

Board Summary

Moen Incorporated
 4335 Arcata Way, North Las Vegas, NV 89030
 Heath Schneider, Distribution Manager
 General Warehousing and Storage

Date: March 16, 2017
 Main Location: Carson City, Nevada

Business Type: Expansion County: Clark County Development Authority Representative: Morgan Bunker, LVGEA

APPLICATION HIGHLIGHTS

- Moen Incorporated currently operates a North Las Vegas, Clark County, distribution center which opened in 1981.
- The company plans to update the conveyer and automation equipment, in its existing 219,068 square foot North Las Vegas facility, to better optimize the existing warehouse footprint and support growth projections.
- Moen Incorporated assembles and distributes many of its products globally from its North Las Vegas distribution facility.

PROFILE

Moen Incorporated designs and manufactures kitchen and bath faucets, showerheads, accessories, bath safety products, and kitchen sinks for residential and commercial applications in the United States and internationally. It also provides commercial products for schools, offices, and healthcare facilities in conjunction with replacement parts, installation, and support services. The company sells its products through its showrooms, other wholesale and retail locations, and online retailers. The company's North Las Vegas facility serves as a main distribution hub for bathroom accessories, bath safety, and garbage disposals product lines for the United States, as well as faucets and kitchen sinks distribution to the western United States. Moen Incorporated operates as a subsidiary of Fortune Brands Home & Security, Inc. *Source: Moen Incorporated*

SIGNIFICANCE OF ABATEMENTS IN THE COMPANY'S DECISION TO RELOCATE/EXPAND

Approval of the abatements sought will assist in decreasing the tax burden of the investment required in the North Las Vegas Distribution Center, making it economically feasible to support the company's preference to stay in their existing warehouse and hire more Nevada workers. In addition, the company's preference to expand its Nevada location is premised on continuing to build on their 36-year history in Clark County and the North Las Vegas Distribution Center being viewed as an integral part of the Nevada community. *Source: Moen Incorporated*

REQUIREMENTS	Statutory	Application	Sufficient	% Over / Under
Job Creation	25	10	No	-60%
Average Wage	\$21.35	\$22.15	Yes	4%
Equipment Capex (SU & MBT)	\$244,267	\$6,500,000	Yes	2561%
Equipment Capex (PP)	\$244,267	\$6,500,000	Yes	2561%

INCENTIVES	Requested Terms	Estimated \$ Amount
Sales Tax Abmt.	Abated to 2% for 2 years	\$399,750
Modified Business Tax Abmt.	50% for 4 years	\$7,844
Personal Property Tax Abmt.	50% for 10 years	\$214,833
Total		\$622,427

JOB CREATION	Contracted	24-Month Projection	5-Year Projection
	10	10	12

OTHER CAPITAL INVESTMENT	Land	Building Purchase	BTS / Building Improvements
	\$0	\$0	\$0

ECONOMIC IMPACT ESTIMATES (10-Year Cumulative)	Total	Construction
Total Jobs Supported	36	0
Total Payroll Supported	\$12,176,346	\$0
Total Output Estimate	\$31,279,649	\$0

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)	Direct	Indirect	Total
Local Taxes			
Property	\$904,280	\$452,518	\$1,356,798
Sales	\$0	\$218,059	\$218,059
Lodging	\$0	\$29,906	\$29,906
State Taxes			
Property	\$49,459	\$26,348	\$75,807
Sales	\$130,000	\$75,493	\$205,493
Modified Business	\$62,730	\$63,902	\$126,632
Lodging	\$0	\$935	\$935
Total	\$1,146,469	\$867,161	\$2,013,630

IMPACT ASSESSMENT	Economic Impact per Abated Dollar	New Total Tax per Abated Dollar
	\$50	\$3.24

EMPLOYEE BENEFITS

- Percentage of health insurance plan covered by company: 87%.
- Health care package cost per employee - \$11,015 annually with options for dependents.
- Overtime, PTO/Sick/Vaction, Merit increases, Tuition Assitance, Retirement / Profit Sharing, Bonus

NOTES

- Percentage of market outside of Nevada: 99%.
- The company is also considering Kansas City, MO; Salt Lake City, UT, and Dallas, TX as potential locations.



