

Board Summary

Pure Ground Ingredients, Inc.
 2535 Business Parkway, Minden, NV 89423
 Kevin Lindseth, Founder and Chief Operating Officer
 Manufacturing

Date: March 21, 2019
 Main Location: Carson City

Business Type: Expansion County: Douglas County Development Authority Representative: Andrew Haskin, NNDA

APPLICATION HIGHLIGHTS

- Pure Ground Ingredients, Inc. (Pure Ground) is in the process of expanding its Douglas County facility.
- The expansion will house the company's organic herb and spice processing, manufacturing, sales, and general operations.
- Pure Ground currently engages with the local community by offering intern positions to students from the University of Nevada, Reno (UNR).

PROFILE

Pure Ground is a Nevada corporation formed in January 2013. The company is an industrial supplier of organic botanicals, spices, chili, and black and green teas. Each product is guaranteed and documented to meet various quality standards, such as Certified Organic, Fair Trade, and Kosher. The major markets for Pure Ground's products are located across the United States, Canada, and Europe. The company works with thousands of growers and herbal collectors around the world and is committed to organic agricultural and sustainable farming, and wild collecting practices. Pure Ground strives to act in a responsible manner that is dedicated to the benefit of its partner-growers and customers and to supporting its local communities, workers and the land where they live and work. The company works with numerous social and Fair Trade programs both in the United States and abroad to provide added resources to growers and their communities. Pure Ground has contributed to improving schools and education, supporting orphanages, improving transportation, supplying equipment for working the land, providing resources and support for medical assistance, and training for sustainable agricultural practices. The Minden expansion buildout will include improvements and equipment fabrication for which the company will seek to use Nevada licensed contractors. The company is also confident its new staffing needs will be met locally or from nearby areas in Nevada. *Source: Pure Ground Ingredients, Inc.*

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

The Nevada tax abatements are a key part of Pure Ground's decision to move forward with its expansion plan. The tax savings will allow the company to hire new staff, offer benefits to new and existing staff, and help secure the company's future development by allowing it to purchase necessary processing equipment. *Source: Pure Ground Ingredients, Inc.*

REQUIREMENTS	Statutory	Application	Sufficient	% Over / Under
Job Creation	6	10		67%
Average Wage	\$22.54	\$22.56	Company meets	0%
Equipment Capex (SU & MBT)	\$1,032	\$1,064,060	abatment eligibility requirements	102967%
Equipment Capex (PP)	\$1,032			102967%

INCENTIVES	Requested Terms	Estimated \$ Amount
Sales Tax Abmt.	2% for 2 years	\$51,000
Modified Business Tax Abmt.	50% for 4 years	\$15,285
Personal Property Tax Abmt.	50% for 10 years	\$36,751
Total		\$103,036

JOB CREATION	Contracted	24-Month Projection	5-Year Projection
	6	10	29

OTHER CAPITAL INVESTMENT	Land	Building Purchase	BTS / Building Improvements
	\$0	\$0	\$750,000

ECONOMIC IMPACT ESTIMATES (10-Year Cumulative)	Total	Construction
Total Jobs Supported	60	8
Total Payroll Supported	\$20,230,999	\$304,248
Total Output Estimate	\$142,670,448	\$1,095,937

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	\$117,494	\$890,558	\$1,008,052
Sales	\$24,863	\$148,591	\$173,454
Lodging	\$0	\$6,574	\$6,574
State Taxes			
Property	\$5,723	\$93,377	\$99,100
Sales	\$29,750	\$125,432	\$155,182
Modified Business	\$107,659	\$120,002	\$227,661
Lodging	\$0	\$195	\$195
Total	\$285,489	\$1,384,729	\$1,670,218

NEVADA BUSINESS LICENSE
<input checked="" type="checkbox"/> Current <input type="checkbox"/> Pending <input type="checkbox"/> Will comply before receiving incentives

EMPLOYEE BENEFITS

- Percentage of health insurance covered by company: 65%.
- Health care package cost per employee - \$4,200 annually with options for dependents.
- Overtime, PTO/Sick/Vacation, Merit Increases, Bonus.

NOTES

- Percentage of revenue generated by the new jobs contained in this application from outside Nevada: 90%.

December 14, 2018

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

Dear Mr. Anderson,

Northern Nevada Development Authority (NNDA) is pleased to provide this letter in support of Pure Ground Ingredient's application for the Sales & Use Tax Abatement, Modified Business Tax Abatement, and Personal Property Tax as stated on the attached expansion incentives application.

