attached.

6. Policy Update

Doug Carnival gave a general update on highlights from the legislative session, and what's been happening at the Capitol, including a special session coming up, and a large projected budget surplus. Jeff thanked Doug for all his work at the Capitol.

7. Governance

Michael Lacey made a motion to re-elect the following Board members whose terms are eligible for re-election: Doug Carnival (Secretary), Ed Foppe (Treasurer), Chuck Lefebvre, Cy Morton, Matt Reck, Vinny Silva, Paul Weirtz

The motion carried.

Michael Lacey made a motion to recommend to the Board the election of new Board members: Robin Brown of Cargill, Rachel Lockett of Pohlads Companies, Sharon Kennedy Vickers of the City of St. Paul, Sarah Seger of Best Buy and Josh Jabs of Calabrio.

The motion carried and Robin Brown, Rachel Lockett, Sharon Kennedy Vickers, Sarah Seger and Josh Tabs are elected to the Minnesota Technology Associations Board of Directors.

Michael Lacey made a motion to nominate the following Board Officers: Cy Morton as 2022 Chair of the Board and Sridhar Koneru as Vice Chair, and the continuation of Ed Foppe as Treasurer, Doug Carnival as Secretary.

The motion carried.

Michael Lacey recognized the following Board members elected to Emeritus status: Todd Hauschildt, Jacquelyn Crowhurst and Scott Singer. Jeff thanked these board members for their many years of service and contributions over the years. Jeff thanked Patrick Joyce as exiting Chair for all his commitment and help over the last two years.

8. Other Business/ General Discussion

Jeff recognized Jade Denson for her work in community engagement. Jade thanked the entire Board for all their support. Discussion took place about program changes that would enhance engagement. Jeff stated that currently for 2022 Board meetings will continue to be virtual with a social element hopefully in the Spring.

9. Adjourn

A motion was made to adjourn the meeting. The motion passed and the meeting was adjourned.

Minnesota Technology Association Profit & Loss Budget Performance January through December 2021

	<u>2021 Budget</u>	<u>2021 Actual</u>	<u>Variance</u>	<u>2022 Proposed Budget</u>
Income				
Membership				
New	120,000	140,304	20,304	170,000
Renewals	433,179	442,058	8,879	523,921
Total Membership	553,179	582,361	29,182	693,921
Promotion / Events				
ACE Leadership	83,750	116,100	32,350	100,500
CIO Panel	36,065	37,500	1,435	40,400
CIO Forum	16,000	16,000	0	31,000
Tech Connect	74,000	97,840	23,840	167,150
TechTalent	44,000	32,300	(11,700)	40,000
Tekne Awards	208,350	74,300	(134,050)	204,100
Women Leading in Technology	56,000	38,500	(17,500)	57,750
Promotion Other	10,000	0	(10,000)	0
Total Promotion / Events	528,165	412,540	(115,625)	640,900
Grant/STEM Programs				
TIA Support				275,000
SBIR/STTR	93,185	124,056	30,871	93,750
SBIR - Spons/Bus Dev Grant Reim	40,000	40,000	0	30,000
STEM Projects/Donations	10,000	10,000	0	10,000
Foundation STEM support	40,000	40,000	0	60,000
SciTechsperience Grant				
SciTechsperience Grant Match	560,000	584,996	24,996	589,000
SciTechsperience Grant - Other	293,932	270,836	(23,096)	242,250
Total SciTechsperience Grant	853,932	855,832	1,900	831,250
Total Grant/STEM Programs	1,037,117	1,069,888	32,771	1,300,000
Other Income*Sales & Marketing				
Misc Contribution Income	120	740	620	740
Advertising Income (TechTues)	1,000	1,000	0	1,000
Interest earned	360	66	(294)	120
Total Other Income*Sales & Marketing	1,480	1,806	326	1,860
Misc Income - Gain/Loss		0		
Other Income - Loan Forgiveness		183,000		
Total Income	2,119,941	2,249,595	129,654	2,636,681
Expense				
Administration				
Dues & Subscriptions	2,900	2,915	15	2,915
Leases - Equipment	9,443	11,392	1,949	9,712
Bank Charges	300	438	138	440
Board of Directors	1,000	621	(379)	1,000
Business Insurance	4,000	4,006	6	4,250
Meetings		100		100
Telecom	5,700	5,739	39	6,000

