

Board Summary

PRA Group, Inc.
 120 Corporate Blvd., Norfolk, VA 23502
 Tim Rees, Senior Vice President - Core Collections
 Collections Agency Call Center

Date: September 19, 2017
 Main Location: Las Vegas

Business Type: New County: Clark County Development Authority Representative: Michael Walsh, LVGEA

APPLICATION HIGHLIGHTS

- PRA Group, Inc. is considering locating a new 25,000 to 30,000 square foot call center facility in Henderson, NV.
- The company's preliminary goal is to commence operations, at its new facility, by October 31, 2017.
- The company started with four staff in 1996. By 2010, the company was noted as the sixth-largest debt buyer in the United States.

PROFILE

PRA Group, Inc. is a global leader in acquiring and collecting non-performing loans. It's primary business is the purchase, collection, and management of portfolios on non-performing loans that have been charged-off by the credit grantor. The company, a Delaware limited liability company, has been assisting credit grantors with debt recovery since 1996. The company's common stock began trading on the NASDAQ Global Select Market in 2002. The company currently has facilities in several states including Virginia, Alabama, Illinois, Kansas, Pennsylvania, Tennessee, and Texas. Over the past 20 years, PRA Group, Inc., through its subsidiaries, has grown to become one of the largest debt buyers in the world with more than 3,800 employees in 12 countries throughout the Americas and Europe. *Source: PRA Group, Inc.*

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

The company is currently considering several locations for its new call center facility. An integral factor in the decision-making process is the economic incentives offered by the jurisdictions under consideration in conjunction with business climate, cost of living, and the availability of a qualified workforce. *Source: PRA Group, Inc.*

REQUIREMENTS	Statutory	Application	Sufficient	% Over / Under
Job Creation	50	150	Yes	200%
Average Wage	\$21.95	\$19.05	No	-13%
Equipment Capex (SU & MBT)	\$1,000,000	\$1,274,700	Yes	27%
Equipment Capex (PP)	\$1,000,000	\$1,274,700	Yes	27%

INCENTIVES	Requested Terms	Estimated \$ Amount
Sales Tax Abmt.	4.6% for 2 years	\$46,527
Modified Business Tax Abmt.	25% for 4 years	\$218,974
Personal Property Tax Abmt.	25% for 10 years	\$9,375
Total		\$274,876

JOB CREATION	Contracted	24-Month Projection	5-Year Projection
	50	150	330

OTHER CAPITAL INVESTMENT	Land	Building Purchase	BTS / Building Improvements
	\$0	\$0	\$600,000

ECONOMIC IMPACT ESTIMATES (10-Year Cumulative)	Total	Construction
Total Jobs Supported	486	6
Total Payroll Supported	\$163,576,974	\$274,592
Total Output Estimate	\$434,792,325	\$946,379

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	\$390,016	\$7,069,539	\$7,459,555
Sales	\$57,517	\$2,977,038	\$3,034,555
Lodging	\$0	\$185,509	\$185,509
State Taxes			
Property	\$21,332	\$411,633	\$432,965
Sales	\$33,294	\$1,014,177	\$1,047,471
Modified Business	\$1,235,077	\$719,299	\$1,954,376
Lodging	\$0	\$62,609	\$62,609
Total	\$1,737,236	\$12,439,804	\$14,177,040

EMPLOYEE BENEFITS

- Percentage of health insurance covered by company: 70%.
- Health care package cost per employee - \$8,207 annually with options for dependents.
- PTO/Sick/Vacation, Tuition Assistance/ Retirement Plan / Profit Sharing / 401(k).

NOTES

- Percentage of market outside of Nevada: 95%.
- The company is also considering Burlington, NC, Hickory, NC, and Clarksville, TN as potential locations.



August 16, 2017

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

Dear Mr. Hill,

PRA Group, 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 to encourage their new operations in Southern Nevada. We request that the application for PRA Group, Inc. be placed on the agenda for the September GOED Board Meeting.

PRA Group, Inc. will be hiring 150 employees within the first 24 months of operation. The new hires will make an average hourly wage of \$19.05 and have a generous benefits package. PRA Group, Inc. will also make a capital equipment investment of \$1,274,700.00

The Las Vegas Global Economic Alliance has reviewed the application for PRA Group, Inc. and found it to comply with the statutory requirements for abatements. The application for PRA Group, Inc. has the full support and endorsement of the Las Vegas Global Economic Alliance.