We have reviewed the application submitted by Pure Ground Ingredients and we are working with them in support of their expansion efforts in Douglas County, Nevada. The company intends to invest \$1 Million in capital equipment and add 10 new jobs with an average wage of \$22.56 per hour.

NNDA respectfully requests this application be considered by the Governor's Office of Economic Development and be placed on the March 21st, 2019 agenda for review and action.

Best Regards,



Andrew Haskin
Director of Business Development
Northern Nevada Development Authority



December 14, 2018

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

Mr. Anderson:

Our company, Pure Ground Ingredients, Inc. is a Nevada corporation formed in January, 2013. Our company is in the process of expanding our organic herb and spice processing and sales facility as part of our move to Minden, Nevada from Carson City, Nevada. We are in the process of negotiating a long-term lease on a building located at 2535 Business Parkway to include facility improvements currently underway, and equipment purchases. We have relocated our company headquarters to this location as well. The new location will house our herb and spice processing/manufacturing services, sales and general operations.

We are petitioning for Nevada tax abatements to aid in our expansion. The tax savings will allow us to hire new staff at competitive wages, to offer benefits to our new and existing staff, such as health insurance, and will help secure our future development by allowing us to purchase needed processing equipment. The available tax abatements to businesses expanding in Nevada was a key part of our decision to move forward with our expansion plan beginning this year.

Pure Ground Ingredients, Inc. is an industrial supplier of organic botanicals, spices, chili and black and green teas. Each product is guaranteed and documented to meet various quality standards, such as Certified Organic, Fair Trade and Kosher. The major markets for our product are located across the United States, Canada, and all of Europe.

We work with thousands of growers and herbal collectors around the world and are committed to organic agricultural and sustainable farming and wild collecting practices. We strive to act in a responsible manner that is dedicated for the benefit of our partner-growers and customers alike, and to supporting our local community and workers and the land they live and work on.

We work with numerous social and Fair Trade programs both in the United States and abroad to provide added resources to growers and their communities. We have contributed to improving schools and education, the support of orphanages, improved transportation, equipment for working the land, providing resources and support for medical assistance, and training for sustainable agricultural practices.

Our participation in the local community includes offering intern positions to students from the University of Nevada, Reno.

775-297-4047 | Minden, NV | info@puregroundingredients.com | puregroundingredients.com



Our plan is to finalize the purchase of processing equipment and operate exclusively from our Minden location by the end of 2018 – early part of 2019. Our processing facility will offer new employment opportunities. We anticipate hiring six to ten additional employees including production workers, production/warehouse supervisors, a senior plant manager/chief operations officer, a sales manager, a purchasing manager, and a food technologist. We are confident that our staffing needs will be met locally, or from other nearby areas in Nevada.

Pure Ground Ingredients, Inc. has been fortunate to call Nevada its home, and looks forward to many years of continued growth.

Thank you for your consideration of our application.

Sincerely,

A handwritten signature in black ink, appearing to read "Kevin Lindseth", with a long horizontal line extending to the left from the end of the signature.

Kevin Lindseth
Founder & CEO



03/07/2019

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

Dear Mr. Anderson,

We understand that a requirement for the tax abatements provided by the Governor's Office of Economic Development is the offering of 65% of the health care coverage for the eligible employees of the company. We have obtained a quote for insurance plans and will choose an option that meets the requirements outlined in the application.

Signed by company rep

A handwritten signature in black ink, appearing to read "KL", is written over a horizontal line.

Kevin Lindseth
Founder & CEO
Pure Ground Ingredients, Inc.



BOARD OF COMMISSIONERS

1594 Esmeralda Avenue, Minden, Nevada 89423
775-782-9821

COMMISSIONERS:
Barry Penzel, CHAIRMAN
Larry Walsh, VICE CHAIRMAN
Dave Nelson
John Engels
Wesley Rice

March 7, 2019

Melanie Sheldon
Program Manager
Governor's Office of Economic Development
555 E. Washington Avenue, Suite 5400
Las Vegas, NV 89101

Re: Incentives for Pure Ground Ingredients

Dear Ms. Sheldon:

At its March 7, 2019 meeting, the Douglas County Board of Commissioners took action to acknowledge and support the incentive request submitted by Pure Ground Ingredients.

The company is requesting State allowed incentives for Sales & Use Tax Abatement, Personal Property Tax Abatement and Modified Business Tax Abatement.

Douglas County supports Pure Ground Ingredients in its application for the allowed State tax incentives and requests the Board of Economic Development act favorably upon the request.

