

Thrill One Events LLC

946 West 17th Street Costa Mesa, CA 92627

Katie Riccio, Controller

Date: November 20, 2023

Application Facts:

Industry	Service
NAICS	512110
Type of App	New
Location	Clark County
RDA	LVGEA, Michael Walsh

Company Profile

Thrill One Events, LLC (Thrill One) is considering the state of Nevada for its new corporate headquarters. Thrill One was formed in 2020 by uniting industry-leading brands Nitro Circus, Nitro Rallycross (Nitro RX), Street League Skateboarding (SLS) and Thrill One Media (formerly Superjacket Productions) to become the world's leading producer of action sports events and original content. Thrill One is a Sports and Entertainment company and a next generation content company that lives at the nexus of sports, entertainment, and lifestyle. It is a multi-media platform dedicated to creating mind-blowing action sports events and original content, fueled by the most daring athletes, talent, and brands in thrill-based entertainment. In 2022, the Thrill One portfolio collectively hosted more than 70 live events, delivered roughly 100 hours of live sports content, and produce over 300 episodes of linear television. Thrill One boasts a massive social audience with more than 40 million followers across its various channels. The company, and its partners, work to facilitate introductions into higher education and recently implemented a Thrill One Rotational Program, for new undergraduates, with plans to expand this. Thrill One also regularly donates tickets to live Nitro Circus and Nitro Cross events through Vet Tix, a company providing tickets to all branches of currently serving Military and Veterans.

Source: Thrill One Events, LLC

Tax Abatement Requirements:

	Statutory	Company Application	Meeting Requirements
Job Creation	50	52	Yes
Average Wage	\$29.28	\$55.37	Yes
Equipment Capex (SU & MBT)	\$1,000,000	\$1,041,100	Yes
Equipment Capex (PP)			

Additional Requirements:

Health Insurance	65%	100%	Yes
Revenues generated outside NV	51%	90%	Yes
Business License	<input type="checkbox"/> Current	<input type="checkbox"/> Pending	<input checked="" type="checkbox"/> Will comply

Total Tax Liability (without tax abatements)

Direct (company)

\$759,260

Total

\$7,726,782

Tax Abatements

Contract Terms

Estimated Tax Abatement

Sales Tax Abmt.	2% for 2 years	\$80,714
Modified Business Tax Abmt.	50% for 4 years	\$107,518
Personal Property Tax Abmt.	50% for 10 years	\$26,241
Total Estimated Tax Abatement over 10 yrs.		\$214,473

Net New Tax Revenues

Direct

Indirect

Taxes after Abatements

Local Taxes

Property	\$519,588	\$2,889,729	\$3,409,317
Sales	\$65,742	\$1,994,835	\$2,060,577
Lodging	\$0	\$87,384	\$87,384

State Taxes

Property	\$28,418	\$168,140	\$196,558
Sales	\$45,947	\$665,777	\$711,724
Modified Business	\$588,935	\$429,740	\$1,018,675
Lodging	\$0	\$28,074	\$28,074
Total Estimated New Tax Revenue over 10 yrs.	\$1,248,630	\$6,263,679	\$7,512,309

Economic Impact over 10 yrs.

Economic

Construction

Total

Total Jobs Supported	144	15	159
Total Payroll Supported	\$107,383,432	\$1,023,626	\$108,407,058
Total Economic Value	\$319,943,639	\$2,949,773	\$322,893,412

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.



September 25, 2023

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

Dear Mr. Burns,

Thrill One Events, LLC is applying to the State of Nevada for the Sales & Use Tax Abatement, the Modified Business Tax Abatement, and the Personal Property Tax Abatement. We request that Thrill One Events, LLC be placed on the November 20, 2023, GOED Board meeting agenda.

Thrill One Events, LLC will create 52 new positions in the first 24 months of operations, with an average hourly wage of \$55.37. The company will make a capital investment of \$1,266,100.00.

Thrill One Events, LLC meets and exceeds the statutory requirements for tax abatements. This application has the full support of the Las Vegas Global Economic Alliance.

Sincerely,

A handwritten signature in black ink, appearing to read "Michael Walsh". The signature is fluid and cursive, with a long, sweeping horizontal stroke at the end.