Regards,

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

Michael Walsh
Vice President - Economic Development



August 16, 2017

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

Dear Mr. Hill,

By way of this letter and the attached application, PRA Group, Inc. (the "Company") is requesting tax incentives to assist with a potential new operation in the state of Nevada. The Company is currently considering several locations for opening a new call center, including communities in North Carolina, Tennessee, and the City of Henderson, Nevada. An integral factor in our decision-making process is the economic incentives that may be offered by the jurisdictions of the locations under consideration as well as the business climate, cost of living and the availability of a qualified workforce.

The new location will involve the lease of approximately 25,000 to 30,000 square feet with investment in furniture and equipment. The preliminary goal is to be operational by October 31, 2017. To staff and operate the facility, the Company anticipates the creation of approximately 150 jobs within two years with the potential to expand to over 300 jobs within five years. The average hourly rate of the 150 employees is projected to be \$19.05.

The PRA Group, Inc. is a global leader in acquiring and collecting nonperforming loans. The Company employs over 3,800 employees across the Americas and Europe, and is headquartered in Norfolk, Virginia. The Company's primary business is the purchase, collection and management of portfolios of nonperforming loans that have been charged-off by the credit grantor. The accounts the Company acquires are primarily the unpaid obligations of individuals owed to credit grantors, which include banks and other types of consumer, retail, and auto finance companies. The Company currently has facilities in Virginia, Alabama, Illinois, Kansas, Pennsylvania, Tennessee and Texas. The Company was initially formed as Portfolio Recovery Associates, L.L.C., a Delaware limited liability company in 1996. Our common stock began trading on the NASDAQ Global Select Market in 2002. In 2014, the Company changed its legal name from Portfolio Recovery Associates, Inc. to PRA Group, Inc.

Our experience with representatives from the Las Vegas Global Economic Alliance has been positive and we look forward to your approval of our application to assist us with our location decision. If you have any questions, please feel free to call me. Thank you for your time and consideration.

Sincerely,

A handwritten signature in blue ink, appearing to read "John Moshier". The signature is fluid and cursive, with a large initial "J" and "M".

John Moshier
Director-Financial Integration
PRA Group, Inc.



CITY OF HENDERSON
240 Water Street
P.O. Box 95050
Henderson, NV 89009

August 17, 2017

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

Dear Mr. Hill:

I am pleased to send this letter in support of PRA Group concerning their request for sales and use tax abatement, modified business tax abatement and personal property tax abatements from the Governor's Office of Economic Development (GOED).

We are excited to hear of Virginia-based PRA Group's interest to locate this quality call center operation in Henderson to round out their worldwide presence. This project is expected to bring a capital investment of approximately \$1.3MM and 150 jobs in the first two years of operations with the potential to grow to more than 300 employees in future years.

We are happy to support the relocation of PRA Group in Henderson and look forward to the positive economic impact that this project will provide the community. We appreciate your assistance and look forward to your favorable consideration of this application.

If you have any additional questions, please do not hesitate to reach out.

Sincerely,

Debra March
Mayor

cc: Barbra Coffee, Economic Development & Tourism Director
Matt Watson, PRA Group
Michael Walsh, LVGEA

ECONOMIC DEVELOPMENT

Incentive Application

Company Name: PRA Group, Inc.
 Date of Application: August 16, 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) PRA Group, Inc.		FEDERAL TAX ID # 75-3078675	
CORPORATE ADDRESS 120 Corporate Blvd.	CITY / TOWN Norfolk	STATE / PROVINCE VA	ZIP 23502
MAILING ADDRESS TO RECEIVE DOCUMENTS (If different from above)	CITY / TOWN	STATE / PROVINCE	ZIP
TELEPHONE NUMBER 757-519-9300	WEBSITE www.pragroup.com		
COMPANY CONTACT NAME Michelle Topczynski	COMPANY CONTACT TITLE Senior Project Manager		
E-MAIL ADDRESS Michelle.Topczynski@pragroup.com	PREFERRED PHONE NUMBER 757-519-9300, ext. 13169		