If you have any additional questions regarding this letter, please contact Lisa Granahan, Economic Vitality Manager, at (775) 782-6268 or by e-mail at Lgranahan@douglasnv.us.

Sincerely,

William B. Penzel, Chairman
Douglas County Commission

XC: Northern Nevada Development Authority
Lisa Granahan, Economic Vitality Manager



PUREGROUND INGREDIENTS

FEBRUARY 28, 2019

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

RE: APPLICATION FOR INCENTIVES – REQUEST FOR
CONFIDENTIALITY OF RECORDS AND DOCUMENTS

Dear Director Anderson:

On DECEMBER 14, 2018, PURE GROUND INGREDIENTS, INC. submitted an application to you as the Executive Director of the State of Nevada Governor's Office of Economic Development ("GOED") requesting approval of economic incentives for the expansion operation in Douglas County, Nevada. The purpose of this letter is to request that any and all records and other documents in GOED's possession concerning initial contact with, research and planning for PURE GROUND INGREDIENTS, INC., including but not limited to certain information in that application, and if amended, all be kept confidential pursuant to Section 4 of Assembly Bill No. 17 (2015 Regular Session) as codified in NRS 231.069.

Please be advised that PURE GROUND INGREDIENTS, INC. specifically deems the following information proprietary and confidential:

1. Employment list and Equipment list
2. Any and all documents and information provided as part of the application

Thank you for your consideration. If you have any questions or require any further information, please do not hesitate to contact me.

Sincerely,


Kevin Lindseth
President
Pure Ground Ingredients, Inc.

REQUEST FOR CONFIDENTIALITY DETERMINATION

Pursuant to NRS 231.069, and upon the request of applicant Pure Ground Ingredients, Inc. the Executive Director of the Office has determined the:

- (i) The detailed schedule of Capital Equipment List, 5(A)
- (ii) The detailed schedule of Employment List, 5(B)

are confidential proprietary information of the business, are not public records, and shall be redacted in its entirety from the copy of the application that is disclosed to the public.



Paul Anderson

3/13/19

Date

ECONOMIC DEVELOPMENT

Incentive Application

Company Name: Pure Ground Ingredients, Inc.
 Date of Application: December 14, 2018

Company is an / a: (check one)
 New location in Nevada
 Expansion of a Nevada company

Section 1 - Type of Incentives

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

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

Section 2 - Corporate Information

COMPANY NAME (Legal name under which business will be transacted in Nevada) <u>Pure Ground Ingredients, Inc.</u>		FEDERAL TAX ID # <u>46-2192099</u>	
CORPORATE ADDRESS <u>2535 Business Parkway</u>	CITY / TOWN <u>Minden</u>	STATE / PROVINCE <u>NV</u>	ZIP <u>89423</u>
MAILING ADDRESS TO RECEIVE DOCUMENTS (If different from above)	CITY / TOWN	STATE / PROVINCE	ZIP
TELEPHONE NUMBER <u>775-297-4047</u>	WEBSITE <u>puregroundingredients.com</u>		
COMPANY CONTACT NAME <u>Kevin Lindseth</u>	COMPANY CONTACT TITLE <u>Founder & CEO</u>		
E-MAIL ADDRESS <u>kevin@puregroundingredients.com</u>	PREFERRED PHONE NUMBER <u>775-297-4047</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 following quarter in which the abatement becomes effective. In rural areas, the requirement is ten (10) or more. For an expansion, the business must increase employees on its payroll by 10% more than its existing employees prior to expansion, or by 25 (urban) or 6 (rural) employees, whichever is greater.
- In urban areas, the average hourly wage that will be paid by the business to its new employees is at least 100% of the average statewide hourly wage. In rural areas, the average hourly wage will equal or exceed the lesser of the county-wide average hourly wage or statewide average hourly wage.

Note: Criteria is different depending on whether the business is in a county whose population is 100,000 or more or a city whose population is 60,000 or more (i.e., "urban" area), or if the business is in a county whose population is less than 100,000 or a city whose population is less than 60,000 (i.e., "rural" area).