Michael Walsh
VP Economic Development
Las Vegas Global Economic Alliance



September 22, 2023
Mr. Thomas Burns
Executive Director
Governor's Office of Economic Development
808 West Nye Lane
Carson City, NV 89703

Dear Mr. Burns,

By way of this letter and the attached application, Thrill One Events LLC is requesting tax incentives to assist with our planned operation in the state of Nevada. Recent strategic planning has the company focused on creating a 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 in Nevada than we have at our headquarters in Costa Mesa, CA. We anticipate hiring 52 full-time employees at an average wage of \$55.37 in our first year of operations.

A brief history of our company along with an overview of our products which can be found at www.thrillone.com. Thrill One Events LLC is a next-generation content company that lives at the nexus of sports, entertainment, and lifestyle. A multimedia platform, Thrill One is dedicated to creating mind-blowing action sports events and original content, fueled by the most daring athletes, talent, and brands in thrill-based entertainment. Thrill One consists of four principal operating businesses: Nitro Circus, Nitro Cross, Superjacket Productions, and Street League Skateboarding.

The economic development incentives offered by the State of Nevada have been an integral factor in our decision making process to locate our operation here in the state. Thrill One Events LLC was examining multiple locations throughout the western states and ultimately, after much due diligence and economic feasibility analysis, Nevada was chosen for its overall incentive package and pro business climate.

We are considering opening a 10,000 sq. ft. facility beginning in April 2024.

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 relocate in your state. If you have any questions, please feel free to call me.
Thank you for your time and consideration.

Sincerely,

Lia Frazier
CFO
Thrill One Events LLC
Enclosures.



September 22, 2023

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

RE: APPLICATION FOR INCENTIVES – REQUEST FOR CONFIDENTIALITY OF
RECORDS AND DOCUMENTS – NRS 231.069

Dear Director Burns,

On September 29, 2023, Thrill One Events LLC 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 the new operation in Washoe County, Nevada. The purpose of this letter is to request that any and all records and other documents in GOED's possession concerning initial contact with, research and planning for Thrill One Events LLC, including but not limited to certain information in that application, and if amended, all be kept confidential pursuant to Section 4 of Assembly Bill No. 17 (2015 Regular Session) as codified in NRS 231.069.

Please be advised that Thrill One Events LLC specifically deems the following information proprietary and confidential:

1. Incentive Application Equipment List - Schedule 5 (A)
2. Incentive Application Employment List - Schedule 5 (B)

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

Sincerely,



Lia Frazier

CFO

Thrill One Events LLC

REQUEST FOR CONFIDENTIALITY DETERMINATION


Pursuant to NRS 231.069, and upon the request of applicant, Thrill One Events LLC, 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.



Thomas J. Burns
Executive Director

11/7/23


Date

ECONOMIC DEVELOPMENT

Incentive Application

Company Name: Thrill One Events LLCDate of Application: September 22, 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☐ Recycling Real Property Tax Abatement☒ Modified Business Tax Abatement☐ Other: _____☒ Personal Property Tax Abatement**Section 2 - Corporate Information**

COMPANY NAME (Legal name under which business will be transacted in Nevada) <u>Thrill One Events LLC</u>		FEDERAL TAX ID # <u>46-256187</u>	
CORPORATE ADDRESS <u>946 West 17th Street</u>	CITY / TOWN <u>Costa Mesa</u>	STATE / PROVINCE <u>CA</u>	ZIP <u>92627</u>
MAILING ADDRESS TO RECEIVE DOCUMENTS (If different from above)	CITY / TOWN	STATE / PROVINCE	ZIP
TELEPHONE NUMBER <u>949-429-8300</u>	WEBSITE <u>www.thrillone.com</u>		
COMPANY CONTACT NAME <u>Katie Riccio</u>	COMPANY CONTACT TITLE <u>Controller</u>		
E-MAIL ADDRESS <u>payroll@thrillone.com</u>	PREFERRED PHONE NUMBER <u>949-291-4380</u>		