Minnesota Technology Association
Profit & Loss Budget Performance
January through December 2021

	2021 Budget	2021 Actual	Variance	2022 Proposed Budget
Storage	532	532	0	0
Courier		237		300
Postage	295	240	(55)	265
General Office Supplies	3,200	1,181	(2,019)	2,100
Office Rent- MGEX	49,909	49,909	0	49,909
Pro. Services				
Merchant Card Service Fee	16,800	13,404	(3,396)	13,750
Annual Audit	14,313	14,410	97	15,000
Payroll	2,887	2,783	(104)	2,640
401k	1,000	1,000	0	1,000
IT Service/support/subscribion	11,836	15,471	3,635	15,100
Website Maintenance & Support	6,000	22,816	16,816	8,700
Legal Service	500	0	(500)	0
Consultants/Contract Services	5,000	9,000	4,000	9,000
Total Pro. Services	58,336	78,883	20,547	65,190
Total Administration	135,615	156,192	20,577	142,181
Association Staffing				
Gross Wages	786,928	810,048	23,120	1,138,041
Tax Expenses	66,890	62,713	(4,177)	94,457
Profit-Sharing/Retirement	28,482	28,482	0	40,830
Bonus	40,000	40,000	0	40,000
Insurance & Benefits				
Health	72,504	70,734	(1,770)	79,136
Dental	6,480	5,345	(1,135)	6,870
Vision	1,152	909	(243)	1,475
Disability	10,080	10,147	67	11,915
Life	3,168	2,792	(376)	3,706
Mobile phone/ Emp reim	7,716	6,822	(894)	8,500
Emp IT/Transportation Exp	8,190	3,480	(4,710)	9,565
Workers Comp	1,500	355	(1,145)	1,625
Total Insurance & Benefits	110,790	100,584	(10,207)	122,792
Prof Dev Seminars/Education	1,000	1,458	458	1,500
Staff Recognition	600	238	(362)	1,000
Total Association Staffing	1,034,690	1,043,522	8,832	1,438,620
Sales & Marketing				
Direct Marketing	7,500	2,616	(4,884)	5,618
Community Relations/Sponsorship		9,000		5,000
Total Outreach & Meetings	3,800	841	(2,959)	2,337
Total Sales & Marketing	11,300	12,457	1,157	12,955
Promotion / Event Expenses				
ACE Leadership	21,000	23,851	2,851	30,000
CIO Panel	13,002	5,608	(7,394)	14,620
CIO Forum	325	529	204	13,550

Minnesota Technology Association
Profit & Loss Budget Performance
January through December 2021

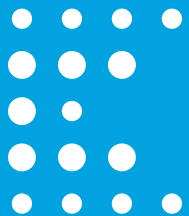
	<u>2021 Budget</u>	<u>2021 Actual</u>	<u>Variance</u>	<u>2022 Proposed Budget</u>
Sponsorship/ New Mem Breakfast	500	0	(500)	0
Tech Connect	36,645	25,022	(11,623)	88,950
TechTalent	8,220	3,568	(4,652)	6,500
Tekne Awards	168,316	35,838	(132,478)	168,265
Women Leading in Technology	20,962	6,732	(14,230)	26,640
Misc Event Expense	0	0	0	11,000
Total Promotion / Event Expenses	<u>268,970</u>	<u>101,147</u>	<u>(167,823)</u>	<u>359,525</u>
STEM Program expense				
SciTechsp general Expense	23,170	23,855	685	17,100
SciTechsperience Co. Reim.	560,000	584,997	24,997	589,000
SBIR/STTR Program Expense	30,000	33,476	3,476	18,000
Total STEM Program expense	<u>613,170</u>	<u>642,328</u>	<u>29,158</u>	<u>624,100</u>
Public Policy				
Government Relations	46,000	46,000	0	46,000
Total Public Policy	<u>46,000</u>	<u>46,000</u>	<u>0</u>	<u>46,000</u>
Total Expense	<u><u>2,109,745</u></u>	<u><u>2,001,647</u></u>	<u><u>(108,099)</u></u>	<u><u>2,623,381</u></u>
	<u><u>10,196</u></u>	<u><u>247,948</u></u>	<u><u>237,753</u></u>	<u><u>13,300</u></u>

