

**As per NRS 231.0695 (below) this Abatement Application for PODS Enterprises, LLC is for Director Approval**

**NRS 231.0695 Office of Economic Development: Approval of partial tax abatement.**

1. For the purpose of any partial tax abatement which the Office is required or authorized to approve, the Office shall be deemed to have approved the partial tax abatement:

(a) Upon approval by the Board for partial tax abatements with a projected value to a single entity of \$250,000 or more; and

(b) Upon approval by the Executive Director for partial tax abatements with a projected value to a single entity of less than \$250,000.

**Application for Director Approval**

**PODS Enterprises, LLC**

885 Trademark Drive, Reno, NV 89521

Simon Gregorich, Chief Financial Officer

Distribution and Warehousing - Customer Service Center

Date: June 27, 2019

Main Location: Las Vegas

**Board Summary**

Business Type: Expansion

County: Washoe County

Development Authority Representative: Nancy McCormick, EDAWN

**APPLICATION HIGHLIGHTS**

- PODS Enterprises, LLC (PODS) plans to expand its current Sales and Service operation in Reno.
- The company plans to eventually grow its Nevada Sales and Service operations to an equal, if not larger, footprint than its current Sales and Service operations at its Clearwater, Florida headquarters.
- In the 2019 America's Best Customer Service survey, commissioned by Newsweek, PODS ranked #1 in customer service within the moving services category.

**PROFILE**

PODS (Portable On Demand Storage) is a moving and storage company. It was founded in 1998 and is based in Clearwater, FL. The company has been disrupting the moving and storage industry for over 20 years ago. PODS patented portable containers and leveled lift system are one of a kind and the company invented the concept of using portable containers for moving and storage. PODS operates by delivering a storage container directly to the customer's house. The containers are constructed of plywood over steel frames and are available in three sizes. The customer can pack items in the container and have the unit stored at a warehouse or delivered to another location. The company is working with Sprint Nextel to use wireless GPS to track trucks in its fleet and provide directions for deliveries. Since entering the market PODS has experienced rapid growth and has aggressive growth plans for the next 5+ years. Between 2005 and August 2009, the PODS service expanded to include 48 states, as well as Australia and Canada. In June 2010, the company announced the sale of its first franchise in the United Kingdom. PODS has also served in many situations that are less conventional than moving. In 2005, PODS Franchises around the country provided units for collection of donations for storm victims of Hurricane Katrina. The company also assisted in recovery efforts during the Malibu fires and the Midwest flooding in Iowa. Additionally, the company routinely delivers PODS containers around the nation to communities experiencing emergency situations. *Source: PODS Enterprises, LLC*

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

The company's decision to expand its operations in Reno was due to several factors, including the business tax structure, cost of living, quality of the workforce, and logistical advantages offered by the region. In addition, PODS Enterprises, LLC is aware of the benefits of the State Incentive Program, and this is a critical factor in deciding to expand its operations in Nevada. *Source: PODS Enterprises, LLC*

| REQUIREMENTS               | Statutory | Application | Sufficient            | % Over / Under |
|----------------------------|-----------|-------------|-----------------------|----------------|
| Job Creation               | 25        | 25          |                       | 0%             |
| Average Wage               | \$22.54   | \$25.54     | Company meets         | 13%            |
| Equipment Capex (SU & MBT) | \$192,162 |             | abatement eligibility | 4%             |
| Equipment Capex (PP)       | \$192,162 | \$200,000   | requirements          | 4%             |

| INCENTIVES                  | Requested Terms  | Estimated \$ Amount |
|-----------------------------|------------------|---------------------|
| Sales Tax Abmt.             | 2% for 2 years   | \$12,530            |
| Modified Business Tax Abmt. | 50% for 4 years  | \$117,692           |
| Personal Property Tax Abmt. | 50% for 10 years | \$3,281             |
| <b>Total</b>                |                  | <b>\$133,503</b>    |

| JOB CREATION | Contracted | 24-Month Projection | 5-Year Projection |
|--------------|------------|---------------------|-------------------|
|              | 25         | 25                  | 161               |

| OTHER CAPITAL INVESTMENT | Land | Building Purchase | BTS / Building Improvements |
|--------------------------|------|-------------------|-----------------------------|
|                          | \$0  | \$0               | \$0                         |

| ECONOMIC IMPACT ESTIMATES (10-Year Cumulative) | Total         | Construction |
|--|---------------|--------------|
| Total Jobs Supported                           | 277           | 0            |
| Total Payroll Supported                        | \$111,815,148 | \$0          |
| Total Output Estimate                          | \$293,747,180 | \$0          |

