APPLICATION HIGHLIGHTS
- Arroweye Solutions, Inc. currently operates a 30,000 square foot facility in Henderson, NV.
- The company estimates employee population growth of 25% over the next 2 years. All job growth will occur in Henderson.
- The company's initial equipment purchases, post expansion, will increase capacity by 10 times.

PROFILE
Arroweye Solutions, Inc. is a leading card marketing and production firm. The company manufactures credit/debit and gift cards in an on-demand basis using state of the art technology. This approach allows orders to be fulfilled swiftly thus reducing the inventory carrying costs of the issuing entities. The company's major market is in the US with a small portion of exportation to Mexico. The company's corporate office is based in Chicago however all production related activities occur solely at the company's Henderson facility. Tremendous growth, over the last 12 months, has led the company to look towards expansion opportunities. Source: Arroweye Solutions, Inc.

SIGNIFICANCE OF ABATEMENTS IN THE COMPANY'S DECISION TO RELOCATE/EXPAND
The company believe the incentives offered by the state of Nevada are a critical component of their decision to expand their Henderson facility. Without the incentives, the company's capital costs will increase significantly resulting in a scale back of plans and corresponding impact on the company's growth. The tax relief provided by the incentives are akin to an injection of working capital allowing the company to expand their operations and create the maximum amount of jobs in the shortest possible time. Source: Arroweye Solutions, Inc.

ECONOMIC IMPACT ESTIMATES (10-Year Cumulative)
Total Jobs Supported: 116
Total Payroll Supported: $42,969,297
Total Output Estimate: $141,548,383

NEW TAX REVENUE ESTIMATES (10-Year Cumulative)
Direct: $399,935
Indirect: $1,301,047
Total: $1,700,982

IMPACT ASSESSMENT
Economic Impact per Abated Dollar: $153
New Total Tax per Abated Dollar: $3.99

EMPLOYEE BENEFITS
- Percentage of health insurance covered by company: 80%.
- Health care package cost per employee - $6,248 annually with options for dependents.
- Overtime, PTO/Sick/Vacation, Retirement Plan, Merit Increases, COLA adjustments.

NOTES
- Percentage of market outside of Nevada: 90%.
- The company is also considering Louisville, Kentucky and Illinois as potential locations for expansion.
July 08, 2016

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

Dear Mr. Hill,

Arroweye Solutions 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 Arroweye’s application be placed on the agenda for the September GOED Board Meeting.

Arroweye will be expanding their operations in the City of Henderson by hiring 34 additional employees. The new hires will make a blended, average hourly wage of $17.72 and have a generous benefits package. Arroweye will make a capital equipment investment of $11.9 million dollars.

The Las Vegas Global Economic Alliance has reviewed Arroweye Solutions’ application and found it to comply with the statutory requirements for abatements. Arroweye’s application has the full support and endorsement of the Las Vegas Global Economic Alliance.

Regards,

Morgan Bunker  
Las Vegas Global Economic Alliance
July 8, 2016

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

Dear Mr. Hill,

Please find enclosed the application for the following incentives currently offered through the Nevada Governor’s Office of Economic Development:

- Sales & Use Tax Abatement
- Modified Business Tax Abatement
- Personal Property Tax Abatement

Arroweye Solutions currently operates a 30,000 square foot facility in Henderson to manufacture Credit/ Debit and Gift cards in an on-demand basis using its state-of-the-art technology that allows orders to be fulfilled in days instead of weeks and as a result, can significantly reduce the inventory carrying costs of the issuing entities. Our major market is the US, but have we do export a small portion of our products to Mexico.

The Company has been in operation at its current location since July 23, 2007 and has enjoyed the benefits of the local infrastructure, the abundant supply of labor and proximity to the postage and airport facilities which is critical to fulfilling customer orders on demand. Our corporate office is located in Chicago, however all production related activities occur solely from our Henderson facility.

We have experienced tremendous growth in the past 12 months. Our card volume has increased 47% and that has led to a corresponding growth in revenue. The increase in our business has caused us to look towards expansion opportunities and we have been evaluating alternatives to increase our production capabilities both within Nevada and elsewhere in the US.

