APPLICATION HIGHLIGHTS
- Latitude 36 Foods, LLC plans to retrofit a base warehouse to a food grade manufacturing facility. The new facility will be outfitted with state-of-the-art packaging equipment.
- The company plans to use Reno-based material suppliers and contractors for the construction of its facility.
- The company plans to hire and train employees from the Reno area. In conjunction with manufacturing operations, the Reno facility will also house the company's executive and administrative staff.

PROFILE
Latitude 36 Foods, LLC is a supplier of condiments for the salad and fresh cut produce industry. The company buys raw materials in bulk and packages the items into condiments for boxed salad kits. In the fresh cut produce industry, the salad kit category is growing at a 30% year over year rate. The total category has tripled since 2013, and is projected to double again in the next five years. Latitude 36 Foods, LLC will address the capacity shortfall and increasing demand for specific salad kit products. The company's founder has over twenty years experience in finance and operations for the produce and food industries, working for market leaders such as Monterey Mushrooms, Taylor Farms, Steven Roberts Originals, and Dole Fresh Vegetables.
Latitude 36 Foods, LLC's joint venture members have facilities in Salinas, Gonzales, and Tracy, California. The company is backed by two of the largest salad companies in North America. Source: Latitude 36 Foods, LLC

SIGNIFICANCE OF ABATEMENTS IN THE COMPANY'S DECISION TO RELOCATE/EXPAND
Latitude 36 has conducted an extensive search of properties in California, Arizona and Nevada. The company's decision to locate its new operations in Reno is due to several factors, including availability of new warehouse space, the business tax structure, cost of living and logistical advantages offered by the region. In addition, Latitude 36 Foods, LLC is aware of the benefits of the State Incentive Program, and this is also a critical factor in deciding to establish its headquarters and manufacturing operations in Reno. Source: Latitude 36 Foods, LLC

REQUIREMENTS

<table>
<thead>
<tr>
<th>Statutory</th>
<th>Application</th>
<th>Sufficient</th>
<th>% Over / Under</th>
</tr>
</thead>
<tbody>
<tr>
<td>Job Creation</td>
<td>50</td>
<td>125</td>
<td>Yes</td>
</tr>
<tr>
<td>Average Wage</td>
<td>$21.95</td>
<td>$22.15</td>
<td>Yes</td>
</tr>
<tr>
<td>Equipment Capex (SU &amp; MBT)</td>
<td>$1,000,000</td>
<td>$17,311,587</td>
<td>Yes</td>
</tr>
<tr>
<td>Equipment Capex (PP)</td>
<td>$5,000,000</td>
<td>$17,311,587</td>
<td>Yes</td>
</tr>
</tbody>
</table>

INCENTIVES

<table>
<thead>
<tr>
<th>Requested Terms</th>
<th>Estimated $ Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sales Tax Abmt.</td>
<td>$1,084,571</td>
</tr>
<tr>
<td>Modified Business Tax Abmt.</td>
<td>$526,267</td>
</tr>
<tr>
<td>Personal Property Tax Abmt.</td>
<td>$637,941</td>
</tr>
<tr>
<td>Total</td>
<td>$2,248,779</td>
</tr>
</tbody>
</table>

JOB CREATION

<table>
<thead>
<tr>
<th>Contracted</th>
<th>24-Month Projection</th>
<th>5-Year Projection</th>
</tr>
</thead>
<tbody>
<tr>
<td>50</td>
<td>125</td>
<td>650</td>
</tr>
</tbody>
</table>

OTHER CAPITAL INVESTMENT

<table>
<thead>
<tr>
<th>Land</th>
<th>Building Purchase</th>
<th>BTS / Building Improvements</th>
</tr>
</thead>
<tbody>
<tr>
<td>$0</td>
<td>$0</td>
<td>$9,100,000</td>
</tr>
</tbody>
</table>

ECONOMIC IMPACT ESTIMATES (10-Year Cumulative)

<table>
<thead>
<tr>
<th>Total Jobs Supported</th>
<th>Total Payroll Supported</th>
<th>Total Output Estimate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1,443</td>
<td>$515,294,709</td>
<td>$3,169,061,938</td>
</tr>
<tr>
<td>93</td>
<td>$4,061,331</td>
<td>$14,284,907</td>
</tr>
</tbody>
</table>

Estimate includes jobs, payroll & output by the company assisted as well as the secondary impacts to other local businesses.

