

**Board Summary**

**TemperPack Technologies, Inc.**  
 4447 Carolina Ave. Richmond, VA 23222  
 Hank J. Heyming, General Counsel  
 Manufacturing of Recyclable Cold Chain Packaging Materials

Date: March 21, 2019  
 Main Location: Carson City

Business Type: Expansion      County: Clark County      Development Authority Representative: Perry Ursem, LVGEA

**APPLICATION HIGHLIGHTS**

- TemperPack Technologies, Inc. (TemperPack) is considering an expansion of its Las Vegas facility to better service West Coast-based companies in the food and life science industries.
- Since its founding, TemperPack has seen incredible growth both in revenue and overall size and has expanded its US operations four times to meet market demand.
- The expansion will triple the company's current Nevada employee base over the next two years.

**PROFILE**

TemperPack was founded in 2015 for the purpose of bringing sustainable packaging technology to companies that ship large volumes of perishable goods. The company specializes in custom solutions for clients to scale in the perishable food and life sciences industries. TemperPack's initial goal was to replace plastic-based insulators like Styrofoam with more sustainable, environmentally friendly solutions. The company developed its patent-pending 'ClimaCell' packaging that produces 93% less carbon emissions in the manufacturing process. This is in addition to being completely curbside recyclable, which has helped divert approximately 10 million pounds of plastic foam from ending up in landfills. By combining expertise in Packaging Design, Material Science, and Custom Manufacturing, TemperPack is able to produce packing materials which are equivalent or better than conventional shipping insulation while maintaining an environmentally friendly product. The company began its operation in a 500 square foot garage. Since then TemperPack has grown into a multi-million dollar company operating across the USA with manufacturing and lab locations in Virginia and Nevada. The company serves over 40 customers including many market leaders within the meal-kit and grocery eCommerce sectors, and currently manufactures over two million units of product each month. *Source: TemperPack Technologies, Inc.*

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

The economic development incentives offered by the State of Nevada have been an integral factor in TemperPack's expansion strategy. The projected cost savings from the support of these incentives will allow TemperPack to hire a greater number of full-time employees, supporting the Governor's initiative for providing more Nevadan's with long term work and career opportunities. Additionally, Nevada's pro-business climate provides TemperPack with a sustainable location for ongoing strategic growth *Source: TemperPack Technologies, Inc.*

REQUIREMENTS	Statutory	Application	Sufficient	% Over / Under
Job Creation	25	33		32%
Average Wage	\$22.54	\$23.45	Company meets	4%
Equipment Capex (SU & MBT)	\$2,767	\$5,320,682	abatement eligibility	192191%
Equipment Capex (PP)	\$2,767		requirements	192191%

INCENTIVES	Requested Terms	Estimated \$ Amount
Sales Tax Abmt.	2% for 2 years	\$334,616
Modified Business Tax Abmt.	50% for 4 years	\$61,055
Personal Property Tax Abmt.	50% for 10 years	\$175,140
<b>Total</b>		<b>\$570,811</b>

JOB CREATION	Contracted	24-Month Projection	5-Year Projection
	25	33	69

OTHER CAPITAL INVESTMENT	Land	Building Purchase	BTS / Building Improvements
	\$0	\$0	\$1,500,000

ECONOMIC IMPACT ESTIMATES (10-Year Cumulative)	Total	Construction
Total Jobs Supported	182	16
Total Payroll Supported	\$77,839,146	\$786,637
Total Output Estimate	\$422,401,186	\$2,387,335

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
<b>Local Taxes</b>			
Property	\$695,572	\$2,686,882	<b>\$3,382,454</b>
Sales	\$60,938	\$1,426,847	<b>\$1,487,785</b>
Lodging	\$0	\$76,519	<b>\$76,519</b>
<b>State Taxes</b>			
Property	\$38,044	\$155,328	<b>\$193,372</b>
Sales	\$125,914	\$482,602	<b>\$608,516</b>
Modified Business	\$374,260	\$583,425	<b>\$957,685</b>
Lodging	\$0	\$26,831	<b>\$26,831</b>
<b>Total</b>	<b>\$1,294,728</b>	<b>\$5,438,434</b>	<b>\$6,733,162</b>

**NEVADA BUSINESS LICENSE**

Current       Pending       Will comply before receiving incentives

**EMPLOYEE BENEFITS**

- Percentage of health insurance covered by company: 65%.
- Health care package cost per employee - \$3,435 annually with options for dependents.
- PTO/Sick/Vacation, Merit Increases, Retirement Plan/ Profit Sharing/ 401K, Bonus.

**NOTES**

- Percentage of revenue generated by the new jobs contained in this application from outside Nevada: 99%.
- The company is also considering Virginia as a potential location.



February 14, 2018

Mr. Paul Anderson

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

Dear Mr. Anderson,

TemperPack Technologies, Inc. (herein "TemperPack") is applying to the State of Nevada for the Sales and Use Tax Abatement, Modified Business Tax Abatement, and Personal Property Tax Abatement. We request their application be placed on the agenda for the March 2019 GOED Board Meeting.

TemperPack is exploring their options to expand operations in Southern Nevada from a current staff of 11 by hiring 33 new employees over the next 24 months, and a total of 69 new employees in 60 months. These new hires will make an average hourly wage of \$23.45. TemperPack will make an approximate capital equipment investment of \$5.4 million dollars.

Our team has reviewed TemperPack's application and found it to comply with Nevada's statutory requirements for tax abatements. This application has the full support and endorsement of the Las Vegas Global Economic Alliance. We appreciate your consideration in this matter.

Sincerely,

A handwritten signature in blue ink, appearing to read "Perry Ursem", is written over a faint circular stamp.

Perry Ursem  
Vice President, Business Retention and Expansion

Enclosure



February 14, 2019

Mr. Paul Anderson  
Executive Director  
Nevada Governor's Office of Economic Development  
555 E. Washington, Suite 5400  
Las Vegas, NV 89101

Dear Mr. Anderson,

By way of this letter and the attached application, TemperPack Technologies, Inc. is requesting tax incentives to assist with our relocation efforts. Recent strategic planning has the company focused on creating a presence in Nevada. A significant part of this consideration is the economic incentives offered by the state. We are projecting to create 44 full-time employees with an average wage of \$25.56 over our first two years of operations, and a total of 69 full-time employees with an average hourly wage of \$23.45 over the next five years of operations.

