

Board Summary

PODS Enterprises, LLC
 13535 Feather Sound Drive, Clearwater, FL 33762
 Eric Higdon, Vice President Sales and Service Operations
 Customer Service Call Center

Date: September 19, 2017
 Main Location: Las Vegas

Business Type: New County: Washoe County Development Authority Representative: Stan Thomas, EDAWN

APPLICATION HIGHLIGHTS

- PODS Enterprises, LLC is planning to locate a Sales and Service operation in Reno, NV. The company plans to eventually grow its NV operation to an equal, if not larger, footprint than its current Sales and Service operations site in Clearwater, Florida.
- The company plans to hire and train associates from the local Reno area beginning as early as January 2018, with first calls taking place in February - March 2018.

PROFILE

PODS Enterprises, LLC, or Portable On Demand Storage, is a moving and storage company. It was founded in 1998 and is based in Clearwater, FL. The company invented the concept of using portable containers for moving and storage. PODS Enterprises, LLC operates by delivering a storage container to the customer's house. The containers are constructed of plywood over steel frames, and are available in three sizes. The customer can pack items in the container and have the unit stored at a warehouse, or delivered to another location. The company is working with Sprint Nextel to use wireless GPS to track trucks in its fleet and provide directions for deliveries. Between 2005 and August 2009, the PODS service expanded to include 48 states, as well as Australia and Canada. In June 2010, the company announced the sale of its first franchise in the United Kingdom. *Source: PODS Enterprises, LLC*

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

The company's decision to locate part of its operations in Reno was due to several factors, including the business tax structure, cost of living, quality of the workforce, and logistical advantages offered by the region. In addition, PODS Enterprises, LLC is aware of the benefits of the State Incentive Program, and this is a critical factor in deciding to locate an operation in Nevada. *Source: PODS Enterprises, LLC*

REQUIREMENTS	Statutory	Application	Sufficient	% Over / Under
Job Creation	50	308	Yes	516%
Average Wage	\$21.95	\$19.78	No	-10%
Equipment Capex (SU & MBT)	\$1,000,000	\$1,100,000	Yes	10%
Equipment Capex (PP)	\$1,000,000	\$1,100,000	Yes	10%

INCENTIVES	Requested Terms	Estimated \$ Amount
Sales Tax Abmt.	4.6% for 2 years	\$40,315
Modified Business Tax Abmt.	25% for 4 years	\$304,504
Personal Property Tax Abmt.	25% for 10 years	\$9,033
Total		\$353,852

JOB CREATION	Contracted	24-Month Projection	5-Year Projection
	50	308	366

OTHER CAPITAL INVESTMENT	Land	Building Purchase	BTS / Building Improvements
	\$0	\$0	\$884,670

ECONOMIC IMPACT ESTIMATES (10-Year Cumulative)	Total	Construction
Total Jobs Supported	544	9
Total Payroll Supported	\$197,583,120	\$394,828
Total Output Estimate	\$516,804,936	\$1,388,728

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	\$667,732	\$7,456,917	\$8,124,649
Sales	\$64,626	\$3,105,369	\$3,169,995
Lodging	\$0	\$82,852	\$82,852
State Taxes			
Property	\$32,526	\$448,851	\$481,377
Sales	\$33,501	\$1,225,015	\$1,258,516
Modified Business	\$1,487,897	\$838,901	\$2,326,798
Lodging	\$0	\$27,617	\$27,617
Total	\$2,286,282	\$13,185,522	\$15,471,804

EMPLOYEE BENEFITS

- Percentage of health insurance covered by company: 70%.
- Health care package cost per employee - \$13,200 annually with options for dependents.
- Overtime, PTO/Sick/Vacation, Tuition Assistance/ Retirement Plan / Profit Sharing / 401(k).

NOTES

- Percentage of market outside of Nevada: 100%.
- The company is also considering Ogden, UT and Oklahoma City, OK as potential locations.

August 8, 2017

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

Re: PODS Enterprises, LLC

Dear Steve:

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

PODS Enterprises is a leader in moving and self-storage container solutions for local and long distances and is planning to relocate its customer service center to Reno, NV.

The company will be investing over \$1.1 million in capital equipment and plans to hire 308 employees by the end of the second year at an average wage of \$19.78 per hour.

The company's compensation package includes medical, dental, vision, and life & disability benefits, PTO/sick/vacation, tuition assistance, retirement plan/profit sharing and bonus. Employee health insurance is covered 70% by the company.

EDAWN supports this application as the company meets two of three incentive requirements. Your consideration and support of the incentive application for PODS Enterprises, 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,



Stan Thomas
EDAWN, Executive Vice-President
Business Development



Moving & Storage, Solved.

August 8, 2017

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

Dear Commission Members:

PODS Enterprises, LLC invented the concept of using portable containers for moving and storage, and disrupted the moving and storage industry approximately 20 years ago. Since that time, the company has grown rapidly, and has aggressive growth plans for the next 5+ years.

To aid in that growth, we are planning an expansion of our Sales and Service operations to Reno, NV, and eventually grow that operation to an equal, if not slightly larger footprint than our current Sales and Service operations site in Clearwater, FL. Our goal is to hire and train associates from the local Reno area beginning as early as January 2018, with first calls taking place sometime February-March 2018.

PODS is headquartered in Clearwater, FL. The decision to expand part of our operations to Reno was due to several factors, including the business tax structure, cost of living, quality of the workforce, and logistical advantages offered by the region. In addition, PODS is aware of the benefits of the State Incentive Program, and this also was a critical factor in deciding to expand there.

The expansion plan to Reno involves leasing a new facility and substantial investments in additional equipment. In order to staff and operate the operations, we plan to build up to a total of approximately 300 full time employees over a 24 month period. The average hourly rate of the employees is projected to be \$19.78.

We are excited about the market opportunities 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 critical step to help us achieve our aggressive growth targets for the future. We appreciate your consideration of any State Incentives that may aid our final decision making in this process.

Sincerely,

A handwritten signature in black ink, appearing to read "Eric Higdon".

Eric Higdon

Vice President Sales and Service Operations
5585 Rio Vista Drive | Clearwater, FL 33760
Phone: 727-538-6281

E-Mail: EHigdon@pods.com | PODS.com |   

ECONOMIC DEVELOPMENT

Incentive Application

Company Name: PODS Enterprises, LLC
 Date of Application: August 8, 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) PODS Enterprises, LLC			FEDERAL TAX ID #
CORPORATE ADDRESS 13535 Feather Sound Drive	CITY / TOWN Clearwater	STATE / PROVINCE FL	ZIP 33762
MAILING ADDRESS TO RECEIVE DOCUMENTS (If different from above)	CITY / TOWN	STATE / PROVINCE	ZIP
TELEPHONE NUMBER (866) 667-5590	WEBSITE www.pods.com		
COMPANY CONTACT NAME Eric Higdon	COMPANY CONTACT TITLE Vice President Sales and Service Operations		
E-MAIL ADDRESS ehigdon@pods.com	PREFERRED PHONE NUMBER (727) 538-6281		

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 Approx. 100%	EXPECTED DATE OF NEW / EXPANDED OPERATIONS (MONTH / YEAR) Jan-2018		
NAICS CODE / SIC 561422/ 7389	INDUSTRY TYPE Customer service call center		
DESCRIPTION OF COMPANY'S NEVADA OPERATIONS Inbound/ outbound sales and customer service call center			
PROPOSED / ACTUAL NEVADA FACILITY ADDRESS 885 Trademark Drive	CITY / TOWN Reno	COUNTY Washoe County	ZIP 89521
WHAT OTHER STATES / REGIONS / CITIES ARE BEING CONSIDERED FOR YOUR COMPANY'S RELOCATION / EXPANSION / STARTUP? Odgen, UT and Oklahoma City, OK			

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, with supporting documents to show the employer paid portion of plan meets the minimum of 65%.

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? <u>Yes</u></p> <p>If No, skip to Part 2. If Yes, continue below:</p> <p>What year(s)? <u>2018-2022</u></p> <p>How much space (sq. ft.)? <u>29,489</u></p> <p>Annual lease cost of space: <u>\$636,962.40</u></p> <p>Do you plan on making building tenant improvements? <u>Yes</u></p> <p>If No, skip to Part 2. If Yes *, continue below:</p> <p>When to make improvements (month, year)? <u>Jan-2018</u></p> <hr/> <p>Part 2. Are you currently/planning on buying an owner occupied facility in Nevada? <u>No</u></p> <p>If No, skip to Part 3. If Yes *, continue below:</p> <p>Purchase date, if buying (month, year): _____</p> <p>How much space (sq. ft.)? _____</p> <p>Do you plan on making building improvements? _____</p> <p>If No, skip to Part 3. If Yes *, continue below:</p> <p>When to make improvements (month, year)? _____</p> <hr/> <p>Part 3. Are you currently/planning on building a build-to-suit facility in Nevada? <u>No</u></p> <p>If Yes *, continue below:</p> <p>When to break ground, if building (month, year)? _____</p> <p>Estimated completion date, if building (month, year): _____</p> <p>How much space (sq. ft.)? _____</p>	<p>Part 1. Are you currently leasing space in Nevada? <u>No</u></p> <p>If No, skip to Part 2. If Yes, continue below:</p> <p>What year(s)? _____</p> <p>How much space (sq. ft.)? _____</p> <p>Annual lease cost at current space: _____</p> <p>Due to expansion, will you lease additional space? _____</p> <p>If No, skip to Part 3. If Yes, continue below:</p> <p>Expanding at the current facility or a new facility? _____</p> <p>What year(s)? _____</p> <p>How much expanded space (sq. ft.)? _____</p> <p>Annual lease cost of expanded space: _____</p> <p>Do you plan on making building tenant improvements? _____</p> <p>If No, skip to Part 3. If Yes *, continue below:</p> <p>When to make improvements (month, year)? _____</p> <hr/> <p>Part 2. Are you currently operating at an owner occupied building in Nevada? <u>No</u></p> <p>If No, skip to Part 3. If Yes, continue below:</p> <p>How much space (sq. ft.)? _____</p> <p>Current assessed value of real property? _____</p> <p>Due to expansion, will you be making building improvements? _____</p> <p>If No, skip to Part 3. If Yes *, continue below:</p> <p>When to make improvements (month, year)? _____</p> <hr/> <p>Part 3. Do you plan on building or buying a new facility in Nevada? <u>No</u></p> <p>If Yes *, continue below:</p> <p>Purchase date, if buying (month, year): _____</p> <p>When to break ground, if building (month, year)? _____</p> <p>Estimated completion date, if building (month, year): _____</p> <p>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):

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>\$884,670</u>	Building Costs (if building / making improvements): <u>\$0</u>
Land: <u>\$0</u>	Land: <u>\$0</u>
Equipment Cost: <u>\$1,100,000</u>	Equipment Cost: <u>\$0</u>
Total: <u>\$1,984,670</u>	Total: <u>\$0</u>
	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.)

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?: <u>308</u>	How many full-time equivalent (FTE*) employees will be created by the end of the first eighth quarter of expanded operations?: _____
Average hourly wage of these <u>new</u> employees: <u>\$19.78</u>	Average hourly wage of these <u>new</u> employees: _____
	How many FTE employees prior to expansion?: _____
	Average hourly wage of these <u>existing</u> employees: _____
	Total number of employees after expansion: _____

* 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):

N/A

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: Life, Disability

Qualified after (check one):

- Upon employment Three months after hire date Six months after hire date Other: 1st month following 30 days of employment

Health Insurance Costs:	Percentage of health insurance coverage by (min 65%):
Cost of health insurance for company (annual amount per employee): <u>\$ 13,200.00</u>	Company: <u>70%</u>
Health Plan annual out-of-pocket maximum (individual): <u>\$ 5,000.00</u>	Employee: <u>30%</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.

Eric Haddon

Name of person authorized for signature


Signature

VP, Sales & Service

Title

8/8/17
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: PODS Enterprises, 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.