NEW TAX REVENUE ESTIMATES (10-Year Cumulative)

<table>
<thead>
<tr>
<th>Direct</th>
<th>Indirect</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Local Taxes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Property</td>
<td>$1,674,130</td>
<td>$16,202,267</td>
</tr>
<tr>
<td>Sales</td>
<td>$370,575</td>
<td>$8,098,769</td>
</tr>
<tr>
<td>Lodging</td>
<td>$0</td>
<td>$188,762</td>
</tr>
</tbody>
</table>

| State Taxes |
| Property   | $81,548   | $975,256    | $1,056,804  |
| Sales      | $464,532  | $3,194,827  | $3,659,359  |
| Modified Business | $2,658,898 | $3,724,681 | $6,383,579 |
| Lodging    | $0        | $62,921     | $62,921     |
| Total      | $5,249,683 | $32,447,483 | $37,697,166 |

EMPLOYEE BENEFITS
- Percentage of health insurance covered by company: 85%.
- Health care package cost per employee - $7,344 annually with options for dependents.
- Overtime, PTO/Sick/Vacation/ Merit Increases/ COLA adjustments/Tuition Assistance/ Retirement Plan / Profit Sharing / 401(k)/ Bonus.

NOTES
- Percentage of revenue generated by the new jobs contained in this application from outside Nevada: 100%.
- The company is considering Salinas, CA, Milpitas, CA, Gilroy, CA, and Yuma, AZ as potential locations.
October 10, 2017

Director Steve Hill  
Governor’s Office of Economic Development  
808 West Nye Lane  
Carson City, NV 89703  
Re: Latitude 36 Foods, LLC

Dear Steve:

EDAWN hereby supports the application of Latitude 36 Foods, LLC for the Sales & Use Tax Abatement, Modified Business Tax Abatement, and Personal Property Tax Abatement incentives.

Latitude 36 Foods, LLC is a supplier of condiments to the salad industry and more specifically ingredients being produced for the fresh cut produce involving boxed salad kits. Latitude 36 Foods, LLC buys raw materials and packages the items into small packages for the boxed salad kits. They are backed by two of the largest salad companies in North America.

The company plans on investing over $17,300,000.00 in capital equipment while hiring 125 employees at an average wage of $22.15 per hour by the end of the first 2 years. This location will also be their corporate headquarters.

The company is in the process of completing their compensation package which will include medical, dental, and vision benefits offered after 30 days of employment. The company will also cover a minimum of 75% of the health insurance package.

EDAWN supports this application as the company meets two of three incentive requirements. Your consideration and support of the incentive application for Latitude 36 Foods, LLC, is a significant factor in their pending decision to expand in northern Nevada and speaks favorably to the State’s business-friendly environment.

Sincerely,

Chris Ault, Jr.

EDAWN, Vice-President Business Development
October 10, 2017

Governor's Office of Economic Development
808 West Nye Lane
Carson City, NV 89703

Dear Commission Members:
Latitude 36 Foods, LLC was founded by Leslie Surber in May, 2017. There is a gap in the supply of condiments to the salad industry. Our customers are funding our capital, and we are supported by two of the largest salad companies in North America. We have conducted an extensive search for properties in California, Arizona and Nevada. We plan to hire and train employees from the local Reno area, and begin our manufacturing operations in the Reno facility. The Reno facility will also house our executive and administrative staff. The target date for the physical move is Spring, 2018, with operations to commence May 1, 2018, depending on construction timelines.

Latitude 36 Foods joint venture members have facilities in Salinas, Gonzales, and Tracy, California. The decision to locate our new operations in Reno is due to several factors, including availability of new warehouse space, the business tax structure, cost of living and logistic advantages offered by the region. In addition, Latitude 36 Foods, LLC is aware of the benefits of the State Incentive Program, and this also was a critical factor in deciding to establish our headquarters and manufacturing operations in Reno.

We plan to retrofit a base warehouse to include food grade packaging space. We will be outfitting the plant with new state-of-the-art packaging equipment. In order to staff and operate our operations, the plan is to hire a total of 125 to 150 employees. The average hourly rate of the employees is projected to be at least $22.00.

We are excited about the market opportunities presented by the establishment of our headquarters in Reno, Nevada, and the advantages that locating this facility in Reno will offer our company. In conjunction with Nevada's business-friendly environment, we see this as an ideal environment for a start-up company.