A brief history of our company along with an overview of our products is included with submission.

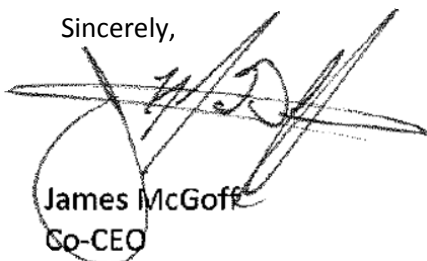
TemperPack was founded in 2014 with the goal of replacing plastic-based insulators like Styrofoam with more sustainable solutions. TemperPack's flagship product, ClimaCell™, requires 93% less CO2E emissions to produce compared to Styrofoam and offers 1:1 thermal performance, significantly reducing the overall impact on the environment.

As TemperPack continues to grow, we are planning to invest over \$7 million into our Las Vegas facility (including approximately \$5.3 million in capital equipment and \$1.5 million in tenant improvements) and will directly employ 44 full time employees in the first half of 2019.

The economic development incentives offered by the State of Nevada have been an integral factor in our expansion strategy. The projected cost savings from the support of these incentives will allow TemperPack to hire a greater number of full time employees, supporting the Governor's initiative for providing more Nevadan's with long term work and career opportunities. Additionally, Nevada's pro business climate provides TemperPack with a sustainable location for ongoing strategic growth.

Our experience with representatives from the Las Vegas Global Economic Alliance has been positive and we look forward to your approval in supporting our expansion efforts. We appreciate for your time and consideration.

Sincerely,



James McGoff  
Co-CEO

**ECONOMIC DEVELOPMENT**

**Incentive Application**

Company is an / a: (check one)

- New location in Nevada
- Expansion of a Nevada company

Company Name: Temperpack Technologies, Inc.

Date of Application: February 15, 2019

**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) <u>Temperpack Technologies, Inc.</u>		FEDERAL TAX ID # <u>473197138</u>	
CORPORATE ADDRESS <u>4447 Carolina Ave.</u>	CITY / TOWN <u>Richmond</u>	STATE / PROVINCE <u>VA</u>	ZIP <u>23222</u>
MAILING ADDRESS TO RECEIVE DOCUMENTS (If different from above)	CITY / TOWN	STATE / PROVINCE	ZIP
TELEPHONE NUMBER <u>888.647.3630</u>	WEBSITE <u><a href="http://www.temperpack.com">www.temperpack.com</a></u>		
COMPANY CONTACT NAME <u>Hank J. Heyming</u>	COMPANY CONTACT TITLE <u>General Counsel</u>		
E-MAIL ADDRESS <u><a href="mailto:hankheyming@gmail.com">hankheyming@gmail.com</a></u>	PREFERRED PHONE NUMBER <u>804.687.2000</u>		

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: \_\_\_\_\_

<b>PERCENTAGE OF REVENUE GENERATED BY THE NEW JOBS CONTAINED IN THIS APPLICATION FROM OUTSIDE NEVADA</b> <u>99%</u>	EXPECTED DATE OF NEW / EXPANDED OPERATIONS (MONTH / YEAR) <u>Jun-2019</u>		
NAICS CODE / SIC <u>322220</u>	INDUSTRY TYPE <u>Manufacturing</u>		
DESCRIPTION OF COMPANY'S NEVADA OPERATIONS <u>Manufacturing of Recyclable Cold Chain Packaging Materials</u>			
PROPOSED / ACTUAL NEVADA FACILITY ADDRESS <u>4390 Flossmoor St.</u>	CITY / TOWN <u>Las Vegas</u>	COUNTY <u>Clark County</u>	ZIP <u>89115</u>
WHAT OTHER STATES / REGIONS / CITIES ARE BEING CONSIDERED FOR YOUR COMPANY'S RELOCATION / EXPANSION / STARTUP? <u>Virginia</u>			

**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? _____  <b>If No, skip to Part 2. If Yes, continue below:</b>                      What year(s)? _____                      How much space (sq. ft.)? _____                      Annual lease cost of space: _____                      Do you plan on making building tenant improvements? _____  <b>If No, skip to Part 2. If Yes *, continue below:</b>                      When to make improvements (month, year)? _____</p> <hr/> <p>Part 2. Are you currently/planning on buying an owner occupied facility in Nevada? _____  <b>If No, skip to Part 3. If Yes *, continue below:</b>                      Purchase date, if buying (month, year): _____                      How much space (sq. ft.)? _____                      Do you plan on making building improvements? _____  <b>If No, skip to Part 3. If Yes *, continue below:</b>                      When to make improvements (month, year)? _____</p> <hr/> <p>Part 3. Are you currently/planning on building a build-to-suit facility in Nevada? _____  <b>If Yes *, continue below:</b>                      When to break ground, if building (month, year)? _____                      Estimated completion date, if building (month, year): _____                      How much space (sq. ft.)? _____</p>	<p>Part 1. Are you currently leasing space in Nevada? <u>Yes</u>  <b>If No, skip to Part 2. If Yes, continue below:</b>                      What year(s)? <u>2017 to present</u>                      How much space (sq. ft.)? <u>75,250</u>                      Annual lease cost at current space: <u>\$502,491.96</u>                      Due to expansion, will you lease additional space? <u>No</u>  <b>If No, skip to Part 3. If Yes, continue below:</b>                      Expanding at the current facility or a new facility? _____                      What year(s)? _____                      How much expanded space (sq. ft.)? _____                      Annual lease cost of expanded space: _____                      Do you plan on making building tenant improvements? _____  <b>If No, skip to Part 3. If Yes *, continue below:</b>                      When to make improvements (month, year)? _____</p> <hr/> <p>Part 2. Are you currently operating at an owner occupied building in Nevada? _____  <b>If No, skip to Part 3. If Yes, continue below:</b>                      How much space (sq. ft.)? _____                      Current assessed value of real property? _____                      Due to expansion, will you be making building improvements? _____  <b>If No, skip to Part 3. If Yes *, continue below:</b>                      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>  <b>If Yes *, continue below:</b>                      Purchase date, if buying (month, year): _____                      When to break ground, if building (month, year)? _____                      Estimated completion date, if building (month, year): _____                      How much space (sq. ft.)? _____</p>
* Please complete Section 7 - Capital Investment for New Operations / Startup.	* Please complete Section 7 - Capital Investment for Expansions below.