February 2, 2017

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

Dear Mr. Hill,

Moen Inc is applying to the State of Nevada for tax abatement incentives to include the Sales and Use Tax Abatement, Modified Business Tax Abatement, and Personal Property Tax Abatement. We request that Moen be placed on the agenda for the March GOED Board meeting.

Moen will be expanding their North Las Vegas operations by hiring 10 new employees making an average hourly wage of \$22.15. The company will make a capital investment of \$6.5 million dollars for equipment.

The Las Vegas Global Economic Alliance has reviewed Moen's application and found it to be in compliance to receive incentive abatements. Moen Inc. has the full support and endorsement of the Las Vegas Global Economic Alliance.

Sincerely,

A handwritten signature in black ink, appearing to read "Morgan Bunker", with a long horizontal flourish extending to the right.

Morgan Bunker
Las Vegas Global Economic Alliance

702.791.0000
800.634.6858

6720 VIA AUSTI PARKWAY, SUITE 330
LAS VEGAS, NEVADA 89119

LVGEA.ORG

Moen Incorporated
4335 Arcata Way
North Las Vegas, NV 89030



February 2, 2017

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

Dear Steve Hill and the Nevada Governor's Office of Economic Development,

With the assistance of an independent firm, Moen Incorporated has conducted a study of its finished goods distribution network within the United States in light of future growth projections. The study evaluated Moen's current distribution network hubs in Nevada and North Carolina and explored three options to optimize this distribution network: the addition of a third distribution center, closing and relocating existing distribution centers, and/or renovating/expanding existing distribution centers.

Moen currently operates the North Las Vegas, Clark County, Nevada distribution center (NV-DC), which we opened in 1981. This facility serves as our main distribution hub for Moen's bathroom accessories, bath safety, and garbage disposals product lines for the United States, as well as faucets and kitchen sinks distribution to the western United States.

Our preference is to renovate the existing NV-DC to help support growth projections, build on our 36-year history in Clark County, and retain the existing 52 employees. One obstacle for Moen to overcome is that the NV-DC property does not have enough land to build an expansion to increase the square footage of the warehouse. Moen presently estimates that it will need to invest approximately \$6.5 million in conveyor and automation equipment to better optimize the existing warehouse footprint and increase employment levels with an average annual wage rate at or above the statewide minimum hourly wage level. At the same time, we are also exploring relocation and expansion opportunities in other states in accordance with the distribution network study results.

Moen's Nevada Distribution Center is more than just a piece of the larger company and has become an integral part of the Nevada community. To that end, the NV-DC has worked hard to become a charitable beacon for other companies. The NV-DC hosts blood drives on-site twice a year. Personnel from the center volunteered in the I-Can-Be Program for high schoolers in Henderson, NV. Additionally, the NV-DC has worked directly with Three Square, Habitat for

Moen Incorporated, 4335 Arcata Way, North Las Vegas, NV 89030

Moen Incorporated
4335 Arcata Way
North Las Vegas, NV 89030



Humanity, and has donated product to various silent auctions and events to help raise funds for charity. Our employees are a part of the community and Moen works hand-in-hand with them to make it better now and for the future.

As a part of that future, Moen is seeking the Sales & Use Tax Abatement, Modified Business Tax Abatement, and Personal Property Tax Abatement to decrease the tax burden of the investment required in the NV-DC, making it economically feasible to support our preference to stay in our existing warehouse and hire more Nevada workers. As part of this expansion project, the first job would be hired in late February 2017 and the capital investment could begin as early as March 2017. We would increase our employment by 10+ employees over the next twenty four months.