Sincerely,

Leslie Surber
President
Latitude 36 Foods, LLC
November 9, 2018

Mr. Steve Hill, Executive Director
Nevada Governor's Office of Economic Development
555 E. Washington Avenue, Suite 5400
Las Vegas, NV 89101

Dear Mr. Hill,

We understand that a requirement for the tax abatements provided by the governor's office of economic development is the offering of 65% of the health care coverage for the eligible employees of the company. We fully intend on providing 65% of healthcare coverage for our eligible employees in the state by our 24th month of operation in Nevada.

Best Regards,

[Signature]
Leslie Surber
President
Mr. Steven D. Hill  
Executive Director  
Nevada Governor's Office of Economic Development  
555 E. Washington 808 W. Nye Lane  
Carson City, NV 89703

RE: REQUEST FOR CONFIDENTIALITY OF RECORDS AND DOCUMENTS

Dear Director Hill:

On October 10, 2017, Latitude 36 Foods, LLC submitted an application to you as the Executive Director of the State of Nevada Governor's Office of Economic Development ("GOED") requesting approval of economic incentives for their new operation in Nevada. The purpose of this letter is to request confidentiality pursuant to Section 4 of Assembly Bill No. 17 (2015 Regular Session) as codified in NRS 231.069.

Please be advised Latitude 36 Foods, LLC specifically deems the following information proprietary and confidential:

1) The detailed schedule of Employment List
2) The detailed schedule of Capital Equipment List

Thank you for your consideration. If you have any questions or require any further information, please do not hesitate to contact me.

Very truly yours,

Leslie Surber  
President
REQUEST FOR CONFIDENTIALITY DETERMINATION

Pursuant to NRS 231.069, and upon the request of applicant Latitude 36 Foods, LLC the Executive Director of the Office has determined the:

(i) The detailed schedule of Capital Equipment List, 5(A)
(ii) The detailed schedule of Employment List, 5(B)

are confidential proprietary information of the business, are not public records, and shall be redacted in its entirety from the copy of the application that is disclosed to the public.

Steven D. Hill
Executive Director

11/06/2017
Date
Company is an / a: (check one)
☐ New location in Nevada
☐ Expansion of a Nevada company

Section 1 - Type of Incentives
Please check all that the company is applying for on this application:
☐ Sales & Use Tax Abatement
☐ Sales & Use Tax Deferral
☐ Modified Business Tax Abatement
☐ Recycling Real Property Tax Abatement
☐ Personal Property Tax Abatement
☐ Other:

Section 2 - Corporate Information
COMPANY NAME (Legal name under which business will be transacted in Nevada)
Latitude 36 Foods, LLC

FEDERAL TAX ID #
35-2594469

CORPORATE ADDRESS
17 E Gabilan
Salinas, CA 93901

MAILING ADDRESS TO RECEIVE DOCUMENTS (If different from above)
PO Box 2567
Salinas, CA 93901

TELEPHONE NUMBER
831-818-5246

COMPANY CONTACT NAME
Leslie Surber

E-MAIL ADDRESS
lsurber@latitude36foods.com

Has your company ever applied and been approved for incentives available by the Governor's Office of Economic Development? ☐ Yes ☐ No

Section 3 - Program Requirements
Please check two of the boxes below; the company must meet at least two of the three program requirements:

☐ A capital investment of $1,000,000 in eligible equipment in urban areas or $250,000 in eligible equipment in rural areas are required. This criteria is businesses. In cases of expanding businesses, the capital investment must equal at least 20% of the value of the tangible property owned by the business.

☐ New businesses locating in urban areas require fifty (50) or more permanent, full-time employees on its payroll by the eighth calendar quarter following quarter in which the abatement becomes effective. In rural areas, the requirement is ten (10) or more. For an expansion, the business must increase employees on its payroll by 10% more than its existing employees prior to expansion, or by 25 (urban) or 6 (rural) employees, whichever is greater.

☐ In urban areas, the average hourly wage that will be paid by the business to its new employees is at least 100% of the average statewide hourly wage. In rural areas, the average hourly wage will equal or exceed the lesser of the county-wide average hourly wage or statewide average hourly wage.

Note: Criteria is different depending on whether the business is in a county whose population is 100,000 or more or a city whose population is 60,000 or more (i.e., "urban" area), or if the business is in a county whose population is less than 100,000 or a city whose population is less than 60,000 (i.e., "rural" area).

