

Board Summary

OS Operations, LLC

1631 S. Bentley Parkway, Minden, NV 89423
 Shawn Carter, Tax Director - US Indirect Tax
 Manufacturing - Industrial Monitoring Products

Date: June 27, 2019
 Main Location: Las Vegas

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

APPLICATION HIGHLIGHTS

- OS Operations, LLC (OS Operations) is considering an expansion to support a new development project. Doing so will require additional investment in new equipment to manufacture and test as well as additional engineering headcount for platform development.
- OS Operations is currently the largest employer in Douglas County.
- Over the years, the company has built unique and lasting relationships with local universities across the region, allowing graduates to begin their careers and pursue their passions in Douglas County and beyond.

PROFILE

OS Operations is a subsidiary of Baker Hughes, a General Electric (GE) Company. The company was founded in 1961 and is headquartered in Minden, Douglas County. OS Operations manufactures products to monitor the mechanical condition of rotating equipment found in machinery-intensive industries like oil and gas production, hydroelectric, wind, hydrocarbon processing, electric power generation, pulp and paper, mining, water, and wastewater treatment. The company's products, software, and people provide customer-focused, plant-wide solutions to customers in over 140 countries. OS Operations' systems are designed to help its customers increase safety, optimize operations, protect their production assets, have less downtime, avoid unplanned events, and schedule condition-based maintenance. Today, the company is pioneering next generation technologies for the Industrial Internet of Things (IoT). Over 60 years of innovation means OS Operations' engineers and service teams provide an unmatched depth of expertise. The company was founded by Don Bently, a pioneer in the condition-monitoring industry. Moving forward, the business will continue to have strong local relationships with universities and community organizations as new generations of team members join to help develop smarter ways to bring energy to the world. Currently the company employs over 1,400 people worldwide with facilities in nine countries and approximately 640 employees locally in Minden. *Source: OS Operations, LLC*

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

OS Operations is looking to develop a new generation platform to replace its flagship 3500 system. The company's existing Minden footprint can support both growth in employees and equipment. Securing a Sales/Use Tax abatement, Modified Business Tax abatement, and Personal Property tax abatement for this project is a significant factor in locating this project at the Minden facility. *Source: OS Operations, LLC*

REQUIREMENTS	Statutory	Application	Sufficient	% Over / Under
Job Creation	64	27		-58%
Average Wage	\$22.54	\$43.36	Company meets	92%
Equipment Capex (SU & MBT)	\$913,570	\$6,000,000	abatement eligibility	557%
Equipment Capex (PP)	\$913,570		requirements	557%

INCENTIVES	Requested Terms	Estimated \$ Amount
Sales Tax Abmt.	2% for 2 years	\$306,000
Modified Business Tax Abmt.	50% for 4 years	\$51,789
Personal Property Tax Abmt.	50% for 10 years	\$220,504
Total		\$578,293

JOB CREATION	Contracted	24-Month Projection	5-Year Projection
	64	27	27

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

ECONOMIC IMPACT ESTIMATES (10-Year Cumulative)	Total	Construction
Total Jobs Supported	40	0
Total Payroll Supported	\$28,215,232	\$0
Total Output Estimate	\$83,125,676	\$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
Local Taxes			
Property	\$210,262	\$691,582	\$901,844
Sales	\$0	\$207,234	\$207,234
Lodging	\$0	\$5,294	\$5,294
State Taxes			
Property	\$10,242	\$72,514	\$82,756
Sales	\$120,000	\$174,934	\$294,934
Modified Business	\$230,838	\$67,841	\$298,679
Lodging	\$0	\$157	\$157
Total	\$571,342	\$1,219,556	\$1,790,898

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 80% of employee premiums and - \$14,071 annually per employee with options for dependents.
 - Company also offers - Overtime, PTO/Sick/Vacation, Merit Increases, Tuition Assistance, Retirement Plan / Profit Sharing / 401(k), Bonus.

NOTES

- Percentage of revenue generated by the new jobs contained in this application from outside Nevada: 99%.
- The company is also considering India and China as potential locations.