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

**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): _____	Building Purchase (if buying): _____
Building Costs (if building / making improvements): _____	Building Costs (if building / making improvements): <u>\$1,500,000</u>
Land: _____	Land: _____
Equipment Cost: _____	Equipment Cost: <u>\$5,320,682</u>
<b>Total:</b> _____	<b>Total:</b> <u>\$6,820,682</u>
	Is the equipment purchase for replacement of existing equipment? <u>No</u>
	Current assessed value of personal property in NV: <u>\$13,837</u>
	(Must <b>attach</b> the most recent assessment from the County Assessor's Office.)

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

New Operations / Start Up	Expansions
How many full-time equivalent (FTE*) employees will be created by the end of the first eighth quarter of new operations?: _____	How many full-time equivalent (FTE*) employees will be created by the end of the first eighth quarter of expanded operations?: <u>33</u>
Average hourly wage of these <u>new</u> employees: _____	Average hourly wage of these <u>new</u> employees: <u>\$23.45</u>
	How many FTE employees prior to expansion?: <u>11</u>
	Average hourly wage of these <u>existing</u> employees: <u>\$32.48</u>
	Total number of employees after expansion: <u>44</u>

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

OTHER COMPENSATION (Check all that apply):

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

- Medical  Vision  Dental  Other: \_\_\_\_\_

Qualified after (check one):

- Upon employment  Three months after hire date  Six months after hire date  Other: 30 days after hire

Health Insurance Costs:	Percentage of health insurance coverage by (min 65%):	
Cost of health insurance for company (annual amount per employee):	\$ 3,434.71	Company: <u>65%</u>
Health Plan annual out-of-pocket maximum (individual):	\$ 5,500.00	Employee: <u>35%</u>

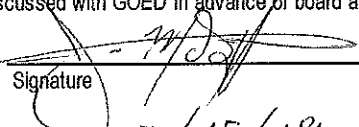
[SIGNATURE PAGE FOLLOWS]

**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.

JAMES McGOFF  
Name of person authorized for signature

  
Signature

CO-CEO COFOUNDER  
Title

02/15/19  
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](http://www.diversifynevada.com)

# Site Selection Factors

Company Name: Temperpack Technologies, Inc.

County: Clark County

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## Section I - Site Selection Ratings

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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.

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

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

It is very important to our decision to expand in Las Vegas. We like the Las Vegas and Nevada business climate and general characteristics but are a national business and can effectively make our product in most locations. Tax incentives would be very attractive.





## 5(B) Employment Schedule

Company Name: Temperpack Technologies, Inc.

County: Clark

### 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
Inventory Manager	1	\$18.00	40	\$37,440.00	\$37,440.00
HR Associate	1	\$21.63	40	\$44,990.40	\$44,990.40
Asst. Manufacturing Manager	1	\$50.00	40	\$104,000.00	\$104,000.00
Manufacturing Supervisor	3	\$27.50	40	\$57,200.00	\$171,600.00
Process Engineer	1	\$40.00	40	\$83,200.00	\$83,200.00
Jr. Process Engineer	2	\$35.00	40	\$72,800.00	\$145,600.00
Mechanic	2	\$33.00	40	\$68,640.00	\$137,280.00
Manufacturing Supervisor	1	\$21.63	40	\$44,990.40	\$44,990.40
Automation Engineer	1	\$50.00	40	\$104,000.00	\$104,000.00
QA Technician	2	\$15.00	40	\$31,200.00	\$62,400.00
Asst. Machine Operators	9	\$15.00	40	\$31,200.00	\$280,800.00
Machine Operators	9	\$21.00	40	\$43,680.00	\$393,120.00
<b>TOTAL</b>	<b>33</b>	<b>\$23.45</b>			<b>\$1,609,420.80</b>

### 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. **Please enter the estimates on a year by year basis (not cumulative amounts)**

(a) Year	(b) Number of FTE(s) Projected	(c) Average Hourly Wage	(d) Payroll
3-Year	7	\$23.45	\$341,432.00
4-Year	22	\$23.45	\$1,073,072.00
5-Year	7	\$23.45	\$341,432.00

### 5(C) Evaluation of Health Plans Offered by Companies

Company Name: Temperpack Technologies, Inc. County: Clark County

Total Number of Full-Time Employees: 33

Average Hourly Wage per Employee \$23.45  
 Average Annual Wage per Employee (implied) \$48,776.00

Annual Cost of Health Insurance per Employee \$3,434.71  
 Percentage of Cost Covered by:  
 Company 65%  
 Employee 35%

Health Plan Annual Out-of-Pocket Maximum \$5,500

**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	3.8%	MMQ
Annual Out-of-Pocket Maximum not to exceed \$7,150 (2017)	\$5,500	MMQ

Minimum essential health benefits covered (Company offers PPO):

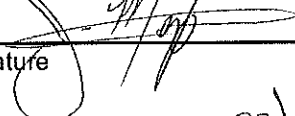
- (A) Ambulatory patient services
- (B) Emergency services
- (C) Hospitalization
- (D) Maternity and newborn care
- (E) Mental health/substance use disorder/behavioral health treatment
- (F) Prescription drugs
- (G) Rehabilitative and habilitative services and devices
- (H) Laboratory services
- (I) 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 highlighting where our plan reflects meeting the 65 minimum threshold for the employee paid portion of the plan for GOED to independently confirm the same.

JAMES McGOFF  
 Name of person authorized for signature

CO-CEO COFOUNDER  
 Title

  
 Signature

02/15/19  
 Date

SECRETARY OF STATE



## NEVADA STATE BUSINESS LICENSE

**TEMPERPACK TECHNOLOGIES INC.**  
Nevada Business Identification # NV20171458773

**Expiration Date: July 31, 2019**

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

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



IN WITNESS WHEREOF, I have hereunto set my hand and affixed the Great Seal of State, at my office on May 2, 2018

