

United Parcel Service, Inc.

55 Glenlake N.E. Pkwy, Atlanta, GA

Shane Simpson, UPS Region Tax Manager

Date: March 16, 2023

Application Facts:

Industry **Service**
 NAICS **492110**
 Type of App **Expansion**
 Location **Douglas County**
 RDA NNDA, Amy Barnes

Company Profile

United Parcel Service, Inc. (UPS) plans to expand its existing northern Nevada operations. The company is working with a developer to build a new 168K sq foot building with 10K package capacity / 120 package car facility. UPS plans to expand and automate its existing local sort and distribution hub (Hub) operation, in Sparks, into the City of Minden. This expansion will improve the region's connectivity within UPS's worldwide package and distribution network and better align it with UPS's other activities such as freight and distribution logistics, ground and ocean freight transportation services, customs brokerage, insurance and financing activities. The commercial and home delivery business is experiencing rapid growth. Speed and certainty are key customer requirements, as is cost. Additionally, UPS invests in the communities it serves. To UPS, giving means more than writing a check. It means combining employees' skills, passion and time with the company's logistics expertise, transportation assets, and charitable donations to make a measurable difference in society. The UPS Foundation invests in our global communities with cash grants, in-kind support and passionate volunteers. *Source: United Parcel Service, Inc.*

Tax Abatement Requirements:

	<u>Statutory</u>	<u>Company Application</u>	<u>Meeting Requirements</u>
Job Creation	50	15	No
Average Wage	\$28.14	\$34.96	Yes
Equipment Capex (SU & MBT)			
Equipment Capex (PP)	\$472,491	\$19,650,969	Yes
Additional Requirements:			
Health Insurance	65%	100%	Yes
Revenues generated outside NV	51%	75%	Yes
Business License	<input checked="" type="checkbox"/> Current	<input type="checkbox"/> Pending	<input type="checkbox"/> Will comply

Total Tax Liability (without tax abatements)

Direct (company)
\$2,343,689

Total
\$5,166,006

Tax Abatements

Contract Terms

Estimated Tax Abatement

Sales Tax Abmt.	4.6% for 2 years	\$491,274
Modified Business Tax Abmt.	50% for 4 years	\$15,559
Personal Property Tax Abmt.	50% for 10 years	\$458,676
Total Estimated Tax Abatement over 10 yrs.		\$965,509

Net New Tax Revenues

Direct

Indirect

Taxes after Abatements

Local Taxes			
Property	\$2,220,345	\$483,092	\$2,703,437
Sales	\$581,879	\$106,365	\$688,244
Lodging	\$0	\$19,784	\$19,784
State Taxes			
Property	\$108,154	\$51,156	\$159,310
Sales	\$420,845	\$90,677	\$511,522
Modified Business	\$71,579	\$46,033	\$117,612
Lodging	\$0	\$588	\$588
Total Estimated New Tax Revenue over 10 yrs.	\$3,402,802	\$797,695	\$4,200,497

Economic Impact over 10 yrs.

Total

Construction

Total

Total Jobs Supported	24	19	43
Total Payroll Supported	\$14,625,354	\$1,220,771	\$15,846,125
Total Economic Value	\$34,049,958	\$3,608,060	\$37,658,018

IMPORTANT TERMS & INFORMATION

Tax Abatements are reduction or discount of tax liability and companies do not receive any form of payment.

Total Estimated Tax Abatement is a tax reduction estimate. This estimated amount will be discounted from total tax liability.

Estimated New Tax Revenue is amount of tax revenues local and state government will collect after the abatement was given to applying company.

Economic Impact is economic effect or benefits that this company and it's operations will have on the community and state economy measured by total number of jobs, payroll and created output.

February 22, 2023

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

Dear Mr. Burns

Northern Nevada Development Authority (NNDA) is pleased to provide this letter of support for United Parcel Service Inc expansion application for the Sales Tax Abatement, the Modified Business Tax Abatement, the Personal Property Tax Abatement as stated on the attached incentive application.

We have reviewed the application submitted by United Parcel Service Inc and we are working with them in support of their efforts to locate a new facility in Douglas County Nevada. The company will add 15 new jobs in the first two years with an average wage of \$34.96 per hour and total investment of \$22.1 million dollars.

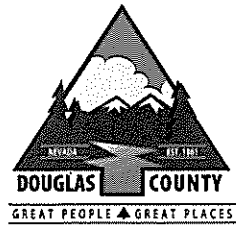
NNDA respectfully request this application be considered by the Governor's Office of Economic Development and be placed on the next available GOED Board agenda to review and action.