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                                       | \$805,223          | \$3,482,447        | <b>\$4,287,670</b> |
| Sales  | \$0                | \$1,808,998        | <b>\$1,808,998</b> |
| Lodging  | \$0                | \$45,301           | <b>\$45,301</b>    |
| <b>State Taxes</b>                             |                    |                    |                    |
| Property                                       | \$39,223           | \$203,635          | <b>\$242,858</b>   |
| Sales  | \$4,000            | \$693,254          | <b>\$697,254</b>   |
| Modified Business                              | \$852,359          | \$506,236          | <b>\$1,358,595</b> |
| Lodging  | \$0                | \$15,100           | <b>\$15,100</b>    |
| <b>Total</b>                                   | <b>\$1,700,805</b> | <b>\$6,754,971</b> | <b>\$8,455,776</b> |

**NEVADA BUSINESS LICENSE**

- Current
  Pending
  Will comply before receiving incentives

**EMPLOYEE BENEFITS**

**Health insurance requirements:** Company must pay at least 65% of employee premiums and comply with standards outlined in the Affordable Care Act  
 - Company pays 75% of employee premiums and - \$13,741 annually per employee with options for dependents.  
 - Company also offers - PTO/Sick/Vacation, Tuitional Assistance, Retirement Plan / Profit Sharing / 401(k), Bonus.

**NOTES**

- Percentage of revenue generated by the new jobs contained in this application from outside Nevada: 100%.

December 7, 2018

Interim Director Kris Sanchez  
555 E. Washington Ave #5400  
Las Vegas, NV 89101

Dear Mr. Sanchez:

**RE: PODS Expansion Application - Revised RDA Support letter**

EDAWN hereby supports the application of PODS Enterprises LLC for the expansion of their Reno facility. They are requesting a Sales and Use Tax Abatement, Modified Business Tax Abatement and Personal Property Tax Abatement and qualify on 3 out of 3 of the statutory requirements.

PODS (an acronym for Portable On Demand Storage) is a leader in moving and self-storage containers solutions for local and long distances, and is planning to continue to shift more and more of its operations to its Northern Nevada facility. The opening of the West Coast Sales and Service Center has helped them to better support their customers across the country.

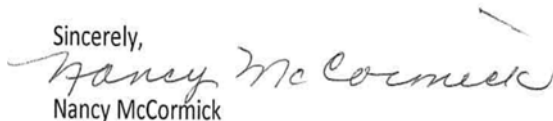
In November 2018, they were recognized by Newsweek as the top moving company for customer service in the 2019 America's Best Customer Service Ranking, and also celebrated the 20<sup>th</sup> anniversary of the company. They serve 47 states and four countries and have completed almost 4 million deliveries to date. PODs is an active contributor to the local community and has supported a number of organizations and events.

With the expansion, they plan to add 25 additional employees at the average wage of \$25.54 and plan to continue to grow over the next 3-5 years. They are planning to invest more than \$200,000 in capital equipment at the facility.

The company's compensation package includes medical, dental, vision, life and disability benefits, PTO/sick/vacation, tuition assistance, retirement plan/profit sharing and bonus. Employee health insurance is covered 70% by the company.

EDAWN supports this application, and your consideration and support of the incentive application for PODS Enterprises, LLC is a significant factor in their pending decision to continue to grow and expand in the region.