*Barbara K. Cegavske*

Barbara K. Cegavske  
Secretary of State

***You may verify this license at [www.nvsos.gov](http://www.nvsos.gov) under the Nevada Business Search.***

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



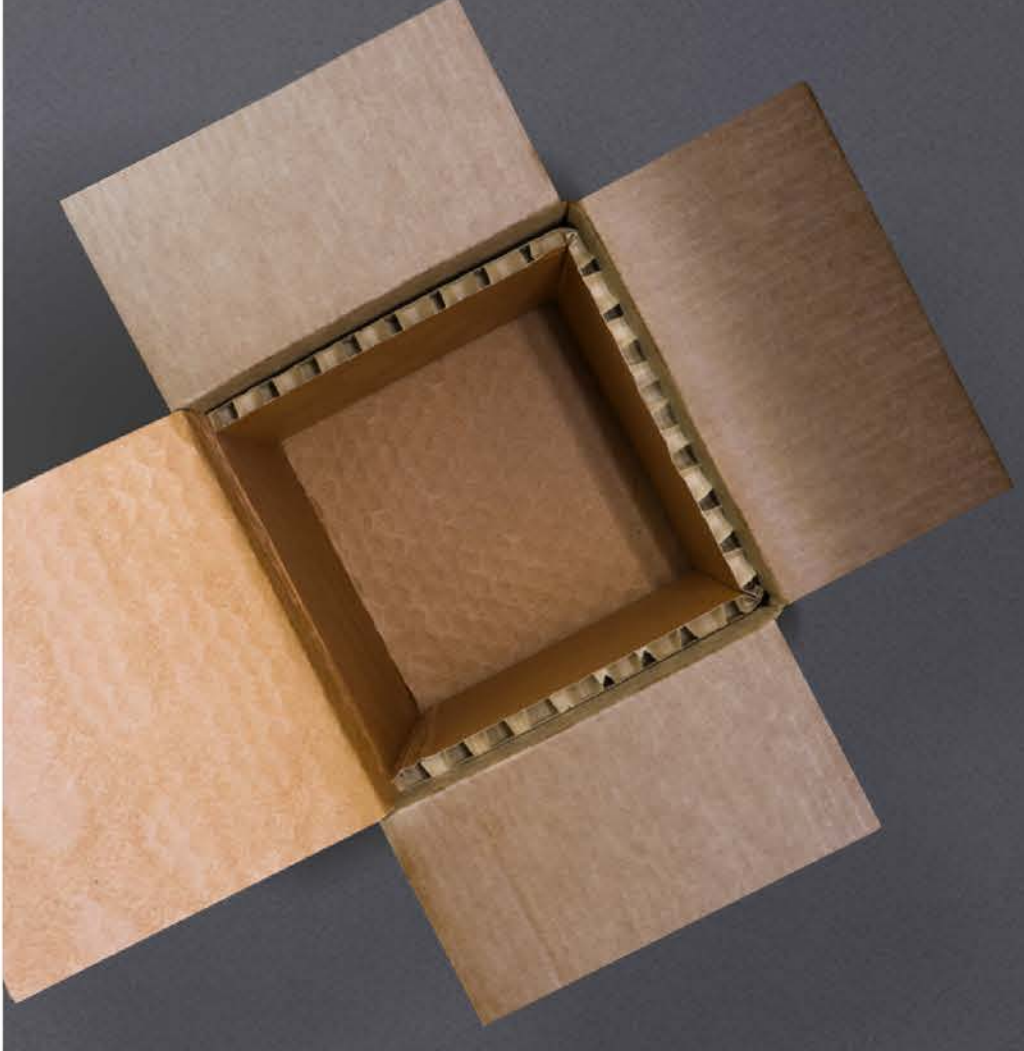


Confidential.  
All Rights Reserved.