Thank you in advance for considering our tax abatement requests.

Sincerely,

A handwritten signature in black ink, appearing to read "Jeffrey Swartz", written over a light blue horizontal line.

Jeffrey Swartz
Senior VP, Global Operations
(440) 962-2000 x2035
jswartz@moen.com

About Moen Incorporated:

As a leading faucet brand in North America, Moen offers a diverse selection of thoughtfully designed kitchen and bath faucets, showerheads, accessories, bath safety products and kitchen sinks for residential and commercial applications each delivering the best possible combination of meaningful innovation, useful features, and lasting value. Moen assembles and distributes many of its products globally from its North Las Vegas and North Carolina distribution facilities.

Moen Incorporated
4335 Arcata Way
North Las Vegas, NV 89030



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 February 2 2017, Moen Incorporated 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 Moen Incorporated 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,

A handwritten signature in black ink that reads 'Shelley J. Kiley'. The signature is written in a cursive, flowing style.

Shelley J Kiley
VP, Global Supply Chain
(440) 962-2000 x2870
skiley@moen.com

REQUEST FOR CONFIDENTIALITY DETERMINATION

Pursuant to Assembly Bill No. 17, 78th (2015) Session of the Nevada Legislature, and upon the request of applicant Moen Incorporated 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

2/27/2017
Date

ECONOMIC DEVELOPMENT

Incentive Application

Company Name: Moen Incorporated
 Date of Application: February 2, 2017

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
- Modified Business Tax Abatement
- Personal Property Tax Abatement
- Sales & Use Tax Deferral
- Recycling Real Property Tax Abatement
- Other: _____

Section 2 - Corporate Information

COMPANY NAME (Legal name under which business will be transacted in Nevada) Moen Incorporated			FEDERAL TAX ID # 36-0548230
CORPORATE ADDRESS 25300 Al Moen Drive	CITY / TOWN North Olmsted	STATE / PROVINCE OH	ZIP 44070
MAILING ADDRESS TO RECEIVE DOCUMENTS (If different from above) 4335 Arcata Way	CITY / TOWN North Las Vegas	STATE / PROVINCE NV	ZIP 89030
TELEPHONE NUMBER 440-962-2000	WEBSITE https://www.moen.com/		
COMPANY CONTACT NAME Heath Schneider	COMPANY CONTACT TITLE Distribution Manager		
E-MAIL ADDRESS heath.schneider@moen.com	PREFERRED PHONE NUMBER 702-644-1082		

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

If Yes, list the program awarded, date of approval, and status of the accounts (attach separate sheet if necessary):

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 99%	EXPECTED DATE OF NEW / EXPANDED OPERATIONS (MONTH / YEAR) Jul-2017		
NAICS CODE / SIC 493110/4225	INDUSTRY TYPE General Warehousing and Storage		
DESCRIPTION OF COMPANY'S NEVADA OPERATIONS Distribution Warehouse and Fulfillment			
PROPOSED / ACTUAL NEVADA FACILITY ADDRESS 4335 Arcata Way	CITY / TOWN North Las Vegas	COUNTY Clark County	ZIP 89030
WHAT OTHER STATES / REGIONS / CITIES ARE BEING CONSIDERED FOR YOUR COMPANY'S RELOCATION / EXPANSION / STARTUP? Kansas City, MO; Salt Lake City, UT; and Dallas, TX			

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.)