Minnesota Technology Association
Balance Sheet Prev Year Comparison
As of December 31, 2021

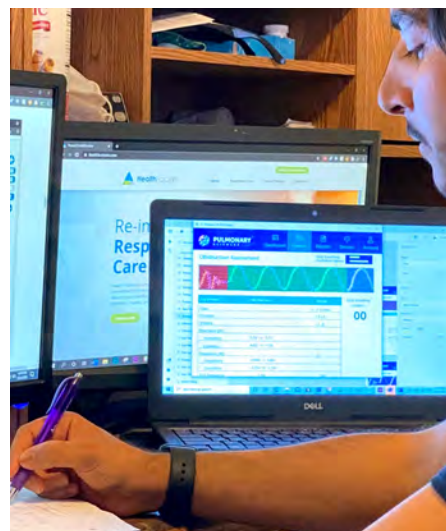
	<u>Dec 31, 21</u>	<u>Dec 31, 20</u>	<u>\$ Change</u>	<u>% Change</u>
ASSETS				
Current Assets				
Checking/Savings				
1050 - Wells Fargo	49,508.36	38,108.89	11,399.47	29.91%
1150 - Merrill Lynch Savings	826,163.65	382,905.91	443,257.74	115.76%
Total Checking/Savings	<u>875,672.01</u>	<u>421,014.80</u>	<u>454,657.21</u>	<u>107.99%</u>
Accounts Receivable				
1350 - Accounts Receivable	106,191.00	76,104.00	30,087.00	39.53%
Total Accounts Receivable	<u>106,191.00</u>	<u>76,104.00</u>	<u>30,087.00</u>	<u>39.53%</u>
Other Current Assets				
1010 - Petty Cash Account	265.00	265.00	0.00	0.0%
1181 - Office Rent - Security Deposit	6,952.84	6,952.84	0.00	0.0%
Total 1200 - Prepaid Expense	19,056.08	17,806.08	1,250.00	7.02%
1391 - Allowance for Doubtfull Account	-2,000.00	-2,000.00	0.00	0.0%
Total Other Current Assets	<u>24,273.92</u>	<u>23,023.92</u>	<u>1,250.00</u>	<u>5.43%</u>
Total Current Assets	<u>1,006,136.93</u>	<u>520,142.72</u>	<u>485,994.21</u>	<u>93.44%</u>
Fixed Assets				
1800 - Office Equipment	41,527.23	32,347.44	9,179.79	28.38%
1810 - Leasehold Improvements	9,254.00	9,254.00	0.00	0.0%
1820 - Website	91,503.25	91,503.25	0.00	0.0%
1850 - Accumulated Depreciation	-124,644.99	-124,644.99	0.00	0.0%
Total Fixed Assets	<u>17,639.49</u>	<u>8,459.70</u>	<u>9,179.79</u>	<u>108.51%</u>
TOTAL ASSETS	<u>1,023,776.42</u>	<u>528,602.42</u>	<u>495,174.00</u>	<u>93.68%</u>
LIABILITIES & EQUITY				
Liabilities				
Current Liabilities				
Accounts Payable				
2000 - Accounts Payable	10,328.40	9,497.58	830.82	8.75%
Total Accounts Payable	<u>10,328.40</u>	<u>9,497.58</u>	<u>830.82</u>	<u>8.75%</u>
Credit Cards				
Total 2005 - Merrill Lynch Credit Card Accou	11,348.62	1,643.34	9,705.28	590.58%
Total Credit Cards	<u>11,348.62</u>	<u>1,643.34</u>	<u>9,705.28</u>	<u>590.58%</u>
Other Current Liabilities				
2400 - Program Defered Revenue	225,000.00	0.00	225,000.00	100.0%
Dues Paid In Advance				
2600 - Advance New	62,545.50	25,349.00	37,196.50	146.74%
2602 - Advance Dues - beyond yr 1	10,625.00	13,775.00	-3,150.00	-22.87%
2601 - Advance Renewal	194,943.50	173,101.00	21,842.50	12.62%
Total Dues Paid In Advance	<u>268,114.00</u>	<u>212,225.00</u>	<u>55,889.00</u>	<u>26.34%</u>
Total Future Events Paid in Adv	77,300.00	104,050.00	-26,750.00	-25.71%
2100 - Payroll Liabilities	0.00	4,475.28	-4,475.28	-100.0%
2150 - Accrued Vacation	16,218.73	20,989.00	-4,770.27	-22.73%
2290 - Accrued Bonus	40,000.00	48,500.00	-8,500.00	-17.53%
2300 - Accrued Profit Share Contr	28,482.00	28,186.00	296.00	1.05%