Section 4 - Nevada Facility

Type of Facility:

- Headquarters
- Technology
- Back Office Operations
- Research & Development / Intellectual Property
- Service Provider
- Distribution / Fulfillment
- Manufacturing
- Other: _____

PERCENTAGE OF REVENUE GENERATED BY THE NEW JOBS CONTAINED IN THIS APPLICATION FROM OUTSIDE NEVADA <u>90%</u>	EXPECTED DATE OF NEW / EXPANDED OPERATIONS (MONTH / YEAR) <u>Jan-2019</u>		
NAICS CODE / SIC <u>311942</u>	INDUSTRY TYPE <u>Spice and Extract Manufacturing</u>		
DESCRIPTION OF COMPANY'S NEVADA OPERATIONS <u>Industrial supplier of organic herbs and spices</u>			
PROPOSED / ACTUAL NEVADA FACILITY ADDRESS <u>2535 Business Parkway</u>	CITY / TOWN <u>Minden</u>	COUNTY <u>Douglas County</u>	ZIP <u>89423</u>
WHAT OTHER STATES / REGIONS / CITIES ARE BEING CONSIDERED FOR YOUR COMPANY'S RELOCATION / EXPANSION / STARTUP? <u>none</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? _____ If No, skip to Part 2. If Yes, continue below: What year(s)? _____ How much space (sq. ft.)? _____ Annual lease cost of space: _____ Do you plan on making building tenant improvements? _____ If No, skip to Part 2. If Yes *, continue below: When to make improvements (month, year)? _____</p> <hr style="border-top: 1px dashed black;"/> <p>Part 2. Are you currently/planning on buying an owner occupied facility in Nevada? _____ If No, skip to Part 3. If Yes *, continue below: Purchase date, if buying (month, year): _____ How much space (sq. ft.)? _____ Do you plan on making building improvements? _____ If No, skip to Part 3. If Yes *, continue below: When to make improvements (month, year)? _____</p> <hr style="border-top: 1px dashed black;"/> <p>Part 3. Are you currently/planning on building a build-to-suit facility in Nevada? _____ If Yes *, continue below: 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? Yes If No, skip to Part 2. If Yes, continue below: What year(s)? <u>2014 -2018</u> How much space (sq. ft.)? <u>30,000</u> Annual lease cost at current space: <u>\$216,000.00</u> Due to expansion, will you lease additional space? Yes If No, skip to Part 3. If Yes, continue below: Expanding at the current facility or a new facility? <u>New</u> What year(s)? <u>2018</u> How much expanded space (sq. ft.)? <u>60,000</u> Annual lease cost of expanded space: <u>\$384,000.00</u> Do you plan on making building tenant improvements? Yes If No, skip to Part 3. If Yes *, continue below: When to make improvements (month, year)? <u>Dec-2018</u></p> <hr style="border-top: 1px dashed black;"/> <p>Part 2. Are you currently operating at an owner occupied building in Nevada? No If No, skip to Part 3. If Yes, continue below: How much space (sq. ft.)? _____ Current assessed value of real property? _____ Due to expansion, will you be making building improvements? _____ If No, skip to Part 3. If Yes *, continue below: When to make improvements (month, year)? _____</p> <hr style="border-top: 1px dashed black;"/> <p>Part 3. Do you plan on building or buying a new facility in Nevada? No If Yes *, continue below: 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):

The buildout includes about \$750,000 of improvements and equipment fabrication. Pure Ground Ingredients, Inc. will use Nevada licensed contractors for the improvements, equipment installation and fabrication, including electrical where available.

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): <u> \$0 </u>
Building Costs (if building / making improvements): _____	Building Costs (if building / making improvements): <u> \$750,000 </u>
Land: _____	Land: <u> \$0 </u>
Equipment Cost: _____	Equipment Cost: <u> \$1,064,060 </u>
Total: _____	Total: <u> \$1,814,060 </u>
	Is the equipment purchase for replacement of existing equipment? <u> No </u>
	Current assessed value of personal property in NV: <u> \$5,162 </u>
	(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?: _____	How many full-time equivalent (FTE*) employees will be created by the end of the first eighth quarter of expanded operations?: <u> 10 </u>
Average hourly wage of these <u>new</u> employees: _____	Average hourly wage of these <u>new</u> employees: <u> \$22.56 </u>
	How many FTE employees prior to expansion?: <u> 51 </u>
	Average hourly wage of these <u>existing</u> employees: <u> \$18.00 </u>
	Total number of employees after expansion: <u> 61 </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 checked="" 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 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: Insurance in process - see quote

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 (min 65%):
Cost of health insurance for company (annual amount per employee): <u> \$ 4,200.00 </u>	Company: <u> 65% </u>
Health Plan annual out-of-pocket maximum (individual): <u> \$ 5,500.00 </u>	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.

Kevin Lindseth

Name of person authorized for signature

Signature



Chief Executive Officer

Title

December 14, 2018

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: Pure Ground Ingredients, Inc.