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

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

Section 3 - Program Requirements

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

- ☒ A capital investment of \$1,000,000 in eligible equipment in urban areas or \$250,000 in eligible equipment in rural areas are required. This criteria is businesses. In cases of expanding businesses, the capital investment must equal at least 20% of the value of the tangible property owned by the business.
- ☒ New businesses locating in urban areas require fifty (50) or more permanent, full-time employees on its payroll by the eighth calendar quarter following quarter in which the abatement becomes effective. In rural areas, the requirement is ten (10) or more. For an expansion, the business must increase employees on its payroll by 10% more than its existing employees prior to expansion, or by 25 (urban) or 6 (rural) employees, whichever is greater.
- ☒ In 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☐ Service Provider☐ Technology☐ Distribution / Fulfillment☐ Back Office Operations☐ Manufacturing☐ Research & Development / Intellectual Property☒ Other: warehouse storage

PERCENTAGE OF REVENUE GENERATED BY THE NEW JOBS CONTAINED IN THIS APPLICATION FROM OUTSIDE NEVADA <u>90%</u>	EXPECTED DATE OF NEW / EXPANDED OPERATIONS (MONTH / YEAR) <u>Apr-2024</u>		
NAICS CODE / SIC <u>512110</u>	INDUSTRY TYPE <u>Entertainment</u>		
DESCRIPTION OF COMPANY'S NEVADA OPERATIONS <u>Live event entertainment</u>			
PROPOSED / ACTUAL NEVADA FACILITY ADDRESS <u>6650 South Torrey Pines Dr</u>	CITY / TOWN <u>Las Vegas</u>	COUNTY <u>Clark County</u>	ZIP <u>89118</u>
WHAT OTHER STATES / REGIONS / CITIES ARE BEING CONSIDERED FOR YOUR COMPANY'S RELOCATION / EXPANSION / STARTUP? <u>California</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 Years</u>	Expansions - Plans Over the Next <u>10 Years</u>
<p>Part 1. Are you currently/planning on leasing space in Nevada? <u>Yes</u></p> <p>If No, skip to Part 2. If Yes, continue below:</p> <p>What year(s)? <u>2024</u></p> <p>How much space (sq. ft.)? <u>10,000</u></p> <p>Annual lease cost of space: <u>\$408,000.00</u></p> <p>Do you plan on making building tenant improvements? <u>Yes</u></p> <p>If No, skip to Part 2. If Yes *, continue below:</p> <p>When to make improvements (month, year)? <u>Q4'23 - Q1'24</u></p>	<p>Part 1. Are you currently leasing space in Nevada? _____</p> <p>If No, skip to Part 2. If Yes, continue below:</p> <p>What year(s)? _____</p> <p>How much space (sq. ft.)? _____</p> <p>Annual lease cost at current space: _____</p> <p>Due to expansion, will you lease additional space? _____</p> <p>If No, skip to Part 3. If Yes, continue below:</p> <p>Expanding at the current facility or a new facility? _____</p> <p>What year(s)? _____</p> <p>How much expanded space (sq. ft.)? _____</p> <p>Annual lease cost of expanded space: _____</p> <p>Do you plan on making building tenant improvements? _____</p> <p>If No, skip to Part 3. If Yes *, continue below:</p> <p>When to make improvements (month, year)? _____</p>
<p>Part 2. Are you currently/planning on buying an owner occupied facility in Nevada? <u>No</u></p> <p>If No, skip to Part 3. If Yes *, continue below:</p> <p>Purchase date, if buying (month, year): _____</p> <p>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>When to make improvements (month, year)? _____</p>	<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>How much space (sq. ft.)? _____</p> <p>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>When to make improvements (month, year)? _____</p>
<p>Part 3. Are you currently/planning on building a build-to-suit facility in Nevada? <u>No</u></p> <p>If Yes *, continue below:</p> <p>When to break ground, if building (month, year)? _____</p> <p>Estimated completion date, if building (month, year): _____</p> <p>How much space (sq. ft.)? _____</p>	<p>Part 3. Do you plan on building or buying a new facility in Nevada? _____</p> <p>If Yes *, continue below:</p> <p>Purchase date, if buying (month, year): _____</p> <p>When to break ground, if building (month, year)? _____</p> <p>Estimated completion date, if building (month, year): _____</p> <p>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):

The landlord will be completing a tenant improvement project building out a 10,000 square foot corporate office space. The company does not know how many people will be hired to complete this work. In addition to the corporate headquarters, the company has plans to lease an additional 37,000 square foot warehouse space at an estimated rate of \$45,000 per month.