Minnesota Technology Association
Balance Sheet Prev Year Comparison
As of December 31, 2021

	<u>Dec 31, 21</u>	<u>Dec 31, 20</u>	<u>\$ Change</u>	<u>% Change</u>
Total Other Current Liabilities	655,114.73	418,425.28	236,689.45	56.57%
Total Current Liabilities	676,791.75	429,566.20	247,225.55	57.55%
Total Liabilities	676,791.75	429,566.20	247,225.55	57.55%
Equity				
3900 - Net Assets Unrestricted	99,036.22	118,969.38	-19,933.16	-16.76%
Net Income	247,948.45	-19,933.16	267,881.61	1,343.9%
Total Equity	346,984.67	99,036.22	247,948.45	250.36%
TOTAL LIABILITIES & EQUITY	<u>1,023,776.42</u>	<u>528,602.42</u>	<u>495,174.00</u>	<u>93.68%</u>



MINNESOTA TECHNOLOGY ASSOCIATION 2022 LEGISLATIVE PRIORITIES



MnTech Policy Principles

The Minnesota Technology Association (MnTech) is a coalition of more than 200 member companies united in building a stronger tech ecosystem and innovation economy in Minnesota. We work to ensure that Minnesota's technology-driven companies have access to exceptional talent, dedicated public policy advocates, and are part of an innovative and inclusive technology community.

In advancing our public policy agenda, we are guided by the following principles:

- We develop, support, and advocate for public policy that promotes the long-term growth, sustainability, and global competitiveness of Minnesota's technology-based economy.
- We believe strong, consistent, focused leadership from the private sector, working in collaboration with academic, nonprofit and government partners, is the critical link in driving our state's development and recognition as a global technology leader.
- We advocate for policies that strengthen Minnesota's science and technology workforce, as well as those that leverage technology to increase government efficiency and improve and sustain Minnesota's infrastructure.
- We support policies and practices that build a diverse and robust tech talent pipeline, working in collaboration with tech industry leaders, education and training partners, government agencies and community-based organizations to attract and retain talent in the tech industry.

MnTech will sponsor, support and/or respond to legislation that furthers these principles. Additionally, we will respond to issues and potential legislation that affect member companies and technology businesses in Minnesota as they arise.

Minnesota's economy has fared better than many states throughout the COVID-19 pandemic, resulting in a \$7.7 billion budget surplus. MnTech has developed a robust set of policy priorities to aid policy makers in the state working to make Minnesota's technology sector more nationally and internationally competitive, which includes recommendations on how to leverage investments in tech-related policies and initiatives. Of these, MnTech's highest priority is on investments in education and workforce development initiatives which are essential to building a more diverse and competitive tech ecosystem in the state.

Education and Workforce Development

Increase access to high-quality Computer Science Education

MnTech is concerned that students in Minnesota's K-12 education system are not being properly equipped with the digital skills needed for jobs of the future, particularly in the area of computer science (CS). According to the most recent 2021 State of CS Education report, Minnesota ranks last in the nation (50th) in the percentage of high schools that teach foundational computer science programs at just 24%. Computer science moves beyond everyday use of computers and digital citizenship skills and instead builds on these skills in order to help people create rather than simply consume technology.