Best Regards,



Amy Barnes
Director of Business Development
Northern Nevada Development Authority

Mark Gardner
Sharla Hales
Walt Nowosad
Wesley Rice
Danny Tarkanian



1594 Esmeralda Avenue
Minden, Nevada 89423

www.douglascountynv.gov
775-782-9821

BOARD OF COUNTY COMMISSIONERS

March 2, 2023

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

Re: Incentives United Parcel Services, Inc.

Dear Ms. Sheldon:

At its March 2, 2023 meeting, the Douglas County Board of Commissioners took action to acknowledge and support the incentive request submitted by United Parcel Services, Inc.

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

Douglas County supports United Parcel Services, Inc. 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) 781-3775 or by e-mail at Lgranahan@douglasnv.us.

Sincerely,

A handwritten signature in black ink, appearing to read 'Mark Gardner', is written over a light blue horizontal line.

Mark Gardner, Chairman
Douglas County Commission

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



Date 1/23/23

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

United Parcel Service, Inc.'s plans are to expand and automate its local sort and distribution hub ("Hub") operation at 355 Vista Blvd, Sparks NV 89437. This expansion of the Sparks operations will improve the region's connectivity within UPS's worldwide package and distribution network and better align it with UPS's other activities such as freight and distribution logistics, ground and ocean freight transportation services, customs brokerage, insurance and financing activities. This initiative will be a significant expansion of the Sparks Hub; in operation since 1990. To help mitigate the financial risks of this project and to partner with the local community, UPS seeks operating tax abatements and/or grants from NV GOED.

The commercial and home delivery business is experiencing rapid growth. Speed and certainty are key customer requirements, as is cost. Sparks expansion brings with it financial risks within this rapidly evolving competitive business environment. Cost mitigating incentives become a necessity and help the community to receive a high-quality UPS operation. The Sparks Hub currently occupies approximately 167,313 square feet on 62 acres. UPS's plans are to expand into the City of Minden and build a new spin-off facility of 168,000 square feet on 16.97-acres and spend \$22M in new operating assets.

UPS has a current work force of about 1,100 hourly and salaried employees at the Sparks facility. Via this project, UPS will retain this workforce and add approximately 260 jobs to Minden of which we expect 15 net new FT positions over 2 years. An average full time package car driver earns \$35 dollars an hour and an average part time package handler \$15 dollars per hour. UPS provides highly competitive hourly wages, salaries, within a total compensation package that includes pension and medical benefits to both part- and full-time employees. As a dynamic Fortune 50 organization, UPS provides multiple career opportunities for its employees so what can start as a part time job at UPS often turns into a lifetime career for our people throughout the company's extensive operations.

UPS invests in the communities it serves. To UPS, giving means more than writing a check. It means combining employees' skills, passion and time with the company's

logistics expertise, transportation assets, and charitable donations to make a measurable difference in society. The UPS Foundation invests in our global communities with cash grants, in-kind support and passionate volunteers.

The UPS Foundation's philanthropic approach centers on four focus areas: health & humanitarian relief, equity and economic empowerment, local engagement and planet protection. UPS has given 34.5M COVID-19 vaccines delivered in-kind to countries in need, recorded over 1.1M of employee's volunteer service hours, donated \$51.4M to the United Way annual campaign and planted 22M trees since 2012 to advance sustainability goals. Our global fleet includes over 13,000 alternate fuel and advanced technology vehicles, including more than 1,000 electric and plugin hybrid electric vehicles on the road – an essential part of our plans to reach carbon neutrality by 2050 and achieve 40% alternative fuel in ground operations by 2025.

Minden is key location for UPS's expansion plans and the company looks forward to ongoing partnering with the community. Your approval to provide operating tax savings and financial support, particularly during the early stages of our expansion helps ensure the project gets the best start it can. Financial packages such as tax abatements and grants help foster this partnership with the Community, strengthening commitments for both parties.

UPS would like to thank you for your consideration. We look forward to hearing from you as we move forward with our site expansion plans.

