

Safe Life Defense

6075 E. Ann Road, North Las Vegas, NV 89115

David Smith, Chief Financial Officer

Manufacturing and Headquarters

Regional Development Authority:

Michael Walsh, LVGEA

Date: December 2, 2020
Meeting Location: Virtual

APPLICATION HIGHLIGHTS

- Safe Life Defense, LLC (Safe Life Defense) plans to expand its current NV operations and establish a 137,225 sq. ft. headquarters, manufacturing and research and development facility in Henderson NV.
- Safe Life Defense is a Nevadan company founded and grown in Nevada since 2016.
- The company runs the Guardian Angel Body Armor Donation Program. The Program provides free body armor to people in need. The program receives thousands of applications and aims to select applicants who will use the body armor to help others.

COMPANY PROFILE

Safe Life Defense, designs and manufactures industry changing body armor and duty gear. The company's mission is to protect people with quality body armor, to be used as a safety tool, and to provide protection to law abiding citizens. The company designs and manufactures safety vests, tactical belts, hearing protection, and other safety accessories. The company's clients include airports teams, law enforcement, security organizations, and bank employees. In 2017, the company launched its First Response Vest, specifically for Emergency Medical Services (EMS). This line of vests was designed to protect the elite group of men and women who are first responders. Through its Guardian Angel donation program the company aims to donate one vest a month (although its usually more). In March, 2020, to support the people keeping America safe during the COVID-19 pandemic, the company doubled its body armor donations. *Source: Safe Life Defense*

Business License:	<input checked="" type="checkbox"/> Current	<input type="checkbox"/> Pending	<input type="checkbox"/> Has confirmed will comply
Industry & Nevada Operations:	Manufacturing, Headquarters, Research and Development		
Location:	Clark County		

INCENTIVES

Application:	Expansion			
Requirements:	<u>Statutory</u>	<u>Application</u>	<u>Sufficient</u>	<u>% Over / Under</u>
Job Creation	25	50	Yes	100%
Average Wage	\$24.16	\$24.59	Yes	2%
Equipment Capex (SU & MBT)				
Equipment Capex (PP)	\$43,544	\$2,319,300	Yes	5226%
Abatements:	<u>Requested Terms</u>	<u>Estimated \$ Amount</u>		
Sales Tax Abmt.	4.6% for 2 years	\$87,554		
Modified Business Tax Abmt.	50% for 4 years	\$122,762		
Personal Property Tax Abmt.	50% for 10 years	\$78,216		
Total:		\$288,532		

EMPLOYEE BENEFITS

Health Insurance:	Company Coverage of employee healthcare premiums: 65%
Other Benefits Offered:	Overtime, PTO/Sick/Vacation, Merit Increases, COLA Adjustments, Retirement Plan / Profit Sharing / 401(k), Bonus

SIGNIFICANCE OF ABATEMENTS

Company:	Recent strategic planning has the company focused on creating a stronger and expansive presence in Nevada. A big part of this consideration is the economic incentives offered by the state. The economic development incentives offered by the State of Nevada have been an integral factor in Safe Life Defense's decision making process to expand operations here in the state. Safe Life Defense was examining multiple locations throughout the valley and other states and ultimately, after much due diligence and economic feasibility analysis, Henderson Nevada was chosen for its overall incentive package and pro business climate. <i>Source: Safe Life Defense</i>
-----------------	--

ECONOMIC IMPACT

Job Creation:	<u>Contracted</u>	<u>2-Year</u>	<u>5- Year</u>
	25	50	275
Other Capital Investments:	<u>Land</u>	<u>Building Purchase</u>	<u>BTS / Building Improvements</u>
	\$0	\$0	\$1,800,000
Economic Impact (10 Yrs. cumulative)	<u>Total</u>	<u>Construction</u>	
Total Jobs Supported	377	18	
Total Payroll Supported	\$144,952,412	\$961,966	
Total Output Estimate	\$526,300,998	\$2,540,600	

Estimate includes jobs, payroll & output by the company assisted as well as the secondary impacts to other local businesses.

NEW TAX REVENUE ESTIMATES

Local Taxes	<u>Direct</u>	<u>Indirect</u>	<u>Total</u>
Property	\$1,328,815	\$5,391,435	\$6,720,250
Sales	\$134,889	\$2,692,745	\$2,827,634
Lodging	\$0	\$114,205	\$114,205
State Taxes	<u>Direct</u>	<u>Direct</u>	<u>Total</u>
Property	\$72,678	\$313,702	\$386,380
Sales	\$69,786	\$898,705	\$968,491
Modified Business	\$1,253,663	\$546,113	\$1,799,776
Lodging	\$0	\$36,691	\$36,691
Total	\$2,859,831	\$9,993,596	\$12,853,427

NOTES:

- Percentage of revenue generated by the new jobs contained in this application from outside Nevada: 95%.



