

Sephora USA, Inc.

6075 West 300 South, Salt Lake City, UT 84104

Matthew Cannon, Vice President, West Coast Distribution

Date: September 22, 2022

Application Facts:

Industry	Wholesale Trade
NAICS	424210
Type of App	Expansion
Location	Clark County
RDA	LVGEA, Perry Ursem

Company Profile

Sephora USA, Inc. (Sephora) is planning an expansion of its existing 715,000 sq. ft. warehouse and distribution facility located in Clark County. The existing facility currently fulfills ecomm/dotcom online orders to the majority of the western United States. The expansion will allow the facility to fulfill retail stores located in the western United States. Sephora is a French chain of cosmetics stores founded in 1969 and featuring nearly 300 brands, along with its own private label. Sephora is owned by luxury conglomerate Moët Hennessy Louis Vuitton as of 1997. A key component of the company's hiring effort is to ensure 30 percent of its full-time staff are individuals with disabilities. To reach this goal Sephora partnered with nonprofit Easterseals Nevada and Nevada Vocational Rehabilitation when its Clark County warehouse originally opened. Via its 'Sephora Accelerate' program the company supports a growing community of female founders in all areas of the beauty industry. The company also shares in the responsibility of protecting the health and beauty of the planet. Through Sephora Sustainability, Sephora guides its company, employees, and partners to develop environmentally conscious practices. *Source: Sephora USA, Inc.*

Tax Abatement Requirements:	Statutory	Company Application	Meeting Requirements
Job Creation	25	33	Yes
Average Wage	\$26.67	\$27.20	Yes
Equipment Capex (SU & MBT)	\$836,204	\$12,000,000	Yes
Equipment Capex (PP)			

Note: As the company submitted its application, prior to 1 July, 2022 - the statewide average wage for FY 22 (\$26.67) is still applicable

Additional Requirements:

Health Insurance	65%	75%	Yes
Revenues generated outside NV	51%	97%	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
	\$1,658,224	\$12,773,804

Tax Abatements	Contract Terms	Estimated Tax Abatement
Sales Tax Abmt.	4.6% for 2 years	\$453,000
Modified Business Tax Abmt.	50% for 4 years	\$93,932
Personal Property Tax Abmt.	50% for 10 years	\$232,680
Total Estimated Tax Abatement over 10 yrs.		\$779,612

Net New Tax Revenues	Direct	Indirect	Taxes after Abatements
Local Taxes			
Property	\$3,799,707	\$3,599,824	\$7,399,531
Sales	\$312,000	\$1,763,109	\$2,075,109
Lodging	\$0	\$90,174	\$90,174
State Taxes			
Property	\$207,821	\$209,457	\$417,278
Sales	\$240,000	\$588,439	\$828,439
Modified Business	\$650,176	\$504,514	\$1,154,690
Lodging	\$0	\$28,971	\$28,971
Total Estimated New Tax Revenue over 10 yrs.			\$11,994,192

Economic Impact over 10 yrs.	Total	Construction	Total
Total Jobs Supported	231	0	231
Total Payroll Supported	\$94,909,450	\$0	\$94,909,450
Total Economic Value	\$310,890,716	\$0	\$310,890,716

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 its operations will have on the community and state economy measured by total number of jobs, payroll and created output.



June 30, 2022

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

Director Brown,

Sephora USA, Incorporated 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 March 2021 GOED Board Meeting.

Sephora is exploring their options to expand operations in Southern Nevada from a current staff of 327 by hiring 33 additional employees over the next 24 months. These new hires will make an average hourly wage of \$27.20 and be provided with a comprehensive benefits package. Sephora will make an investment of \$12 million dollars in capital equipment.

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

Sincerely,

A handwritten signature in blue ink, appearing to read "Perry Ursem", is written over a light blue horizontal line.

Perry Ursem
Vice President, Business Retention and Expansion

Enclosure

SEPHORA

June 24th, 2022

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

Dear Mr. Brown,

By way of this letter and the attached application, Sephora, Inc 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 33 full-time employees with an average wage of \$27.20 over the next two years of operations, and a total of 147 full-time employees with an average hourly wage of \$23.23 over the next five years of operations.