Best Regards,

Shane Simpson
United Parcel Service, Inc.
Region Tax Manager
1331 S. Vernon Street
Anaheim, CA 92805
Phone 714-502-2570

ECONOMIC DEVELOPMENT

Incentive Application

Company Name: United Parcel Service, Inc.
 Date of Application: January 24, 2023

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:

- | | |
|---|--|
| <input checked="" type="checkbox"/> Sales & Use Tax Abatement | <input type="checkbox"/> Sales & Use Tax Deferral |
| <input checked="" type="checkbox"/> Modified Business Tax Abatement | <input type="checkbox"/> Recycling Real Property Tax Abatement |
| <input checked="" type="checkbox"/> Personal Property Tax Abatement | <input type="checkbox"/> Other: _____ |

Section 2 - Corporate Information

COMPANY NAME (Legal name under which business will be transacted in Nevada) <u>United Parcel Service, Inc.</u>		FEDERAL TAX ID # <u>36-2407381</u>	
CORPORATE ADDRESS <u>55 Glenlake N.E. Pkwy</u>	CITY / TOWN <u>Atlanta</u>	STATE / PROVINCE <u>GA</u>	ZIP <u>30328</u>
MAILING ADDRESS TO RECEIVE DOCUMENTS (If different from above) <u>1331 S Vernon St</u>	CITY / TOWN <u>Anaheim</u>	STATE / PROVINCE <u>CA</u>	ZIP <u>92805</u>
TELEPHONE NUMBER <u>714-749-5581</u>	WEBSITE <u>www.ups.com</u>		
COMPANY CONTACT NAME <u>Shane Simpson</u>	COMPANY CONTACT TITLE <u>UPS Region Tax Manager</u>		
E-MAIL ADDRESS <u>shanesimpson@ups.com</u>	PREFERRED PHONE NUMBER <u>714-749-5581</u>		

Has your company ever applied and been approved for incentives available by the Governor's Office of Economic Development? Yes No

If Yes, list the program awarded, date of approval, and status of the accounts (attach separate sheet if necessary):

Section 3 - Program Requirements

Please check two of the boxes below; the company must meet at least two of the three program requirements:

- A capital investment of \$1,000,000 in eligible equipment in urban areas or \$250,000 in eligible equipment in rural areas are required. This criteria is businesses. In cases of expanding businesses, the capital investment must equal at least 20% of the value of the tangible property owned by the business.
- New businesses locating in urban areas require fifty (50) or more permanent, full-time employees on its payroll by the eighth calendar quarter quarter in which the abatement becomes effective. In rural areas, the requirement is ten (10) or more. For an expansion, the business must increase employees on its payroll by 10% more than its existing employees prior to expansion, or by 25 (urban) or 6 (rural) employees, whichever is greater.
- In both urban and rural 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.

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 "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:

- | | |
|---|--|
| <input type="checkbox"/> Headquarters | <input type="checkbox"/> Service Provider |
| <input type="checkbox"/> Technology | <input checked="" type="checkbox"/> Distribution / Fulfillment |
| <input type="checkbox"/> Back Office Operations | <input type="checkbox"/> Manufacturing |
| <input type="checkbox"/> Research & Development / Intellectual Property | <input type="checkbox"/> Other: _____ |

PERCENTAGE OF REVENUE GENERATED BY THE NEW JOBS CONTAINED IN THIS APPLICATION FROM OUTSIDE NEVADA <u>>75%</u>	EXPECTED DATE OF NEW / EXPANDED OPERATIONS (MONTH / YEAR) <u>Jun-2024</u>		
NAICS CODE / SIC <u>492110</u>	INDUSTRY TYPE <u>Transportation / Package Delivery</u>		
DESCRIPTION OF COMPANY'S NEVADA OPERATIONS <u>Transportation / Package Delivery</u>			
PROPOSED / ACTUAL NEVADA FACILITY ADDRESS <u>2453 Heybourne Rd.</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>see site selection tab</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%.
- 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</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>Yes</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? <u>Yes</u></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? <u>New</u></p> <p style="padding-left: 40px;">What year(s)? <u>2024</u></p> <p style="padding-left: 40px;">How much expanded space (sq. ft.)? <u>168,000</u></p> <p style="padding-left: 40px;">Annual lease cost of expanded space: <u>\$1,760,000.00</u></p> <p>Do you plan on making building tenant improvements? <u>Yes</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)? <u>Oct-2023</u></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>167,313</u></p> <p style="padding-left: 40px;">Current assessed value of real property? <u>\$5,689,869.00</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? _____</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>
* 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):

UPS is working with a developer to build a new 168K sq foot building with 10K package capacity / 120 package car facility. The Minden facility will have the capacity to process up to 10,000 packages per hour using state of the art automated conveyor systems. UPS package cars make the final leg of the package delivery to local business and residents. In the evening, our package car drivers also pickup outgoing packages that need to be shipped and delivered, these packages are taken back to the hub, sorted and shipped out of Nevada to other parts of the UPS network around the country in order for those out going packages to be delivered. Since this is a new greenfield project requiring a new building to be constructed, this project will create construction jobs in Minden. Once the facility goes live, UPS will be offering full time and part time jobs to Minden residents that offer competitive pay and benefits. UPS often uses local vendors for spend to run its business, like purchasing fuel, electrical install repair, HVAC, pest control, utilities, security, etc. Local business will benefit from being in close proximity to its shipping partner for time sensitive pickups or deliveries.

Section 7 - Capital Investment (Fill in either New Operations/Startup or Expansion, not both.)

New Operations / Start Up	Expansions
How much capital investment is planned? (Breakout below):	How much capital investment is planned? (Breakout below):
Building Purchase (if buying): _____	Building Purchase (if buying): _____
Building Costs (if building / making improvements): _____	Building Costs (if building / making improvements): <u>\$2,529,558</u>
Land: _____	Land: _____
Equipment Cost: _____	Equipment Cost: <u>\$19,650,969</u>
Total: _____	Total: <u>\$22,180,527</u>
	Is the equipment purchase for replacement of existing equipment? _____
	Current assessed value of personal property in NV: <u>\$2,362,457</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>15</u>
Average hourly wage of these <u>new</u> employees: _____	Average hourly wage of these <u>new</u> employees: <u>\$34.96</u>
	How many FTE employees prior to expansion?: <u>500</u>
	Average hourly wage of these <u>existing</u> employees: <u>\$41.55</u>
	Total number of employees after expansion: <u>515</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 checked="" type="checkbox"/> Tuition assistance | <input checked="" type="checkbox"/> Bonus |
| <input checked="" type="checkbox"/> PTO / Sick / Vacation | <input checked="" 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 (**attach health plan and quote or invoice**) 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 premium by (min 65%):
Plan Type: <u>TeamCare - PPO and HMO plans available</u>	
Employer Contribution (annual premium per employee): <u>\$ 27,056.40</u>	Company: <u>100%</u>
Employee Contribution (annual premium per employee): <u>\$ -</u>	Employee: <u>0%</u>
Total Annual Premium: <u>\$ 27,056.40</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.

Richard D Bishop

Name of person authorized for signature

Assistant Treasurer

Title

Richard Bishop

Signature

1/24/2023 | 12:34 PM PST

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: United Parcel Service, 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>5</u>	Transportation infrastructure:	<u>5</u>
Labor costs:	<u>5</u>	Transportation costs:	<u>3</u>
Real estate availability:	<u>3</u>	State and local tax structure:	<u>4</u>
Real estate costs:	<u>5</u>	State and local incentives:	<u>5</u>
Utility infrastructure:	<u>4</u>	Business permitting & regulatory structure:	<u>3</u>
Utility costs:	<u>4</u>	Access to higher education resources:	<u>1</u>

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

In January of 2022, based on the capacity needs of the Reno planning area a project was approved for a new 10K / 120 car UPS package center. This location and area are meaningful for future growth of UPS and the UPS workforce. With adjusted volume plans for the outer years, we have begun the analysis to determine what future projects we should Hold, Defer or Cancel. When evaluating these projects to continue or cancel, one of the components is the ROI for the project. Potential Tax incentives weight heavily on this calculation, and in general where there is ROI improvement from tax incentives it makes that project much more attractive to complete than projects in other states that do not have the same incentives or return.

5(B) Employment Schedule

Company Name: United Parcel Service, Inc.

County: Douglas

Section I - Full-Time Equivalent (FTE) Employees

Directions: Please provide an estimated list of full time employees [columns (a) through (d)] that will be hired and employed by the company by the end of the first eighth quarter of new / expanded operations. For example, if the effective date of new / expanded operations is April 1, 2015, the date would fall in Q2, 2015. The end of the first eighth quarter would be the last day of Q2, 2017 (i.e., June 30, 2017). Attach this form to the Incentives Application. A qualified employee must be employed at the site of a qualified project, scheduled to work an average minimum of 30 per week, if offered coverage under a plan of health insurance provided by his or her employer, is eligible for health care coverage, and whose position of a "primary job" as set forth in NAC 360.474.