That's why **MnTech supports the formation of a foundational blueprint to create statewide access to computer science education, and a \$20 million investment to support professional learning in computer science for teachers across Minnesota.** This investment will address the underlying challenge of a lack of qualified computer science teachers and support the integration of computer science into other subject areas in K-12 education.



Increase Tech Jobs Pipeline for Minnesota Youth

The tech industry provides some of the highest-paying career tracks in the state, but currently lacks a strong and diverse talent pipeline to fill the jobs of the future. As the diversity of the state increases over the next decade, it will be even more important to prepare the future of our workforce, including Black, Indigenous and People of Color (BIPOC) students and youth to meet the growing demands of the tech industry.

That's why **MnTech supports the Governor's proposed \$15 million investment in the Tech Youth Training program.**

Advanced Technology Re-Skilling Training

Many industries or sectors that require similar skills and competencies to the tech sector were hit especially hard during the COVID-19 pandemic. While many of these jobs may not come back, this presents an opportunity to bring new and non-traditional talent pools to the tech sector through short- or longer-term reskilling training initiatives.

That's why **MnTech supports the Governor's proposal of a \$13 million investment in the Adult Tech Training Program for Black, Indigenous, People of Color (BIPOC), and women.**

Education and Workforce Development

Tech Apprenticeship Programs

Jobs in the technology sector continue to top existing and emerging job openings lists in the Minneapolis/St. Paul metro region, yet there are more of these jobs available than there are candidates with the skills to fill them. As tech companies across the country have struggled to fill open positions, many have turned to registered apprenticeship programs to help fill job vacancies and increase diversity within their companies. Registered apprenticeships have long been the gold standard for workforce development programs, with individuals who participate earning on average \$15 an hour while in training, have a 92% employment retention rate and \$74,000 starting annual salary upon completion, and accumulate little to no student loan debt. Yet despite state and national models of success in the technology sector, in Minnesota these programs have predominately been utilized in sectors like construction or manufacturing.

As the **MnTech** supports the expansion of new talent pathways into the tech sector, **MnTech** recommends robust investments in the creation and expansion of new technology registered apprenticeship programs.



Page Amendment

While Minnesota trails the nation in computer science offerings, our state leads the nation in education gaps by race, ethnicity, and socioeconomic status. This problem extends across all 87 Minnesota counties and has persisted over many years. The Page Amendment to the Minnesota constitution, led by former Minnesota Supreme Court Justice Allen Page and Minneapolis Federal Reserve Bank President and CEO Neel Kashkari, would make educational equality in public schools a paramount duty of the state.

Minnesota will not be able to compete for top tech talent today and in the future without a highly educated workforce, which is why **MnTech** supports the **Page Amendment to the Minnesota State Constitution**.

Education and Workforce Development

Improve Minnesota's Postsecondary STEM Infrastructure

Ensuring that Minnesota's institutions of higher education are well-funded and able to provide cutting edge, high-quality education is critical to helping Minnesota maintain its competitive advantage. That's why MnTech supports specific funding requests from the University of Minnesota and Minnesota State.

In particular, MnTech supports budget proposals to improve postsecondary infrastructure, particularly infrastructure supporting STEM and Computer Science programs, including the Chemistry Undergraduate Teaching Laboratory at the University of Minnesota Twin Cities Campus and Science Building.



SciTech Internship Program

The SciTech program connects college students pursuing science, technology, engineering and math (STEM) degrees with valuable hands-on learning opportunities in small Minnesota companies. Funding provided by the legislature provides a 50% wage match up to \$2,500 for SciTech interns that helps companies boost their productivity and develop their tech talent pipeline. Since the program's launch in 2012, more than 2,250 interns have been placed in 142 Minnesota cities and towns. More than 60% of which are from the suburbs and Greater Minnesota and 28% were BIPOC.

In the 2021 legislative session, **MnTech secured continued funding at \$875,000 per year for SciTech for the 2022-2023 biennium to build and retain Minnesota's STEM workforce** by connecting college STEM majors to small Minnesota companies through a limited wage match to employers. The state funding has already demonstrated a strong return on investment, as every dollar the state provides in wage reimbursements, private companies contribute \$2.81 in wages paid. This is why MnTech will continue to advocate for funding for the SciTech Internship Program in future years.