# TemperPack Expansion

February 2019





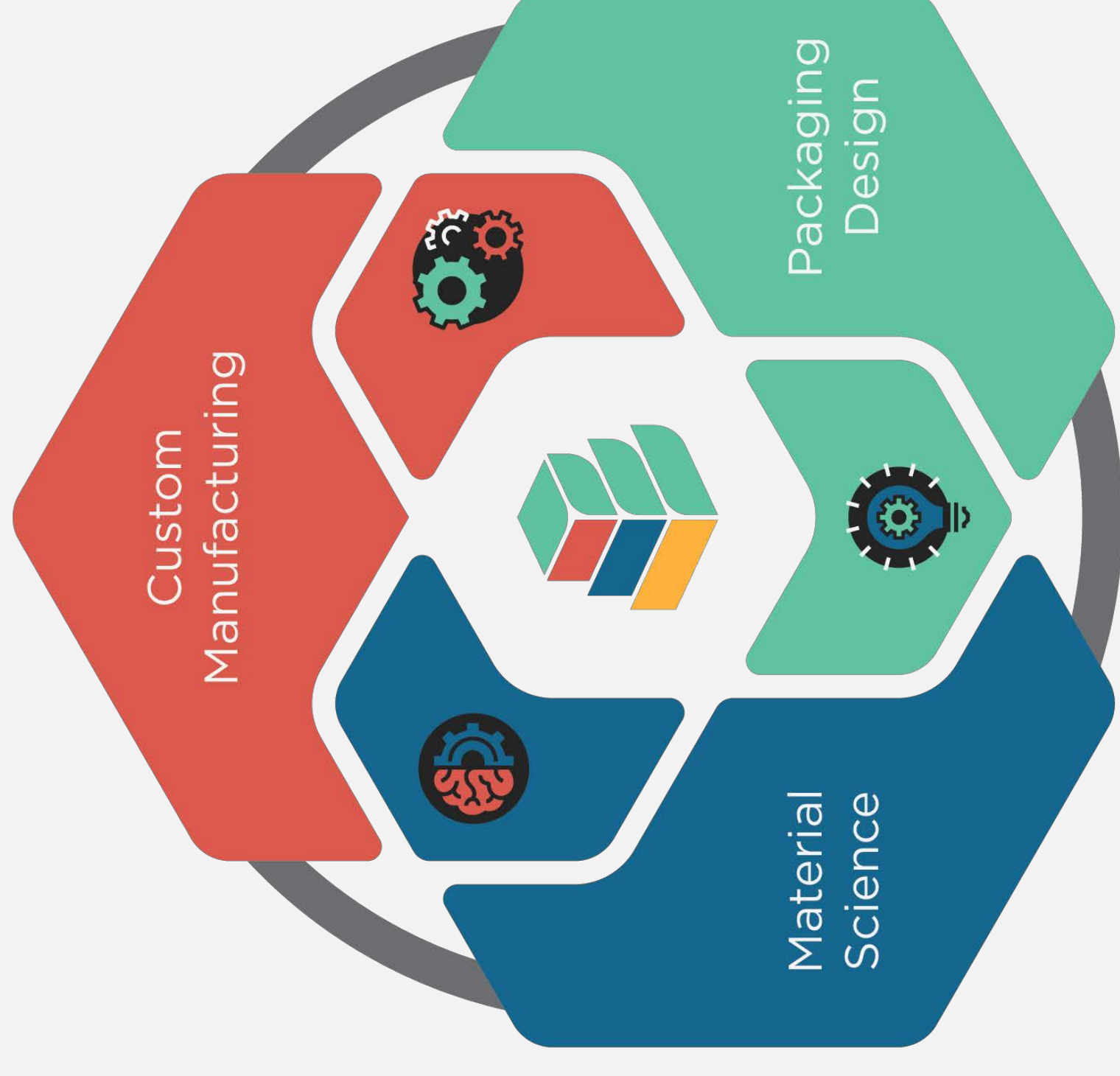


# Helping Companies Ship Responsibly.

At TemperPack, we've found a niche in developing thermal packaging solutions for clients shipping perishable goods. We focus on understanding the logistical headaches and consumer pain points of delivering and receiving perishable goods.

We combine our expertise in Packaging Design, Material Science, and Custom Manufacturing to build products that perform as well as or better than conventional shipping insulation but are more environmentally friendly.

**We seek to solve the world's packaging problems through sustainable design.**







# In the past 2 years, our customers have prevented 12M pounds of new CO<sub>2</sub>E, equivalent to...

**1,263**

OR

**152,820**

OR

**197,346**

OR

**2,055**

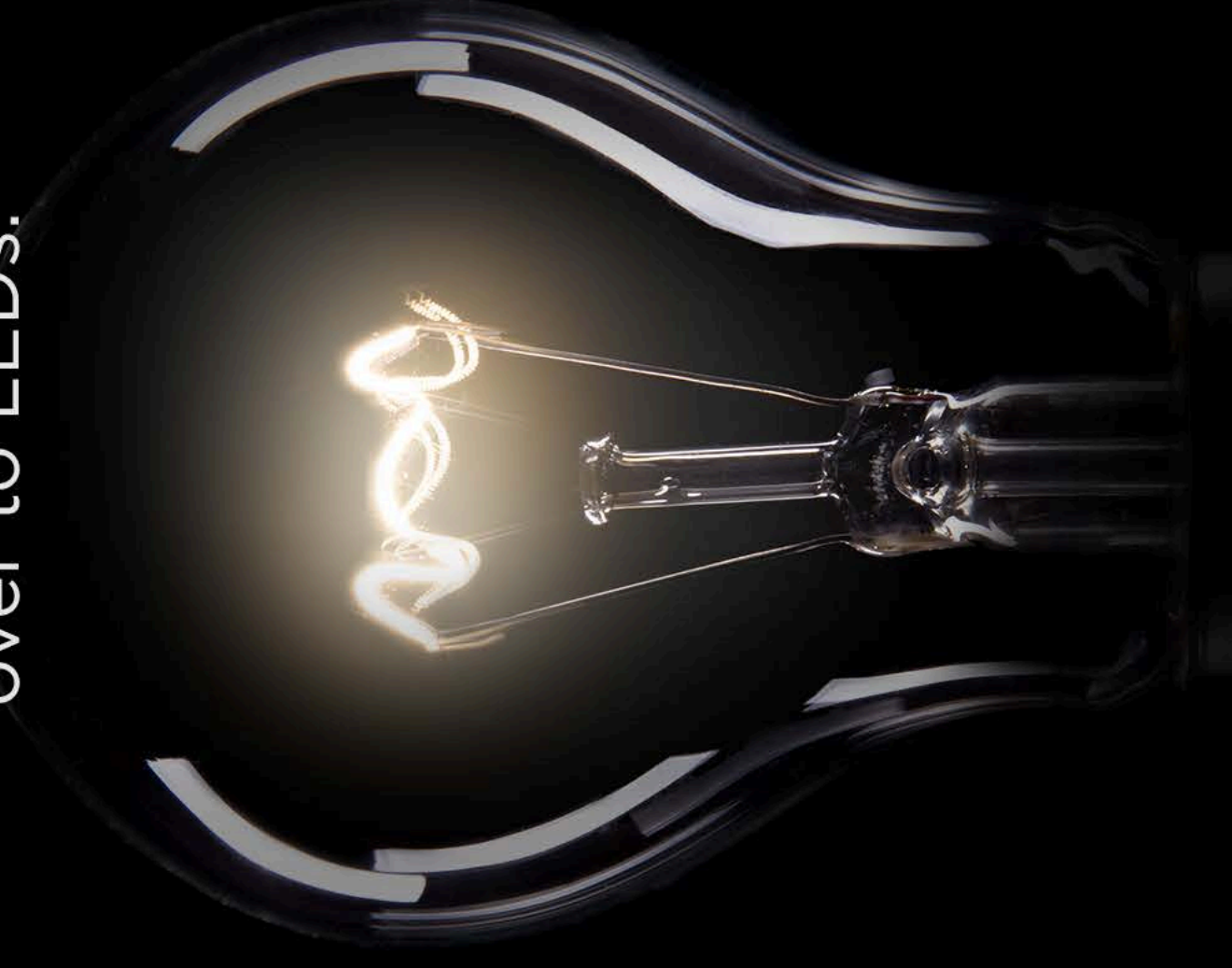
Passenger vehicles taken off the road for one year.



Tree seedlings planted and grown for 10 years.



Incandescent light bulbs switched over to LEDs.



Tons of waste diverted to recycling instead of landfills.

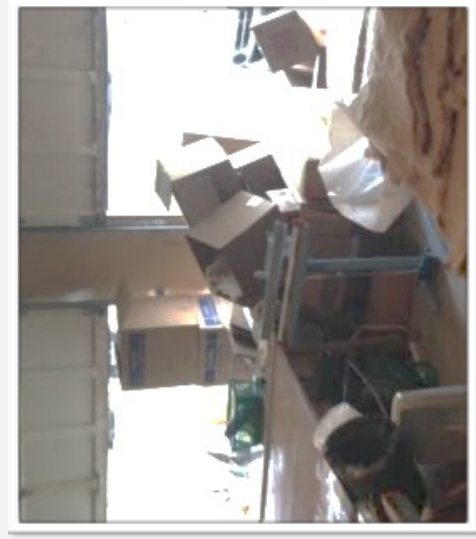




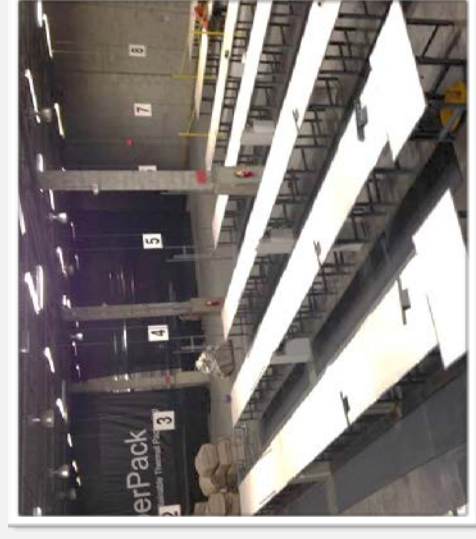


# TemperPack History

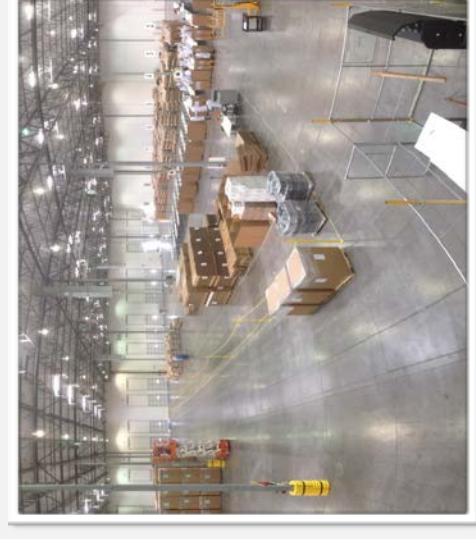
TemperPack began out of a garage in 2014 and has since grown into a multi-million dollar company operating across the country.



**Q4 2014 - Q1 2015**  
500 sq. ft.  
TemperPack is founded out of a garage in Maryland.



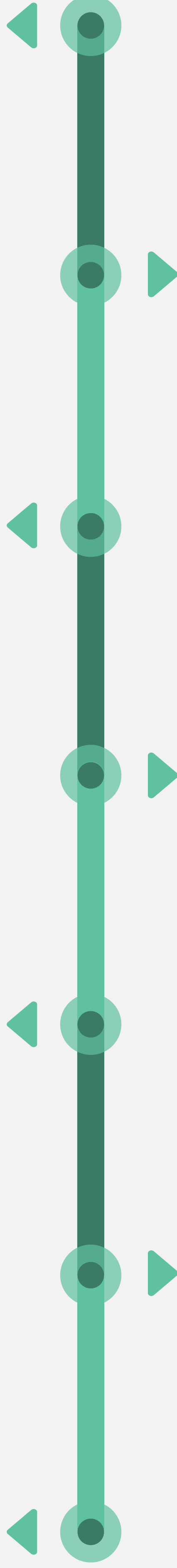
**Q2 2016 - Q4 2017**  
44k sq. ft.  
Expanded manufacturing operations to new facility in Richmond, VA.



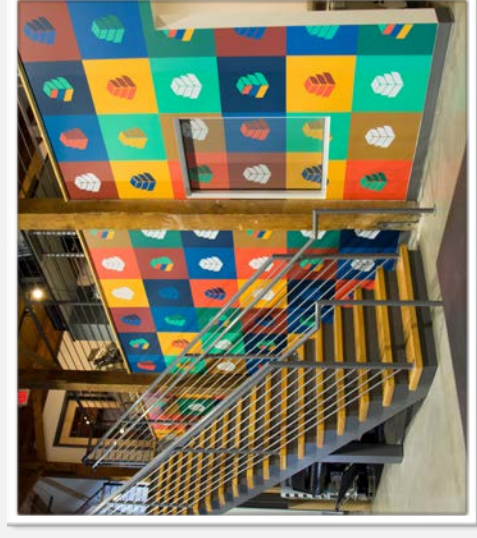
**Q3 2017**  
76k sq. ft.  
Opened Las Vegas Manufacturing Facility producing Fiber-based products.



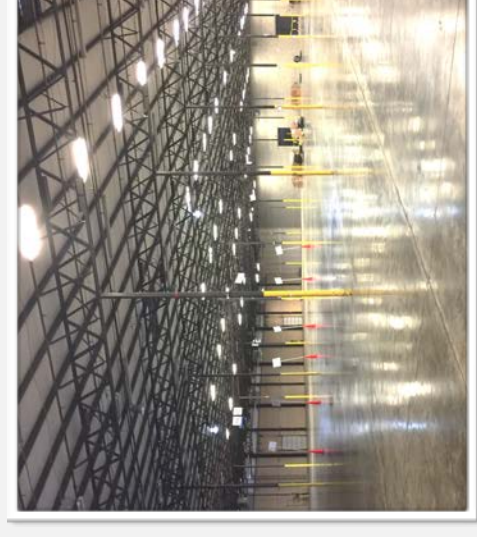
**Q2 2019**  
Las Vegas ClimateCell Manufacturing Operation Goes Live