Section 4 - Nevada Facility
Type of Facility:
☐ Headquarters
☐ Technology
☐ Back Office Operations
☐ Research & Development / Intellectual Property
☐ Service Provider
☐ Distribution / Fulfillment
☐ Manufacturing
☐ Other:

PERCENT OF COMPANY’S NEVADA LOCATION MARKET OUTSIDE OF NEVADA 100%

EXPECTED DATE OF NEW / EXPANDED OPERATIONS (MONTH / YEAR)
May, 2018

NAICS CODE / SIC 311991
INDUSTRY TYPE
Fresh Food Manufacturing

DESCRIPTION OF COMPANY’S NEVADA OPERATIONS
Manufacturing and Administration

PROPOSED / ACTUAL NEVADA FACILITY ADDRESS
375 Cabela Drive or 9460 N Virginia Street, Reno, NV

CITY / TOWN
Reno

COUNTY
Washoe County

ZIP
89439

WHAT OTHER STATES / REGIONS / CITIES ARE BEING CONSIDERED FOR YOUR COMPANY’S RELOCATION / EXPANSION / STARTUP?
Salinas, CA, Milpitas, CA, Gilroy, CA, Yuma, AZ
Section 5 - Complete Forms (see additional tabs at the bottom of this sheet for each form listed below)

Check the applicable box when form has been completed.

5 (A) ☐ Equipment List
5 (B) ☐ Employment Schedule
5 (C) ☐ Evaluation of Health Plan

Section 6 - Real Estate & Construction (Fill in either New Operations/Startup or Expansion, not both.)

<table>
<thead>
<tr>
<th>New Operations / Start Up - Plans Over the Next Ten Years</th>
<th>Expansions - Plans Over the Next 10 Years</th>
</tr>
</thead>
<tbody>
<tr>
<td>Part 1. Are you currently/planning on leasing space in Nevada? <strong>Yes</strong></td>
<td>Part 1. Are you currently leasing space in Nevada?</td>
</tr>
<tr>
<td>If No, skip to Part 2. If Yes, continue below:</td>
<td>If No, skip to Part 2. If Yes, continue below:</td>
</tr>
<tr>
<td>What year(s)?</td>
<td>What year(s)?</td>
</tr>
<tr>
<td>How much space (sq. ft.)?</td>
<td>How much space (sq. ft.)?</td>
</tr>
<tr>
<td>Annual lease cost of space: $765,000.00</td>
<td>Annual lease cost at current space:</td>
</tr>
<tr>
<td>Do you plan on making building improvements? <strong>Yes</strong></td>
<td>Due to expansion, will you lease additional space?</td>
</tr>
<tr>
<td>If No, skip to Part 2. If Yes *, continue below:</td>
<td>If No, skip to Part 2. If Yes *, continue below:</td>
</tr>
<tr>
<td>When to make improvements (month, year)? Fall 2017</td>
<td>When to make improvements (month, year)?</td>
</tr>
</tbody>
</table>

Part 2. Are you currently/planning on buying an owner occupied facility in Nevada? **No**

If No, skip to Part 3. If Yes *, continue below:

Purchase date, if buying (month, year):

How much space (sq. ft.)?

Do you plan on making building improvements?

If No, skip to Part 3. If Yes *, continue below:

When to make improvements (month, year)?

Part 3. Are you currently/planning on building a build-to-suit facility in Nevada? **No**

If Yes *, continue below:

When to break ground, if building (month, year):

Estimated completion date, if building (month, year):

How much space (sq. ft.)?

Part 2. Are you currently operating at an owner occupied building in Nevada?

If No, skip to Part 3. If Yes, continue below:

How much space (sq. ft.)?

Current assessed value of real property?

Due to expansion, will you be making building improvements?

If No, skip to Part 3. If Yes *, continue below:

When to make improvements (month, year)?

Part 3. Do you plan on building or buying a new facility in Nevada?

If Yes *, continue below:

Purchase date, if buying (month, year):

When to break ground, if building (month, year):

Estimated completion date, if building (month, year):

How much space (sq. ft.)?

*BRIEF DESCRIPTION OF CONSTRUCTION PROJECT AND ITS PROJECTED IMPACT ON THE LOCAL ECONOMY (Attach a separate sheet if necessary):

Upfit base warehouse to food grade manufacturing facility. Our project will be managed by The Dennis Group, based in Salt Lake City, UT. Our investment in tenant improvements are expected to exceed $10MM. Many of our construction material suppliers are located in Reno. We will use as many local contractors as possible.
### Section 7 - Capital Investment (Fill in either New Operations/Startup or Expansion, not both.)