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): <u>\$0</u>	Building Purchase (if buying): _____
Building Costs (if building / making improvements): <u>\$1,875,000</u>	Building Costs (if building / making improvements): _____
Land: <u>\$0</u>	Land: _____
Equipment Cost: <u>\$1,041,100</u>	Equipment Cost: _____
Total: <u>\$2,916,100</u>	Total: _____
	Is the equipment purchase for replacement of existing equipment? _____
	Current assessed value of personal property in NV: _____
	(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?: <u>52</u>	How many full-time equivalent (FTE*) employees will be created by the end of the first eighth quarter of expanded operations?: _____
Average hourly wage of these <u>new</u> employees: <u>\$55.37</u>	Average hourly wage of these <u>new</u> employees: _____
	How many FTE employees prior to expansion?: _____
	Average hourly wage of these <u>existing</u> employees: _____
	Total number of employees after expansion: _____

* 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 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):

Contractual and discretionary bonuses, commissions, stock comp

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: company-sponsored life insurance, long-term disability, FSA, HSA

Qualified after (check one):

- ☐ Upon employment ☐ Three months after hire date ☐ Six months after hire date ☒ Other: first day of the month subsequent to hire date

Health Insurance Costs:	Percentage of health insurance premium by (min 65%):
Plan Type: <u>Anthem Blue Cross PPO</u>	
Employer Contribution (annual premium per employee): <u>\$ 595.22</u>	Company: <u>100%</u>
Employee Contribution (annual premium per employee): <u>\$ -</u>	Employee: <u>0%</u>
Total Annual Premium: <u>\$ 595.22</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.

Lia Frazier

Name of person authorized for signature



Signature

CFO

Title

September 25, 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: Thrill One Events 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: 3
Labor costs: 4
Real estate availability: 3
Real estate costs: 4
Utility infrastructure: 3
Utility costs: 3

Transportation infrastructure: 5
Transportation costs: 4
State and local tax structure: 5
State and local incentives: 5
Business permitting & regulatory structure: 5
Access to higher education resources: 5

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

Nevada's abatement programs are a critical factor in Thrill One Event LLC's decision to consider the state of Nevada for it's new corporate headquarters. The abatements and incentives offered by the state of Nevada will have a significant impact on the company's financial position and with the savings from the incentive programs, the company will be able to focus on operations and potentially fund expansion efforts at an accelerated pace.

Equipment Schedule, Detailed

The Office has determined the detailed equipment schedule as described in this application constitutes confidential proprietary information of Thrill One Events LLC, and is not a public record.

Employment Schedule, Detailed

The Office has determined the detailed equipment schedule as described in this application constitutes confidential proprietary information of Thrill One Events LLC, and is not a public record.

5(C) Evaluation of Health Plans Offered by Companies

Company Name: Thrill One Events LLC

County: Clark

Total Number of Full-Time Employees:

52

Average Hourly Wage per Employee

\$55.37

Average Annual Wage per Employee (implied)

\$115,169.20

COST OF HEALTH INSURANCE

Annual Health Insurance Premium Cost:

\$595.22

Percentage of Premium Covered by:

Company

100%

Employee

0%

HEALTH INSURANCE PLANS:

Base Health Insurance Plan*:

BC-PPO 500-80-SCA

Deductible - per employee

\$ 500

Coinsurance

00% / 00%

Out-of-Pocket Maximum per employee

\$ 5,000

Additional Health Insurance Plan*:

BC-PPO 250-90-SCA

Deductible - per employee

\$ 250

Coinsurance

0% / 0%

Out-of-Pocket Maximum per employee

\$ 3,000

Additional Health Insurance Plan*:

BC-HMO 20-100-SCA

Deductible - per employee

\$ -

Coinsurance

0% / 0%

Out-of-Pocket Maximum per employee

\$ 3,500

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

Generalized Criteria for Essential Health Benefits (EHB)

[following requirements outlined in the Affordable Care Act and US Code, including 42 USC Section 18022]

Covered employee's premium not to exceed 9.5% of annual wage

0

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

☒

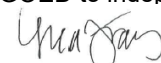
No Annual Limits on Essential Health Benefits

☒

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.