A leader in prestige omni-retail, our mission at Sephora is to create a welcoming beauty shopping experience for all and inspire fearlessness in our community. We operate over 2,700 stores in 35 countries worldwide, with an expanding base of over 500 stores across the Americas, and a world-class ecommerce site. Since opening our first US store in New York's SoHo neighborhood in 1998, Sephora has been an industry-leading champion of diversity, inclusivity, and empowerment in the US, guided by our longstanding company values.

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 Sephora, Inc. 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 Sephora, Inc. with a sustainable location for ongoing strategic growth.

Capital projections forecast approximately \$12,000,000 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,



Matthew Cannon
Vice President – West Cost Distribution
Sephora USA, Inc



Mayor
John J. Lee

City Manager
Ryann Juden

Council Members
Isaac E. Barron
Pamela A. Goynes-Brown
Scott Black
Richard J. Cherchio



Department of the Mayor and City Council
2250 Las Vegas Boulevard, North · Suite 910 · North Las Vegas, Nevada 89030
Telephone: (702) 633-1007 · Fax: (702) 649-1302 ·
www.cityofnorthlasvegas.com

July 13, 2022

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

Dear Director Brown:

By way of this letter, the City of North Las Vegas is in full support of Sephora and their incentive application for abatements to be reviewed by the GOED Board at their next scheduled meeting.

Sephora, a leader in the retail industry, began operations of their 715,000 sq. ft. e-commerce warehouse distribution facility in North Las Vegas in 2019. Company leadership has determined timing is right to further invest an additional \$12 million dollars in capital equipment. Sephora plans to add 33 full-time employees over the next two years and 147 full-time employees over the next five years.

It is my pleasure to support their application and I look forward to the continued success of Sephora here in North Las Vegas.

Sincerely,

A handwritten signature in blue ink, appearing to read "John J. Lee", is written over the typed name and title.

John J. Lee
Mayor

SEPHORA

June 24th, 2022

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

REQUEST FOR CONFIDENTIALITY OF RECORDS AND DOCUMENTS

Dear Director Brown,

On 6/30/2022, Sephora USA, Inc. submitted an application to you as the Executive Director of the State of Nevada Governor's Office of Economic Development ("GOED") requesting approval of economic incentives for an expansion at the current Clark County Sephora Distribution Center ("WDC"). The purpose of this letter is to request confidentiality pursuant of Section 4 of Assembly Bill No. 17 (2021 Nevada Revised Statutes) as codified in NRS 231.069.

Please be advised Sephora specifically deems the following information proprietary and confidential:

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

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

Sincerely,



Matthew Cannon
Vice President – West Cost Distribution
Sephora USA, Inc



REQUEST FOR CONFIDENTIALITY DETERMINATION

Pursuant to NRS 231.069, and upon the request of applicant, Sephora USA, Inc., the Executive Director of the Office has determined the:

- (i) The detailed schedule of Capital Equipment List, 5(A)
- (ii) The detailed schedule of Employment List, 5(B)

are confidential proprietary information of the business, are not public records, and shall be redacted in its entirety from the copy of the application that is disclosed to the public.



Michael Brown
Executive Director

8/1/2022

Date

ECONOMIC DEVELOPMENT

Incentive Application

Company Name: Sephora USA, Inc
 Date of Application: June 24th, 2022

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
- Sales & Use Tax Deferral
- Recycling Real Property Tax Abatement
- Other: _____

Section 2 - Corporate Information

COMPANY NAME (Legal name under which business will be transacted in Nevada) Sephora USA, Inc		FEDERAL TAX ID # 94-3322407	
CORPORATE ADDRESS 6075 West 300 South	CITY / TOWN Salt Lake City	STATE / PROVINCE UT	ZIP 84104
MAILING ADDRESS TO RECEIVE DOCUMENTS (If different from above) 6260 East Ann Road	CITY / TOWN North Las Vegas	STATE / PROVINCE NV	ZIP 89115
TELEPHONE NUMBER (801) 578-3012	WEBSITE www.Sephora.com		
COMPANY CONTACT NAME Matthew Cannon	COMPANY CONTACT TITLE Vice President - West Coast Distribution		
E-MAIL ADDRESS Matthew.Cannon@Sephora.com	PREFERRED PHONE NUMBER (801) 578-3012		