**Q1 2015 - Q1 2016**  
12k sq. ft.  
Relocated manufacturing operations to facility in Richmond, VA



**Q3 2017 - Present**  
20k sq. ft.  
Opened Decatur Street HQ & dedicated R&D Lab in Richmond, VA.



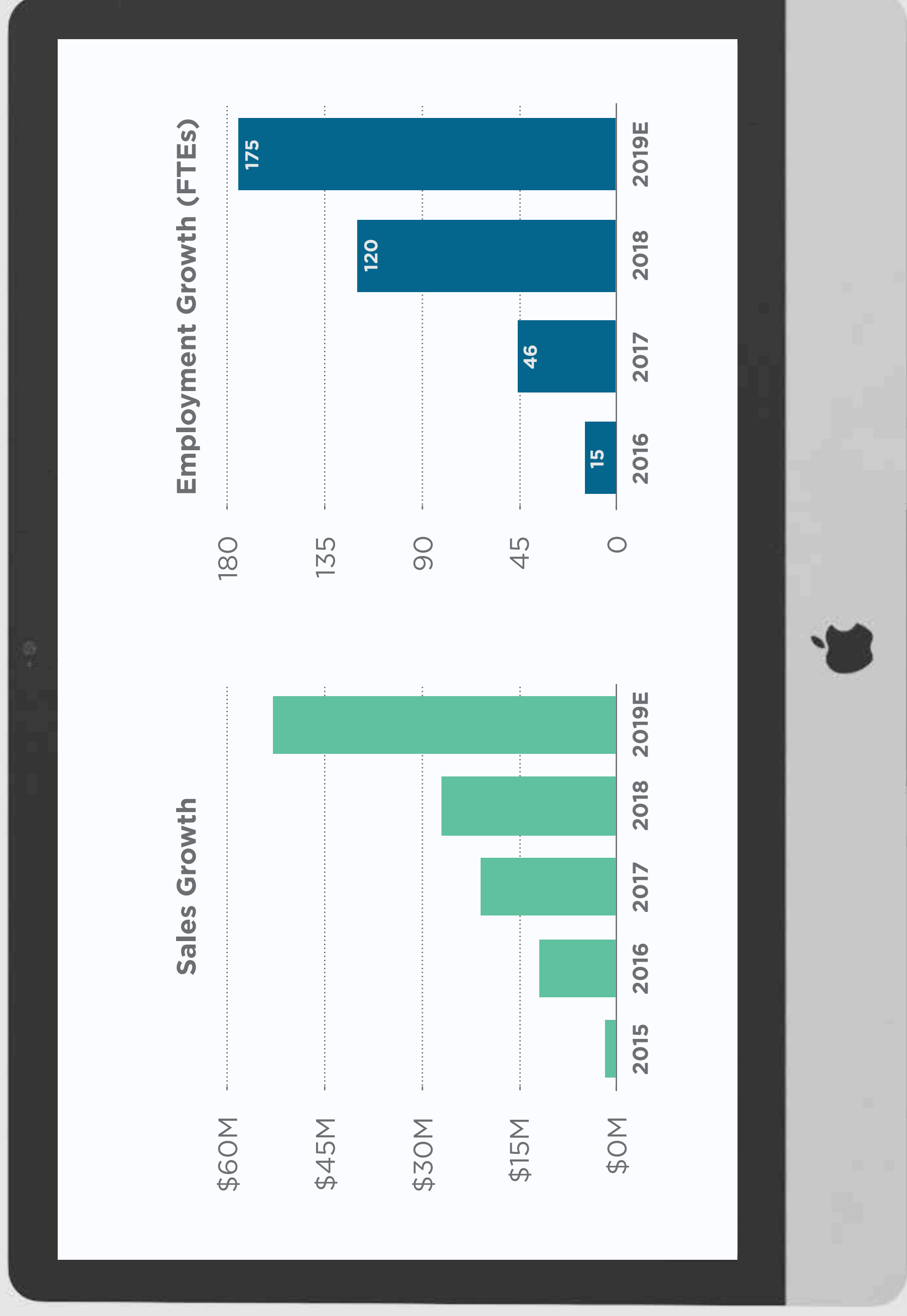
**Q1 2018**  
130k sq. ft.  
Moved RVA Manufacturing Facility within Richmond, VA and installed first ClimateCell machine.





# Sales & Employment Growth

Since its founding, TemperPack has seen incredible growth both in revenue and overall size. We've expanded our operations four times to meet market demand and currently manufacture over 2 million units of our products each month.







# Expanding west to meet a growing need.

**FOOD  
COLD CHAIN**  
\$2Bn Insulation Spend  
By 2020

**LIFE SCIENCES  
COLD CHAIN**  
\$4.4Bn Cold Chain  
Packaging Spend  
Growing 8% annually<sup>2</sup>

By bringing our ClimaCell operation to our Las Vegas facility, we can better service West Coast-based companies in the food and life science industries that ship perishable goods. Revenue forecasts from potential clients within 500 miles of the Vegas facility exceed \$50mm.