<table>
<thead>
<tr>
<th>New Operations / Start Up</th>
<th>Expansions</th>
</tr>
</thead>
<tbody>
<tr>
<td>How much capital investment is planned? (Breakout below):</td>
<td>How much capital investment is planned? (Breakout below):</td>
</tr>
<tr>
<td>Building Purchase (if buying):</td>
<td>$0</td>
</tr>
<tr>
<td>Building Costs (if building / making improvements):</td>
<td>$9,100,000</td>
</tr>
<tr>
<td>Land:</td>
<td>$0</td>
</tr>
<tr>
<td>Equipment Cost:</td>
<td>$17,311,588</td>
</tr>
<tr>
<td>Total:</td>
<td>$26,411,588</td>
</tr>
<tr>
<td>Building Purchase (if buying):</td>
<td>$0</td>
</tr>
<tr>
<td>Building Costs (if building / making improvements):</td>
<td>$0</td>
</tr>
<tr>
<td>Land:</td>
<td>$0</td>
</tr>
<tr>
<td>Equipment Cost:</td>
<td>$0</td>
</tr>
<tr>
<td>Total:</td>
<td>$0</td>
</tr>
</tbody>
</table>

- Is the equipment purchase for replacement of existing equipment?
- Current assessed value of personal property in NV: __________________________
- (Must attach the most recent assessment from the County Assessor’s Office.)

### Section 8 - Employment (Fill in either New Operations/Startup or Expansion, not both.)

<table>
<thead>
<tr>
<th>New Operations / Start Up</th>
<th>Expansions</th>
</tr>
</thead>
<tbody>
<tr>
<td>How many full-time equivalent (FTE*) employees will be created by the end of the first eighth quarter of new operations?:</td>
<td>How many full-time equivalent (FTE*) employees will be created by the end of the first eighth quarter of expanded operations?:</td>
</tr>
<tr>
<td>Average hourly wage of these new employees:</td>
<td>$22.00</td>
</tr>
<tr>
<td>How many full-time equivalent (FTE*) employees will be created by the end of the first eighth quarter of expanded operations?:</td>
<td></td>
</tr>
<tr>
<td>Average hourly wage of these new employees:</td>
<td></td>
</tr>
<tr>
<td>How many FTE employees prior to expansion?:</td>
<td></td>
</tr>
<tr>
<td>Average hourly wage of these existing employees:</td>
<td></td>
</tr>
<tr>
<td>Total number of employees after expansion:</td>
<td></td>
</tr>
</tbody>
</table>

* FTE represents a permanent employee who works an average of 30 hours per week or more, is eligible for health care coverage, and whose position is a “primary job” as set forth in NAC 360.474.

**OTHER COMPENSATION** (Check all that apply):
- ☐ Overtime
- ☐ Merit increases
- ☐ Tuition assistance
- ☐ Bonus
- ☐ PTO / Sick / Vacation
- ☐ COLA adjustments
- ☐ Retirement Plan / Profit Sharing / 401(k)
- ☐ Other: __________________________

**BRIEF DESCRIPTION OF ADDITIONAL COMPENSATION PROGRAMS AND ELIGIBILITY REQUIREMENTS** (Attach a separate sheet if necessary):

### Section 9 - Employee Health Insurance Benefit Program

- Is health insurance for employees and an option for dependents offered?:
  - ☑ Yes (copy of benefit plan must be attached)
  - ☐ No

**Package includes (check all that apply):**
- ☐ Medical
- ☐ Vision
- ☐ Dental
- ☐ Other: __________________________

**Qualified after (check one):**
- ☐ Upon employment
- ☐ Three months after hire date
- ☐ Six months after hire date
- ☐ Other: 30 days

**Health Insurance Costs:**

| Cost of health insurance for company (annual amount per employee): | $7,344.00 |
| Health Plan annual out-of-pocket maximum (individual): | $3,000.00 |

**Percentage of health insurance coverage by:**

| Company: 85% |
| Employee: 15% |

---

[SIGNATURE PAGE EXISTS]
Section 10 - Certification

I, the undersigned, hereby grant to the Governor's Office of Economic Development access to all pertinent and relevant records and documents of the aforementioned company. I understand this requirement is necessary to qualify and to monitor for compliance of all statutory and regulatory provisions pertaining to this application.