Northern Nevada
Development Authority

704 West Nye Lane
Carson City, NV 89703
775.883.4413

April 5, 2019

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

Dear Mr. Sanchez,

Northern Nevada Development Authority (NNDAA) is pleased to provide this letter in support of OS Operations, LLC's (a subsidiary of Baker Hughes a GE Company) 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 OS Operations, LLC, and we are working with the company in support of their expansion efforts in Douglas County, Nevada. Should Nevada be selected for this project, the company intends to invest \$6 million in capital equipment and add 27 new jobs with an average wage of \$43.00 per hour.

NNDAA respectfully requests this application be considered by the Governor's Office of Economic Development and be placed on the June 27, 2019 agenda for review and action.

Best Regards,

A handwritten signature in dark ink, appearing to read "Andrew Haskin", is written over a thin, light-colored horizontal line.

Andrew Haskin
Director of Business Development
Northern Nevada Development Authority

Improve the State of Your Business

April 5, 2019

Attn: Kris Sanchez
Interim Executive Director
Nevada Governor's Office of Economic Development
555 E. Washington Ave., Suite 5400 Las Vegas, NV 89101

RE: OS Operations, LLC Project Description
Amended version of Letter submitted December 13, 2018

Dear Director Sanchez,

OS Operations, LLC, ('OS Operations') is a subsidiary of Baker Hughes, a GE Company ('Baker') which is submitting this letter to the Nevada Governor's Office of Economic Development to provide a description of its proposed expansion project at its facility in Minden, NV. Securing a Sales/Use, Modified Business, as well as a Personal Property Tax abatement for this project is a significant factor in siting this project at the Minden, NV facility.

OS Operations was founded in 1961 and is based in Minden. The company manufactures products to monitor the mechanical condition of rotating equipment found in machinery-intensive industries like oil and gas production, hydroelectric, wind, hydrocarbon processing, electric power generation, pulp and paper, mining, and water and wastewater treatment. The company services industries in over 140 countries and offers software to monitor assets. The company currently employs over 1,400 people worldwide and approximately 640 in Minden, NV.

OS Operations is looking to develop a new generation platform to replace its flagship 3500 system. Doing so will require additional investment of roughly \$6 million in new equipment to manufacture and test the product as well as additional engineering headcount, roughly 27, to develop the platform. There will not be any facility expansion, as the existing footprint can support both growth in employees and equipment. The anticipated annual wage for these new jobs is roughly \$43.00 per hour, which equates to an average annual salary per job of roughly \$88,000 per year which is an average hourly rate.

We sincerely appreciate your consideration of our request for incentives for this proposed project. If you have any questions in the review of this information, please don't hesitate to call Shawn Carter at (713) 582-3796.

Sincerely,



Shawn Carter

cc: Northern Nevada Development Authority

Attachments



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

June 20, 2019

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

Re: Incentives for OS Operating LLC ("Bently Nevada" a subsidiary of Baker Hughes a GE Company)

Dear Ms. Sheldon:

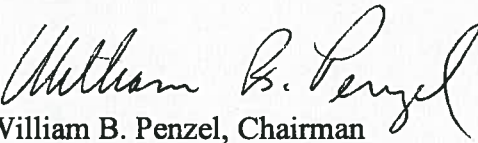
At its June 20, 2019 meeting, the Douglas County Board of Commissioners took action to acknowledge and support the incentive request submitted by OS Operating LLC.

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

Douglas County supports OS Operating LLC in its application for the allowed State tax incentives and requests the Governor's Office of Economic Development Board 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

ECONOMIC DEVELOPMENT

Incentive Application

Company Name: OS Operations LLC
 Date of Application: December 5, 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 Recycling Real Property Tax Abatement
- Personal Property Tax Abatement Other: _____

