

Board Summary

SA Automotive, Ltd.
1307 Highview Drive, Webberville, MI 48892
Mark Johnson, Accounting Manager
Motor Vehicle Seating & Interior Trim Manufacturer

Date: May 18, 2017
Main Location: Las Vegas, Nevada

Business Type: New County: Washoe County Development Authority Representative: Chris Ault, Jr. - EDAWN

APPLICATION HIGHLIGHTS

- SA Automotive, Ltd. is considering opening a production operation in Reno, Nevada. The company currently has facilities in Michigan, USA and Puebla, Mexico.
- The company's new Reno facility will be used to manufacture automotive parts. The target date to commence operations is May 2017.
- The company plans to hire and train employees from the local Reno area.

PROFILE

SA Automotive, Ltd. is a manufacturer of headliners and other interior components for the automotive industry. The company was launched in 2016 when S Group Automotive, Shea Interiors and SK Automotive and rebranded as SA Automotive. The company is a full service supplier, managing every step of the design and development process, including conceptualization, FEA analysis, technology development, testing validation, prototype and production tool development. SA Automotive, Ltd. is committed to continuous innovation while also reducing its environmental footprint. The company's clients include Tesla, BMW, and Mercedes-Benz. *Source: SA Automotive, Ltd.*

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

The decision to locate operations in Reno was due to several factors, including the business tax structure, cost of living and logistical advantages offered by the region. In addition, SA Automotive, Ltd. is aware of the benefits of the State Incentive Program, and this is a critical factor in deciding to expand the manufacturing operations to Reno. In conjunction with Nevada's business-friendly environment, the company sees this as a first step in what will be increased growth for SA Automotive. *Source: SA Automotive, Ltd.*

REQUIREMENTS	Statutory	Application	Sufficient	% Over / Under
Job Creation	50	54	Yes	8%
Average Wage	\$21.35	\$20.27	No	-5%
Equipment Capex (SU & MBT)	\$1,000,000	\$5,032,322	Yes	403%
Equipment Capex (PP)	\$5,000,000	\$5,032,322	Yes	1%

INCENTIVES	Requested Terms	Estimated \$ Amount
Sales Tax Abmt.	Abated to 4.6% for 2 years	\$157,260
Modified Business Tax Abmt.	25% for 4 years	\$26,825
Personal Property Tax Abmt.	25% for 10 years	\$92,848
Total		\$276,933

JOB CREATION	Contracted	24-Month Projection	5-Year Projection
	50	54	75

OTHER CAPITAL INVESTMENT	Land	Building Purchase	BTS / Building Improvements
	\$0	\$0	\$450,000

ECONOMIC IMPACT ESTIMATES (10-Year Cumulative)	Total	Construction
Total Jobs Supported	100	5
Total Payroll Supported	\$42,777,773	\$199,817
Total Output Estimate	\$115,122,568	\$714,742

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	\$492,123	\$1,206,546	\$1,698,669
Sales	\$147,586	\$614,378	\$761,964
Lodging	\$0	\$11,155	\$11,155
State Taxes			
Property	\$23,972	\$72,625	\$96,597
Sales	\$106,496	\$265,223	\$371,719
Modified Business	\$341,973	\$177,780	\$519,753
Lodging	\$0	\$310	\$310
Total	\$1,112,150	\$2,348,017	\$3,460,167

IMPACT ASSESSMENT	Economic Impact per Abated Dollar	New Total Tax per Abated Dollar
	\$416	\$12.49

EMPLOYEE BENEFITS

- Percentage of health insurance plan covered by company: 70%.
- Health care package cost per employee - \$7,890 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 market outside of Nevada: 100%.
- The company is also considering Fremont, CA and Puebla, Mexico as potential locations.

March 8, 2017

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

Re: SA Automotive, Ltd.

Dear Steve:

EDAWN hereby supports the application of SA Automotive, Ltd. for the Sales & Use Tax Abatement, Modified Business Tax Abatement, and Personal Property Tax Abatement incentives.

SA Automotive, Ltd. is a U.S. based manufacturer of headliners and other interior components for the automotive industry, primarily for Tesla. The company is looking to open a production operation in Reno, Nevada.

The company will be investing approximately \$5,032,322 for capital equipment in the first 2 years and plans to hire 54 employees by the end of the first 2 years at an average wage of \$20.27 per hour.

The company's compensation package includes medical and dental benefits, overtime, PTO/sick/vacation, merit increases, COLA adjustments, tuition assistance, bonus, and retirement plan /401K. Employee health insurance is covered 70% by the company and commences after 3 months from the date of hire.

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



1307 Highview Drive, Webberville, MI 48892 | 517.521.4205 Tel

February 27, 2017

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

Dear Commission Members:

SA Automotive is an automotive interior trim supplier. The plan is to expand from the current location in Webberville Michigan, to Reno Nevada. We plan to hire and train employees from the local Reno area, and begin manufacture automotive parts at the Reno facility. The target date for the physical move is 3/27/17, with operations to commence 5/22/17.