10/23/20

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

Dear Mr. Brown,

Safe Life Defense is applying to the State of Nevada for the Sales & Use Tax Abatement, the Modified Business Tax Abatement, and the Personal Property Tax Abatement for their planned expansion into Henderson. We request that Safe Life Defense be placed on the agenda for the December 2, 2020 GOED Board meeting.

Safe Life Defense will create 50 new positions in the first 24 months of operations, with an average hourly wage of \$24.59. The company will make a capital investment of \$2,319,300.10.

Safe Life Defense meets and exceeds the three requirements for tax abatements. This application has the full support of the Las Vegas Global Economic Alliance.

Sincerely,

Michael Walsh
VP Economic Development
Las Vegas Global Economic Alliance



10/20/20

Mr. Michael Brown
Executive Director
Governor's Office of Economic Development
808 West Nye Lane
Carson City, NV 89703

Dear Mr. Brown,

By way of this letter and the attached application, Safe Life Defense is requesting tax incentives to assist with our planned expansion of our operations in the state of Nevada.

Recent strategic planning has the company focused on creating a stronger and expansive presence in Nevada. A big part of this consideration is the economic incentives offered by the state. A review of our operating costs has shown that we will have lower operating costs as we expand our operations in Henderson, Nevada than we have at our current location in downtown Las Vegas. We anticipate hiring 50 new full-time employees at an average wage of \$24.59 within our first 24 months of operations, and a total capital investment of \$2.2M.

A brief history of our company along with an overview of our products is attached. Safe Life Defense was founded in June of 2016 by Nick Groat (President & CEO). Safe Life Defense holds a US Patent for Level iii+ soft armor, and we are the only body armor company in the industry with a Flexible Rifle Armor System. This Enhanced Multi-Threat armor comes with every feature (bullet, strike, taser and slash protection), but is enhanced to provide NIJ level 1 spike protection (up to 36 joules of force) & by defending against Liberty Civil Defense 9mm & FN 5.7x28! Safe Life Defense Level iii+ Enhanced Multi-Threat is the only soft body armor to achieve this level of advanced protection. We also manufacture and distribute tactile belts along multiple accessories that attach to these belts, and hearing protection.

The economic development incentives offered by the State of Nevada have been an integral factor in our decision making process to expand our operation here in the state. Safe Life Defense was examining multiple locations throughout the valley and other states and ultimately, after much due diligence and economic feasibility analysis, Henderson Nevada was chosen for its overall incentive package and pro business climate.

We are leasing a 137,225 sq. ft. facility on Raiders Way in Henderson NV within the next few months. Preliminary projections show that additional space may be needed by mid-2025.

Our experience with representatives from the Las Vegas Global Economic Alliance has been positive and we look forward to your approval of our application to assist us with our efforts to expand our operations in your state. If you have any questions, please feel free to call me. Thank you for your time and consideration.

Sincerely,
David Smith

David Smith - CFO
Safe Life Defense
Enclosures.

**ECONOMIC DEVELOPMENT
Incentive Application**

Company is an / a: (check one)

New location in Nevada

Expansion of a Nevada company

Company Name: Safe Life Defense

Date of Application: October 19, 2020

Section 1 - Type of Incentives

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

Sales & Use Tax Abatement

Sales & Use Tax Deferral

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>Safe Life Defense, LLC</u>		FEDERAL TAX ID # <u>81-292371</u>	
CORPORATE ADDRESS <u>5725 S. Valley View Blvd, Suite #4</u>	CITY / TOWN <u>Las Vegas</u>	STATE / PROVINCE <u>NV</u>	ZIP <u>89118</u>
MAILING ADDRESS TO RECEIVE DOCUMENTS (If different from above)	CITY / TOWN	STATE / PROVINCE	ZIP
TELEPHONE NUMBER	WEBSITE <u>www.safelifedefense.com</u>		
COMPANY CONTACT NAME <u>David Smith</u>	COMPANY CONTACT TITLE <u>CFO</u>		
E-MAIL ADDRESS <u>dave@safelifedefense.com</u>	PREFERRED PHONE NUMBER <u>702-600-4819</u>		