Section 2 - Corporate Information

COMPANY NAME (Legal name under which business will be transacted in Nevada) <u>OS Operations LLC</u>			FEDERAL TAX ID # <u>[REDACTED]</u>
CORPORATE ADDRESS <u>17021 Aldine Westfield Rd.</u>	CITY / TOWN <u>Houston</u>	STATE / PROVINCE <u>Texas</u>	ZIP <u>77073</u>
MAILING ADDRESS TO RECEIVE DOCUMENTS (If different from above) <u>9110 Grogans Mill Rd</u>	CITY / TOWN <u>The Woodlands</u>	STATE / PROVINCE <u>Texas</u>	ZIP <u>77380</u>
TELEPHONE NUMBER <u>713-582-3796</u>	WEBSITE <u>www.bhge.com</u>		
COMPANY CONTACT NAME <u>Shawn Carter</u>	COMPANY CONTACT TITLE <u>Tax Director - US Indirect Tax</u>		
E-MAIL ADDRESS <u>shawn.carter@bhge.com</u>	PREFERRED PHONE NUMBER <u>713-582-3796</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 Service Provider
- Technology Distribution / Fulfillment
- Back Office Operations Manufacturing
- Research & Development / Intellectual Property Other: _____

PERCENTAGE OF REVENUE GENERATED BY THE NEW JOBS CONTAINED IN THIS APPLICATION FROM OUTSIDE NEVADA <u>99%</u>	EXPECTED DATE OF NEW / EXPANDED OPERATIONS (MONTH / YEAR) <u>Dec-2019</u>		
NAICS CODE / SIC <u>335311</u>	INDUSTRY TYPE <u>Electronic Monitoring Equipment Manufacturing</u>		
DESCRIPTION OF COMPANY'S NEVADA OPERATIONS <u>OS Operations LLC manufactures products that monitor the mechanical condition of rotating equipment found in machinery-intensive industries like oil and gas production, hydroelectric, wind, hydrocarbon processing, electric power generation, pulp and paper, mining, water and wastewater treatment.</u>			
PROPOSED / ACTUAL NEVADA FACILITY ADDRESS <u>1631 S. Bently 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?
China and India

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? _____</p> <p>If No, skip to Part 2. If Yes, continue below:</p> <p style="padding-left: 40px;">What year(s)? _____</p> <p style="padding-left: 40px;">How much space (sq. ft.)? _____</p> <p style="padding-left: 40px;">Annual lease cost of space: _____</p> <p>Do you plan on making building tenant improvements? _____</p> <p>If No, skip to Part 2. If Yes *, continue below:</p> <p style="padding-left: 40px;">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>If No, skip to Part 3. If Yes *, continue below:</p> <p style="padding-left: 40px;">Purchase date, if buying (month, year): _____</p> <p style="padding-left: 40px;">How much space (sq. ft.)? _____</p> <p>Do you plan on making building improvements? _____</p> <p>If No, skip to Part 3. If Yes *, continue below:</p> <p style="padding-left: 40px;">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>If Yes *, continue below:</p> <p style="padding-left: 40px;">When to break ground, if building (month, year)? _____</p> <p style="padding-left: 40px;">Estimated completion date, if building (month, year): _____</p> <p style="padding-left: 40px;">How much space (sq. ft.)? _____</p>	<p>Part 1. Are you currently leasing space in Nevada? <u>No</u></p> <p>If No, skip to Part 2. If Yes, continue below:</p> <p style="padding-left: 40px;">What year(s)? _____</p> <p style="padding-left: 40px;">How much space (sq. ft.)? _____</p> <p style="padding-left: 40px;">Annual lease cost at current space: _____</p> <p>Due to expansion, will you lease additional space? _____</p> <p>If No, skip to Part 3. If Yes, continue below:</p> <p style="padding-left: 40px;">Expanding at the current facility or a new facility? _____</p> <p style="padding-left: 40px;">What year(s)? _____</p> <p style="padding-left: 40px;">How much expanded space (sq. ft.)? _____</p> <p style="padding-left: 40px;">Annual lease cost of expanded space: _____</p> <p>Do you plan on making building tenant improvements? _____</p> <p>If No, skip to Part 3. If Yes *, continue below:</p> <p style="padding-left: 40px;">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? <u>Yes</u></p> <p>If No, skip to Part 3. If Yes, continue below:</p> <p style="padding-left: 40px;">How much space (sq. ft.)? <u>266,955</u></p> <p style="padding-left: 40px;">Current assessed value of real property? <u>\$6,983,398.00</u></p> <p>Due to expansion, will you be making building improvements? <u>No</u></p> <p>If No, skip to Part 3. If Yes *, continue below:</p> <p style="padding-left: 40px;">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? <u>No</u></p> <p>If Yes *, continue below:</p> <p style="padding-left: 40px;">Purchase date, if buying (month, year): _____</p> <p style="padding-left: 40px;">When to break ground, if building (month, year)? _____</p> <p style="padding-left: 40px;">Estimated completion date, if building (month, year): _____</p> <p style="padding-left: 40px;">How much space (sq. ft.)? _____</p>
<p>* Please complete Section 7 - Capital Investment for New Operations / Startup.</p>	<p>* Please complete Section 7 - Capital Investment for Expansions below.</p>