SA Automotive has facilities in Webberville & Owosso Michigan as well as Puebla Mexico. The decision to expand the operation to Reno was due to several factors, including the business tax structure, cost of living and logistic advantages offered by the region. In addition, SA Automotive is aware of the benefits of the State Incentive Program, and this also was a critical factor in deciding to expand the manufacturing operations to Reno.

The expansion plan to Reno involves modifications of the existing facility and investments in additional equipment totaling in excess of \$5 Million Dollars. In order to staff and operate our operations, the plan is to hire a total of 54 employees over the course of the next 18 months. The average hourly rate of the employees is projected to be \$20.27.

We are excited about the market opportunities presented by this expansion 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 a first step in what will be increased growth for SA Automotive.

Sincerely,

Vince Quick
Plant Manager

A handwritten signature in blue ink that reads 'Vince Quick'. The signature is written in a cursive, slightly stylized font.

Nevada Governor's Office of
ECONOMIC DEVELOPMENT
Incentive Application

Company Name: SA Automotive, LTD.
 Date of Application: February 27, 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:

- | | |
|---|--|
| <input checked="" type="checkbox"/> Sales & Use Tax Abatement | <input type="checkbox"/> Sales & Use Tax Deferral |
| <input checked="" type="checkbox"/> Modified Business Tax Abatement | <input type="checkbox"/> Recycling Real Property Tax Abatement |
| <input checked="" type="checkbox"/> Personal Property Tax Abatement | <input type="checkbox"/> Other: _____ |

Section 2 - Corporate Information

COMPANY NAME (Legal name under which business will be transacted in Nevada) SA Automotive, LTD.			FEDERAL TAX ID # 20-5669569
CORPORATE ADDRESS 1307 Highview Drive	CITY / TOWN Webberville	STATE / PROVINCE Michigan	ZIP 48892
MAILING ADDRESS TO RECEIVE DOCUMENTS (If different from above)	CITY / TOWN	STATE / PROVINCE	ZIP
TELEPHONE NUMBER 517-521-5029	WEBSITE www.saautomotive.com		
COMPANY CONTACT NAME Mark Johnson	COMPANY CONTACT TITLE Accounting Manager		
E-MAIL ADDRESS Mark.Johnson@saautomotive.com	PREFERRED PHONE NUMBER 517-521-5029		

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:

- | | |
|---|---|
| <input type="checkbox"/> Headquarters | <input type="checkbox"/> Service Provider |
| <input type="checkbox"/> Technology | <input type="checkbox"/> Distribution / Fulfillment |
| <input type="checkbox"/> Back Office Operations | <input checked="" type="checkbox"/> Manufacturing |
| <input type="checkbox"/> Research & Development / Intellectual Property | <input type="checkbox"/> Other: _____ |

PERCENT OF COMPANY'S NEVADA LOCATION MARKET OUTSIDE OF NEVADA 100%	EXPECTED DATE OF NEW / EXPANDED OPERATIONS (MONTH / YEAR) May-2017		
NAICS CODE / SIC 336360 Motor Vehicle Seating & Interior Trim Mfg.	INDUSTRY TYPE Automotive Mfg.		
DESCRIPTION OF COMPANY'S NEVADA OPERATIONS Manufacturer of Headliners & Interior Components, mainly for Tesla Motor Inc.			
PROPOSED / ACTUAL NEVADA FACILITY ADDRESS 6645 Echo Avenue, Suite B	CITY / TOWN Reno	COUNTY Washoe County	ZIP 89506
WHAT OTHER STATES / REGIONS / CITIES ARE BEING CONSIDERED FOR YOUR COMPANY'S RELOCATION / EXPANSION / STARTUP? Freemont CA, Puebla MX			

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 Years</u>	Expansions - Plans Over the Next <u>10 Years</u>
<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>2017 to 2024</u></p> <p>How much space (sq. ft.)? <u>50,750</u></p> <p>Annual lease cost of space: <u>\$207,060.00</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>Mar-2017</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? _____</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? _____</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? _____</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>
<p>* Please complete Section 7 - Capital Investment for New Operations / Startup.</p>	<p>* Please complete Section 7 - Capital Investment for Expansions below.</p>

BRIEF DESCRIPTION OF CONSTRUCTION PROJECT AND ITS PROJECTED IMPACT ON THE LOCAL ECONOMY (Attach a separate sheet if necessary):
 Installation of electrical lines to run equipment; installation of air & water lines to connect compressor and chiller to equipment; installation of electrical dock locks; modifications of overhead doors; miscellaneous projects TBD.