Sincerely,



Nancy McCormick

SVP Retention, Expansion, Workforce



April 5, 2019

Mr. Kris Sanchez, Executive Director  
Governor's Office of Economic Development  
555 E. Washington Ave. Ste 5400  
Las Vegas, NV 89101

Dear Board Members:

PODS Enterprises, LLC has been disrupting the moving and storage industry for over 20 years. Our patented portable containers and leveled lift system is one of a kind. Since entering the market, we have experienced growth rapidly, and have aggressive growth plans for the next 5+ years.

To aid in that growth, we are expanding our current Sales and Service operation in Reno, NV that began in January 2018. We expect our Reno Sales and Service operation to be equal, if not slightly larger footprint than our current Sales and Service operations site in Clearwater, FL. Our goal is to hire and train additional associates from the local Reno area beginning as early as this December 2018.

In addition, we are also expanding our current field operation in Reno, NV, that began in January of 2018. A new warehouse lease in Reno will increase the capacity for moving container storage. We expect additional containers to be added to the Reno warehouse to fuel the growth.

PODS is headquartered in Clearwater, FL. The decision to expand part of our operation to Reno was due to several factors, including the business tax structure, cost of living, quality of the workforce, and logistical advantages offered by the region. This expansion will continue to buster our workforce in Reno, NV.

The expansion plan involves the continuation of our current leased facility with additional hiring and equipment. As we continue to invest in our aggressive growth plan in Reno the addition workforce is projected to have an hourly wage of \$25.54.

We appreciate your consideration of any State incentives that will aid in our expanding business.

Sincerely,

A handwritten signature in blue ink, appearing to read 'S. Gregorich', with a long horizontal flourish extending to the right.

Simon Gregorich  
Chief Financial Officer  
13535 Feather Sound Dr.  
Clearwater, FL 33762



Date: April 5, 2019

Mr Kris Sanchez, Executive Director  
Governor's Office of Economic Development  
555 E. Washington Ave. Ste 5400  
Las Vegas, NV 89101

Dear Interim Director Sanchez;

**RE: APPLICATION FOR INCENTIVES - REQUEST FOR CONFIDENTIALITY OF RECORDS AND DOCUMENTS**

On this December 7, 2018, PODS Enterprises, LLC submitted an application to the State of Nevada Governor's Office of Economic Development ("GOED") requesting approval of economic incentives for the expansion operation in Washoe 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 company name be kept confidential.

Please be advised that company name specifically deems the following information proprietary and confidential:

1. The detailed schedule of Employment List
2. The detailed schedule of Capital Equipment List

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

Sincerely,

A handwritten signature in blue ink, appearing to read 'Simon Gregorich', with a long horizontal flourish extending to the right.

Simon Gregorich  
Chief Financial Officer  
13535 Feather Sound Dr.  
Clearwater, FL 33762

## REQUEST FOR CONFIDENTIALITY DETERMINATION

Pursuant to NRS 231.069, and upon the request of applicant PODS Enterprises, LLC, 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.

  
\_\_\_\_\_  
Kris Sanchez  
Interim Executive Director

5/16/19  
\_\_\_\_\_  
Date

**ECONOMIC DEVELOPMENT**

**Incentive Application**

Company is an / a: (check one)

New location in Nevada

Expansion of a Nevada company

Company Name: PODS Enterprises, LLC

Date of Application: December 7, 2018

**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) |                         |                  | FEDERAL TAX ID # |
| PODS Enterprises, LLC   |                         |                  |                  |
| CORPORATE ADDRESS   | CITY / TOWN             | STATE / PROVINCE | ZIP              |
| 13535 Feather Sound Drive   | Clearwater              | FL               | 33762            |
| MAILING ADDRESS TO RECEIVE DOCUMENTS (If different from above)              | CITY / TOWN             | STATE / PROVINCE | ZIP              |
|   |                         |                  |                  |
| TELEPHONE NUMBER  | WEBSITE                 |                  |                  |
| 727-538-6300  | www.pods.com            |                  |                  |
| COMPANY CONTACT NAME  | COMPANY CONTACT TITLE   |                  |                  |
| Simon Gregorich   | Chief Financial Officer |                  |                  |
| E-MAIL ADDRESS  | PREFERRED PHONE NUMBER  |                  |                  |
| sgregorich@pods.com   | 727-538-6466            |                  |                  |