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

No facility expansions or additions will be required for this project

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>\$0</u>
Land: _____	Land: <u>\$0</u>
Equipment Cost: _____	Equipment Cost: <u>\$6,000,000</u>
Total: _____	Total: <u>\$6,000,000</u>
	Is the equipment purchase for replacement of existing equipment? <u>No</u>
	Current assessed value of personal property in NV: <u>\$4,567,849</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>27</u>
Average hourly wage of these <u>new</u> employees: _____	Average hourly wage of these <u>new</u> employees: <u>\$43.00</u>
	How many FTE employees prior to expansion?: <u>640</u>
	Average hourly wage of these <u>existing</u> employees: <u>\$31.50</u>
	Total number of employees after expansion: <u>667</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):

- Overtime
 Merit increases
 Tuition assistance
 Bonus
 PTO / Sick / Vacation
 COLA adjustments
 Retirement Plan / Profit Sharing / 401(k)
 Other: _____

BRIEF DESCRIPTION OF ADDITIONAL COMPENSATION PROGRAMS AND ELIGIBILITY REQUIREMENTS (Attach a separate sheet if necessary):

Section 9 - Employee Health Insurance Benefit Program

Is health insurance for employees and an option for dependents offered? Yes (copy of benefit plan must be attached) No

Package includes (check all that apply):

- Medical
 Vision
 Dental
 Other: _____

Qualified after (check one):

- Upon employment
 Three months after hire date
 Six months after hire date
 Other: _____

Health Insurance Costs:	Percentage of health insurance coverage by (min 65%):
Cost of health insurance for company (annual amount per employee): <u>\$ 14,071.00</u>	Company: <u>80%</u>
Health Plan annual out-of-pocket maximum (individual): <u>\$ 6,500.00</u>	Employee: <u>20%</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.

CHAD R. COX
Name of person authorized for signature


Signature

VICE PRESIDENT
Title

12.14.18
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: OS Operations LLC

County: Douglas County

Section I - Site Selection Ratings

Directions: Please rate the select factors by importance to the company's business (1 = very low; 5 = very high). Attach this form to the Incentives Application.

Availability of qualified workforce:	<u>5</u>	Transportation infrastructure:	<u>3</u>
Labor costs:	<u>5</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>5</u>
Utility infrastructure:	<u>2</u>	Business permitting & regulatory structure:	<u>4</u>
Utility costs:	<u>2</u>	Access to higher education resources:	<u>5</u>

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

This abatement program allows OS Operations LLC to spend more resources locally on manufacturing, hiring, and product development thereby allowing OS Operations LLC to better compete in an increasingly competitive global market place.

5(B) Employment Schedule

Company Name: OS Operations LLC

County: Douglas County

Section 1 - Full-Time Equivalent (FTE) Employees

Directions: Please provide an estimated list of full time employees [columns (a) through (d)] that will be hired and employed by the company by the end of the first eighth quarter of new / expanded operations. For example, if the effective date of new / expanded operations is April 1, 2015, the date would fall in Q2, 2015. The end of the first eighth quarter would be the last day of Q2, 2017 (i.e., June 30, 2017). Attach this form to the Incentives Application.

A qualified employee must be employed at the site of a qualified project, scheduled to work an average minimum of 30 per week, if offered coverage under a plan of health insurance provided by his or her employer, is eligible for health care coverage, and whose position of a "primary job" as set forth in NAC 360.474.

(a) New Hire Position Title/Description	(b) Number of Positions	(c) Average Hourly Wage	(d) Average Weekly Hours	(e) Annual Wage per Position	(f) Total Annual Wages
Electrical Engineers	2	\$48.08	40	\$100,000.00	\$200,000.00
Firmware Engineers	10	\$45.67	40	\$95,000.00	\$950,000.00
Research Analyst	1	\$33.65	40	\$70,000.00	\$70,000.00
Project Manager	1	\$36.06	40	\$75,000.00	\$75,000.00
Software Engineers	10	\$43.27	40	\$90,000.00	\$900,000.00
Compliance Engineers	3	\$38.46	40	\$80,000.00	\$240,000.00
TOTAL	27	\$43.36			\$2,435,000.00

Section 2 - Employment Projections

Directions: Please estimate full-time job growth in Section 2, complete [columns (b) through (c)]. These estimates are used for state economic impact and net tax revenue analysis that this agency is required to report. The company will not be required to reach these estimated levels of employment. **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	27	\$43.36	\$2,435,097.60
4-Year			\$0.00
5-Year			\$0.00

5(C) Evaluation of Health Plans Offered by Companies

Company Name: OS Operations, LLC

County: Douglas County

Total Number of Full-Time Employees: 27

Average Hourly Wage per Employee \$43.00
 Average Annual Wage per Employee (implied) \$89,440.00

Annual Cost of Health Insurance per Employee \$14,071.00
 Percentage of Cost Covered by:
 Company 80%
 Employee 20%

Health Plan Annual Out-of-Pocket Maximum \$6,500

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	3.9%	MMQ
Annual Out-of-Pocket Maximum not to exceed \$7,900 (2019)	\$6,500	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.

Shawn CARTER
 Name of person authorized for signature

[Signature]
 Signature

US Indirect Tax Leader
 Title

12/13/18
 Date

5(D) Company Information

Company Name: OS Operations, LLC

County: Douglas County

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) Name	(b) Title
Kristopher McBride	Director, Vice President
Terry Knight	Director, President
Kyle Griffiths	Vice President
Jeanne Fallon-Carine	Assistant Secretary

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:

OS OPERATIONS, LLC

Business Entity Information			
Status:	Active	File Date:	06/12/2007
Type:	Foreign Limited-Liability Company	Entity Number:	E0411142007-4
Qualifying State:	DE	List of Officers Due:	06/30/2020
Managed By:		Expiration Date:	
Foreign Name:		On Admin Hold:	No
NV Business ID:	NV20071129906	Business License Exp:	06/30/2020

Additional Information	
	Central Index Key

Registered Agent Information			
Name:	CT CORPORATION SYSTEM	Address 1:	701 S CARSON ST STE 200
Address 2:		City:	CARSON CITY
State:	NV	Zip Code:	89701
Phone:		Fax:	
Mailing Address 1:		Mailing Address 2:	
Mailing City:		Mailing State:	NV
Mailing Zip Code:			
Agent Type:	Commercial Registered Agent - Corporation		
Jurisdiction:	DELAWARE	Status:	Active

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

Financial Information			
No Par Share Count:	0	Capital Amount:	\$ 1,000.00
Par Share Count:	1,000.00	Par Share Value:	\$ 1.00

Officers		<input type="checkbox"/> Include Inactive Officers	
Managing Member - BENTLY NEVADA, LLC			
Address 1:	17021 ALDINE WESTFIELD ROAD	Address 2:	
City:	HOUSTON	State:	TX
Zip Code:	77073	Country:	
Status:	Active	Email:	

Actions\Amendments
Click here to view 18 actions\amendments associated with this company ()

Volunteer & Community

Looking for a project or social cause to get involved with locally? We'd love to have you! Join one of the many we serve by reaching out to the group leader. Here are the projects...

