

Hard Eight Nutrition LLC

7511 Eastgate Road, Henderson, NV 89011

Kayla Aldrich, Accountant

Date: January 25, 2024

Application Facts:

Industry **Manufacturing**
NAICS **446191**
Type of App **Expansion**
Location **Clark County**
RDA LVGEA, Perry Ursem

Company Profile

Hard Eight Nutrition LLC (Hard Eight Nutrition) plans to expand its existing Henderson manufacturing facility from 45,500 sq. ft. to 137,000 sq. ft. within the next few months. Hard Eight Nutrition supplies over 500 pure nutritional supplement ingredients to hundreds of thousands of consumers and manufacturers. The company was founded in 2013 and its journey began with a vision to provide high-quality nutritional supplements at affordable prices. The founders identified a gap in the market for bulk quantities of supplements, catering to both individual consumers and businesses. In recent years, Hard Eight Nutrition has continued to thrive in the competitive nutritional supplement market. The company's focus on customer satisfaction, product quality, and innovation positions it for sustained success. Looking ahead, Hard Eight Nutrition remains dedicated to meeting the evolving needs of its customers and contributing to the health and wellness of individuals worldwide. Hard Eight Nutrition's website and Amazon sales platforms reach at least 50 countries from every continent. The company's products are produced in a FDA registered and inspected manufacturing facility. *Source: Hard Eight Nutrition LLC*

Tax Abatement Requirements:	Statutory	Company Application	Meeting Requirements
Job Creation	25	49	Yes
Average Wage	\$29.28	\$30.52	Yes
Equipment Capex (SU & MBT)	\$132,307	\$7,141,100	Yes
Equipment Capex (PP)			

Additional Requirements:

Health Insurance	65%	65%	Yes
Revenues generated outside NV	51%	99%	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)	Total
	\$1,251,291	\$11,882,979

Tax Abatements	Contract Terms	Estimated Tax Abatement
Sales Tax Abmt.	4.6% for 2 years	\$269,577
Modified Business Tax Abmt.	50% for 4 years	\$53,774
Personal Property Tax Abmt.	50% for 10 years	\$263,097
Total Estimated Tax Abatement over 10 yrs.		\$586,448

Net New Tax Revenues	Direct	Indirect	Taxes after Abatements
Local Taxes			
Property	\$2,083,820	\$4,132,242	\$6,216,062
Sales	\$238,262	\$2,220,958	\$2,459,220
Lodging	\$0	\$120,117	\$120,117
State Taxes			
Property	\$113,973	\$240,435	\$354,408
Sales	\$159,322	\$741,246	\$900,568
Modified Business	\$542,786	\$664,779	\$1,207,565
Lodging	\$0	\$38,591	\$38,591
Total Estimated New Tax Revenue over 10 yrs.	\$3,138,163	\$8,158,368	\$11,296,531

Economic Impact over 10 yrs.	Economic	Construction	Total
Total Jobs Supported	227	12	239
Total Payroll Supported	\$119,555,785	\$818,901	\$120,374,686
Total Economic Value	\$591,747,029	\$2,359,818	\$594,106,847

Economic Impact Output per Abatement Dollar

\$1,009

New Total Tax per Abated Dollar

\$19.26

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.



December 12, 2023

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

Director Burns,

Hard Eight Nutrition LLC is applying to the State of Nevada for the Sales and Use Tax, Modified Business Tax, and Personal Property Tax Abatements. We request their application be placed on the agenda for the January 2024 GOED Board Meeting.

Hard Eight is exploring their options to expand operations in Southern Nevada from a current staff of 106 by hiring 49 additional employees over the next 24 months. These new hires will make an average hourly wage of \$30.52 and be provided with a comprehensive benefits package. Hard Eight will make an investment of \$7.1 million dollars in capital equipment.

Our team has reviewed Hard Eight's application and found it to comply with Nevada's statutory requirements for tax abatements. This application has the full support and endorsement of the Las Vegas Global Economic Alliance. Thank you for your consideration.

Sincerely,

A handwritten signature in black ink, appearing to read "Perry Ursem". The signature is fluid and cursive, with a long horizontal line extending to the right.

Perry Ursem
Senior Vice President of Business Development

Enclosure



Hard Eight Nutrition LLC

7511 Eastgate Road, Henderson, NV 89011 USA | Telephone: 702-293-0222 | Email: cs@bulksupplements.com

December 4, 2023

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

Dear Mr. Burns,

By way of this letter and the attached application, Hard Eight Nutrition LLC dba BulkSupplements.com is requesting tax incentives to assist with our expansion efforts. Recent strategic planning has the company focused on creating a greater presence in Nevada. A significant part of this consideration is the economic incentives offered by the state. We are projecting to add 49 full-time employees with an average wage of \$30.52 over the next two years of operations, and a total of 109 full-time employees with an average hourly wage of \$30.00 over the next five years of operations.

A brief history of our company along with an overview of our products is included with the submission. BulkSupplements.com manufactures, packages, and distributes pure dietary supplement ingredients to both consumers and businesses. Founded in 2013, BulkSupplements.com has grown rapidly to over 100 employees and ships over 8,000 orders a day to customers worldwide. BulkSupplements.com supplies over 500 pure supplement products, in both powder and capsule form, that are produced in an FDA registered and inspected manufacturing facility.

The economic development incentives offered by the State of Nevada have been an integral factor in our expansion strategy. The projected cost savings from the support of these incentives will allow Hard Eight Nutrition LLC to hire a greater number of full time employees, supporting the Governor's initiative for providing more Nevadan's with long term work and career opportunities. Additionally, Nevada's pro business climate provides Hard Eight Nutrition LLC with a sustainable location for ongoing strategic growth.

We will be expanding from 45,500 sq. ft to 137,000 sq. ft. within the next few months. Overall capital investment projections forecast approximately \$8,650,000 in investment into the company.

Our experience with representatives from the Las Vegas Global Economic Alliance has been positive and we look forward to your approval in supporting our expansion efforts. We appreciate your time and consideration.

Sincerely,

Kevin Baronowsky
President & CEO
Hard Eight Nutrition LLC

ECONOMIC DEVELOPMENT

Incentive Application

Company Name: Hard Eight Nutrition LLC
 Date of Application: December 12, 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:

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

Section 2 - Corporate Information

COMPANY NAME (Legal name under which business will be transacted in Nevada) Hard Eight Nutrition LLC			FEDERAL TAX ID # 46-3174818
CORPORATE ADDRESS 7511 Eastgate Road	CITY / TOWN Henderson	STATE / PROVINCE Nevada	ZIP 89011
MAILING ADDRESS TO RECEIVE DOCUMENTS (If different from above)	CITY / TOWN	STATE / PROVINCE	ZIP
TELEPHONE NUMBER 702-425-3844	WEBSITE Bulksupplements.com		
COMPANY CONTACT NAME Kayla Aldrich	COMPANY CONTACT TITLE Accountant		
E-MAIL ADDRESS kayla@bulksupplements.com	PREFERRED PHONE NUMBER 702-425-3844		

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 applicable to new 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 the calendar quarter in which the abatement becomes effective. In rural areas, the requirement is ten (10) or more. For an expansion, the business must increase the number of 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 more (i.e., "urban" area), or if the business is in a county where the population is less than 100,000 or a city where the population is less than 60,000 (i.e., "rural" area).

Section 4 - Nevada Facility

Type of Facility:

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

PERCENTAGE OF REVENUE GENERATED BY THE NEW JOBS CONTAINED IN THIS APPLICATION FROM OUTSIDE NEVADA 99%	EXPECTED DATE OF NEW / EXPANDED OPERATIONS (MONTH / YEAR) Mar-2024		
NAICS CODE / SIC 446191	INDUSTRY TYPE Food (Health) Supplements		
DESCRIPTION OF COMPANY'S NEVADA OPERATIONS Manufacturer and ecommerce of dietary supplements			
PROPOSED / ACTUAL NEVADA FACILITY ADDRESS 7511 Eastgate Road	CITY / TOWN Henderson	COUNTY Clark County	ZIP 89011
WHAT OTHER STATES / REGIONS / CITIES ARE BEING CONSIDERED FOR YOUR COMPANY'S RELOCATION / EXPANSION / STARTUP? None			

Section 5 - Complete Forms (see additional tabs at the bottom of this sheet for each form listed below)

Check the applicable box when form has been completed.

- 5 (A) Equipment List
- 5 (B) Employment Schedule
- 5 (C) Evaluation of Health Plan, with supporting documents to show the employer paid portion of plan meets the minimum of 65%.
- 5 (D) Company Information Form

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

New Operations / Start Up - Plans Over the Next Ten Years	Expansions - Plans Over the Next 10 Years
<p>Part 1. Are you currently/planning on leasing space in Nevada? _____ If No, skip to Part 2. If Yes, continue below: What year(s)? _____ How much space (sq. ft.)? _____ Annual lease cost of space: _____ Do you plan on making building tenant improvements? _____ If No, skip to Part 2. If Yes *, continue below: When to make improvements (month, year)? _____</p> <hr/> <p>Part 2. Are you currently/planning on buying an owner occupied facility in Nevada? _____ If No, skip to Part 3. If Yes *, continue below: Purchase date, if buying (month, year): _____ How much space (sq. ft.)? _____ Do you plan on making building improvements? _____ If No, skip to Part 3. If Yes *, continue below: When to make improvements (month, year)? _____</p> <hr/> <p>Part 3. Are you currently/planning on building a build-to-suit facility in Nevada? _____ If Yes *, continue below: When to break ground, if building (month, year)? _____ Estimated completion date, if building (month, year): _____ How much space (sq. ft.)? _____</p>	<p>Part 1. Are you currently leasing space in Nevada? <u>Yes</u> If No, skip to Part 2. If Yes, continue below: What year(s)? <u>2013 - Current</u> How much space (sq. ft.)? <u>44,500</u> Annual lease cost at current space: <u>\$416,000.00</u> Due to expansion, will you lease additional space? <u>Yes</u> If No, skip to Part 3. If Yes, continue below: Expanding at the current facility or a new facility? <u>New</u> What year(s)? <u>2024</u> How much expanded space (sq. ft.)? <u>137,000</u> Annual lease cost of expanded space: <u>\$1,800,000.00</u> Do you plan on making building tenant improvements? <u>Yes</u> If No, skip to Part 3. If Yes *, continue below: When to make improvements (month, year)? <u>Jan-2024</u></p> <hr/> <p>Part 2. Are you currently operating at an owner occupied building in Nevada? <u>No</u> If No, skip to Part 3. If Yes, continue below: How much space (sq. ft.)? _____ Current assessed value of real property? _____ Due to expansion, will you be making building improvements? _____ If No, skip to Part 3. If Yes *, continue below: When to make improvements (month, year)? _____</p> <hr/> <p>Part 3. Do you plan on building or buying a new facility in Nevada? <u>No</u> If Yes *, continue below: Purchase date, if buying (month, year): _____ When to break ground, if building (month, year)? _____ Estimated completion date, if building (month, year): _____ How much space (sq. ft.)? _____</p>
* Please complete Section 7 - Capital Investment for New Operations / Startup.	* Please complete Section 7 - Capital Investment for Expansions below.

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

Our construction project involves tenant improvements to implement our design needs for warehouse, production, laboratory, and office space. This design will positively impact our growth in both the local and global economy.

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>\$1,500,000</u>
Land: _____	Land: _____
Equipment Cost: _____	Equipment Cost: <u>\$7,141,000</u>
Total: _____	Total: <u>\$8,641,000</u>
	Is the equipment purchase for replacement of existing equipment? <u>No</u>
	Current assessed value of personal property in NV: <u>\$661,534</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>49</u>
Average hourly wage of these <u>new</u> employees: _____	Average hourly wage of these <u>new</u> employees: <u>\$30.52</u>
	How many FTE employees prior to expansion?: <u>106</u>
	Average hourly wage of these <u>existing</u> employees: <u>\$25.33</u>
	Total number of employees after expansion: <u>155</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 type="checkbox"/> Merit increases | <input type="checkbox"/> Tuition assistance | <input checked="" type="checkbox"/> Bonus |
| <input checked="" type="checkbox"/> PTO / Sick / Vacation | <input type="checkbox"/> COLA adjustments | <input 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? <input checked="" type="checkbox"/> Yes (attach health plan and quote or invoice) <input type="checkbox"/> No	
Package includes (check all that apply):	
<input checked="" type="checkbox"/> Medical	<input checked="" type="checkbox"/> Vision <input checked="" type="checkbox"/> Dental <input type="checkbox"/> Other: _____
Qualified after (check one):	
<input type="checkbox"/> Upon employment	<input type="checkbox"/> Three months after hire date <input type="checkbox"/> Six months after hire date <input checked="" type="checkbox"/> Other: <u>60 days after hire date</u>
Health Insurance Costs:	Percentage of health insurance premium by (min 65%):
Plan Type: <u>Anthem BlueSecure PPO 1 \$250</u>	
Employer Contribution (annual premium per employee): <u>\$ 3,258.96</u>	Company: _____ <u>65%</u>
Employee Contribution (annual premium per employee): <u>\$ 1,754.74</u>	Employee: _____ <u>35%</u>
Total Annual Premium: <u>\$ 5,013.70</u>	

[SIGNATURE PAGE FOLLOWS]

Section 10 - Certification

I, the undersigned, hereby grant to the Governor's Office of Economic Development access to all pertinent and relevant records and documents of the aforementioned company. I understand this requirement is necessary to qualify and to monitor for compliance of all statutory and regulatory provisions pertaining to this application.

Being owner, member, partner, officer or employee with signatory authorization for the company, I do hereby declare that the facts herein stated are true and that all licensing and permitting requirements will be met prior to the commencement of operations. In addition, I and /or the company's legal counsel have reviewed the terms of the GOED Tax Abatement and Incentives Agreement, the company recognizes this agreement is generally not subject to change, and any material revisions have been discussed with GOED in advance of board approval.

Kevin Baronowsky
Name of person authorized for signature

Kevin Baronowsky
Signature

President
Title

December 12, 2023
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.goed.nv.gov

Site Selection Factors

Company Name: Hard Eight Nutrition 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>5</u>
Real estate availability:	<u>4</u>	State and local tax structure:	<u>5</u>
Real estate costs:	<u>5</u>	State and local incentives:	<u>5</u>
Utility infrastructure:	<u>3</u>	Business permitting & regulatory structure:	<u>5</u>
Utility costs:	<u>4</u>	Access to higher education resources:	<u>3</u>

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

The abatement program will allow us to expand our operations by (1) purchasing equipment and (2) conducting tenant improvement. The purchase of new printers will allow our company to expand into the packaging business, providing packaging for our company and other companies. Both new equipment purchases and tenant improvements will expand our production and warehouse capabilities to allow our company to have the capacity to expand further in both the US and international markets.

5(B) Employment Schedule

Company Name: Hard Eight Nutrition LLC

County: Clark

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, 2023, the date would fall in Q2, 2025. The end of the first eighth quarter would be the last day of Q2, 2025 (i.e., June 30, 2025). 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
General and Operations Managers	11-1021	2	\$43.27	\$60.12	40	\$90,001.60	\$180,003.20
Advertising and Promotions Managers	11-2011	4	\$36.06	\$43.30	40	\$75,004.80	\$300,019.20
Marketing Managers	11-2021	8	\$31.25	\$51.14	40	\$65,000.00	\$520,000.00
Transportation, Storage, and Distribution Managers	11-3051	4	\$31.25	\$43.88	40	\$65,000.00	\$260,000.00
Managers, All Other	11-9151	2	\$36.06	\$38.85	40	\$75,004.80	\$150,009.60
Market Research Analysts and Marketing Specialists	13-1111	6	\$31.25	\$40.93	40	\$65,000.00	\$390,000.00
Industrial Machinery Mechanics	49-2091	1	\$36.06	\$38.92	40	\$75,004.80	\$75,004.80
Maintenance Workers, Machinery	49-2092	2	\$31.25	\$25.59	40	\$65,000.00	\$130,000.00
First-Line Supervisors of Production and Operating Workers	49-9011	6	\$31.25	\$25.27	40	\$65,000.00	\$390,000.00
Printing Press Operators	51-4023	4	\$36.06	\$17.46	40	\$75,004.80	\$300,019.20
Production Workers, All Other	51-9031	10	\$20.00	\$18.58	40	\$41,600.00	\$416,000.00
TOTAL		49	\$30.52	\$34.67			\$3,111,056.00

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	20	\$31.00	\$1,289,600.00
4-Year	20	\$32.00	\$1,331,200.00
5-Year	20	\$33.00	\$1,372,800.00

* 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: **Lighcast™ county wages based on the Bureau of Labor Statistics Occupational Employment and Wage Statistics program and county-level administrative wage data.**

5(C) Evaluation of Health Plans Offered by Companies

Company Name: Hard Eight Nutrition LLC County: Clark

Total Number of Full-Time Employees: 49

Average Hourly Wage per Employee \$30.52
 Average Annual Wage per Employee (implied) \$63,490.94

COST OF HEALTH INSURANCE

Annual Health Insurance Premium Cost: \$5,013.70
 Percentage of Premium Covered by:
 Company 65%
 Employee 35%

HEALTH INSURANCE PLANS:

Base Health Insurance Plan*:	Anthem Blue Secure PPO 6 \$1000
Deductible - per employee	\$ 1,000
Coinsurance	20% / 80%
Out-of-Pocket Maximum per employee	\$ 5,000

Additional Health Insurance Plan*:	Anthem Blue Secure PPO 1 \$250
Deductible - per employee	\$ 250
Coinsurance	10% / 90%
Out-of-Pocket Maximum per employee	\$ 2,250

Additional Health Insurance Plan*:	Antehm Guided Access HMO \$500
Deductible - per employee	\$ 500
Coinsurance	20% / 80%
Out-of-Pocket Maximum per employee	\$ 6,000

*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	4.3%	MEC
Annual Out-of-Pocket Maximum not to exceed \$9,450 (2024)	\$5,000	MEC

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.

Kevin Baronowsky
 Name of person authorized for signature

Kevin Baronowsky
 Signature

President
 Title

December 12, 2023
 Date

5(D) Paid Family and Medical Leave (PFML)

Company Name: Hard Eight Nutrition LLC

County: Clark

After October 1, 2023, if the business will have at least 50 full-time employees on the payroll of the business by the eighth calendar quarter following the calendar quarter in which the abatement becomes effective the business, by the earlier of the eighth calendar quarter following the calendar quarter in which the abatement becomes effective or the date on which the business has at least 50 full-time employees on the payroll of the business, has a policy for paid family and medical leave and agrees that all employees who have been employed by the business for at least 1 year will be eligible for at least 12 weeks of paid family and medical leave at a rate of at least 55 percent of the regular wage of the employee.

I, the undersigned, hereby declare to the Governor's Office of Economic Development that the facts herein stated are true, and that the Applicant will meet this threshold for PFML.

Kevin Baronowsky

Name of person authorized for signature

Kevin Baronowsky

Signature

President

Title

12/12/2023

Date

5(E) Company Information

Company Name: Hard Eight Nutrition LLC

County: Clark

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	(b) Title
Kevin Baronowsky	President/Owner

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:

ENTITY INFORMATION

ENTITY INFORMATION

Entity Name:

HARD EIGHT NUTRITION LLC

Entity Number:

E0331192013-0

Entity Type:

Domestic Limited-Liability Company (86)

Entity Status:

Active

Formation Date:

07/09/2013

NV Business ID:

NV20131406291

Termination Date:

Annual Report Due Date:

7/31/2024

Compliance Hold:

Series LLC:

Restricted LLC:

BulkSupplements

Pure & Clean Supplements

Kevin Baronowsky

CEO, BulkSupplements.com



TM



About Us

Located in Henderson, Nevada, BulkSupplements.com supplies over 500 pure nutritional supplement ingredients to hundreds of thousands of consumers and manufacturers. All of our products are available from grams to metric tons through our online store at BulkSupplements.com.



NSF Certified

Annual NSF certification of our facility and 3rd party lab helps guarantee our products are made at the highest quality.



FDA-registered cGMP Manufacturer

Our FDA and cGMP certified manufacturing facility guarantees the quality and purity of our products.



Organic Certified

We continue to grow our organic product selection every day with officially certified organic sources.



Our History

BulkSupplements.com was founded in 2013 by Kevin Baronowsky. The company's journey began with a vision to provide high-quality nutritional supplements at affordable prices. The founders identified a gap in the market for bulk quantities of supplements, catering to both individual consumers and businesses.