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 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 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 95%	EXPECTED DATE OF NEW / EXPANDED OPERATIONS (MONTH / YEAR) Oct. 31, 2017		
NAICS CODE / SIC 561440 - Collections Agency	INDUSTRY TYPE Call center		
DESCRIPTION OF COMPANY'S NEVADA OPERATIONS Inbound / outbound call center			
PROPOSED / ACTUAL NEVADA FACILITY ADDRESS 168 North Gibson Road	CITY / TOWN Henderson	COUNTY Clark County	ZIP 89014
WHAT OTHER STATES / REGIONS / CITIES ARE BEING CONSIDERED FOR YOUR COMPANY'S RELOCATION / EXPANSION / STARTUP? Burlington, NC; Hickory, NC; Clarksville, TN			

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? <u>Yes</u></p> <p>If No, skip to Part 2. If Yes, continue below:</p> <p style="padding-left: 40px;">What year(s)? <u>2017 ongoing</u></p> <p style="padding-left: 40px;">How much space (sq. ft.)? <u>Approximately 30,000</u></p> <p style="padding-left: 40px;">Annual lease cost of space: <u>\$400,000 - \$550,000, depending on facility</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 style="padding-left: 40px;">When to make improvements (month, year)? <u>After execution of lease, Sept. - Oct. 2017, depending on facility</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 style="padding-left: 40px;">Purchase date, if buying (month, year): _____</p> <p style="padding-left: 40px;">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 style="padding-left: 40px;">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 style="padding-left: 40px;">When to break ground, if building (month, year)? _____</p> <p style="padding-left: 40px;">Estimated completion date, if building (month, year): _____</p> <p style="padding-left: 40px;">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 style="padding-left: 40px;">What year(s)? _____</p> <p style="padding-left: 40px;">How much space (sq. ft.)? _____</p> <p style="padding-left: 40px;">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 style="padding-left: 40px;">Expanding at the current facility or a new facility? _____</p> <p style="padding-left: 40px;">What year(s)? _____</p> <p style="padding-left: 40px;">How much expanded space (sq. ft.)? _____</p> <p style="padding-left: 40px;">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 style="padding-left: 40px;">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 style="padding-left: 40px;">How much space (sq. ft.)? _____</p> <p style="padding-left: 40px;">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 style="padding-left: 40px;">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 style="padding-left: 40px;">Purchase date, if buying (month, year): _____</p> <p style="padding-left: 40px;">When to break ground, if building (month, year)? _____</p> <p style="padding-left: 40px;">Estimated completion date, if building (month, year): _____</p> <p style="padding-left: 40px;">How much space (sq. ft.)? _____</p>
<p>* Please complete Section 7 - Capital Investment for New Operations / Startup.</p> <p>BRIEF DESCRIPTION OF CONSTRUCTION PROJECT AND ITS PROJECTED IMPACT ON THE LOCAL ECONOMY (Attach a separate sheet if necessary):</p> <p>N/A</p>	<p>* Please complete Section 7 - Capital Investment for Expansions below.</p>

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): Building Purchase (if buying): \$0 Building Costs (if building / making improvements): \$600,000 Land: \$0 Equipment Cost: \$1,274,700 Total: \$1,874,700	How much capital investment is planned? (Breakout below): Building Purchase (if buying): \$0 Building Costs (if building / making improvements): \$0 Land: \$0 Equipment Cost: \$0 Total: \$0 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?: 150 Average hourly wage of these <u>new</u> employees: \$19.05	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: _____ 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):

<input type="checkbox"/> Overtime	<input type="checkbox"/> Merit increases	<input checked="" type="checkbox"/> Tuition assistance	<input type="checkbox"/> Bonus
<input checked="" type="checkbox"/> PTO / Sick / Vacation	<input type="checkbox"/> COLA adjustments	<input checked="" type="checkbox"/> Retirement Plan / Profit Sharing / 401(k)	<input type="checkbox"/> 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):

<input checked="" type="checkbox"/> Medical	<input checked="" type="checkbox"/> Vision	<input checked="" type="checkbox"/> Dental	<input checked="" type="checkbox"/> Other: <u>Disability, Life</u>
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Qualified after (check one):

<input type="checkbox"/> Upon employment	<input type="checkbox"/> Three months after hire date	<input type="checkbox"/> Six months after hire date	<input checked="" type="checkbox"/> Other: <u>Generally, salaried date of hire; Hourly 1st day of the month following 60 days</u>
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Health Insurance Costs:	Percentage of health insurance coverage by:
Cost of health insurance for company (annual amount per employee): \$ 8,207.00	Company: 70%
Health Plan annual out-of-pocket maximum (individual): \$ 3,500.00	Employee: 30%

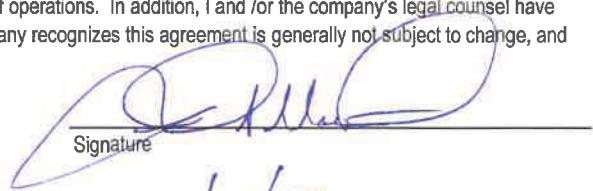
[SIGNATURE PAGE FOLLOWS]

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.