New Operations / Start Up - Plans Over the Next <u>Ten</u> Years	Expansions - Plans Over the Next <u>10</u> Years
<p>Part 1. Are you currently/planning on leasing space in Nevada? _____ If No, skip to Part 2. If Yes, continue below: What year(s)? _____ How much space (sq. ft.)? _____ Annual lease cost of space: _____ Do you plan on making building tenant improvements? _____ If No, skip to Part 2. If Yes *, continue below: When to make improvements (month, year)? _____</p> <hr style="border-top: 1px dashed black;"/> <p>Part 2. Are you currently/planning on buying an owner occupied facility in Nevada? _____ 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)? _____</p> <hr style="border-top: 1px dashed black;"/> <p>Part 3. Are you currently/planning on building a build-to-suit facility in Nevada? _____ If Yes *, continue below: When to break ground, if building (month, year)? _____ Estimated completion date, if building (month, year): _____ How much space (sq. ft.)? _____</p>	<p>Part 1. Are you currently leasing space in Nevada? Yes If No, skip to Part 2. If Yes, continue below: What year(s)? <u>1980-present</u> How much space (sq. ft.)? <u>219,068</u> Annual lease cost at current space: <u>\$920,000.00</u> Due to expansion, will you lease additional space? No If No, skip to Part 3. If Yes, continue below: Expanding at the current facility or a new facility? _____ What year(s)? _____ How much expanded space (sq. ft.)? _____ Annual lease cost of expanded space: _____ Do you plan on making building tenant improvements? _____ If No, skip to Part 3. If Yes *, continue below: When to make improvements (month, year)? _____</p> <hr style="border-top: 1px dashed black;"/> <p>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)? _____</p> <hr style="border-top: 1px dashed black;"/> <p>Part 3. Do you plan on building or buying a new facility in Nevada? No 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.)? _____</p>
* Please complete Section 7 - Capital Investment for New Operations / Startup.	* Please complete Section 7 - Capital Investment for Expansions below.

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

Q3-2017 - Replace and install new automated conveyor and shipping sortation system. Current equipment is outdated and fully depreciated.
 Q4-2017* - Install new racking to increase warehouse capacity
 Q3-2018* - Pick module and conveyor system enhancement
 Q4-2018* - Install new racking to increase warehouse capacity
 *Each phase is contingent on the completion of the prior phase.

Section 7 - Capital Investment (Fill in either New Operations/Startup or Expansion, not both.)

New Operations / Start Up	Expansions
How much capital investment is planned? (Breakout below):	How much capital investment is planned? (Breakout below):
Building Purchase (if buying): <u>\$0</u>	Building Purchase (if buying): <u>\$0</u>
Building Costs (if building / making improvements): <u>\$0</u>	Building Costs (if building / making improvements): <u>\$0</u>
Land: <u>\$0</u>	Land: <u>\$0</u>
Equipment Cost: <u>\$0</u>	Equipment Cost: <u>\$6,500,000</u>
Total: <u>\$0</u>	Total: <u>\$6,500,000</u>
	Is the equipment purchase for replacement of existing equipment? <u>Yes</u>
	Current assessed value of personal property in NV: <u>\$1,221,337</u>
	(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.)

New Operations / Start Up	Expansions
How many full-time equivalent (FTE*) employees will be created by the end of the first eighth quarter of new operations?: _____	How many full-time equivalent (FTE*) employees will be created by the end of the first eighth quarter of expanded operations?: <u>10</u>
Average hourly wage of these <u>new</u> employees: _____	Average hourly wage of these <u>new</u> employees: <u>\$22.15</u>
	How many FTE employees prior to expansion?: <u>52</u>
	Average hourly wage of these <u>existing</u> employees: <u>\$23.31</u>
	Total number of employees after expansion: <u>62</u>

* 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: see description below

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

Pay for Performance: Non-salaried, hourly employees are paid a bonus based on their performance. The amount of the bonus is based on five different performance metrics. The resulting score will determine which performance bonus level the employee qualifies for. The average bonus is equivalent to sixty-nine cents per hour worked during the bonus period. There are four quarterly bonus periods throughout the year. Eligible employees become eligible for this bonus opportunity after their initial ninety day probation period expires.

Shift Premium: Non-salaried and salaried, hourly employees who work 2nd shift receive a higher hourly wage of seventy-five cents per hour.