Broadband and Telecommunications

Mn Tech's goal is to expand the availability and use of broadband technology to access new markets, enhance education opportunities, improve quality of life, and provide Minnesota citizens and businesses the capabilities necessary to compete in a dynamic, global marketplace.

According to the Minnesota Governor's Task Force's on Broadband 2021 report, there are 171,000 unserved households, 80% of whom are rural, in the state. **MnTech supports the Governor's budget proposal to invest \$170 million to complete the state's border-to-border broadband program, ensuring all Minnesotans have access to reliable broadband.**

We believe a key element to the investment and delivery of this information technology is to maintain a light regulatory touch. Policy issues such as privacy, net neutrality and a national broadband funding framework should be addressed at the federal level to avoid a patchwork of regulations from state-to-state.

Business Development

Angel Tax Credit Program

The Angel Tax Credit Program (ATCP) has catalyzed nearly \$500 million in investments into more than 430 Minnesota startups and emerging companies since its inception in 2010, providing entrepreneurs from around the state with much needed capital to start and grow their businesses in Minnesota.

MnTech supports the Governor's request of \$7 million in fiscal year (FY) 2023 and \$10 million in FY24-25. This is a critical piece to the continued growth of a strong startup ecosystem in Minnesota.

Launch Minnesota

A strong tech startup ecosystem in Minnesota helps foster innovation and attracts top tech and entrepreneurial talent to the state. That's why **MnTech supports the Governor's request for \$5 million in the Launch Minnesota program** to support the tech startup ecosystem and launch an accelerator program to help startups scale in the state.

Diversity, Equity and Inclusion

MnTech members know that diverse teams produce stronger outcomes, yet the Minnesota tech workforce does not reflect diversity of our community. To address this, MnTech is committed to working through the Technology Inclusion Alliance (TIA) to close the tech talent gap while simultaneously addressing racial and economic disparities. This work will include creating a collaborative environment for sharing research, data, and best practices related to inspiring, hiring, developing, and retaining diverse talent to elevate and amplify existing programs and community initiatives to maximize impact. TIA will leverage collective power of alliance companies to catalyze real and lasting change, including by supporting policy initiatives that lead to more diversity in the tech industry.

This includes supporting policies that help a diverse community of workers address barriers to entering the tech workforce like access to affordable child care, and supporting workplace retention through policies supporting paid family leave. Education and workforce development policies and programs that expand talent pipelines to include more diverse representation of Black, Indigenous, and People of Color (BIPOC) communities and women are critical, including **expanding access to computer science education for all K-12 public schools, the Tech Jobs Pipeline for Minnesota Youth and Adult Tech Training Program, supporting the adoption of the Page Amendment to the State Constitution, and expanding paid work-based learning opportunities through the SciTech Internship Program and technology apprenticeship programs.**





Intellectual Property

Intellectual property is the backbone of America's technology-based economy. Ensuring that innovators have the protections they need to secure their intellectual property is crucial for advancing Minnesota's technology economy. Removing intellectual property protections also increases the introduction of cybersecurity risks. This not only impacts the protection of the intellectual property, it adds greater risk to system failures resulting in increased property damage and potential human harm.

That's why **MnTech opposes efforts such as right to repair legislation** that allow uncertified repairs to electronic equipment and other devices with sensitive intellectual property.

Unemployment Insurance Trust Fund

Minnesota's Unemployment Insurance (UI) Trust Fund is facing a more than \$1.1 billion deficit because of the unprecedented increase in UI claims resulting from the COVID-19 pandemic. Absent critical action to stabilize the Trust Fund, employers across the state face significant increases in UI payroll tax rates. However, Minnesota has a number of resources to address this deficit without raising taxes, including the \$7.7 billion state budget surplus and over \$1 billion in unspent federal pandemic relief funds. 31 other states have utilized to repay unemployment debts pandemic relief funds made available under the CARES Act and APRA to address these deficits, a practice Minnesota should consider adopting.

That's why **MnTech recommends the state use existing financial resources to address the UI budget deficit and halt any increases to UI payroll taxes in the state.**