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):

Sales & Use Tax Abatement, Modified Business Tax Abatement, Personal Property Tax Abatement. Approved: 11/1/2017 Status: Good Standing

**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 where the population is 100,000 or more or a city where the population is 60,000 or more "urban" area), or if the business is in a county where the population is less than 100,000 or a city where the 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              | EXPECTED DATE OF NEW / EXPANDED OPERATIONS (MONTH / YEAR) |               |       |
| 100%   | Dec-2018  |               |       |
| NAICS CODE / SIC   | INDUSTRY TYPE   |               |       |
| 561422/7389  | Customer service call center and Moving & storage center  |               |       |
| DESCRIPTION OF COMPANY'S NEVADA OPERATIONS   |   |               |       |
| Inbound/outbound sales and customer service call center / Warehouse  |   |               |       |
| PROPOSED / ACTUAL NEVADA FACILITY ADDRESS  | CITY / TOWN   | COUNTY        | ZIP   |
| 885 Trademark Drive & 855 Sandhill Road  | Reno  | Washoe County | 89521 |
| WHAT OTHER STATES / REGIONS / CITIES ARE BEING CONSIDERED FOR YOUR COMPANY'S RELOCATION / EXPANSION / STARTUP? |   |               |       |
| None   |   |               |       |

**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%.
- 5 (D)  Company Information Form

**Section 6 - Real Estate & Construction (Fill in either New Operations/Startup or Expansion, not both.)**

| New Operations / Start Up - Plans Over the Next <u>Ten Years</u>  | Expansions - Plans Over the Next <u>10 Years</u>   |
|---|--|
| <p>Part 1. Are you currently/planning on leasing space in Nevada? <u>      No      </u></p> <p><b>If No, skip to Part 2. If Yes, continue below:</b></p> <p style="padding-left: 100px;">What year(s)? _____</p> <p style="padding-left: 100px;">How much space (sq. ft.)? _____</p> <p style="padding-left: 100px;">Annual lease cost of space: _____</p> <p><b>If No, skip to Part 2. If Yes *, continue below:</b></p> <p style="padding-left: 100px;">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? _____</p> <p><b>If No, skip to Part 3. If Yes *, continue below:</b></p> <p style="padding-left: 100px;">Purchase date, if buying (month, year): _____</p> <p style="padding-left: 100px;">How much space (sq. ft.)? _____</p> <p>Do you plan on making building improvements? _____</p> <p><b>If No, skip to Part 3. If Yes *, continue below:</b></p> <p style="padding-left: 100px;">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? _____</p> <p style="padding-left: 100px;"><b>If Yes *, continue below:</b></p> <p style="padding-left: 100px;">When to break ground, if building (month, year)? _____</p> <p style="padding-left: 100px;">Estimated completion date, if building (month, year): _____</p> <p style="padding-left: 100px;">How much space (sq. ft.)? _____</p> | <p>Part 1. Are you currently leasing space in Nevada? <u>      Yes      </u></p> <p><b>If No, skip to Part 2. If Yes, continue below:</b></p> <p style="padding-left: 100px;">What year(s)? <u>      2018-2022      </u></p> <p style="padding-left: 100px;">How much space (sq. ft.)? <u>      95,089      </u></p> <p style="padding-left: 100px;">Annual lease cost at current space: <u>      \$938,066.4      </u></p> <p>Due to expansion, will you lease additional space? <u>      No      </u></p> <p>Expanding at the current facility or a new facility? _____</p> <p style="padding-left: 100px;">What year(s)? _____</p> <p style="padding-left: 100px;">How much expanded space (sq. ft.)? _____</p> <p style="padding-left: 100px;">Annual lease cost of expanded space: _____</p> <p>Do you plan on making building tenant improvements? _____</p> <p><b>If No, skip to Part 3. If Yes *, continue below:</b></p> <p style="padding-left: 100px;">When to make improvements (month, year)? _____</p> <hr style="border-top: 1px dashed black;"/> <p>Part 2. Are you currently operating at an owner occupied building in Nevada? _____</p> <p><b>If No, skip to Part 3. If Yes, continue below:</b></p> <p style="padding-left: 100px;">How much space (sq. ft.)? _____</p> <p style="padding-left: 100px;">Current assessed value of real property? _____</p> <p>Due to expansion, will you be making building improvements? _____</p> <p><b>If No, skip to Part 3. If Yes *, continue below:</b></p> <p style="padding-left: 100px;">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? _____</p> <p style="padding-left: 100px;"><b>If Yes *, continue below:</b></p> <p style="padding-left: 100px;">Purchase date, if buying (month, year): _____</p> <p style="padding-left: 100px;">When to break ground, if building (month, year)? _____</p> <p style="padding-left: 100px;">Estimated completion date, if building (month, year): _____</p> <p style="padding-left: 100px;">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): _____                          |
| Land: _____   | Land: _____  |
| Equipment Cost: _____                                     | Equipment Cost: <u>\$200,000</u>   |
| <b>Total:</b> <u>\$0</u>                                  | <b>Total:</b> <u>\$200,000</u>   |
|   | Is the equipment purchase for replacement<br>of existing equipment? <u>No</u>      |
|   | Current assessed value of personal property in NV: <u>\$960,812</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>25</u> |
| Average hourly wage of these <u>new</u> employees: _____  | Average hourly wage of these <u>new</u> employees: <u>\$25.54</u>  |
|   | How many FTE employees prior to expansion?: <u>62</u>  |
|   | Average hourly wage of these <u>existing</u> employees: <u>\$23.56</u>   |
|   | Total number of employees after expansion: <u>87</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 type="checkbox"/> Merit increases  | <input checked="" 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 is an option for dependents offered?:  Yes (**copy of benefit plan must be attached**)  No