January Football Crossword, January 23rd, on site, Julie Keller (or new HR leader); Tutoring Program, Jan to April, at MES, Melissa Davila

February EEC - Banquet, February 10th, CVI, All Leaders

March EEC - Easter Baskets, March 26th thru 30th, on site, Julie Keller
GEVN - Gotta Dance with Suicide Prevention Network - March, Community Center, Sheela Bilderback

April EEC - Star Wars Crossword, May 4th, on site, Julie Keller

May Movie Day May 23rd, at local movie theater, Julie Keller
GEVN - Fredericksburg Clean up - May, Fredericksburg Cemetery, Sheela
GEVN - Moving Wall Memorial - May, Eastside Memorial Park Cemetery, Sheela

June EEC - Yogurt Beach, June 20th, on site, Julie Keller
Carson Valley Days Parade, June, Down main street, Kyle Griffiths

July Aces Baseball (all employees) July 21st, Reno, family event
Veterans Network - Family Ride and Celebration with Project HERO and Alta Alpina - July, Local, Sheela Bilderback
Troop Boxes, July and December, on site, Dave O'Connor

August EEC - Soccer, August 25th, Reno, Julie Keller, All employee and family event

September GEVN - DHS Tribute Game, Sept 21st, Douglas High School, Jeremy Litka/Sheela Bilderback
GEWN, Golf, Julie Roth / Tonya Woods

October

Bently Nevada Celebration, October 9th, Hannah Pence, Pamela Litka, Jocara Crane
GEVN - Project Salute, October, unknown, Sheela Bilderback
GEVOL - Bunko for Breast Cancer, October 20th, CVI, Pamela Litka and team,
<https://www.carsontahoe.com/bunko.html>
Halloween Candy, October 31st; Decorating Contest, October 24th thru 31

November

HealthAhead partner with GELOT
Food Closet drive (al month), Cristi Sheikman & Brian Phelps, on site, all employees
Turkey Bingo, November 20th, Julie Keller replacement, All employee
Veterans Network - Red Cross Support for the Holidays

December

Parade of Lights, First week of December
EEC - Holiday Week, December 17th - 21st (santa, holiday meal/hot cocoa bar), on site
Rocking Chair and Angel Tree, month of December, on site, Pam Greek
Troop Boxes



Volunteer & Community

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Douglas County Education Foundation
Northern Nevada Development Authority
Minden Aviation Round-up
Douglas County School & library
United Way
Douglas County Economic Vitality
Douglas County Sheriff's Advisory Council
Douglas County Local Emergency Planning
Committee

Chamber of Commerce
Austin's House
GE Family Concert Series (DC Parks & Rec)
Douglas County Community Center
Boys and Girls Club
UNR/College of Engineering
Family Support Council
Carson Valley Active 20/30 Club
American Red Cross
Business Council of Douglas County
CV Chamber





HEALTH, SAFETY & ENVIRONMENT POLICY STATEMENT

At Baker Hughes, a GE company, we invent smarter ways to bring energy to the world.

As change makers in our industry, we create new ways to collaborate with our colleagues, customers, suppliers and the communities in which we operate. Health, Safety and Environment (HSE) and Social Responsibility are built into everything we do, from how we design our products, to the way we plan and execute for our customers.

We're passionate about trying new things and revolutionizing our industry. We're committed to doing so safely, in a way that takes care of our people, our customers, the communities in which we operate, and the

environment. Through our commitment to a culture of health, we strive to create an environment that promotes the importance of wellbeing and encourages all employees to be a leader in their own health while at work, at home and in the community.

Our goal is to make every day a Perfect HSE Day with no injuries, accidents, illnesses, or harm to the environment. Every employee is responsible to help us achieve this goal by committing to:

HSE, part of our DNA

HSE is who we are. We integrate HSE in business decisions, our management system and everything we do. Through our culture of HSE we protect our people, customers, and the environment.

High standards

All employees comply with HSE standards and procedures, policies, laws, regulations, and requirements. We are able to articulate these standards to anyone in our business from leadership, to our suppliers, contractors and customers. We are all accountable to maintaining the same high standards.

Collaboration

We work together with our colleagues, suppliers and customers to improve the HSE outcomes of our company and the industry by communicating openly to share best practices and lessons learned.

Sustainability and efficiency

We continuously improve our sustainable and efficient use of resources. We are proud of the way we invent, develop, and deploy technologies that are more environmentally friendly than ever before.

Immediate action

We identify and stop any unsafe acts before they happen. Everyone is responsible and empowered to observe, intervene, and report unsafe conditions and behaviors immediately.

We shall meet these commitments through clearly documented HSE objectives and routine management reviews, cultivating an interdependent HSE culture where employees watch out for the safety of everyone around them.

Lorenzo Simonelli
President and Chief Executive Officer