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

Please summarize the importance of the abatement program to your decision (please include at least a paragraph summary):

5(B) Employment Schedule

Company Name: PODS Enterprises, LLC

County: Washoe County

Section I - Full-Time Equivalent (FTE) Employees

Directions: Please provide an estimated list of full time employees [columns (a) through (d)] that will be hired and employed by the company by the end of the first eighth quarter of new / expanded operations. For example, if the effective date of new / expanded operations is April 1, 2015, the date would fall in Q2, 2015. The end of the first eighth quarter would be the last day of Q2, 2017 (i.e., June 30, 2017). Attach this form to the Incentives Application.

A qualified employee must be employed at the site of a qualified project, scheduled to work an average minimum of 30 per week, if offered coverage under a plan of health insurance provided by his or her employer, is eligible for health care coverage, and whose position of a "primary job" as set forth in NAC 360.474.

(a) New Hire Position Title/Description	(b) Number of Positions	(c) Average Hourly Wage	(d) Average Weekly Hours	(e) Annual Wage per Position	(f) Total Annual Wages
Senior Manager	1		40	\$120,000.00	\$120,000.00
Managers	3		40	\$77,000.00	\$231,000.00
IT Support	2		40	\$40,000.00	\$80,000.00
Supervisors	19		40	\$55,000.00	\$1,045,000.00
Service Agent- Level 2	115		40	\$33,280.00	\$3,827,200.00
Service Agent- Level 3	25	\$16.00	40	\$37,440.00	\$936,000.00
Sales Agent- Level 2	65	\$18.00	40	\$37,520.00	\$2,438,800.00
Sales Agent- Level 3 (outbound)	25	\$14.00	40	\$56,640.00	\$1,416,000.00
Human Resources	2	\$18.00	40	\$50,000.00	\$100,000.00
Trainers	3		40	\$65,000.00	\$195,000.00
Support Staff	4		40	\$40,000.00	\$160,000.00
Service- Billing Supervisor	1		40	\$50,000.00	\$50,000.00
Service- Billing	10	\$16.00	40	\$33,280.00	\$332,800.00
Corp- Leaders	3		40	\$60,000.00	\$180,000.00
Corp- Commercial	10	\$18.00	40	\$37,440.00	\$374,400.00
Corp- AR	10	\$16.00	40	\$33,280.00	\$332,800.00
Corp- IT	10		40	\$85,000.00	\$850,000.00
TOTAL	308	\$19.78			\$12,669,000.00

Section 2 - Employment Projections

Directions: Please estimate full-time job growth in Section 2, complete [columns (b) through (c)]. These estimates are used for state economic impact and net tax revenue analysis that this agency is required to report. The company will not be required to reach these estimated levels of employment.

(a) Year	(b) Number of FTE(s) Projected	(c) Average Hourly Wage	(d) Payroll
3-Year	308	\$19.78	\$12,671,859.20
4-Year	354	\$19.59	\$14,424,508.80
5-Year	366	\$19.53	\$14,867,798.40

5(C) Evaluation of Health Plans Offered by Companies

Company Name: PODS Enterprises, LLC County: Washoe

Total Number of Full-Time Employees: 308

Average Hourly Wage per Employee \$19.78
 Average Annual Wage per Employee (implied) \$41,142.40

Annual Cost of Health Insurance per Employee \$13,200.00
 Percentage of Cost Covered by:
 Company 70%
 Employee 30%

Health Plan Annual Out-of-Pocket Maximum \$5,000

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 13.8% NQ

Annual Out-of-Pocket Maximum not to exceed \$6,600 (2015) \$5,000 MMQ

Minimum essential health benefits covered (Company offers PPO):

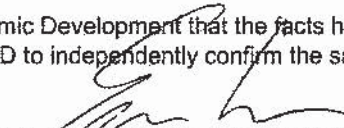
- (A) Ambulatory patient services
- (B) Emergency services
- (C) Hospitalization
- (D) Maternity and newborn care
- (E) Mental health/substance use disorder/behavioral health treatment
- (F) Prescription drugs
- (G) Rehabilitative and habilitative services and devices
- (H) Laboratory services
- (I)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

Eric Hadow

Name of person authorized for signature



Signature

VP, Sales & Service

Title

8/24/17

Date