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

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

Section 3 - Program Requirements

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

- A capital investment of \$1,000,000 in eligible equipment in urban areas or \$250,000 in eligible equipment in rural areas are required. This criteria is businesses. In cases of expanding businesses, the capital investment must equal at least 20% of the value of the tangible property owned by the business.
- New businesses locating in urban areas require fifty (50) or more permanent, full-time employees on its payroll by the eighth calendar quarter following quarter in which the abatement becomes effective. In rural areas, the requirement is ten (10) or more. For an expansion, the business must increase employees on its payroll by 10% more than its existing employees prior to expansion, or by 25 (urban) or 6 (rural) employees, whichever is greater.
- In 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 "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 97%	EXPECTED DATE OF NEW / EXPANDED OPERATIONS (MONTH / YEAR) Jun-2024
NAICS CODE / SIC 446120	INDUSTRY TYPE Merchant Wholesaler

DESCRIPTION OF COMPANY'S NEVADA OPERATIONS

The existing facility currently fulfills ecomm/dotcom online orders to the majority of the western United States. The expansion will allow the facility to fulfill retail stores located in the western United States.

PROPOSED / ACTUAL NEVADA FACILITY ADDRESS 6260 East Ann Road	CITY / TOWN North Las Vegas	COUNTY Clark County	ZIP 89115
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WHAT OTHER STATES / REGIONS / CITIES ARE BEING CONSIDERED FOR YOUR COMPANY'S RELOCATION / EXPANSION / STARTUP?

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? Yes</p> <p>If No, skip to Part 2. If Yes, continue below:</p> <p style="padding-left: 40px;">What year(s)? <u>2019</u></p> <p style="padding-left: 40px;">How much space (sq. ft.)? <u>715,000</u></p> <p style="padding-left: 40px;">Annual lease cost at current space: <u>\$4,700,000</u></p> <p>Due to expansion, will you lease additional space? <u>No</u></p> <p>If No, skip to Part 3. If Yes, continue below:</p> <p>Expanding at the current facility or a new facility? <u>Current</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>0</u></p> <p style="padding-left: 40px;">Annual lease cost of expanded space: <u>\$0.00</u></p> <p>Do you plan on making building tenant 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 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? No</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> <p>N/A</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): _____
Land: _____	Land: _____
Equipment Cost: _____	Equipment Cost: <u>\$12,000,000</u>
Total: _____	Total: <u>\$12,000,000</u>
	Is the equipment purchase for replacement of existing equipment? <u>No</u>
	Current assessed value of personal property in NV: <u>\$4,181,022</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>33</u>
Average hourly wage of these <u>new</u> employees: _____	Average hourly wage of these <u>new</u> employees: <u>\$27.20</u>
	How many FTE employees prior to expansion?: <u>327</u>
	Average hourly wage of these <u>existing</u> employees: <u>\$20.36</u>
	Total number of employees after expansion: <u>360</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 type="checkbox"/> Tuition assistance | <input 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 checked="" type="checkbox"/> Other: <u>Tuition Reimbursement</u> |

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: _____	
Employer Contribution (annual premium per employee): <u>\$ 4,500.00</u>	Company: <u>75%</u>
Employee Contribution (annual premium per employee) <u>\$ 1,500.00</u>	Employee: <u>25%</u>
Total Annual Premium: <u>\$ 6,000.00</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.

Matthew Cannon

Name of person authorized for signature



Signature

Vice President - West Coast Distribution

Title

June 24, 2022

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: Sephora USA, Inc.