Please use the Bureau of Labor Statistics Standard Occupational Classification System (SOC) link to populate section (b): https://www.bls.gov/soc/2018/major_groups.htm#11-0000

(a) New Hire Position Title/Description	(b) Position SOC Code	(c) Number of Positions	(d) Average Hourly Wage	(e) US Bureau of Labor Statistics Average Hourly Wage	(f) Average Weekly Hours	(g) Annual Wage per Position	(h) Total Annual Wages
Driver/Sales Workers	53-3031	3	\$30.00	\$21.44	40	\$62,400.00	\$187,200.00
First-Line Supervisors of Transportation and Material Moving	53-1047	7	\$41.00	\$19.47	40	\$85,280.00	\$596,960.00
Automotive Service Technicians and Mechanics	49-3023	3	\$30.46	\$25.33	40	\$63,356.80	\$190,070.40
Production Workers, All Other	51-9199	2	\$28.00	\$16.51	40	\$58,240.00	\$116,480.00
TOTAL		15	\$34.96	\$20.64			\$1,090,710.40

Section 2 - Employment Projections

Directions: Please estimate full-time job growth in Section 2, complete columns (b) and (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 estimated new full time employees on a year by year basis (not cumulative)**

(a) Year	(b) Number of New FTE(s)	(c) Average Hourly Wage	(d) Payroll
3-Year	0	\$0.00	\$0.00
4-Year	0	\$0.00	\$0.00
5-Year	0	\$0.00	\$0.00

* Column (e) determines if wage is commensurate to current wage ranges in the region the company plans to locate/is located. For these purposes the mean average hourly wage for the location has been used.

U = Unknown / data set for region is not currently available.

Source: [US Bureau of Labor Statistics](#)

5(C) Evaluation of Health Plans Offered by Companies

Company Name: United Parcel Service, Inc. County: Douglas

Total Number of Full-Time Employees: 15
 Average Hourly Wage per Employee \$34.96
 Average Annual Wage per Employee (implied) \$72,716.80

COST OF HEALTH INSURANCE

Annual Health Insurance Premium Cost: \$27,056.40
 Percentage of Premium Covered by:
 Company 100%
 Employee 0%

HEALTH INSURANCE PLANS:

Base Health Insurance Plan*:	Blue Cross Blue Shield HMO and PPO
Deductible - per employee	\$ -
Coinsurance	100% plan coverage / 0%
Out-of-Pocket Maximum per employee	\$ -

Additional Health Insurance Plan*:	
Deductible - per employee	\$ -
Coinsurance	0% / 0%
Out-of-Pocket Maximum per employee	\$ -

Additional Health Insurance Plan*:	Elements Choice PPO 6000
Deductible - per employee	\$ -
Coinsurance	0% / 0%
Out-of-Pocket Maximum per employee	\$ -

*Note: *Please list only "In Network" for deductible and out of the pocket amounts .*

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	0.0%	MMQ
Annual Out-of-Pocket Maximum not to exceed \$9,100 (2023)	\$0	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 a qualified plan with 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.

- Richard D Bishop
 Name of person authorized for signature
 - Assistant Treasurer
 Title

Rick Bishop
 Signature
 1/24/2023 | 12:34 PM PST
 Date

5(D) Company Information

Company Name: United Parcel Service, Inc.

County: Douglas

Section I - Company Interest 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 UPS Board Members	(b) Title
William R Johnson	UPS Chairman, President and Chief Executive Officer, Heinz Company
Rodney Adkins	Former Senior Vice President, IBM
Eva Boratto	CFO, Opentrons Labworks, Inc.
Michael J Burns	Former Chairman, CEO and President, Dana Corporation
Wayne Hewett	Senior Advisor to Permira, and Chairman of DiversiTech Corp
Angela Hwang	Group President, Pizer Biopharmaceuticals Group
Kate Johnson	President and CEO of Lumen Technologies, Inc.
Ann M Livermore	Former Executive Vice President, HP Company
Franck Moison	Former Vice Chairman, Colgate Palmolive Company
Christiana Smith Shi	Former President of Direct to Consumer, Nike, Inc.
Carol B Tome	CEO, UPS
Kevin M Warsh	Former Member of Federal Reserve Board of Governors, Hoover Institut

Section 2 - Company Affiliates and/or Subsidiaries

Are there any subsidiary or affiliate companies sharing tax liability with the applicant company? No Yes

If Yes, continue below:

Directions: In order to include affiliates/subsidiaries, under the exemption letter, they must 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:

SECRETARY OF STATE



NEVADA STATE BUSINESS LICENSE

UNITED PARCEL SERVICE, INC.

Nevada Business Identification # NV19661000191

Expiration Date: 01/31/2024

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.

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.



Certificate Number: B202301103298892

You may verify this certificate
online at <http://www.nvsos.gov>

IN WITNESS WHEREOF, I have hereunto set my
hand and affixed the Great Seal of State, at my
office on 01/10/2023.

FRANCISCO V. AGUILAR
Secretary of State