Expansion and Market Presence

BulkSupplements.com experienced rapid growth as it expanded its product offerings to meet the diverse needs of health-conscious consumers. The company's commitment to quality assurance and transparency in sourcing ingredients contributed to building a loyal customer base. During this period, BulkSupplements.com also expanded its market presence, reaching customers both nationally and internationally.



Recent Developments and Future Outlook

In recent years, BulkSupplements.com has continued to thrive in the competitive nutritional supplement market. The company's focus on customer satisfaction, product quality, and innovation positions it for sustained success. Looking ahead, BulkSupplements.com remains dedicated to meeting the evolving needs of its customers and contributing to the health and wellness of individuals worldwide.

200K
Customers

350+
Products

Bulksupplements.com has multiple customers purchasing over 350 different products!



Our Team

BulkSupplements has a team of over 100 highly skilled professionals.



Marketing

Our marketing team of 15 and growing fuels our sales in both current and expanding markets.



Operations

Our largest department includes employees in production, warehouse, purchasing, and planning.



Customer Service

Our customer service team provides support to customers daily via phone, email, and chat.



3rd Party Lab

Our laboratory team tests all of our products under strict guidelines to ensure the highest quality.



Our Products

Bulksupplements.com sells a wide variety of nutritional and dietary supplements to support and fit many different health goals.



Sports Nutrition

Creatine, Protein Powders,
Amino Acids & More!



Herbal Products

Powder and extract forms of
your favorite vegetables and
fruits.



Sweeteners

A variety of low and no
calorie sweeteners to keep
your diet going strong.



Vitamins & Minerals

All your daily vitamin and
mineral needs in powder and
capsule form.

Shipping Locations

Recently, Bulksupplements.com has expanded to shipping to countries all over the world with fast and cheap shipping options.



Far and Wide

Our website and Amazon sales platforms reach at least 50 countries from every continent.