Because we manufacture secure financial instruments in the form of credit and debit cards, we have unique facility and equipment requirements. After considerable study and deliberation we believe our best outcome will be to invest in our current facility in order to allow for the expansion of our business.
The expansion will initially consist of broadening the secure space from the footprint we now occupy which will allow for greater production capacity. Once we have enlarged the secure space, which should be completed by August 2016, the first of two Indigo HP 30000 presses will be installed and tested for a projected in-service date of September 1, 2016. The second press installation is expected to occur in the first quarter of 2017.

Together, these new presses will increase capacity ten times. As a result, we will require additional personnel to operate and service the presses as well as additional quality assurance technicians and customer service specialists. We estimate that over the next 2 years our employee population will grow by 25%. All of the job growth will occur in Nevada, specifically Henderson.

We believe the incentives offered by your office are a critical component of our decision to expand our Henderson facility. Without them, our capital costs would increase significantly which would result in a scale-back of our plans that would have a corresponding impact on our growth. The tax relief that the incentives provide are akin to an injection of working capital that allows us to expand our operations and create the maximum amount of jobs in the shortest period of time.

We look forward to continuing our relationship with the State of Nevada and the City of Henderson and hope you will consider our application for the aforementioned economic incentives.

Respectfully,

[Signature]

Michael Ogan
Chief Financial Officer
August 1, 2016

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

Dear Mr. Hill:

It is my understanding that pending before the Governor’s Office of Economic Development Board meeting, scheduled for September, is an application from Arroweye Solutions for the following programs: Sales & Use Tax Abatement, Modified Business Tax Abatement and Personal Property Tax Abatement. Please be advised that the City of Henderson acknowledges and supports this application.

We are happy to support this expansion of Arroweye’s operations in Henderson and look forward to the positive economic impact that this project may provide the community. We look forward to your favorable consideration of the application from Arroweye.

Sincerely,

[Signature]

Andy Hafen  
Mayor

cc:  Barbra Coffee, Economic Development & Tourism Director  
Bob McCormick, Arroweye  
Morgan Bunker, LVGEA
**ECONOMIC DEVELOPMENT**

**Incentive Application**

Company Name: **Arroweye Solutions, Inc.**

Date of Application: **July 8, 2016**

---

### Section 1 - Type of Incentives

Please check all that the company is applying for on this application:

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

---

### Section 2 - Corporate Information

**COMPANY NAME** (Legal name under which business will be transacted in Nevada)

**Arroweye Solutions, Inc.**

**FEDERAL TAX ID #**

91-2040523

**CORPORATE ADDRESS**

549 W. Randolph Suite 200

**CITY / TOWN**

Chicago

**STATE / PROVINCE**

IL

**ZIP**

60661

**MAILING ADDRESS TO RECEIVE DOCUMENTS** (if different from above)

**CITY / TOWN**

Chicago

**STATE / PROVINCE**

IL

**ZIP**

60661

**TELEPHONE NUMBER**

312-253-9413

**WEBSITE**

www.arroweye.com

**COMPANY CONTACT NAME**

Michael Cogan

**COMPANY CONTACT TITLE**

Chief Financial Officer

**E-MAIL ADDRESS**

michael.cogan@arroweye.com

**PREFERRED PHONE NUMBER**

312-253-9413

---

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 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 MARKET OUTSIDE OF NEVADA**

90%

**EXPECTED DATE OF NEW / EXPANDED OPERATIONS** (MONTH / YEAR)

Sep-2016

**NAICS CODE / SIC**

51821

**INDUSTRY TYPE**

Digital Printing, Data Processing and Hosting

**DESCRIPTION OF COMPANY'S NEVADA OPERATIONS**

On demand manufacturing of credit/debit and gift cards

**PROPOSED / ACTUAL NEVADA FACILITY ADDRESS**

7465 Commerical Way Suite 100

**CITY / TOWN**

Henderson

**COUNTY**

Clark County

**ZIP**

89011

**WHAT OTHER STATES / REGIONS / CITIES ARE BEING CONSIDERED FOR YOUR COMPANY'S RELOCATION / EXPANSION / STARTUP?**

Louisville Kentucky, Illinois
**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