Being owner, member, partner, officer or employee with signatory authorization for the company, I do hereby declare that the facts herein stated are true and that all licensing and permitting requirements will be met prior to the commencement of operations. In addition, I and for the company's legal counsel have reviewed the terms of the GOED Tax Abatement and Incentives Agreement, the company recognizes this agreement is generally not subject to change, and any material revisions have been discussed with GOED in advance of board approval.

Leslie Surber
Name of person authorized for signature

President
Title

Signature

October 10, 2017
Date

Nevada Governor's Office of Economic Development
555 E. Washington Ave., Ste 5400 • Las Vegas, Nevada 89101 • 702.486.2700 • (Fax) 702.486.2701 • www.diversifynevada.com
### Site Selection Factors

**Company Name:** Latitude 36 Foods, LLC  
**County:** Washoe County

#### Section I - Site Selection Ratings

Directions: Please rate the select factors by importance to the company's business (1 = very low; 5 = very high). Attach this form to the Incentives Application.

<table>
<thead>
<tr>
<th>Factor</th>
<th>Rating</th>
</tr>
</thead>
<tbody>
<tr>
<td>Availability of qualified workforce</td>
<td>5</td>
</tr>
<tr>
<td>Labor costs</td>
<td>3</td>
</tr>
<tr>
<td>Real estate availability</td>
<td>5</td>
</tr>
<tr>
<td>Real estate costs</td>
<td>3</td>
</tr>
<tr>
<td>Utility infrastructure</td>
<td>4</td>
</tr>
<tr>
<td>Utility costs</td>
<td>4</td>
</tr>
<tr>
<td>Transportation infrastructure</td>
<td>4</td>
</tr>
<tr>
<td>Transportation costs</td>
<td>4</td>
</tr>
<tr>
<td>State and local tax structure</td>
<td>5</td>
</tr>
<tr>
<td>State and local incentives</td>
<td>3</td>
</tr>
<tr>
<td>Business permitting &amp; regulatory structure</td>
<td>4</td>
</tr>
<tr>
<td>Access to higher education resources</td>
<td>3</td>
</tr>
</tbody>
</table>

**Other Factors & Ratings:**
Equipment Schedule, Detailed

The Office has determined the detailed equipment schedule as described in this application constitutes confidential proprietary information of Latitude 36 Foods, LLC, and is not a public record.
Employment Schedule, Detailed

The Office has determined the detailed employment schedule as described in this application constitutes confidential proprietary information of Latitude 36 Foods, LLC, and is not a public record.
5(C) Evaluation of Health Plans Offered by Companies

Company Name: Latitude 36 Foods, LLC
County: Washoe County

<table>
<thead>
<tr>
<th>Total Number of Full-Time Employees:</th>
<th>125</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average Hourly Wage per Employee</td>
<td>$22.00</td>
</tr>
<tr>
<td>Average Annual Wage per Employee (implied)</td>
<td>$45,760.00</td>
</tr>
<tr>
<td>Annual Cost of Health Insurance per Employee</td>
<td>$7,344.00</td>
</tr>
<tr>
<td>Percentage of Cost Covered by:</td>
<td></td>
</tr>
<tr>
<td>Company</td>
<td>85%</td>
</tr>
<tr>
<td>Employee</td>
<td>15%</td>
</tr>
<tr>
<td>Health Plan Annual Out-of-Pocket Maximum</td>
<td>$3,000</td>
</tr>
</tbody>
</table>

### Generalized Criteria for Essential Health Benefits (EHB)

**[following requirements outlined in the Affordable Care Act and US Code, including 42 USC Section 18022]**

| Covered employee’s premium not to exceed 9.5% of annual wage | 2.8% | MMQ |
| Annual Out-of-Pocket Maximum not to exceed $6,600 (2015)    | $3,000 | MMQ |

Minimum essential health benefits covered (Company offers PPO):

- (A) Ambulatory patient services ✓
- (B) Emergency services ✓
- (C) Hospitalization ✓
- (D) Maternity and newborn care ✓
- (E) Mental health/substance use disorder/behavioral health treatment ✓
- (F) Prescription drugs ✓
- (G) Rehabilitative and habilitative services and devices ✓
- (H) Laboratory services ✓
- (I) Preventive and wellness services and chronic disease management ✓
- (J) Pediatric services, including oral and vision care ✓

No Annual Limits on Essential Health Benefits ✓

I, the undersigned, hereby declare to the Governor's Office of Economic Development that the facts herein stated are true, and that I have attached sufficient plan information for GOED to independently confirm the same.

Leslie Surber
Name of person authorized for signature

President
Title

October 10, 2017
Date