Package includes (check all that apply):

Medical       Vision       Dental       Other: Life, Disability

Qualified after (check one):

Upon employment       Three months after hire date       Six months after hire date       Other: \_\_\_\_\_

| Health Insurance Costs:  | Percentage of health insurance premium by (min 65%): |
|--|--|
| Cost of health insurance for company (annual amount per employee): <u>\$ 13,741.00</u> | Company: <u>75%</u>                                  |
| Health Plan annual out-of-pocket maximum (individual): <u>\$ 6,550.00</u>              | Employee: <u>25%</u>                                 |

[SIGNATURE PAGE FOLLOWS]

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**Section 10 - Certification**

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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.

Simon Gregorich  
Name of person authorized for signature

  
Signature

Chief Financial Officer  
Title

4/23/19  
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: PODS Enterprises, LLC

County: Washoe 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>5</u> | Transportation infrastructure:              | <u>2</u> |
| Labor costs:                         | <u>4</u> | Transportation costs:                       | <u>2</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>2</u> | Business permitting & regulatory structure: | <u>2</u> |
| Utility costs:                       | <u>2</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):

## **Equipment Schedule, Detailed**

**The Office has determined the detailed equipment schedule as described in this application constitutes confidential proprietary information of PODS Enterprises, LLC, 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 PODS Enterprises, LLC, and is not a public record.**

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

Company Name: PODS Enterprises, LLC

County: Washoe County

|  |             |
|--|-------------|
| Total Number of Full-Time Employees:         | 25          |
| Average Hourly Wage per Employee             | \$25.54     |
| Average Annual Wage per Employee (implied)   | \$53,123.20 |
| Annual Cost of Health Insurance per Employee | \$13,741.00 |
| Percentage of Cost Covered by:               |             |
| Company                                      | 75%         |
| Employee                                     | 25%         |
| Health Plan Annual Out-of-Pocket Maximum     | \$6,550     |

### Generalized Criteria for Essential Health Benefits (EHB)

*[following requirements outlined in the Affordable Care Act and US Code, including 42 USC Section 18022]*

|  |         |                                  |
|--|---------|----------------------------------|
| Covered employee's premium not to exceed 9.5% of annual wage | 8.6%    | <input type="text" value="NQ"/>  |
| Annual Out-of-Pocket Maximum not to exceed \$7,900 (2019)    | \$6,550 | <input type="text" value="MMQ"/> |

Minimum essential health benefits covered (Company offers PPO):

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

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.