Lia Frazier

Name of person authorized for signature



Signature

CFO

Title

9/25/2023

Date

5(D) Company Information

Company Name: Thrill One Events 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
Fiume Capital	majority owner - 54.56%
Juggernaut Capital Partners	21.53% ownership

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:



THRILLONE

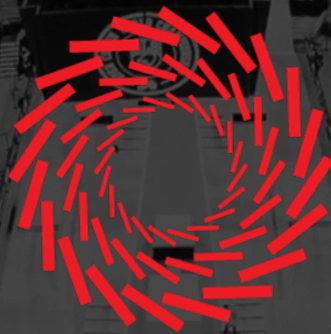
SPORTS & ENTERTAINMENT

WELCOME!

OVERVIEW

- **T1 FAMILY OF BRANDS**
 - SLS
 - Superjacket Productions
 - Nitro Circus
 - Nitrocross
- **COMPANY RESOURCES**
 - T1 Events Calendar
 - Employee Directory
 - Communication Platforms
- **COMPANY POLICIES**
 - Finance
 - Travel
 - IT





THRILLONE

SPORTS & ENTERTAINMENT

THE GLOBAL LEADER IN
THRILL-BASED ENTERTAINMENT

2022 HIGHLIGHTS VIDEO

THRILL ONEMANTRA

HERE'S TO THE THRILL ONES,
THE ADRENALINE JUNKIES, THE RISK TAKERS, THE LIMIT PUSHERS, THE CLASS
CLOWNS THAT SHOULDN'T HAVE MADE IT ... THE ONES WHO LAUGH AT
EVERYTHING GOOD OR BAD - WHO CREATED THEIR OWN LANE ... YOU CAN CALL
THEM AMAZING, OR CRAZY, MASTERFUL OR INSANE, BUT THE ONLY THING
YOU CAN'T DO IS DENY THEIR TALENT FOR REDEFINING WHAT'S POSSIBLE ...
THEY PUSH THE BOUNDARIES OF PROGRESSION, AND WHILE SOME MAY SEE
THEM AS THE RECKLESS, WE SEE GENIUS, BECAUSE THE ONES WHO ARE BOLD
ENOUGH TO TAKE THE ULTIMATE RISK AND DO WHAT'S NEVER BEEN DONE
FIRST, WILL CHANGE THE WORLD.





360° - THRILL ONE

- Realize the full Thrill One+ ecosystem through cross-promotion & collaboration
 - Maximize distribution across property (SLS, Superjacket Productions, Nitrocross, Nitro Circus, & Power Slap), athlete, & partner channels
- Push boundaries of promotion & drive brand awareness to grow & engage our global fan bases
 - Drive tune-in for live broadcasts on Rumble, ticket sales for live events, & develop meaningful new inventory for partners
 - Provide once-in-a-lifetime experiences for our fans, constantly
- Ensure athlete safety & well-being, while upholding the highest standards of track & course maintenance, to deliver unparalleled live events that challenge the boundaries of action sports
- Foster an open, collaborative culture driven by innovation & do what's never been done first
 - Hire & retain world-class talent & partners, & create more opportunities for employee growth & development

180° - MULTIPLE PROPERTIES

- Solidify & expand live event schedule in key & new markets
 - Scale strategically to better position our brand for future growth
- Enhance athlete star-building through development of new formats, original content, & distribution
 - Drive overall awareness & affinity for, & enhance relationships with athletes & entertainers





SLS

Founded by pro skateboarder Rob Dyrdek in 2010, Street League Skateboarding (SLS) was created to foster growth, popularity, and acceptance of street skateboarding worldwide. Since then, SLS has propelled street skateboarding from a collection of independent standalone events to a renowned global series. As pioneers of street skateboarding's premium qualification system and competition format, SLS offers an amateur-to-professional pathway and creates thrilling live events across the globe.

The SLS Championship Tour is recognized as the world's premier professional street skateboarding competition. Events take place on custom-built, one-of-a-kind, SLS-certified plazas in major cities around the world, with the best in the sport competing for the highest stakes.





SUPERJACKET



SUPERJACKET PRODUCTIONS

Superjacket Productions is an All-Media Production Company with a firm foundation in action comedy and thrill-based entertainment.

Superjacket has established itself as an industry leader in creating highly entertainment, repeatable formats for some of the World's most magnetic personalities.



SUPERJACKET



NITRO CIRCUS

Nitro Circus, a global sports entertainment leader, creates electrifying live events and unbelievable original content that at once exhilarates, captivates and inspires thrill-seeking fans worldwide. Co-founded in 2003 by iconic superstar Travis Pastrana,

Nitro Circus has since grown into a multiplatform phenomenon creating spectacular live events, progressive competitions, hit television programming and innovative digital offerings. With over three million tickets sold to date, linear content that has aired in over 60 countries and a burgeoning consumer products business, Nitro Circus is at the forefront of sports and entertainment.



NITRO CROSS



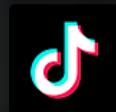
NITROCROSS

CARS THAT FLY, TRACKS THAT THRILL!

Originally launched in 2018 by global icon Travis Pastrana and the limit-pushers of Nitro Circus as Nitro Rallycross, this disruptive motorsport property – home of cars that fly and tracks that thrill - is now Nitrocross.

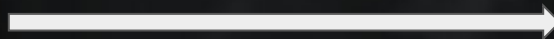
Fusing intuitive short-form competition with the adrenaline rush of action sports, Nitrocross has revolutionized racing. Featuring innovative purpose-built courses packed with huge jumps and banked turns, Nitrocross creates intense pulse-pounding action. Each event is part of a full standalone series headlined by Group E and the groundbreaking FC1-X, the most explosive electric race car ever built. At every round, the world's best drivers are put to the test in a variety of environments as they battle for the prized Ken Block Championship Trophy. Each stop also showcases additional motorsport disciplines along with fun live entertainment to offer fans a full festival experience.

Off the track, Nitrocross creates engaging original content, going inside the cockpit and behind the scenes to showcase the strong personalities and compelling stories on the road to the championship.



COMPANY RESOURCES

- [T1 EVENTS CALENDAR](#)
- [EMPLOYEE DIRECTORY](#)
- **COMMUNICATION PLATFORMS**
 - **EMAIL:** Best used for long-form or official external communication and organization.
 - **SLACK:** This is a team collaboration tool. There are broad channels (General, Sales, Development, HR, etc.) where teams can discuss and save pertinent information for easy reference. Slack is also great for 1:1 quick questions + fun communication with other staff that share common interests. Please start a new channel today!
***Refer to onboarding IT info for login instructions*



COMPANY RESOURCES

- Costa Mesa Office Seating Chart



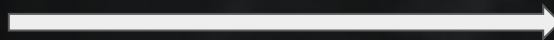
Thrill One Distribution Groups

- AllStaff@thrillone.com - All Thrill One Employees:
- AP@thrillone.com - Use this email when WE NEED TO PAY SOMEONE (i.e., expenses)
 - Please provide this email address to your vendors and ask them to submit their invoices here.
 - This is the AP contact that should be included in all VENDOR contracts.
 - Use this email to submit invoices for payment to both third parties as well as employee expense reimbursement requests.
 - Use this email if you have questions/requests regarding invoices from vendors and outgoing payment inquiries.
 - Members: Lia Frazier, Katie Riccio, Traci Lattimer, Renzleen Nolasco, Sally Sharobim, Ashley Murray.
- Billing@thrillone.com - Use this email when SOMEONE NEEDS TO PAY US (i.e., revenue)
 - Please provide this email address to your customers.
 - This is the billing contact that should be included in all CUSTOMER contracts.
 - Use this email if you have questions/requests regarding invoices to customers and incoming/historical payment inquiries.
 - Members: Lia Frazier, Katie Riccio, Traci Lattimer, Renzleen Nolasco, Sally Sharobim, Ashley Murray.
- finance@thrillone.com - SEND ALL EXECUTED CONTRACTS TO THIS EMAIL
 - All executed contracts must be sent to this email to ensure proper forecasting and distribution among accounting team members as it relates to billing and payables.
 - Members: Lia Frazier, Katie Riccio, Michael Bellucci.