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> \$450,000 </u>	Building Costs (if building / making improvements): <u> \$0 </u>
Land: <u> \$0 </u>	Land: <u> \$0 </u>
Equipment Cost: <u> \$5,032,322 </u>	Equipment Cost: <u> \$0 </u>
Total: <u> \$5,482,322 </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> 54 </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> \$20.27 </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):

- | | | | |
|---|--|---|---|
| <input checked="" type="checkbox"/> Overtime | <input checked="" type="checkbox"/> Merit increases | <input checked="" type="checkbox"/> Tuition assistance | <input checked="" type="checkbox"/> Bonus |
| <input checked="" type="checkbox"/> PTO / Sick / Vacation | <input checked="" 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):

- Medical Vision Dental Other: _____

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> \$ 7,890.00 </u>	Company: <u> 70% </u>
Health Plan annual out-of-pocket maximum (individual): <u> \$ 4,500.00 </u>	Employee: <u> 30% </u>

[SIGNATURE PAGE FOLLOWS]

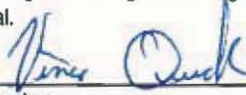
Section 10 - Certification

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.

Vince Quick

Name of person authorized for signature



Signature

Plant Manager SA Automotive Reno

Title

February 27, 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: SA Automotive, LTD.

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

OTHER FACTORS & RATINGS:

5(A) Capital Equipment List

Company Name: SA Automotive, LTD.

County: Washoe 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
ProBond Line	1	\$350,000.00	\$350,000.00
Thermo Forming Press	1	\$300,000.00	\$300,000.00
Oven for Thermo Forming Press	1	\$555,322.00	\$555,322.00
ProBond Line Shuttle System (Bond Press & Oven)	1	\$300,000.00	\$300,000.00
Punch Trim Presses	3	\$105,000.00	\$315,000.00
Punch Trim Tooling	3	\$233,333.33	\$700,000.00
Edge Folding Machine with spray robot	2	\$200,000.00	\$400,000.00
Adhesive work cell with robot	2	\$100,000.00	\$200,000.00
Reusable Containers (FG,WIP)	1	\$320,000.00	\$320,000.00
Carpet Cutter (Sheeting Line)	1	\$100,000.00	\$100,000.00
Miscellaneous Shelving & Racking	1	\$10,000.00	\$10,000.00
New ProBond Line #2	1	\$1,300,000.00	\$1,300,000.00
Fork Trucks	1	\$25,000.00	\$25,000.00
Tool Room / Maintenance Fork Truck	1	\$95,000.00	\$95,000.00
Portable Chiller	1	\$32,000.00	\$32,000.00
Air Compressor with Dryer and Tank	1	\$30,000.00	\$30,000.00
TOTAL EQUIPMENT COST			\$5,032,322.00

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: SA Automotive, LTD.

County: Washoe County

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
Plant Manager	1	\$57.65	40	\$119,912.00	\$119,912.00
Program Manager	1	\$49.50	40	\$102,960.00	\$102,960.00
Project & Process Engineer	2	\$38.47	40	\$80,017.60	\$160,035.20
Quality Engineer	1	\$39.60	40	\$82,368.00	\$82,368.00
Maintenance Tech	4	\$25.00	40	\$52,000.00	\$208,000.00
Accounting / IT	2	\$22.00	40	\$45,760.00	\$91,520.00
HR Generalist	1	\$22.00	40	\$45,760.00	\$45,760.00
MP&L Staff	4	\$18.00	40	\$37,440.00	\$149,760.00
Production Operators	32	\$14.72	40	\$30,617.60	\$979,763.20
Production support staff	6	\$27.00	40	\$56,160.00	\$336,960.00
TOTAL	54			\$20.27	\$2,277,038.40

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	57	\$20.88	\$2,475,532.80
4-Year	66	\$21.51	\$2,952,892.80
5-Year	75	\$22.15	\$3,455,400.00

5(C) Evaluation of Health Plans Offered by Companies

Company Name: SA Automotive, LTD. County: Washoe County

Total Number of Full-Time Employees:	54
Average Hourly Wage per Employee	\$20.27
Average Annual Wage per Employee (implied)	\$42,161.60
Annual Cost of Health Insurance per Employee	\$7,980.00
Percentage of Cost Covered by:	
Company	70%
Employee	30%
Health Plan Annual Out-of-Pocket Maximum	\$4,500

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	3.0%	<input type="checkbox"/> MMQ
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Annual Out-of-Pocket Maximum not to exceed \$6,600 (2015)	\$4,500	<input type="checkbox"/> MMQ
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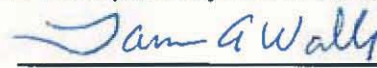
Minimum essential health benefits covered (Company offers PPO):

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

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.

Tamara A. Waller
Name of person authorized for signature


Signature

HR Manager SA Automotive
Title

2/27/2017
Date