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

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

Section 3 - Program Requirements

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

- A capital investment of \$1,000,000 in eligible equipment in urban areas or \$250,000 in eligible equipment in rural areas are required. This criteria is businesses. In cases of expanding businesses, the capital investment must equal at least 20% of the value of the tangible property owned by the business.
- New businesses locating in urban areas require fifty (50) or more permanent, full-time employees on its payroll by the eighth calendar quarter quarter in which the abatement becomes effective. In rural areas, the requirement is ten (10) or more. For an expansion, the business must increase employees on its payroll by 10% more than its existing employees prior to expansion, or by 25 (urban) or 6 (rural) employees, whichever is greater.
- In urban areas, the average hourly wage that will be paid by the business to its new employees is at least 100% of the average statewide hourly 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 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:

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>95%</u>	EXPECTED DATE OF NEW / EXPANDED OPERATIONS (MONTH / YEAR) <u>Apr-2021</u>		
NAICS CODE / SIC <u>45399 / 314999</u>	INDUSTRY TYPE <u>Retailing & Manufacturing</u>		
DESCRIPTION OF COMPANY'S NEVADA OPERATIONS <u>Retailer, & Manufacture, and distribute tacticle belts and body armor & accessories</u>			
PROPOSED / ACTUAL NEVADA FACILITY ADDRESS <u>1379 Raiders Way</u>	CITY / TOWN <u>Henderson</u>	COUNTY <u>Clark County</u>	ZIP <u>89052</u>
WHAT OTHER STATES / REGIONS / CITIES ARE BEING CONSIDERED FOR YOUR COMPANY'S RELOCATION / EXPANSION / STARTUP? <u>2022 Possible Expansion with Manufacturing facility in Europe</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)? <u>2018-2023</u></p> <p style="padding-left: 40px;">How much space (sq. ft.)? <u>46,000</u></p> <p style="padding-left: 40px;">Annual lease cost at current space: <u>\$506,400.00</u></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>2020-2027</u></p> <p style="padding-left: 40px;">How much expanded space (sq. ft.)? <u>134,225</u></p> <p style="padding-left: 40px;">Annual lease cost of expanded space: <u>\$1,416,162.00</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>Nov-2020</u></p> <hr style="border-top: 1px dashed black;"/> <p>Part 2. Are you currently operating at an owner occupied building in Nevada? _____</p> <p>If No, skip to Part 3. If Yes, continue below:</p> <p style="padding-left: 40px;">How much space (sq. ft.)? _____</p> <p style="padding-left: 40px;">Current assessed value of real property? _____</p> <p>Due to expansion, will you be 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. 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>
<p>* Please complete Section 7 - Capital Investment for New Operations / Startup.</p>	<p>* Please complete Section 7 - Capital Investment for Expansions below.</p>
<p>BRIEF DESCRIPTION OF CONSTRUCTION PROJECT AND ITS PROJECTED IMPACT ON THE LOCAL ECONOMY (Attach a separate sheet if necessary):</p>	

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

New Operations / Start Up	Expansions
How much capital investment is planned? (Breakout below):	How much capital investment is planned? (Breakout below):
Building Purchase (if buying): _____	Building Purchase (if buying): _____
Building Costs (if building / making improvements): _____	Building Costs (if building / making improvements): <u>\$1,800,000</u>
Land: _____	Land: _____
Equipment Cost: _____	Equipment Cost: <u>\$2,245,585</u>
Total: <u>\$0</u>	Total: <u>\$4,045,585</u>
	Is the equipment purchase for replacement of existing equipment? <u>No</u>
	Current assessed value of personal property in NV: <u>\$217,722</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>50</u>
Average hourly wage of these <u>new</u> employees: _____	Average hourly wage of these <u>new</u> employees: <u>\$24.59</u>
	How many FTE employees prior to expansion?: <u>92</u>
	Average hourly wage of these <u>existing</u> employees: <u>\$21.00</u>
	Total number of employees after expansion: <u>142</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 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>Anthem Choice PPO</u>	
Employer Contribution (annual premium per employee): <u>\$ 1,473.46</u>	Company: <u>65%</u>
Employee Contribution (annual premium per employee): <u>\$ 793.40</u>	Employee: <u>35%</u>
Total Annual Premium: <u>\$2,266.87</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.