County: Douglas

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

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

The available Nevada tax abatements was a key part of our decision to move forward with our expansion plan. The tax savings will allow us to hire new staff, to offer benefits to our new and existing staff, such as health insurance, and will help secure our future development by allowing us to purchase needed processing equipment.

Equipment Schedule, Detailed

The Office has determined the detailed equipment schedule as described in this application constitutes confidential proprietary information of Pure Ground Ingredients, and is not a public record.

Employment Schedule, Detailed

The Office has determined the detailed employment schedule as described in this application constitutes confidential proprietary information of Pure Ground Ingredients, and is not a public record.

5(C) Evaluation of Health Plans Offered by Companies

Company Name: Pure Ground Ingredients, Inc. County: Douglas

Total Number of Full-Time Employees: 10

Average Hourly Wage per Employee \$22.56
 Average Annual Wage per Employee (implied) \$46,924.80

Annual Cost of Health Insurance per Employee \$4,200.00
 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	4.8%	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.

Kevin Lindseth
 Name of person authorized for signature


 Signature

Chief Executive Officer
 Title

12/14/2018
 Date

SECRETARY OF STATE



NEVADA STATE BUSINESS LICENSE

PURE GROUND INGREDIENTS, INC.
Nevada Business Identification # NV20131028036

Expiration Date: January 31, 2020

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 January 28, 2019

Barbara K. Cegavske

Barbara K. Cegavske
Secretary of State

You may verify this license at 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.



 **PUREGROUND**
INGREDIENTS

ORGANIC INTEGRITY

Pure Ground Ingredients
provides manufacturers with
the best organic
ingredients
while empowering farmers
and communities around
the world.



ABOUT US

- Direct-from-source Importer of exclusively organic ingredients
- In-house Micro Reduction & full processing to meet your specifications
- SQF Level 2 Certified
- Pesticide tested to meet USDA/NOP requirements
- Industry pioneer sourcing of Organic Botanicals, Adaptogens, Ayurvedic, Chinese & Pharmacopeia Grade for over 20 years





OUR VALUES

Organic Integrity

We value being a reliable source for organic ingredients and validate the quality of our products through rigorous testing and ethical sourcing.

Dynamic Offerings

We adapt to the demands of the market and the conditions of the environment with our products and services.

Quality First

We believe in the health benefits of organic ingredients, acting as a trusted partner to bring uncompromised value to our customers.

Preservation of the Planet

We are accountable in our everyday decisions for the impact they make on the global environment. We engage consciously with our suppliers, customers, employees and partners in an effort to build a healthier planet and thriving communities.



ORGANIC INGREDIENTS

Ingredients from over 35 countries of origin

- Botanicals
- Culinary Herbs + Spices
- Chillis
- Teas
- Pharmacopeia & Medicinal Grade
- Let us source for you

QUALITY REPORTS

All ingredients are verified and tested to confirm they meet USDA NOP organic requirements

Certificate of Analysis:

- Pesticides
- Heavy Metals
- TPC, Ecoli, Salmonella
- Yeast/Mold & Coliforms
- Botanical ID
- Nutritionals
- Gluten-free
- Other test available upon request





FULL SERVICE SUPPLIER AND PROCESSOR

Services Offered:

- Milling
- Blending
- Roasting
- Granulation
- Powdering
- Sterilization
- Metal Detection
- Private Labeling
- Co-packing

We purchase our organic ingredients raw and do all processing in-house in our Minden, Nevada facility.

SUSTAINABILITY & SOURCING



We seek to share true organic integrity with the world, while empowering farmers, communities, and our planet.

- Ethical Sourcing
- Fair Trade Products
- Commitment to Economic Vitality for Farmers
- Land Development
- Educational Programs
- Community Ambassador Programs

EUROPEAN OPERATIONS

The image features five tea bags arranged in a diagonal line from the top left to the bottom right. Each bag is filled with a different colored liquid, representing various flavors: a pinkish-red infusion, a brown infusion, a vibrant red infusion, a dark brown infusion, and a lighter brown infusion. The tea bags are made of a translucent material, and their brown paper tags are visible at the top. The background is a plain, light color.

A full offering of organic botanicals, spices, teas & chilis.

Signe BV is the European sister company to Pure Ground Ingredients, located in the Netherlands and distributing throughout Europe. Signe BV offers the same full line of processing services and products offered in the US.

All products meet EU & BNN Organic requirements.



Bringing nature's purity to
you. Building a healthier
planet, thriving communities
and happy customers.

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