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>4</u>	Transportation infrastructure:	<u>5</u>
Labor costs:	<u>4</u>	Transportation costs:	<u>5</u>
Real estate availability:	<u>3</u>	State and local tax structure:	<u>2</u>
Real estate costs:	<u>3</u>	State and local incentives:	<u>2</u>
Utility infrastructure:	<u>2</u>	Business permitting & regulatory structure:	<u>5</u>
Utility costs:	<u>2</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):

In 2018, Sephora had selected CBRE, Inc to conduct an economic gap analysis which compared operating & capital costs between North Las Vegas, NV & Fresno, CA. The gap analysis included transportation costs, real estate taxes, personal property taxes, and incentives. Over 10-years, it was estimated that the net present value of total costs in North Las Vegas were estimated at \$187.4M, compared to Fresno at \$179.7M. The majority of the \$7.7M cost disadvantage in North Las Vegas was mainly attributed to higher transportation costs, higher sales taxes, and higher real estate taxes. Ultimately, the North Las Vegas site was selected, and in July 2019 the *Western Distribution Center (WDC)* shipped their first online orders to Sephora clients. In the next 2 years, Sephora plans to expand the WDC to also service it's Retail stores in the western United States in addition to servicing dotcom clients.

Overall, the potential abatement of Nevada sales taxes, personal property taxes, and modified business taxes will help close the \$7.7M economic gap with the Fresno, CA option.

Equipment Schedule, Detailed

The Office has determined the detailed equipment schedule as described in this application constitutes confidential proprietary information of Sephora USA, Inc. and is not a public record.

Employment Schedule, Detailed

The Office has determined the detailed employment schedule as described in this application constitutes confidential proprietary information of Sephora USA, Inc. and is not a public record.

5(C) Evaluation of Health Plans Offered by Companies

Company Name: Sephora USA, Inc.

County: Clark

Total Number of Full-Time Employees: 33

Average Hourly Wage per Employee \$27.20
 Average Annual Wage per Employee (implied) \$56,582.93

COST OF HEALTH INSURANCE

Annual Health Insurance Premium Cost: \$6,000.00
 Percentage of Premium Covered by:
 Company 75%
 Employee 25%

HEALTH INSURANCE PLANS:

Base Health Insurance Plan*: **UHC Silver HSA**

Deductible - per employee \$ 1,400
 Coinsurance 20% after deductible
 Out-of-Pocket Maximum per employee \$ 2,700

Additional Health Insurance Plan*: **UHC Rose Gold PPO**

Deductible - per employee \$ 1,200
 Coinsurance 20%
 Out-of-Pocket Maximum per employee \$ 4,000

Additional Health Insurance Plan*: **UHC Gold PPO**

Deductible - per employee \$ 500
 Coinsurance 20% after deductible
 Out-of-Pocket Maximum per employee \$ 2,000

*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 3.5% Q

Annual Out-of-Pocket Maximum not to exceed \$9,100 (2023) \$2,700 Q


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.

Matthew Cannon
 Name of person authorized for signature


 Signature

Vice President - West Coast Distribution
 Title

6/30/2022
 Date

5(D) Company Information

Company Name: Sephora USA, Inc.

County: Clark

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
Jean-Andre Rougeot	President & Chief Executive Officer
Christophe LeBoterff	Chief Financial Officer
Mike Racer	Senior Vice President of Supply Chain
Matthew Cannon	Vice President - West Coast Distribution
Tucker Morgan	General Manager - Las Vegas Distribution Center

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

SEPHORA USA, INC.

Nevada Business Identification # NV20201710301

Expiration Date: 02/28/2023

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: B202202142403451

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 02/14/2022.

Barbara K. Cegavske

BARBARA K. CEGAUSKE
Secretary of State

Sephora USA, Inc



Sephora operates over 2,700 stores in 35 countries worldwide, with an expanding base of over 500 stores across the Americas, and a world-class ecommerce site. Since opening our first US store in New York's SoHo neighborhood in 1998, Sephora has been an industry-leading champion of diversity, inclusivity, and empowerment in the US, guided by our longstanding company values.

Owned by LVMH Moët Hennessy Louis Vuitton, the world's leading luxury goods group, Sephora was founded in France by Dominique Mandonnaud in 1970 and is defined by its unique, open-sell environment with an ever-increasing assortment of products from carefully curated brands, featuring emerging favorites, trusted classics, and Sephora's own line, Sephora Collection.

Sephora has five distribution centers located across four states—Maryland, Mississippi, Nevada, and Utah—totaling more than 1,600 employees moving products throughout the country to our stores and clients' doorsteps. Our employees can expect state-of-the-art facilities that help simplify and streamline our processes to expand employment opportunities for our diverse workforce.



Las Vegas Distribution Center "WDC"



Sephora Retail Store Front