North America



South America



Africa



Australia



Russia



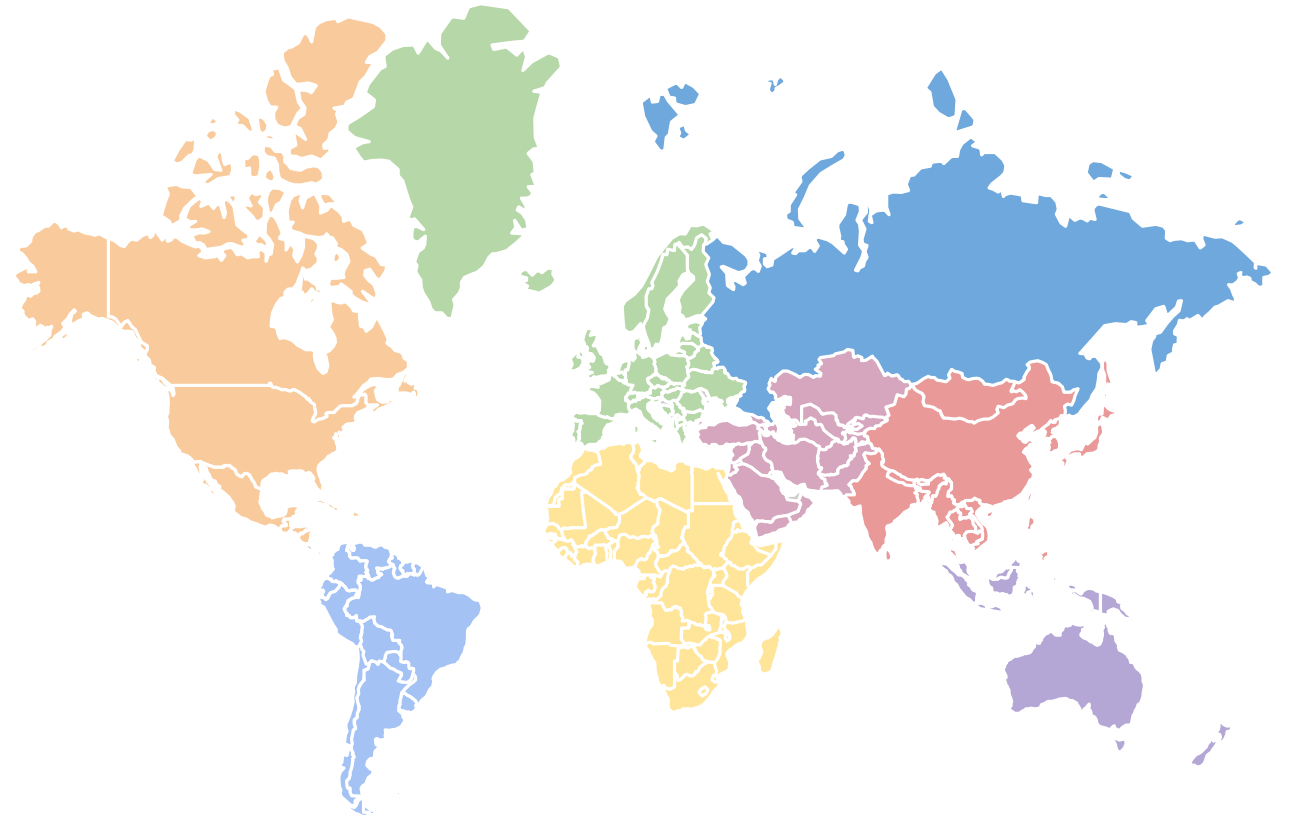
Europe



Asia



Middle East



Our Expansion

Over the course of the next five years, we have ambitious expansion plans in place.



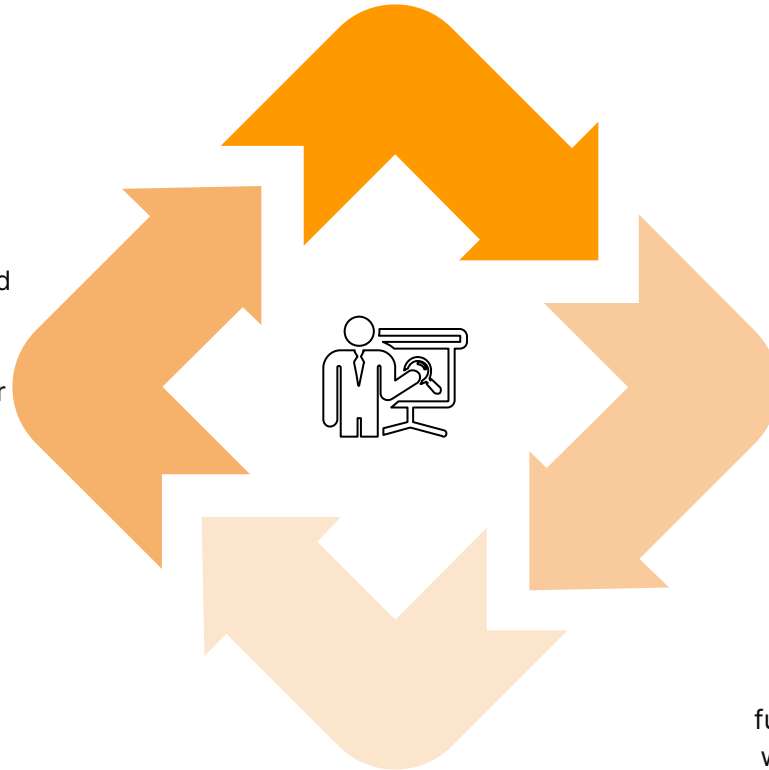
Facility Expansion & Improvements

We are relocating from a Henderson warehouse with 45,500 square feet of space to a Henderson warehouse with 137,000 square feet of space. This new facility will provide us the space we need to facilitate our expansion. The tenant improvements will create the infrastructure and design needed for our business.



Employee Growth

Part of our expansion involves growing our workforce. Over the next five years we plan to nearly double our workforce by adding approximately 90 new positions. These positions include operations managers, marketing managers, and printing press operators, to name a few.



Market Growth

With a larger facility, we will have the necessary warehouse space to be able to reach a larger market, expanding our reach in both the US and international markets.



Equipment Expansion

Our equipment expansion will start with the purchase of digital printing press machines, allowing us to produce customized pouches for our products and other Nevada businesses in the future. Additionally, more production and warehouse equipment will be purchased to fuel our sales growth.

