



BOARD OF DIRECTORS MEETING

Thursday, October 13th, 2022
1:30 pm – 3:45 pm

Board Vice Chair Presiding, Sri Koneru
SPS Commerce, 333 S 7th St Ste 1000, Minneapolis, MN 55402
(Zoom option available)

AGENDA

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| 1. Call to Order (Sri Koneru) | 1:30 |
| 2. Approval of August 19 th Meeting Minutes (Sri Koneru) | 1:30 – 1:35 |
| 3. Financial Update (Ed Foppe) | 1:35 – 1:45 |
| 4. CEO Report (Jeff Tollefson) | 1:45 – 1:55 |
| 5. Programming Update (Joel Crandall) | 1:55 – 2:10 |
| 6. Policy & Research Update (Katie McClelland) | 2:10 – 2:15 |
| 7. Adjourn Meeting/Transition to ACE | 2:15 |
| 8. ACE Presentations | 2:20 – 3:45 |

We invite you to join us at Finnegan's following the meeting for a private happy hour reception and celebration of the graduation of this year's ACE Leadership Class

Next MnTech Board Meeting:

December 9, 2022 8:30 am – 10:30 am
Zoom conference call + Location TBD



Board of Directors Minutes

Board Chair Cyrus Morton

8:30 am to 10:00 am

Friday, August 19th, 2022

Zoom Conference Call

Present Jeff Tollefson, Dr. Sameer Badlani, Matthew Bailey, Tawanna Black, Kevin Boeckenstedt, Douglas Carnival, Julie Durham, Sarah Engstrom, Amy Fisher, Ed Foppe, Josh Jabs, Matt Johnson, TammyLynne Jonas, Patrick Joyce, Sharon Kennedy Vickers, Jake Krings, Michael Lacey, Rachel Lockett, Rebecca Martin, Paul Mattia, Cyrus Morton, Hany Omar, Anudeep Parhar, Christopher Rence, Sarah Seger, Ritu Sharma, Jamie Thingelstad **Absent:** Daniel Abdul, Teddy Bekele, Robin Brown, Stephanie Hammes-Betti, Chris Howe, Karen Hudson, Sridhar Koneru, Michael Mathews, Tim Peterson, Rakhi Purohit, Matthew Reck, Paul Weirtz **Staff:** Joel Crandall, Caroline Karanja, Lonni Ranallo

1. Call to Order

Cy Morton called the meeting to order.

2. Approval of May 20th, 2022 Meeting Minutes

Cy Morton moved to approve the May 20th meeting minutes, Chris Rence seconded the motion, the motion carried, and the minutes were approved.

3. Financial Update

Ed Foppe gave a financial update through July. Membership revenue is down, please refer to the CEO report for specific information. Events from a net perspective are running ahead of plan, all STEM activity running at plan. SBIR revenue will come in 10K under budget. Expenses all running to plan, except for staffing running under plan. Overall net income running right at plan. The balance sheet is included in the packet, the SBIR grant has not been reimbursed and is showing a higher receivable balance. The Form 990 is in progress, and we are hoping to have it for your approval by September.

4. CEO Report

Jeff reviewed key points of the CEO written report. Membership revenue tracking behind plan, the program team is now fully in place, the Advocacy & Talent pillars are strengthening with Community in transition, and our financials are tracking to net income goal. The MN Tech Workforce summit will be taking the place of Tekne for 2022 and is a significant opportunity for MN Tech, Jeff thanked Best Buy for hosting this important summit. Jeff reviewed membership history, and discussion took place about retaining members. Jeff asked the Board for assistance with specific targets. Jeff then gave an overview of where we stand with solidifying action on our foundational pillars: Policy & Advocacy, Talent, Community.

5. Programing Update

Joel Crandall gave an update on the programing side of our foundational pillars. The ACE class is in full swing and working on their project of recommendations of where to invest for maximum

impact to double the tech workforce. This theme will also be structured into the MN Tech Workforce Summit as we work to solve the problem of getting more people interested in technology jobs. The Community pillar, with WLIT is going well, and while we have hosted several in person events the pre/post pandemic is making event planning complicated. The in-person programming is going well currently.

6. Tech Inclusion Alliance

Caroline Karanja gave an update on TIA. Connections have been made with bootcamp enrollee's and employers. We have five companies committed to hire the graduates and will host three events to commit and match employees with employers. The suggestion was made to document these individual experiences.

7. Board Member Vote

Michel Lacey stated that Trent Clausen of Comcast has resigned from the Board of Directors.

Michael Lacey made a motion to nominate Wolfgang Lewis of Comcast to the Board of Directors. Pat Joyce seconded the motion, the motion carried, all were in favor and Wolfgang Lewis is elected to the Board of Directors.

8. Other Business/ General Discussion

Doug Carnival gave an update about the upcoming session, mentioning the large turnover this year. Discussion took place about convening specific committees for various policies. Jeff thanked Doug for all his work for the Association.

9. Adjourn

Doug Carnival made a motion to adjourn the meeting, the meeting was adjourned.

Minnesota Technology Association Profit & Loss Budget Performance

September 2022

	<u>Jan - Sep 22</u>	<u>YTD Budget</u>	<u>\$ Over Budget</u>	<u>Annual Budget</u>
Income				
Membership				
4010 · New	125,687	161,735	-36,049	170,000
4011 · Renewals	475,111	515,876	-40,766	523,921
Total Membership	<u>600,797</u>	<u>677,611</u>	<u>-76,814</u>	<u>693,921</u>
Promotion / Events				
4084 · ACE Leadership	120,250	100,500	19,750	100,500
4090 · CIO Panel	0	0	0	40,400
4102 · Networking - L&L/ Tech on T	1,500			
4088 · CIO Forum	27,499	27,000	499	31,000
4110 · Tech Connect	129,230	167,150	-37,920	167,150
4126 · TechTalent	37,950	40,000	-2,050	40,000
4121 · Tekne Awards	0	0	0	204,100
4123 · Women Leading in Technology	40,435	49,500	-9,065	57,750
4180 · Promotion Other	5,000			
Total Promotion / Events	<u>361,864</u>	<u>384,150</u>	<u>-22,286</u>	<u>640,900</u>
Grant/STEM Programs				
TIA Support	183,750	198,750	-15,000	275,000
4240 · SBIR/STTR	97,129	93,750	3,379	93,750
4241 · SBIR - Spons/Bus Dev Grant Reim	20,000	30,000	-10,000	30,000
4226 · STEM Projects/Donations	0	10,000	-10,000	10,000
4232 · Foundation STEM support	40,000	40,000	0	60,000
4235 · SciTechsperience Grant				
4236 · SciTechsperience Grant Match	573,161	576,000	-2,839	589,000
4235 · SciTechsperience Grant - Other	174,860	181,665	-6,805	242,250
Total 4235 · SciTechsperience Grant	<u>748,021</u>	<u>757,665</u>	<u>-9,644</u>	<u>831,250</u>
Total Grant/STEM Programs	<u>1,088,900</u>	<u>1,130,165</u>	<u>-41,265</u>	<u>1,300,000</u>
Other Income*Sales & Marketing				
4325 · Misc Contribution Income	160	700	-540	740
4340 · Advertising Income (TechTues)	1,200	1,000	200	1,000
4310 · Interest earned	52	90	-38	120
4324 · Miscellaneous Income	0			
Total Other Income*Sales & Marketing	<u>1,412</u>	<u>1,790</u>	<u>-378</u>	<u>1,860</u>
Total Income	<u>2,052,973</u>	<u>2,193,716</u>	<u>-140,743</u>	<u>2,636,681</u>
Gross Profit	2,052,973	2,193,716	-140,743	2,636,681
Expense				
Administration				
5040 · Dues & Subscriptions	3,725	2,915	810	2,915
5065 · Leases - Equipment	2,814	7,287	-4,473	9,712
5010 · Bank Charges	450	410	40	440
5020 · Board of Directors	0	500	-500	1,000
5030 · Business Insurance	4,160	4,250	-90	4,250
5080 · Meetings	0	100	-100	100
5126 · Telecom	4,451	4,500	-50	6,000

Minnesota Technology Association Profit & Loss Budget Performance September 2022

	Jan - Sep 22	YTD Budget	\$ Over Budget	Annual Budget
5310 · Courier	88	300	-212	300
5235 · Postage	41	210	-169	265
5410 · General Office Supplies	1,676	1,500	176	2,100
5220 · Office Rent- MGEX	37,888	37,432	456	49,909
Total Pro. Services	61,612	47,030	14,582	65,190
5190 · Misc	410			
Total Administration	117,315	106,434	10,881	142,181
5000 · Association Staffing				
5502 · Gross Wages	753,043	873,042	-119,999	1,138,041
5550 · Tax Expenses	62,029	72,461	-10,432	94,457
5540 · 401K Discretionary Co Contr.	30,627	30,627	0	40,830
5515 · Bonus	29,997	29,997	0	40,000
Insurance & Benefits				
5524 · Health	56,040	60,782	-4,742	79,136
5520 · Dental	4,118	5,340	-1,222	6,870
5528 · Vision	722	1,130	-408	1,475
5522 · Disability	9,844	9,305	539	11,915
5526 · Life	2,524	2,851	-327	3,706
5450 · Mobile phone/ Emp reim	5,410	6,475	-1,065	8,500
5236 · Emp IT/Transportation Exp	3,564	7,195	-3,631	9,565
5580 · Workers Comp	1,070	1,250	-180	1,625
Total Insurance & Benefits	83,290	94,328	-11,038	122,792
5610 · Prof Dev Seminars/Education	2,479	1,500	979	1,500
5620 · Staff Recognition	0	750	-750	1,000
Total 5000 · Association Staffing	961,464	1,102,705	-141,241	1,438,620
5400 · Sales & Marketing				
5802 · Direct Marketing	482	4,618	-4,136	5,618
5804 · Community Relations/Sponsorship	5,000	5,000	0	5,000
Total Outreach & Meetings	4,258	2,232	2,026	2,336
Total 5400 · Sales & Marketing	9,740	11,850	-2,110	12,954
Promotion / Event Expenses				
5805 · ACE Leadership	22,698	26,000	-3,302	30,000
5918 · CIO Panel	0	0	0	14,620
5907 · CIO Forum	6,852	13,550	-6,698	13,550
5906 · Networking Event Sm.- L&L/TT	1,005			
5954 · Tech Connect	68,251	88,951	-20,700	88,951
5968 · TechTalent	3,471	6,500	-3,029	6,500
5962 · Tekne Awards	213	0	213	168,265
5924 · Women Leading in Technology	14,091	10,300	3,791	26,640
5964 · Event Registration	0	11,000	-11,000	11,000
Total Promotion / Event Expenses	116,581	156,301	-39,720	359,526
STEM Program expense				
5958 · SciTechsp general Expense	17,100	15,600	1,500	17,100
5956 · SciTechsperience Co. Reim.	573,161	576,000	-2,839	589,000

Minnesota Technology Association Profit & Loss Budget Performance

September 2022

	<u>Jan - Sep 22</u>	<u>YTD Budget</u>	<u>\$ Over Budget</u>	<u>Annual Budget</u>
5991 · SBIR/STTR Program Expense	17,747	18,000	-253	18,000
Total STEM Program expense	608,008	609,600	-1,592	624,100
Public Policy				
5972 · Government Relations	34,500	34,500	0	46,000
Total Public Policy	34,500	34,500	0	46,000
Total Expense	1,847,609	2,021,390	-173,781	2,623,381
Net Income	<u><u>205,364</u></u>	<u><u>172,326</u></u>	<u><u>33,038</u></u>	<u><u>13,300</u></u>

Minnesota Technology Association
Balance Sheet Prev Year Comparison
As of September 30, 2022

	<u>Sep 30, 22</u>	<u>Sep 30, 21</u>	<u>\$ Change</u>	<u>% Change</u>
ASSETS				
Current Assets				
Checking/Savings				
1050 · Wells Fargo	73,672	97,023	-23,351	-24%
1150 · Merrill Lynch Savings	462,179	578,427	-116,247	-20%
1060 · Sunrise Bank	0	4,492	-4,492	-100%
Total Checking/Savings	<u>535,852</u>	<u>679,942</u>	<u>-144,090</u>	<u>-21%</u>
Accounts Receivable				
1350 · Accounts Receivable	300,920	205,350	95,570	47%
Total Accounts Receivable	<u>300,920</u>	<u>205,350</u>	<u>95,570</u>	<u>47%</u>
Total Other Current Assets	<u>21,389</u>	<u>5,056</u>	<u>16,333</u>	<u>323%</u>
Total Current Assets	<u>858,160</u>	<u>890,348</u>	<u>-32,187</u>	<u>-4%</u>
Total Fixed Assets	<u>11,464</u>	<u>13,080</u>	<u>-1,616</u>	<u>-12%</u>
TOTAL ASSETS	<u><u>869,625</u></u>	<u><u>903,428</u></u>	<u><u>-33,803</u></u>	<u><u>-4%</u></u>
LIABILITIES & EQUITY				
Liabilities				
Current Liabilities				
Total Accounts Payable	0	6,496	-6,496	-100%
Credit Cards				
Total 2005 · Merrill Lynch Credit Card Accou	<u>6,623</u>	<u>5,263</u>	<u>1,360</u>	<u>26%</u>
Total Credit Cards	<u>6,623</u>	<u>5,263</u>	<u>1,360</u>	<u>26%</u>
Other Current Liabilities				
Total Dues Paid In Advance	130,717	177,281	-46,564	-26%
Total Future Events Paid in Adv	121,785	135,016	-13,231	-10%
2006 · Due to Foundation	0	24,500	-24,500	-100%
2150 · Accrued Vacation	8,906	20,946	-12,040	-57%
2290 · Accrued Bonus	29,997	29,998	-1	-0%
2300 · Accrued Profit Share Contr	<u>30,627</u>	<u>21,291</u>	<u>9,336</u>	<u>44%</u>
Total Other Current Liabilities	<u>322,032</u>	<u>409,032</u>	<u>-87,000</u>	<u>-21%</u>
Total Current Liabilities	<u>328,654</u>	<u>420,790</u>	<u>-92,136</u>	<u>-22%</u>
Total Liabilities	<u>328,654</u>	<u>420,790</u>	<u>-92,136</u>	<u>-22%</u>
Equity				
3900 · Net Assets Unrestricted	335,607	99,036	236,571	239%
Net Income	<u>205,364</u>	<u>383,602</u>	<u>-178,238</u>	<u>-46%</u>
Total Equity	<u>540,971</u>	<u>482,638</u>	<u>58,333</u>	<u>12%</u>
TOTAL LIABILITIES & EQUITY	<u><u>869,625</u></u>	<u><u>903,428</u></u>	<u><u>-33,803</u></u>	<u><u>-4%</u></u>



Minnesota Technology Association

CEO Report

Board of Directors Meeting
October 13, 2022

As has been customary in recent years, we've added a fifth gathering to our normal schedule of quarterly MnTech board meetings in order to hear the group project presentations from members of the current class of our ACE Leadership program. This year's presentations are especially timely as ACE leaders will be sharing their recommendations as to where MnTech should be investing its time and resources as we look to equitably rebuild Minnesota's tech talent pipeline. In the accompanying document, the assignment for the ACE project teams is more fully explained and the recommendations of the seven groups summarized for your review.

After 2 ½ years of virtual board meetings, I'm excited we will finally meet again in-person and look forward to reconnecting with so many of you on Thursday afternoon. While there will be a Zoom option for those that can't attend in-person, I hope most can join us in the offices of SPS Commerce in downtown Minneapolis for what should be a great afternoon of insightful presentations, spirited discussions, and collegial conversations. And with a celebratory happy hour to follow for board members, ACE leaders, and other guests, it's a meeting you won't want to miss.

In the pages that follow, we have summarized the status of key initiatives and programming and provided some insights as to preliminary plans for 2023. With limited time at the meeting for discussion ahead of the ACE presentations, please do not hesitate to reach out before or after the meeting with any questions or concerns.

1. MEMBERSHIP UPDATE

As you will see in the accompanying financial statements, we continue to track below plan in membership revenue through the first three quarters of the year, booking \$600,797 of dues revenue against a budget of \$677,611, leading to a negative variance of \$76,814.

While renewal income is lagging \$41k behind budget through 9/30, this is mostly a timing issue and we're confident that we will meet or exceed plan for the year as it relates to renewal income. Slower-than-anticipated invoice payments from a handful of large member companies account for the bulk of the shortfall. In the coming weeks, we expect payments from seven such members that will increase 2022 renewal income by nearly \$44k, effectively closing the current renewal gap.

Revenue from new memberships continues to track below 2022 projections. With \$126k booked to date against a plan of \$162k, this \$36k shortfall will be difficult to make up in the final quarter given how we recognize membership revenue over the year. With a strong push in the fourth quarter, the new members we do bring in will not greatly impact 2022 revenues, but will result in greater membership revenue recognized in 2023.

2. OUR THREE PILLARS

The foundational work of the Minnesota Technology Association is based on our three core pillars of Advocacy, Talent, and Community. What follows is a brief update on each of these three areas starting with our policy and advocacy initiatives.

A. ADVOCACY

We have begun the process of drafting the 2023 MnTech Legislative Priorities. Priority topics will remain largely the same as 2022, but over the next month we will be convening interested board members to discuss in more detail priorities around Education & Workforce Development and Broadband & Telecommunication. Please connect with [Katie](#) if you are interested in participating in these sessions. Our 2023 legislative priorities will be presented at the December board meeting for approval.

On Tuesday, January 10th, we will be hosting a 2023 legislative kick-off reception for newly elected officials, members of our tech policy committee, and other business and government leaders as an early opportunity to highlight our 2023 priorities. This will take place at 4 pm at a yet-to-be-determined location near the Capitol in St. Paul and urge all board members to attend. Please hold the date and expect a calendar invite in the coming weeks.

Bi-weekly Minnesota Tech Policy Coalition meetings will be starting again in January with featured guest speakers on key policy priorities as well as discussions on pressing policy issues of the moment. These meetings are open to MnTech members and select non-members, with the goal of expanding MnTech's policy influence and voice at the Capitol.

A few new advocacy initiatives for the 2023 legislative session include:

- Proposing the creation of a Technology Caucus for members of the legislature to champion key tech policy priorities
- Bi-weekly blog posts from MnTech on pressing tech policy issues
- One-pagers for key legislative priorities to be shared with elected officials and partners to help advance MnTech priorities

In support of our advocacy work, we intend to elevate our position as a thought-leader on technology and tech talent issues through research reports and white papers. In November, we will be releasing a report on the current and projected future state of Minnesota's tech workforce, highlighting the many areas in which Minnesota is lagging behind our peers and opportunities for growth in building the skilled workforce needed to fuel our innovation economy now, and in the future.

In partnership with the economic research firm elmpact, we will also be launching a new tech talent dashboard on our web site filled with relevant tech workforce data to further solidify MnTech's thought leadership on issues related to tech talent. This includes quarterly blog posts on trends and opportunities for tech sector and tech talent growth and we look forward to sharing these with you starting in Q4.

B. TALENT

The need to inspire, hire, develop, and retain tech talent continues to be a leading topic as we talk with member companies and an area of increased emphasis for MnTech programming. Here is a brief update on current initiatives in this regard.

1. ACE Leadership Program

2022: We are excited to share the research and presentations of ACE Leaders with the board during the October meeting. The celebration afterward is a fitting way to recognize the investment that these individuals, their companies, their mentors, and other supporters have put into this experience.

2023: Recruiting for the next cohort of ACE Leaders for 2023 will begin in the next few weeks. Given demand for and perceived value of this leadership development program, we will be conducting two ACE cohorts next year to increase the total number of spots available. The application will go live shortly with the first session planned to get underway in March.

2. MN Tech Workforce Summit

The summit is taking form and we are excited by the prospect of this being a truly catalytic event for driving real change in how we prepare Minnesota's youth (and adults) for the tech jobs of today and tomorrow. You've already received an invitation from Joel to attend and we encourage your involvement to both understand the scope of the problem and to grow your awareness of solutions that MnTech can potentially drive forward in the years ahead.

Here is an overview of the event:

Date: November 16, 2022

Time: 9:00 am – 3:00pm

Venue: Best Buy headquarters, Richfield

Presenting Sponsors: Optum, Target, Thomson Reuters

Event Sponsors: AT&T, Best Buy, Comcast, Daugherty Business Solutions, Digineer, Google, IBM, MnTech Foundation, York Solutions

Premise: Minnesota's tech ecosystem has provided the world with a multitude of technological innovations and innovative ideas. This same ecosystem has provided hundreds of thousands of Minnesotans with high paying jobs in a sector with negative unemployment. But Minnesota's tech ecosystem is at risk due to a pressing lack of homegrown skilled technologists and costly lack of technologist diversity. **It is time for a collective push to equitably double the number of skilled technologists working in our region over the next 10 years.** As a trusted convener and unifying voice of Minnesota's tech community, the Minnesota Technology Association invites its public, private, nonprofit, and corporate partners to increase our collective impact.