JOHN MOSHIER
Name of person authorized for signature


Signature

DIRECTOR - FINANCIAL INTEGRATION
Title

8/16/17
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: PRA Group, Inc.

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>5</u>	Transportation infrastructure:	<u>1</u>
Labor costs:	<u>5</u>	Transportation costs:	<u>1</u>
Real estate availability:	<u>4</u>	State and local tax structure:	<u>4</u>
Real estate costs:	<u>5</u>	State and local incentives:	<u>4</u>
Utility infrastructure:	<u>1</u>	Business permitting & regulatory structure:	<u>3</u>
Utility costs:	<u>2</u>	Access to higher education resources:	<u>2</u>

OTHER FACTORS & RATINGS:

N/A

5(A) Capital Equipment List

Company Name: PRA Group, Inc.

County: Clark County

Section I - Capital Equipment List

Directions: Please provide an estimated list of the equipment [columns (a) through (c)] which the company intends to purchase over the two-year allowable period. For example, if the effective date of new / expanded operations begins April 1, 2015, the two-year period would be until March 31, 2017. Add an additional page if needed. For guidelines on classifying equipment, visit: tax.nv.gov/LocalGovt/PolicyPub/ArchiveFiles/Personal_Property_Manuals. Attach this form to the Incentives Application.

(a) Equipment Name/Description	(b) # of Units	(c) Price per Unit	(d) Total Cost
Furniture	150	\$5,665.00	\$849,750.00
Phone, Computer Equipment	150	\$2,833.00	\$424,950.00
TOTAL EQUIPMENT COST			\$1,274,700.00

Is any of this equipment* to be acquired under an operating lease? Yes No

*Certain lease hold equipment does not qualify for tax abatements

5(B) Employment Schedule

Company Name: PRA Group, Inc.

County: Clark

Section 1 - 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
Site Leader	1		40	\$175,000	\$175,000
AVP Operations	3		40	\$93,995	\$281,985
Sr Operations Manager	1		40	\$69,482	\$69,482
Operations Manager	21		40	\$48,845	\$1,025,745
Operations Coach	2		40	\$41,927	\$83,854
Account Representative	100	\$16.36	40	\$34,029	\$3,402,880
Senior Account Executive	1	\$22.18	40	\$46,134	\$46,134
Account Executive	4	\$19.98	40	\$41,558	\$166,234
Account Manager	10	\$17.28	40	\$35,942	\$359,424
Administrative Assistant	1	\$14.50	40	\$30,160	\$30,160
Facilities Specialist	1	\$12.88	40	\$26,790	\$26,790
HR Business Partner	1		40	\$65,000	\$65,000
HR Recruiter	2		40	\$50,907	\$101,814
HR Trainer	2		40	\$54,447	\$108,894
TOTAL	150	\$19.05			\$5,943,396

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	330	\$17.57	\$12,060,048
4-Year	330	\$18.10	\$12,421,849
5-Year	330	\$18.64	\$12,794,505

5(C) Evaluation of Health Plans Offered by Companies

Company Name: PRA Group, Inc. County: Clark County

Total Number of Full-Time Employees: 150

Average Hourly Wage per Employee \$19.05
 Average Annual Wage per Employee (implied) \$39,624.00

Annual Cost of Health Insurance per Employee \$8,207.00
 Percentage of Cost Covered by:
 Company 70%
 Employee 30%

Health Plan Annual Out-of-Pocket Maximum \$3,500

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	8.9%	MMQ
Annual Out-of-Pocket Maximum not to exceed \$6,600 (2015)	\$3,500	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.

JOHN MOSHIER
 Name of person authorized for signature

[Signature]
 Signature

DIRECTOR - FINANCIAL INTEGRATION
 Title

8/16/17
 Date