<table>
<thead>
<tr>
<th>New Operations / Start Up - Plans Over the Next Ten Years</th>
<th>Expansions - Plans Over the Next 10 Years</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Part 1. Are you currently/planning on leasing space in Nevada?</strong></td>
<td><strong>Part 1. Are you currently leasing space in Nevada?</strong></td>
</tr>
<tr>
<td>If No, skip to Part 2. If Yes, continue below:</td>
<td>If No, skip to Part 2. If Yes, continue below:</td>
</tr>
<tr>
<td>What year(s)?</td>
<td>What year(s)?</td>
</tr>
<tr>
<td>How much space (sq. ft.)?</td>
<td>How much space (sq. ft.)?</td>
</tr>
<tr>
<td>Annual lease cost of space:</td>
<td>Annual lease cost at current space:</td>
</tr>
<tr>
<td>Do you plan on making building tenant improvements?</td>
<td>Due to expansion, will you lease additional space?</td>
</tr>
<tr>
<td>If No, skip to Part 2. If Yes *, continue below:</td>
<td>If No, skip to Part 2. If Yes, continue below:</td>
</tr>
<tr>
<td>When to make improvements (month, year)?</td>
<td>Expanding at the current facility or a new facility?</td>
</tr>
<tr>
<td></td>
<td>New</td>
</tr>
<tr>
<td></td>
<td>What year(s)?</td>
</tr>
<tr>
<td></td>
<td>How much expanded space (sq. ft.)?</td>
</tr>
<tr>
<td></td>
<td>Annual lease cost of expanded space:</td>
</tr>
<tr>
<td></td>
<td>$35,000.00</td>
</tr>
<tr>
<td></td>
<td>Due to expansion, will you be making building improvements?</td>
</tr>
<tr>
<td></td>
<td>Yes</td>
</tr>
<tr>
<td></td>
<td>When to make improvements (month, year)?</td>
</tr>
<tr>
<td></td>
<td>Sep-2016</td>
</tr>
<tr>
<td><strong>Part 2. Are you currently/planning on buying an owner occupied facility in Nevada?</strong></td>
<td><strong>Part 2. Are you currently operating at an owner occupied building in Nevada?</strong></td>
</tr>
<tr>
<td>If No, skip to Part 3. If Yes *, continue below:</td>
<td>If No, skip to Part 3. If Yes, continue below:</td>
</tr>
<tr>
<td>Purchase date, if buying (month, year):</td>
<td>How much space (sq. ft.)?</td>
</tr>
<tr>
<td>How much space (sq. ft.)?</td>
<td>Current assessed value of real property?</td>
</tr>
<tr>
<td>Do you plan on making building improvements?</td>
<td>Due to expansion, will you be making building improvements?</td>
</tr>
<tr>
<td>If No, skip to Part 3. If Yes *, continue below:</td>
<td>If No, skip to Part 3. If Yes *, continue below:</td>
</tr>
<tr>
<td>When to make improvements (month, year)?</td>
<td>When to make improvements (month, year)?</td>
</tr>
<tr>
<td><strong>Part 3. Are you currently/planning on building a build-to-suit facility in Nevada?</strong></td>
<td><strong>Part 3. Do you plan on building or buying a new facility in Nevada?</strong></td>
</tr>
<tr>
<td>If Yes *, continue below:</td>
<td>If Yes *, continue below:</td>
</tr>
<tr>
<td>When to break ground, if building (month, year)?</td>
<td>Purchase date, if buying (month, year):</td>
</tr>
<tr>
<td>Estimated completion date, if building (month, year):</td>
<td>When to break ground, if building (month, year)?</td>
</tr>
<tr>
<td>How much space (sq. ft.)?</td>
<td>Estimated completion date, if building (month, year):</td>
</tr>
</tbody>
</table>

* 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.)

<table>
<thead>
<tr>
<th>New Operations / Start Up</th>
<th>Expansions</th>
</tr>
</thead>
<tbody>
<tr>
<td>How much capital investment is planned? (Breakout below):</td>
<td>How much capital investment is planned? (Breakout below):</td>
</tr>
<tr>
<td>Building Purchase (if buying): $0</td>
<td>Building Purchase (if buying): $0</td>
</tr>
<tr>
<td>Building Costs (if building / making improvements): $0</td>
<td>Building Costs (if building / making improvements): $400,000</td>
</tr>
<tr>
<td>Land: $0</td>
<td>Land: $0</td>
</tr>
<tr>
<td>Equipment Cost: $0</td>
<td>Equipment Cost: $5,500,000</td>
</tr>
<tr>
<td><strong>Total:</strong> $0</td>
<td><strong>Total:</strong> $5,900,000</td>
</tr>
</tbody>
</table>

Is the equipment purchase for replacement of existing equipment? Yes

Current assessed value of personal property in NV: $2,063,612

(Must attach the most recent assessment from the County Assessor's Office.)