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: See attached Benefit Summary documents

Qualified after (check one):

Upon employment
 Three months after hire date
 Six months after hire date
 Other: _____

Health Insurance Costs:	Percentage of health insurance coverage by:
Cost of health insurance for company (annual amount per employee): <u>\$ 11,015.00</u>	Company: <u>87%</u>
Health Plan annual out-of-pocket maximum (individual): <u>\$ 5,950.00</u>	Employee: <u>13%</u>

[SIGNATURE PAGE FOLLOWS]

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 /or 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.

Jeffrey Swartz

Name of person authorized for signature



Signature

Senior VP, Global Operations

Title

February 2, 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: Moen Incorporated

County: Clark 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.

Availability of qualified workforce:	<u>3</u>	Transportation infrastructure:	<u>5</u>
Labor costs:	<u>3</u>	Transportation costs:	<u>5</u>
Real estate availability:	<u>4</u>	State and local tax structure:	<u>5</u>
Real estate costs:	<u>4</u>	State and local incentives:	<u>5</u>
Utility infrastructure:	<u>2</u>	Business permitting & regulatory structure:	<u>2</u>
Utility costs:	<u>3</u>	Access to higher education resources:	<u>2</u>

OTHER FACTORS & RATINGS:

Employment Schedule, Detailed

The Office has determined the detailed employment schedule as described in this application constitutes confidential proprietary information of Moen Incorporated, and is not a public record.

Equipment Schedule, Detailed

The Office has determined the detailed equipment schedule as described in this application constitutes confidential proprietary information of Moen Incorporated, and is not a public record.

5(C) Evaluation of Health Plans Offered by Companies

Company Name: Moen Incorporated County: Clark County

Total Number of Full-Time Employees: 52

Average Hourly Wage per Employee \$23.31
 Average Annual Wage per Employee (implied) \$48,484.80

Annual Cost of Health Insurance per Employee \$11,015.00
 Percentage of Cost Covered by:
 Company 87%
 Employee 13%

Health Plan Annual Out-of-Pocket Maximum \$5,950

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	3.4%	<input type="checkbox"/> MMQ
Annual Out-of-Pocket Maximum not to exceed \$6,600 (2015)	\$5,950	<input type="checkbox"/> MMQ

Minimum essential health benefits covered (Company offers PPO):

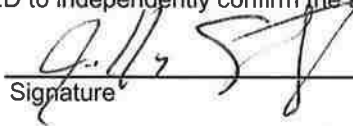
- (A) Ambulatory patient services
- (B) Emergency services
- (C) Hospitalization
- (D) Maternity and newborn care
- (E) Mental health/substance use disorder/behavioral health treatment
- (F) Prescription drugs
- (G) Rehabilitative and habilitative services and devices
- (H) Laboratory services
- (I) 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.

Jeffrey Swartz
 Name of person authorized for signature

Senior VP, Global Operations
 Title


 Signature

February 2, 2017
 Date

SECRETARY OF STATE



NEVADA STATE BUSINESS LICENSE

MOEN INCORPORATED

Nevada Business Identification # NV19711002974

Expiration Date: August 31, 2017

In accordance with Title 7 of Nevada Revised Statutes, pursuant to proper application duly filed and payment of appropriate prescribed fees, the above named is hereby granted a Nevada State Business License for business activities conducted within the State of Nevada.

Valid until the expiration date listed unless suspended, revoked or cancelled in accordance with the provisions in Nevada Revised Statutes. License is not transferable and is not in lieu of any local business license, permit or registration.



IN WITNESS WHEREOF, I have hereunto set my hand and affixed the Great Seal of State, at my office on August 15, 2016

Barbara K. Cegavske

BARBARA K. CEGAVSKE
Secretary of State

You may verify this license at www.nvsos.gov under the Nevada Business Search.

**License must be cancelled on or before its expiration date if business activity ceases.
Failure to do so will result in late fees or penalties which by law cannot be waived.**