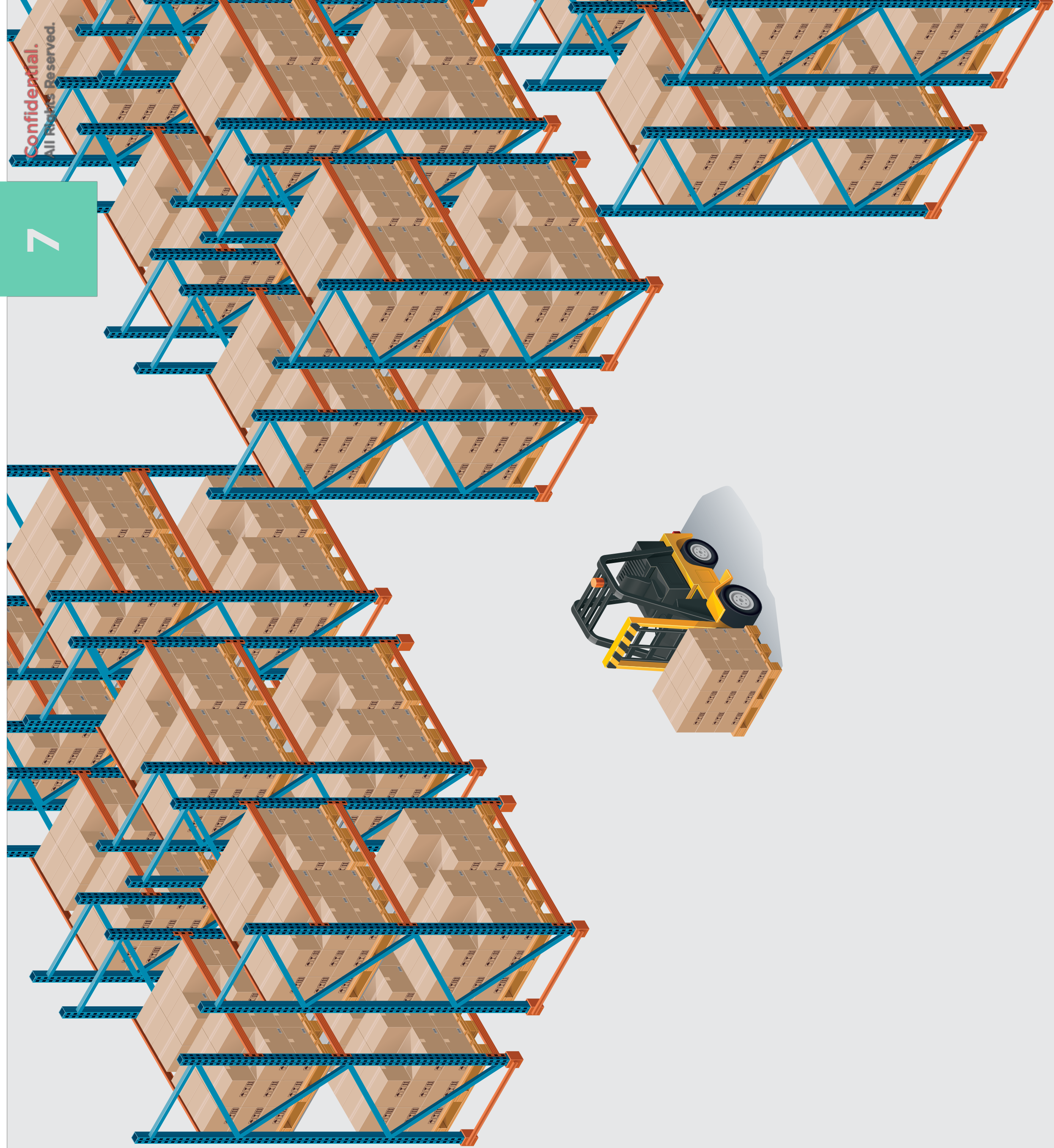




# Equipment Needs

Implementing a new ClimaCell operation requires a number of upfront expenses including up-fitting an existing facility, the actual cost of the machine, and the cost to install it in. This large-scale investment in our Las Vegas facility is indicative of our commitment to expanding operations in Nevada to better service West Coast-based clients.

	<b>Cost</b>
ClimaCell Machine	\$5.5M
Up-fitting Facility	\$1.5M
Installation	\$500K
<b>Total</b>	<b>\$7.5M</b>



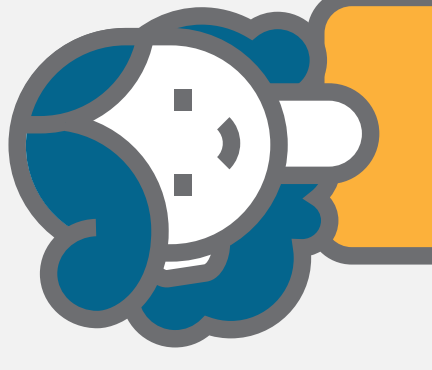
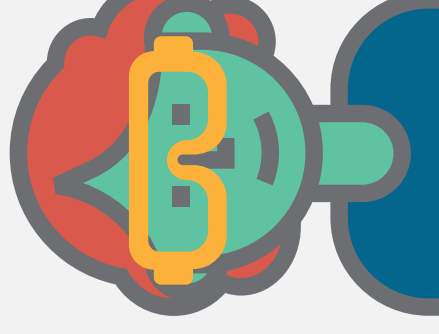
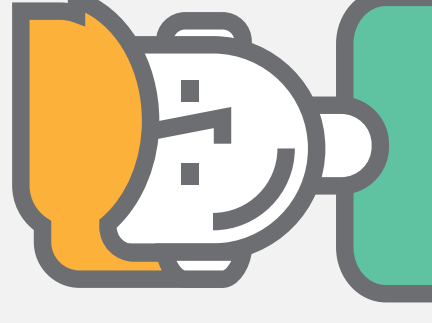
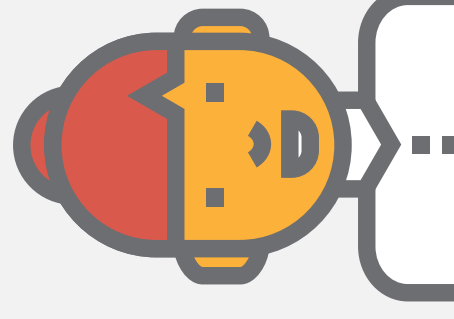
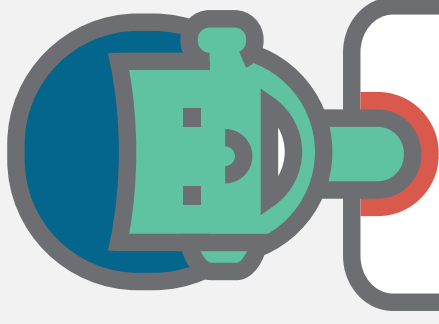
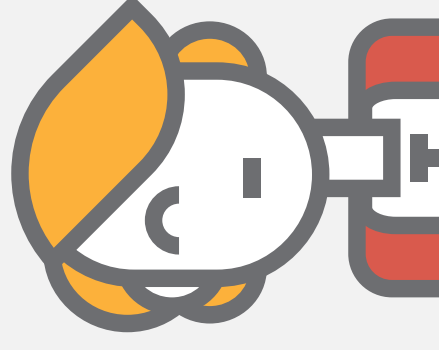
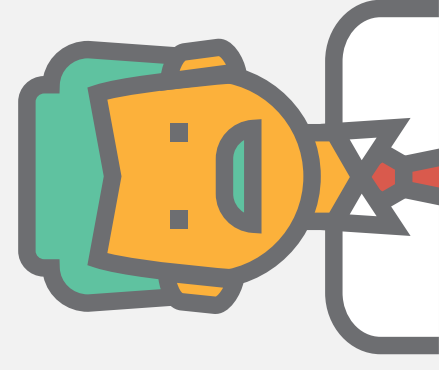
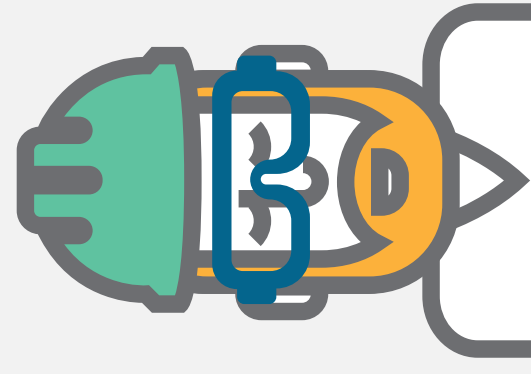


# Types of Jobs

Opening a new facility requires employees at a number of different levels and departments. When we bring the Las Vegas ClimateCell manufacturing operation online, we'll be looking to hire 40-50 new full-time employees within Nevada in a range of positions including:

- Engineers
- Mechanics
- Production Supervisors
- Forklift Drivers
- Quality
- Administration
- Factory Line Workers
- Machine Operators
- Purchasing
- Accounting
- Customer Service

**The average annual salary of these new positions is \$54k.**







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Thanks.

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