Simon Gregorich

\_\_\_\_\_  
Name of person authorized for signature

\_\_\_\_\_  
Signature

Chief Financial Officer

\_\_\_\_\_  
Title

\_\_\_\_\_  
Date

*4/23/19*

## 5(D) Company Information

Company Name: PODS Enterprises, LLC

County: Washoe

### Section 1 - Company Ownership List

Directions: Please provide a detailed list of owners and/or members of the company. *The Governor's Office of Economic Development strives to maintain the highest standards of integrity, and it is vital that the public be confident of our commitment. Accordingly, any conflict or appearance of a conflict must be avoided. To maintain our integrity and credibility, the applicant is required to provide a detailed list of owners, members, equity holders and Board members of the company.*

| (a)<br>Name        | (b)<br>Title |
|--------------------|--------------|
| APLPD HOLDCO, INC. | Member       |
| Lee Sienna         | Board Member |
| Blake Sumler       | Board Member |
| Romeo Leemrijse    | Board Member |
| John B. Koch       | Board Member |
| Stephen H. Fraser  | Board Member |
| James L. Bierman   | Board Member |
| Jeff Johnson       | Board Member |
| Suzy Deering       | Board Member |
| Claire A. Huang    | Board Member |
|                    |              |
|                    |              |

### Section 2 - Company Affiliates and/or Subsidiaries

Are there any subsidiary or affiliate companies to be associated with the applicant company? No  Yes

**If Yes, continue below:**

Directions: In order to include affiliates/subsidiaries, under the exemption letter, they must to be added to the Contract. Per standard practice GOED requires a corporate schematic to understand the exact relationships between the companies. Please populate the below table to show the exact relationships between the companies and include:

1. The names as they would read on the tax exemption letter.
2. Which entity(ies) will do the hiring?
3. Which entity(ies) will be purchasing the equipment?

| Name of Subsidiary or Affiliate Entity, Role and Legal Control Relationship |
|---|
|   |
|   |
|   |

Please include any additional details below:

# PODS ENTERPRISES, LLC

| Business Entity Information |                                   |                       |               |
|-----------------------------|-----------------------------------|-----------------------|---------------|
| Status:                     | Active                            | File Date:            | 05/24/2005    |
| Type:                       | Foreign Limited-Liability Company | Entity Number:        | E0319602005-5 |
| Qualifying State:           | FL                                | List of Officers Due: | 05/31/2020    |
| Managed By:                 |                                   | Expiration Date:      |               |
| Foreign Name:               |                                   | On Admin Hold:        | No            |
| NV Business ID:             | NV20051335335                     | Business License Exp: | 05/31/2020    |

| Additional Information |                   |
|------------------------|-------------------|
|                        | Central Index Key |

| Registered Agent Information |   |                    |                                |
|------------------------------|---|--------------------|--------------------------------|
| Name:                        | CORPORATE CREATIONS NETWORK INC.          | Address 1:         | 8275 SOUTH EASTERN AVENUE #200 |
| Address 2:                   |   | City:              | LAS VEGAS                      |
| State:                       | NV  | Zip Code:          | 89123                          |
| Phone:                       |   | Fax:               |                                |
| Mailing Address 1:           |   | Mailing Address 2: |                                |
| Mailing City:                |   | Mailing State:     | NV                             |
| Mailing Zip Code:            |   |                    |                                |
| Agent Type:                  | Commercial Registered Agent - Corporation |                    |                                |
| Jurisdiction:                | FLORIDA                                   | Status:            | Active                         |