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

<table>
<thead>
<tr>
<th>New Operations / Start Up</th>
<th>Expansions</th>
</tr>
</thead>
<tbody>
<tr>
<td>How many full-time equivalent (FTE*) employees will be created by the end of the first fourth quarter of new operations?</td>
<td>How many full-time equivalent (FTE*) employees will be created by the end of the first fourth quarter of expanded operations?: 34</td>
</tr>
<tr>
<td>Average hourly wage of these new employees:</td>
<td>Average hourly wage of these new employees: $17.72</td>
</tr>
<tr>
<td>How many FTE employees prior to expansion?:</td>
<td>How many FTE employees prior to expansion?: 139</td>
</tr>
<tr>
<td>Average hourly wage of these existing employees:</td>
<td>Average hourly wage of these existing employees: $17.35</td>
</tr>
<tr>
<td>Total number of employees after expansion:</td>
<td>Total number of employees after expansion: 173</td>
</tr>
</tbody>
</table>

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

### 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: |
| ☑ 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):

<table>
<thead>
<tr>
<th>Health Insurance Costs:</th>
<th>Percentage of health insurance coverage by:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cost of health insurance for company (annual amount per employee): $6,248.00</td>
<td>Company: 80%</td>
</tr>
<tr>
<td>Health Plan annual out-of-pocket maximum (individual): $6,250.00</td>
<td>Employee: 20%</td>
</tr>
</tbody>
</table>

[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.

Michael Cogan
Name of person authorized for signature

Chief Financial Officer
Title

Signature

July 8, 2016
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.diversitynevada.com
**Site Selection Factors**

Company Name: Arroweye Solutions, 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.

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

**OTHER FACTORS & RATINGS:**
### 5(A) Capital Equipment List

**Company Name:** Arroweye Solutions, Inc.  
**County:** Clark County

#### Section 1 - 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.

<table>
<thead>
<tr>
<th>Equipment Name/Description</th>
<th>(b) # of Units</th>
<th>(c) Price per Unit</th>
<th>(d) Total Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>HP Indigo 30000 Printer</td>
<td>2</td>
<td>$2,750,000.00</td>
<td>$5,500,000.00</td>
</tr>
<tr>
<td>Muhlbauer CMI201</td>
<td>2</td>
<td>$175,000.00</td>
<td>$350,000.00</td>
</tr>
<tr>
<td>Muhlbauer SCP 1501 or 6000</td>
<td>5</td>
<td>$375,000.00</td>
<td>$1,875,000.00</td>
</tr>
<tr>
<td>Muhlbauer CHS 6001 or Kurz MM6000 DUO</td>
<td>2</td>
<td>$250,000.00</td>
<td>$500,000.00</td>
</tr>
<tr>
<td>ProFold Encoder</td>
<td>2</td>
<td>$250,000.00</td>
<td>$500,000.00</td>
</tr>
<tr>
<td>Greeting card inserter &amp; printer</td>
<td>1</td>
<td>$350,000.00</td>
<td>$350,000.00</td>
</tr>
<tr>
<td>On demand label printer</td>
<td>2</td>
<td>$125,000.00</td>
<td>$250,000.00</td>
</tr>
<tr>
<td>Auto bagger</td>
<td>2</td>
<td>$50,000.00</td>
<td>$100,000.00</td>
</tr>
<tr>
<td>Server Room &amp; related equipment</td>
<td>1</td>
<td>$250,000.00</td>
<td>$250,000.00</td>
</tr>
<tr>
<td>Box Truck</td>
<td>1</td>
<td>$50,000.00</td>
<td>$50,000.00</td>
</tr>
<tr>
<td>Kern attaching and inserting</td>
<td>2</td>
<td>$750,000.00</td>
<td>$1,500,000.00</td>
</tr>
<tr>
<td>HP Indigo 5900 Printer</td>
<td>1</td>
<td>$675,000.00</td>
<td>$675,000.00</td>
</tr>
</tbody>
</table>

**TOTAL EQUIPMENT COST**  
$11,900,000.00

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

*Certain lease hold equipment does not qualify for tax abatements
### 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 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 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.