Attendees: This is an invitation-only event for relevant leaders representing key business, education, government, foundation, and nonprofit interests. Estimated total attendance of 200 people with no cost to attend.

Event Theme/Goal: Understand the current tech workforce pipeline and challenge our community to **collectively drive toward equitably doubling the number of skilled technologists working in our region over the next 10 years.** Wish to empower leaders in different sections of the pipeline to set plans for equitably doubling aspects of their work.

Strategies/Key Levers: With an overall theme of doubling down on combined efforts to build the digitally skilled, employment-ready workforce Minnesota employers need for continued business success, areas of focus/discussion for the summit could include the following:

- K8: Doubling the # of students expressing a STEM identity
- High School: Doubling the # engaged in computer science coursework
- High School: Doubling # of work-based learning opportunities (internships) in tech
- College: Doubling # of graduates with computer science/MIS degrees
- Adult: Doubling # hired through reskilling/upskilling opportunities like tech apprenticeships or bootcamps

The time for doubling will be necessarily less than ten years for all workstreams with 3-4 years a viable goal for most, at which time new doubling goals can be set from that higher base.

Program Outline: The day will fall into two primary sections:

- **MORNING:** General session between 9-11:30 am with all attendees in auditorium for “setting the stage” with data and insights, inspiration, and challenge around the vision of doubling.
 - Opening Remarks – Jeff Tollefson
 - Host Welcome – Brian Tilzer, Chief Digital Officer, Best Buy
 - Governor’s Remarks – Live or virtually
 - Minnesota: The State of Tech – Joel Crandall
 - Overview of tech talent challenges/opportunities in MN
 - Share vision of doubling technologists
 - Display view of the tech talent pipeline highlighting kinks and leaks
 - Share perspective on key doubling drivers we believe move Minnesota forward
 - Supply & Demand Roundtables:
 - Business Roundtable (Demand) – Sharon Kennedy-Vickers (moderator)
 - Phil McKoy, CIO, Optum
 - Rachel Whitcomb, VP, Target
 - Tim Welsh, Vice Chair, U.S. Bank
 - Education Perspective (Supply) – Stephanie Hammes-Betti (moderator)
 - Stephanie Graff, Asst. Commissioner, MN Department of Education
 - Dr. Rhoda Mhiripiri – Reed, Superintendent, Hopkins Public Schools
 - Mats Heimdahl, Head of CS & Engineering Dept., University of MN
 - Silvia Hinton, York Solutions
 - Attracting & Retaining Diverse Talent – A Business Imperative
 - Tawanna Black, CEO, Center for Economic Inclusion
- **AFTERNOON:** After a 30-minute break from 11:30-12:00, working group attendees go to pre-assigned rooms. There would be pre-reads for all groups, pre-event

surveys, and a listing of attendees in each breakout. Each breakout would have a facilitator trained to follow a common approach using the same workgroup planning tool.

12:00 – 12:15: Introductions and opening remarks (facilitator)

12:15 - 12:30: Setting the stage/data sharing/promising practices by reviewing research done in the pre-read

12:30 – 3:00: Group work to understand the problems faced, challenges to overcome, ideation of potential solutions/strategies, measurable outcomes to strive for, timing, next steps, etc.

Event Outcomes:

- MnTech has research-based policy/program focus areas that can be shared publicly after the conference. These same metrics can be used in presentations and measured on our website.
- Community based organizations receive motivation, recognition, research-based recommendations, awareness of potential program/funding partners, and a place to present to and hear from funding/hiring organizations.
- Funding organizations hear about challenges, understand places they can support, meet providers, explore inter-organization collaborations.
- Public entities understand challenges employers face, better understand existing community-based organizations and collaboratives available to tackle challenges, potentially explore what reshaped funding or policy approaches can look like.
- Corporations leave with a greater understanding of the local talent ecosystem and its interconnectedness, clearer view of where they could invest for maximum community and corporate results.

We hope MnTech board members can be available to attend on November 16th from 9-11:30 am and you can [register at this link](#).

3. SciTech Internship Program

The 2022 program year ended August 31st with 250 interns placed, which fully exhausted the available employer matching funds available through our state funding. 32% of those hired into jobs identified as students-of-color and with 26% women. The median wage paid was \$19.43/hour, an increase from the \$18 median wage paid in 2021.

Satisfaction survey results for the 2022 program year were strong, with 94% of students indicating they would recommend SciTech to a friend and 100% of employers saying they would recommend SciTech to a colleague.

The 2023 program year kicked off September 1st with 12 students already hired and placed. We anticipate placing a similar number of students (250) this year as in the last program year given that the level of state funding is the same. Given the high level of student demand, we plan to ask for additional funding as the 2023 legislative session kicks off in January to support more internship opportunities for the 2023-24 and 2024-25 program years. We have identified 12

potential employers and their interns from this past year to testify on our behalf and will recruit bill authors after the November election.

After 10 years of successfully growing the SciTech program, Becky Seikmeier informed me this week of her plans to retire at the end of January. We will immediately launch a search for her replacement so that new leadership can be in place at the start of the legislative session. We are grateful for the many contributions Becky has made to the success of the SciTech program and the student lives that have been impacted as a result of the opportunities she has helped to provide. Becky will work with us to select and onboard her replacement and we look forward to opening a new chapter of growth and impact with a new SciTech leader next year.

4. Tech Inclusion Alliance

The work of TIA is currently focused on preparing the 25 TIA Fellows undergoing software engineering skills training at Prime Digital Academy and Summit Academy for job interviews and ultimate placement. Two events for the Fellows have been held in recent weeks, the first being a social event at U.S. Bank and the second a resume review at CHS. The last event will be a tour of U.S. Bank this week

The first cohort of Fellows graduated on September 25th from Prime and 10 resumes were shared with employer partners. The next two cohorts graduate in October and November and we hope to have at least half of these students with job offers by December.

To facilitate and optimize the experience of companies hiring nontraditional talent from bootcamps, we recently completed and will soon distribute [A Practical Guide for Hiring, Developing, and Retaining Tech Bootcamp Graduates](#), containing tips, advice, and best practices shared by companies such as Target, U.S. Bank, and Ecolab. We look forward to updating and improving this guide over time with feedback from other employers.

Rather than maintaining TIA as a separately funded and staffed initiative under MnTech, we are transitioning the focus of this work into the broader tech workforce strategies and initiatives of our organization. Accordingly, Caroline Karanja will be returning to her previous role leading Hack the Gap effective November 30th and we ended the employment of Alejandro Martinez on September 30. We learned a great deal over the past year and believe we made solid progress in our understanding of the issues and challenges associated with expanding the pool of BIPOC talent in in-demand IT roles such as software engineering and cybersecurity, but recognize the most sustainable path forward is to embed the equity and inclusivity elements of TIA into our broader talent initiatives. More on this at our December meeting.

C. COMMUNITY

We are excited to finally have a full team in place to deliver quality programming and events to our MnTech community of technology professionals. Ismail Ali (Community Engagement Manager) came on board in early August, joining Keegan Carda (marketing and communications) and Jillian Hiscock (events contractor) at a key moment to execute the remainder of 2022 events and to plan for a strong 2023.

As we look ahead to next year, three market trends are impacting the engagement work we do with MnTech members.

- COVID fatigue continues to fuel decreasing virtual engagement
- Ongoing low overall unemployment exacerbates member talent challenges
- The broader Minnesota technology ecosystem is crowded with engagement opportunities

In response to these trends, our plans for 2023 are to:

- Produce 36 high quality, primarily in-person events
- Focus much of our work on tech talent as a strategic differentiator
- Drive value to our members through organization-centered approaches to increasing engagement

Joel will share more about what we hope to accomplish through our Community pillar at Thursday's board meeting. What follows is a brief overview of event activity remaining for 2022 along with early plans for 2023.

1. Women Leading in Technology (WLIT)

2022: The final WLIT event of the year takes place on October 11th at the Metropolitan Ballroom and will feature Jaime Taets, CEO of Keystone Group International. We continue to see organic interest with more than 100 registered to attend.

2023: The MnTech team met with the WLIT steering committee on September 22nd to do initial planning for next calendar year. Here are a few of the initial themes:

- Quarterly, high value, in-person gatherings with a focus on growing attendance from existing employee resource groups within member companies
- Continuing growing group mentoring work started in 2022 to reach younger women in technology
- Solidifying the connection between MnTech and WLIT to help create clearer value to individuals approaching from either entry point

2. Tech on Tap

2022: We hosted our first *Tech on Tap* on September 1st at Pries Brewing Company and followed it up with our second monthly event at Arbeiter Brewing on October 6th. Our purpose is to create an initial connection point-of-entry to MnTech for both members and prospective members, and to create a social gathering that MnTech member managers could invite their teams to instead of planning their own.

We have had more than 100 individuals attend at least one of the first two events. The level of engagement has been high as technologists ranging from current bootcamp students to established industry professionals connect in an organic environment. We had a sponsor for our September event and a commitment from Appian for our November 3rd event at [Lake Monster Brewing](#) as well. If you know of an organization that may be interested in sponsoring in December or in 2023 ([\\$1500 total cost](#)), let [Ismail](#) know.

2023: Based on the early success of this event, we are planning to hold 9 Tech on Tap events next year. The cost of providing this opportunity is offset by sponsorship and is of high value to MnTech in relation to the effort required to host it. We want to continue to grow both attendance and sponsorship next year.

3. CIO Forums

2022: Our final CIO Forum for the year takes place the morning of November 3rd with the topic of *Tech Trends to Watch*. Panelists for this virtual session include:

- Chee Wong, CIO of Blue Cross/Blue Shield of MN
- Ben Davis, CIO of Cambria
- Rachel Lockett, CIO of Pohlads Companies
- Andy Dulka, CIO of Restaurant Technologies

2023: With an abundance of opportunities for CIO/CISO/CTO leaders to connect and meet-up through a variety of organizations, we will be re-evaluating how we plan, host, and execute our tech executive peer forums in 2023. Additionally, we want to ensure that participants experience a strong MnTech brand when they come.

4. CIO Panel

2022: The annual CIO Panel returns as an in-person event the morning of Thursday, December 8, at the Metropolitan Ballroom. Confirmed speakers are:

- Brett Craig, CIO, Target Corporation
- Rita Khan, CDO, Mayo Clinic
- Jim Graham, CIO, Prime Therapeutics
- Heather Mickman, CIO, Gap, Inc.
- Mark Murphy, CIO, 3M
- Shannon Levang, CIO, U.S. Bank

Event sponsors include Diginer (Gold), Qlik (Silver), along with ProCircular and Turnberry Solutions (Bronze). We need one more Bronze sponsor at \$5,000 to meet our goal for the event, so please contact Joel or myself if you have interest or a suggestion.

2023: Like the CIO Forums—there is an opportunity to sharpen our value proposition and approach to this event to ensure it continues to be a distinct, valuable opportunity for attendees. Look for more information in the next few months on potential new branding and fresh approach to this long-standing event.

5. Other events in 2023

Though we are still finalizing plans in this area, look for more information around:

- Tech Talks: Compelling storytelling events focused on themes of interest to technologists or other elements of the MnTech ecosystem.

- Tech Connect: Building on our successful return to in-person last year, we have again booked space at the Saint Paul RiverCentre in May to focus on tech topics and communities that brings us together.
- MnTech Celebration event: Though Tekne was on hiatus this year, we believe celebrating the people and organizations driving innovation and impact in Minnesota's tech community should continue.
- Tech for Good: Reviving work done in the past to offer our member technologists the chance to participate in technology tours, hackathons, and other community engagement events.

FINANCIAL OVERVIEW

Net income for the first three quarters of 2022 is running \$33,037 ahead of plan despite the shortfall in membership revenue mentioned at the onset of this report. Total revenue through September 30 was \$2,052,973 compared to a budget of \$2,193,716, a negative variance of \$140,737. Just over half of this revenue shortfall was a function of lower membership revenue (\$77k) followed by Grant/STEM programs (\$41k) and events (\$22k).

Offsetting the reduced revenues were even greater savings in expenses, with total YTD expenses running \$173,781 lower than budgeted. This savings came from lower personnel costs (\$130k variance) and event expenses (\$40k) than what had been forecast. The net result is a profit through the first three quarters of \$205,364 versus a budgeted amount of \$172,326.

The balance sheet remains strong with \$535,852 in the bank and another \$300,920 in accounts receivable. A/R is higher than normal as a result of \$125,000 in grant reimbursements still due to us from the SBA as part of the FAST grant received for the MNSBIR program. We have been told by SBA officials that funding is set to be disbursed shortly.

We are working on year-end projections and will have preliminary numbers to share at Thursday's board meeting. Please don't hesitate to call with any questions you may have.