[View all business entities under this registered agent \(\)](#)

| Financial Information |           |                  |          |
|-----------------------|-----------|------------------|----------|
| No Par Share Count:   | 0         | Capital Amount:  | \$ 1.00  |
| Par Share Count:      | 10,000.00 | Par Share Value: | \$ .0001 |

| Officers                           |                           | <input type="checkbox"/> Include Inactive Officers |    |
|------------------------------------|---------------------------|--|----|
| <b>Managing Member - PODS, LLC</b> |                           |  |    |
| Address 1:                         | 13535 FEATHER SOUND DRIVE | Address 2:   |    |
| City:                              | CLEARWATER                | State:   | FL |
| Zip Code:                          | 33762                     | Country:   |    |
| Status:                            | Active                    | Email:   |    |

| Actions\Amendments   |
|--|
| <a href="#">Click here to view 21 actions\amendments associated with this company ()</a> |



WE'VE SEEN IT ALL.  
MOVED IT ALL.  
STORED IT ALL.



Keyword:

Location:

[View All Jobs at PODS](#)

## ALWAYS ON THE MOVE

20

Years in business

3.7 million

Deliveries

14,000

Cities serviced

In 1998, PODS revolutionized the entire moving and storage industry. It started with a novel idea—portable storage containers that made the entire moving process more efficient, more convenient and a lot less stressful.

Two decades later, we have over 200,000 PODS containers, 250 secure PODS Storage Centers, and 3.7 million deliveries under our belt. So we're not only pioneers of the industry, we're the leader, too. And we're committed to making it better every day. Care to join us?



**AT PODS, EVERY  
ASSOCIATE CONTRIBUTES  
TO OUR SUCCESS.**

Keyword:

Location:

[View All Jobs at PODS](#)

## CORE VALUES

Our strong set of core values underscore our commitment to our customers, and provide guidance for everything we do.

**I**

### Integrity

Do the right thing, even when no one is looking.

[Learn How](#)**D**

### Delight Customers

WOW the customer at every Opportunity.

[Learn How](#)**E<sup>2</sup>**

### Engagement Excellence

Proud to be part of the PODS family.

[Learn How](#)**A**

### Accountability

Make it happen, no excuses—without compromising the other values.

[Learn How](#)**S**

### Support Through Teamwork

Support one another and work together to achieve our goals.

[Learn How](#)

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## WE EMBRACE DIVERSITY



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### At PODS, you are valued for being you.

Diverse backgrounds, experiences and perspectives make us all stronger. Our most valuable asset is our people, and we take pride in a culture that is inclusive of all backgrounds and experiences.

More than 2,000 PODS employees work in 14,000 cities across 3 countries, coming from all different cultures, backgrounds and affiliations. Their unique perspectives help shape us into an organization that looks and feels like the world in which we operate.



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## WE'RE PASSIONATE ABOUT SERVING THE COMMUNITY AND SUPPORTING OUR ASSOCIATES.

PODS partners with the American Heart Association to raise funds and awareness for cardiovascular disease and stroke. Contributions are raised through our annual golf tournament and participation in the National Heart Walk.

2/2



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## COMPREHENSIVE BENEFITS PACKAGE

Our associates work hard. In turn, PODS provides our associates with a comprehensive benefits package that focuses on choice and holistic wellness.



Multiple Health, Dental & Vision Insurance Plans To Meet Varying Needs



Flexible Spending Accounts & Health Savings Accounts



Paid Time Off & Floating Holidays



401(k) Plan with Company Match



Basic Life Insurance & Short Term Disability



Pet Insurance



Comprehensive Wellness Program

At PODS, we aspire to build a great company that provides a rewarding career for our associates, industry leading satisfaction, and superior value creation.

The Five Pillars of Excellence highlight the specific attributes that differentiate PODS from other organizations.

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## ENVIRONMENT

There is no "I" in PODS. Join a team that encourages each other to achieve more.

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## EMPOWERMENT

Every day is an opportunity to leave your mark.

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## PASSION

It's easy to love what you do when you're changing the way things are done.

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## INNOVATION

We tap into innovation to overcome the most challenging problems.

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## ADVANCEMENT

Join a team that offers new opportunities and inspires you to be your best.

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