<table>
<thead>
<tr>
<th>New Hire Position Title/Description</th>
<th>(a) Number of Positions</th>
<th>(b) Average Hourly Wage</th>
<th>(c) Average Weekly Hours</th>
<th>(d) Annual Wage per Position</th>
<th>(e) Total Annual Wages</th>
</tr>
</thead>
<tbody>
<tr>
<td>Production Operator I</td>
<td>15</td>
<td>$13.50</td>
<td>40</td>
<td>$28,080.00</td>
<td>$421,200.00</td>
</tr>
<tr>
<td>Process Engineer</td>
<td>2</td>
<td>$25.00</td>
<td>40</td>
<td>$52,000.00</td>
<td>$104,000.00</td>
</tr>
<tr>
<td>Client Services Specialist</td>
<td>4</td>
<td>$15.00</td>
<td>40</td>
<td>$31,200.00</td>
<td>$124,800.00</td>
</tr>
<tr>
<td>QA Tech</td>
<td>2</td>
<td>$20.00</td>
<td>40</td>
<td>$41,600.00</td>
<td>$83,200.00</td>
</tr>
<tr>
<td>Maintenance Tech</td>
<td>3</td>
<td>$20.00</td>
<td>40</td>
<td>$41,600.00</td>
<td>$124,800.00</td>
</tr>
<tr>
<td>Production Operator IV</td>
<td>6</td>
<td>$20.00</td>
<td>40</td>
<td>$41,600.00</td>
<td>$249,600.00</td>
</tr>
<tr>
<td>IT specialist</td>
<td>1</td>
<td>$30.00</td>
<td>40</td>
<td>$62,400.00</td>
<td>$62,400.00</td>
</tr>
<tr>
<td>Account Manager</td>
<td>1</td>
<td>$40.00</td>
<td>40</td>
<td>$83,200.00</td>
<td>$83,200.00</td>
</tr>
</tbody>
</table>

**TOTAL** 34 $17.72 $1,253,200.00

### 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.

<table>
<thead>
<tr>
<th>(a) Year</th>
<th>(b) Number of FTE(s) Projected</th>
<th>(c) Average Hourly Wage</th>
<th>(d) Payroll</th>
</tr>
</thead>
<tbody>
<tr>
<td>3-Year</td>
<td>15</td>
<td>$18.25</td>
<td>$569,400.00</td>
</tr>
<tr>
<td>4-Year</td>
<td>15</td>
<td>$18.80</td>
<td>$586,560.00</td>
</tr>
<tr>
<td>5-Year</td>
<td>15</td>
<td>$19.36</td>
<td>$604,032.00</td>
</tr>
</tbody>
</table>
5(C) Evaluation of Health Plans Offered by Companies

Company Name: Arroweye Solutions, Inc.  County: Clark County

Total Number of Full-Time Employees: 34

Average Hourly Wage per Employee: $17.72
Average Annual Wage per Employee (implied): $36,857.60

Annual Cost of Health Insurance per Employee: $6,248.00
Percentage of Cost Covered by:
Company: 80%
Employee: 20%

Health Plan Annual Out-of-Pocket Maximum: $6,250

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: 4.2% MMQ

Annual Out-of-Pocket Maximum not to exceed $6,600 (2015): $6,250 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.

Michael Cogan
Name of person authorized for signature

Chief Financial Officer
Title

8-Jul-16
Date
BUSINESS LICENSE
CITY OF HENDERSON, NEVADA

EXPIRATION DATE: September 30, 2016
Scope: MISCELLANEOUS
License Class/No.: 010C-GROSS REVENUE/2008303559
Business Name: ARROWYE SOLUTIONS, INC.
Business Location: 7485 COMMERCIAL WY 100
HENDERSON, NV 89015

ACTING BUSINESS LICENSE SUPERVISOR

[Signature]
UNMATCHED

✓ Speed-to-Market
✓ Customization

- Cards in days, not months
- Target segments with no inventory or waste

The MOST cost-effective EMV model.