David Smith

Name of person authorized for signature

Dave Smith

Signature

CFO

Title

October 20, 2020

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: Safe Life Defense, LLC

County: Clark

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>4</u>	Transportation costs:	<u>3</u>
Real estate availability:	<u>3</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>5</u>	Business permitting & regulatory structure:	<u>5</u>
Utility costs:	<u>4</u>	Access to higher education resources:	<u>2</u>

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

5(B) Employment Schedule

Company Name: Safe Life Defense

County: Clark

Section I - Full-Time Equivalent (FTE) Employees

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

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 - Clark County	(f) Average Weekly Hours	(g) Annual Wage per Position	(h) Total Annual Wages
Chief Executives	11-1011	1	\$96.15	\$115.32	40	\$200,000.00	\$200,000.00
Executive Secretaries and Executive Administrative Assistants	43-6011	1	\$28.85	\$32.35	40	\$60,000.00	\$60,000.00
Budget Analysts	13-2031	1	\$43.27	\$34.15	40	\$90,000.00	\$90,000.00
Accountants and Auditors	13-2011	1	\$31.25	\$32.44	40	\$65,000.00	\$65,000.00
Financial Managers	11-3031	1	\$48.08	\$57.84	40	\$100,000.00	\$100,000.00
Computer and Information Systems Managers	11-3021	1	\$38.46	\$65.72	40	\$80,000.00	\$80,000.00
Marketing Managers	11-2021	1	\$38.46	\$69.18	40	\$80,000.00	\$80,000.00
General and Operations Managers	11-1021	7	\$35.37	\$61.28	40	\$73,571.43	\$515,000.00
Transportation, Storage, and Distribution Managers	11-3071	3	\$32.05	\$43.30	40	\$66,666.67	\$200,000.00
Industrial Production Managers	11-3051	1	\$21.63	\$48.47	40	\$45,000.00	\$45,000.00
Transportation Workers, All Other	53-6099	1	\$28.85	U	40	\$60,000.00	\$60,000.00
Transportation Inspectors	53-6051	1	\$24.04	U	40	\$50,000.00	\$50,000.00
First-Line Supervisors of Production and Operating Workers	51-1011	2	\$21.63	\$28.78	40	\$45,000.00	\$90,000.00
Human Resources Managers	11-3121	1	\$38.46	\$57.66	40	\$80,000.00	\$80,000.00
Assemblers and Fabricators, All Other	51-2099	27	\$15.00	\$14.96	40	\$31,200.00	\$842,400.00
TOTAL		50	\$24.59				\$2,557,400.00

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	60	\$25.10	\$3,132,480.00
4-Year	75	\$24.95	\$3,892,200.00
5-Year	90	\$24.75	\$4,633,200.00

5(C) Evaluation of Health Plans Offered by Companies

Company Name: Safe Life Defense LLC County: Clark

Total Number of Full-Time Employees: 50
 Average Hourly Wage per Employee \$24.59
 Average Annual Wage per Employee (implied) \$51,147.20

COST OF HEALTH INSURANCE

Annual Health Insurance Premium Cost: \$2,266.87
 Percentage of Premium Covered by:
 Company 65%
 Employee 35%

HEALTH INSURANCE PLANS:

Base Health Insurance Plan*:	Anthem Choice PPO
Deductible - per employee	\$ -
Coinsurance	30% / 70%
Out-of-Pocket Maximum per employee	\$ 4,500
Additional Health Insurance Plan*:	
Deductible - per employee	\$ -
Coinsurance	0% / 0%
Out-of-Pocket Maximum per employee	\$ -
Additional Health Insurance Plan*:	
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	2.4%	MMQ
Annual Out-of-Pocket Maximum not to exceed \$8,150 (2020)	\$4,500	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 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.

David Smith
 Name of person authorized for signature

Dave Smith
 Signature

CFO
 Title

10/20/20
 Date

5(D) Company Information

Company Name: #REF! _____

County: #REF! _____

Section 1 - 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	(b) Title
Nicholas Groat	CEO/Manager

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 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:

SECRETARY OF STATE



NEVADA STATE BUSINESS LICENSE

SAFE LIFE DEFENSE L.L.C.

Nevada Business Identification # NV20161344454

Expiration Date: 06/30/2021

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: B20200531827909

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 05/31/2020.

Barbara K. Cegavske

BARBARA K. CEGAVSKE
Secretary of State

ENTITY INFORMATION

SAFE LIFE DEFENSE L.L.C.	Entity Name:
E0263812016-6	Entity Number:
Domestic Limited-Liability Company (86)	Entity Type:
Active	Entity Status:
06/12/2016	Formation Date:
NV20161344454	NV Business ID:
Perpetual	Termination Date:
6/30/2021	Annual Report Due Date:
<input type="checkbox"/>	Series LLC:
<input type="checkbox"/>	Restricted LLC: