

December, 2022

I. HOUSING RECRUITMENT

- A. Steph** – Homes sales update: 110 active listings with a price range between \$83k – \$1.6 mil. Average price \$305,892 Median price \$265,000. Pending 55 price range \$100,000 – \$759,000. 487 home sales YTD Jan – Dec 28.
- B. Steph** – Site visit of new construction at the Wells in Artesia. Framing stage in progress. Met with Noel Munoz, President, and David Miller, General Superintendent at N2M Contracting.
- C. Steph-** Apartment updates from the major suppliers in the market:
- Pecos Vista 100% completely waitlisted.
 - Cavern City Apts, 90% with 12 units mix of 2 and 3 beds.
 - Arrowstone, Copperstone and Canyonstone (Artesia) above 95% range \$1525 - \$1815.
 - Dunagan Associates Rental Department approx. 370 units total with 23 units available. Price range, studios suites \$750 to 3/2 \$3,000.
 - The Villages at Carlsbad, 93% with 10 units mix of 1 and 2 beds range \$1115 – \$1315.
- D. Steph** – Hotel, RV Park, Man Camp updates from the major suppliers in the market:
- Hotels increased in occupancy range 66%-72%. Some are expecting a strong Jan and will push ADR.
 - RV Parks had a wide range in occupancy 50%-70%. Also expecting Jan to strengthen.
 - Man camps had the strongest occupancy 78%-95% and expecting to be full after the new year.
- E. Steph** – Finalizing the Settling-In Service (onboarding project) for new employees to the area of Carlsbad/Eddy County. As they transition into their new community, we will provide information for various employment levels in addition to spousal/partner assistance and family members.
- F. Steph** – Delivered approximately 50 housing reports. Met with several of the primary data contributors and emailed participation thank you's. Working on the end of year wrap up of data.

II. WORKFORCE RECRUITMENT

- A. Steph** – Attended Fort Bliss - El Paso TX TAP Job Fair, Dec 6. Results, approximately 150 soldiers attended. Format was organized and proactive. Soldiers are bused to the job fair as part of the transitioning program. The job fairs are weekly, and we have committed to attend quarterly.

- B. Steph** – Attended the Carlsbad Municipal Schools Energy Career Pathway Development Session, Dec 5. Energy industry leadership and workforce development participated in the session. Several goals were outlined in the agenda to include; interactive discussion to support the vision of the ENRM Pathway’s future. Review of past work in Nov, building on the foundation moving forward and approval process.
- C. Steph** – Upcoming Workforce Events:
1. San Juan College, Farmington NM Career Fair - Feb 16, 2023.
 2. Fort Bliss - El Paso, TX TAP Job Fair, Mar 7, May 18 MEGA.
- D. Steph** – Collaborating with Steven Gonzales at SENMC, discussing potential spring SENMC Career Fair and dates.
- E. Steph** – Call with Susan Spratlen, Permian Strategic Partnership, reviewed efforts from PSP specifically for the Carlsbad area. Susan shared the focus has shifted from housing to workforce and healthcare initiatives. Specific efforts lean toward, Odessa College and TX Tech Lubbock and SENMC. PSP is assisting with improving the infrastructure to expand available workforce. PSP is funded through the 19 member contributions: Apache, BPX Energy, Chevron, ConocoPhillips, Coterra Energy, Devon Energy, Diamondback Energy, Endeavor Energy Resources, EOG Resources, ExxonMobil, Halliburton, Kinetik, Occidental, Ovintiv, Permian Resources, Pioneer Natural Resources, Plains All American, SLB, and WaterBridge.
- F. Steph** – Unemployment:
1. November 2022 NM State unemployment rate 4.1% (down from 4.3% in Oct and down from 6.0% previous year.
 2. Our region is down.
 - a) Chaves 3.8%.
 - b) Eddy 2.8%.
 - c) Lea 4.2%.
 3. Compared to Nov 2021- Chaves 6.2%, Eddy 5.3%, Lea 7.7%.

IV. EDUCATION

- A. John-** Attending meetings regarding SENMC trades program. The group is working to find additional funding sources to help get this project started as soon as possible.

V. OIL, GAS & ALTERNATE ENERGY

- A. **John-** Continuing to assist Durango Midstream with their Industrial Revenue Bonds and other incentives with the state. Met with their management team four times this month. Spoke in support of their IRB to the County Commission. I am happy to report that the commission passed the ordinance in December. They will have just under 100 employees in Eddy County. The plant is to be located northeast of Carlsbad and will eliminate the flares in that area by processing the gas from wells throughout that area in Lea and Eddy Counties. Anticipating a spring trip to Santa Fe to help them get JTIP funds.
- B. **Jeff** – Spoke to a business owner who currently has locations in Albuquerque and Odessa on the plans he has to open a location in Carlsbad. Currently they have two remote workers here, but they would like to open a site to house more as they build their business. They work with air compression systems.

IV. MEDICAL

- A. **Jeff** – I have been collecting research on what is needed to recruit a new primary care doctor to the market, as outlined by my new 2023 goals directed by the executive board. In doing so, I have talked with both Carlsbad Medical Center and Artesia General on the subject and they have their own plans for recruitment as well. The hope is for us to engage and assist wherever we can throughout this process.

V. NUCLEAR

- A. **John-** Attended an NWP event honoring John Heaton for his efforts on WIPP. The event included a tour of WIPP and watching a roof bolt emplacement. Spoke with Donovan Mager about the possibility of a CDOD Board WIPP tour for those interested. If you are interested in touring the WIPP Facility, please let me know. This tour would probably occur sometime after the legislative session this spring.
- B. **John-** Assisting MNTF Members in planning their travel to this year's ECA/ Waste Management Conference in Arizona in a couple of months.

VI. RETAIL/RESTAURANTS/ENTERTAINMENT/HOSPITALITY

- A. **Jeff** — Planet Fitness has hired the majority of their staff, and they plan on opening later this January. They currently have a trailer across from the gym location where their staff is working on gym memberships and training.
- B. **Jeff** – The Red River ICSC show will take place in January, 18-20th. We will have a booth presence there and have already begun scheduling meetings. Currently working on the booth design, along with updated marketing materials. As mentioned previously, this has been our best trade show to attend historically, as we have generated numerous leads, site visits, and new businesses here in Carlsbad.

- C. **Jeff** – A company I began assisting back in August of 2022 has decided upon a location. K & M Tire will be located at 3223 National Parks Highway. They have begun the hiring process. I offered our assistance in finding employees but have not heard back yet. They will be open in 2023.
- D. **Jeff** – Spoke with representatives from U-Haul. They are hoping to have the Carlsbad facility open by the end of Summer 2023, but that is only a ballpark date at this point. They expect to ramp up construction after the start of the new year, and I offered any help we could provide moving forward.
- E. **Jeff** – I received a fact sheet for the Best Western Plus hotel, which will be opening soon off South Canal street. The pre-activation sales manager contacted me and asked if we typically have guests or visitors that they could help us with, and I told them we would love to partner with them upon them becoming CDOD members. Once the hotel gets closer to opening the sales manager for the site will be reaching out.
- F. **Jeff** – HTeaO is now projected to open in 2023. Construction continues, as they are working on the parking lot now

VII. POTASH & OTHER MINING

- A. **John**- Following up on a request to tour one of our community's potash mines. If anyone is interested in a tour, please let Belenda or myself know.

VIII. ADMINISTRATION

- A. **Jeff** – I have been designing labels to be placed on jars of salsa our Eddy County contingent will be presenting to our legislators during the upcoming session. We are working with the Chamber of Commerce on an Eddy County Appreciation event.
- B. **Jeff** – There has been a great deal of work being done on the back end of the CDOD website. I have been going over all the aspects of the site as it is undergoing a redesign. We will go live with the renovated site soon, once all of the new images and data are correctly placed.
- C. **Steph** – New membership prospecting and local business visits. Met with Neil Bhakta, Golf Pro at the Riverside Country Club. Riverside is expanding and under construction for a new club house. Additional efforts, N2M, Archrock, Campbell Energy, Kodiak, Target Lodging, and several hotels.
- D. **John**- Brittany Jenkins, our receptionist, recently took a position with Carlsbad Medical Center. As some of you might know, she has been attending SENMC to become a nurse. As she is nearing graduation, she was seen as a valuable local asset by our member and we congratulate and wish her luck as she pursues a career in her chosen field. The Executive Board and Staff had a lunch to thank her for her services to the CDOD.

- E.** **John-** Met with David and Ryan from our independent auditor's office. They are starting their work on this year's audit. As with last year, the audit started late due to the current accounting company's inability to get information to the auditors on time. This was a finding last year in our audit and will, no doubt, be one again.
- F.** **John-** Working with Belenda and David Fritschy's office to convert our book keeping services to a new setup that will involve staff doing more of the work in-house under the guidance and watchful eye of our auditor. We have chosen not to renew the accounting/book keeping contract with Harvey and Simmons.
- G.** **John-** Working with Chamber on Eddy County Legislative event to be held in Rio Chama Steakhouse on evening of Jan. 23, 2023. We are co-sponsoring this event with the Carlsbad and Artesia Chambers, as we have in prior years, and this year, we are also getting financial help from Chevron and NWP.
- H.** **John-** Met with Jim Lucero and other NMEDD staff members this month about assistance needed from our District reps. We spoke about incentives available and the importance of the messaging coming out of Santa Fe.