- ZERO EMV inventory costs
- ZERO Risk of Stale Cards

The ONLY network-certified 100% on-demand provider.
A History of Innovation

- 2000: Digital print on-demand model launches
- 2004: Businesses want co-branded option. Corporate Order Tool launches
- 2006: Banks want fast turn around, print on-demand fulfillment. Approved by Visa & MasterCard
- 2008: Approved by Amex
- 2010: CustomerConnect programs launches
- 2012: EMV On-Demand Launches
- 2014: New card design and self-service portal roll-out
- 2015: Named to the FinTech 100 list

- Merchant want a better gift card offering and experience. Print on-demand stored value product launches
- Virtual eGiftCards Platform launches
- CardStudio launches. Approved by Discover
- Combination ID and Payment Card launches
- Closed Loop Mobile Platform launches
- Chicago Innovation Awards. Paybefore Genius Award
Our Client Roster Speaks Volumes
Never Make Costly Trade Offs Again

Accelerate Growth

- Unlimited co-branding and affinity programs
- Differentiated premium and card carriers options come standard
- Get to market in **7-10 days**
- Cards are created and shipped **24-48 hours** from receipt of input

Reduce Cost and Risk

- NEVER have obsolete stock
- Order-as-you-go: No upfront budget issues or forms costs
- No order set-up charges
- No scrap or spoilage expense
- NEVER worry about regulatory or market changes
5x Faster Than The Traditional Process

Traditional Card Manufacturing & Fulfillment Process

Plastic Cards Manufactured ➔ Shipped to Processor/Personalizer ➔ Cards Inventoried ➔ Cards Encoded & Personalized ➔ Cards Packaged & Shipped

Manufacturer ➔ Processor/Personalizer ➔ 4-8 weeks

Digital On-Demand Manufacturing & Fulfillment Process

Plastic Cards Manufactured (Flat Cards Personalized) ➔ Cards Encoded (Embossed Cards Personalized) ➔ Cards Packaged & Shipped

Digital On-Demand Provider ➔ 24-48 hours

*All diagrams assume program setup and association approval have occurred.*
Differentiation Starts With Web-based Technology

**Proven Web/eCommerce Platform:**
Cardholders create custom cards with photos online.

**Revolutionary Digital On-Demand Technology:**
Debit, Credit, ATM & Prepaid cards supported.

**Your Business Partner:**
Your personal client partner works for your program.

**Comprehensive Support Services:**
24x7x365 customer service. Industry experienced staff.

---

**Design Your Own Card**
**Content Management Tool**
**Corporate Order Tool**
### Packaging Options That Drive Results

<table>
<thead>
<tr>
<th>Custom Letter Carrier</th>
<th>Premium Card Carrier</th>
<th>Bulk Cards</th>
</tr>
</thead>
<tbody>
<tr>
<td>8.5”x11” letter carrier, card affixed</td>
<td>5”x7” folded card stock, card affixed on inside</td>
<td>Optional: activation sticker, T&amp;C Insert</td>
</tr>
<tr>
<td>#10 Single windowed envelope</td>
<td>A7 white woven envelope</td>
<td></td>
</tr>
<tr>
<td>Carrier can deliver customized messaging 1 to 1</td>
<td>Carrier can deliver customized messaging 1 to 1</td>
<td></td>
</tr>
<tr>
<td>Activation sticker, T&amp;C Insert options</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
$0  Inventory costs for cards, carriers, or collateral
$0  File transmission, order submission, or batch fees
$0  Secure shipping from manufacturer to fulfillment
$0  Inventory management and forecasting costs
$0  Obsolescence or card destruction fees
$0  Rush charges because you never run out of cards
On-Demand Is The Perfect Fit For EMV

- Issue the right card at the right time – every time.
- Eliminate the cost and headache of inventory management

Simplify the EMV transition

- Unmatched flexibility to configure card programs to your specific needs
- Any verification: Chip and Pin, Chip and Signature or Chip only

Reduce Risk and Retain Flexibility

10X SAVINGS

Arroweye saves issuers from spending up to 10 times more in upfront and long-term inventory costs.