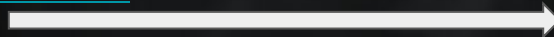
Thrill One Distribution Groups

- Content@thrillone.com - All content team members.
 - Members: Brett Clarke, Cory Williams, Eric Scott, James McEvoy, Ricky Melnik, Sean Osborne, Shane Nickerson, Meredith Dillon, Josh Tucker, Matthew Radmanovich, Braedon Bell
- digital@nitrocircus.com - All Digital team members
 - Members: Grant Fiero, Matthew Radmanovich, Natali Martinez-Baiires.
- EXEC@thrillone.com - All Executive team members
 - Members: Matt Cohn, Josh Tucker, Eric Scott, Lia Frazier, Brett Clarke, Ricky Melnik, Shane Nickerson, Matt Cabral, Nick Cartan, Sarah Castaneda, Matt Rodriguez.
- Commercial@nitrocircus.com - All Commercial team members.
 - Members: Nick Cartan, Leslie Evans, Brendan Doyle, Brenda Haug, Savannah Halley, Brooklyn Clark, Blake Nahmias.
- legal@thrillone.com - All Leal team members.
 - Members: Lia Frazier **This is temporary until we hire a new General Counsel.
- marketing@thrillone.com - All core Marketing team members.
 - Josh Tucker, Greg Terlizzi, Jessi Armstrong, Sean Osborne, Ricky Melnik, Justin Sekulich, Patrick Moan, Ina Jung, Grant Amspacher, Grant Fiero, Matthew Radmanovich, Braedon Bell, Cameron Cripe, Natali Martinez-Baires, William Cato
- touring@thrillone.com - All-core Nitro Circus touring personnel
 - Members: Ricky Melnik, Michael Long, Kelsey Merritt, Jessi Armstrong, Patrick Moan.



FINANCE TEAM

- Accounts payable, employee expense reimbursements and credit cards are handled by our awesome AP team led by Traci Lattimer. Traci works closely with Ashley Murray and we call them the dynamic duo. Drop them a line at ap@thrillone.com.
- We love invoicing our customers and collecting their dough – the heart and soul of our billing/accounts receivable Team is Sally Sharobim, also one of our resident axe throwing champs. Email billing@thrillone.com if you need our support. Our billing team also handles all CAPS payment processing but we'll get into that later!
- We didn't forget the most important part – your **paycheck**! Your onboarding email contains information regarding pay dates but we thought we'd include it here again. Questions? Reach out to us at payroll@thrillone.com.
- We are paid on a semi-monthly basis on the 5th and the 20th of each month:
 - Earnings for the period 1st - 15th of the month will be paid on the 20th
 - Earnings for the period 16th – end of the month will be paid on the 5th of the subsequent month.
 - If the 5th or the 20th lands on a weekend or holiday you will be paid on the first business day prior to that day.
 - [T1 Holiday Schedule 2023](#)



FINANCE TEAM (continued)

- **Benefits**
 - What's the difference between an HMO and PPO? What are all these plan options with numbers and gibberish?! Choosing benefits can be a doozy, believe us – we get it! If you need help we're happy to walk you through it all – send us a note at payroll@thrillone.com to schedule some time.
- **Our stellar team of bean counters and strategists:**
 - Lia Frazier, CFO
 - Katie Riccio, Controller
 - Michael Bellucci, Manager Strategy & Corp Dev
 - Renzleen Nolasco, Assistant Controller
 - Sally “the axe” Sharobim, Senior Accountant
 - Traci Lattimer, AP Manager
 - Ashley Murry, AP Analyst
- payroll@thrillone.com – Use this email if you have questions/requests regarding payroll, benefits, etc.
 - Send new hire and termination information here.
 - Submit PTO requests here.



HR

- Thrill One's HR function is managed by Lia Frazier, CFO; ADP TotalSource also provides broad HR support for the company.
- Please read the [Thrill One Code of Conduct](#).
- Employees should pay attention to possible violations of our Code of Conduct whether those violations occur intentionally or because of an oversight. Any employee who is aware of possible violations should notify his or her manager, a company executive, or an ADP TotalSource HR Representative (you can reach ADP at 1-844-448-0325 or via email at MyLifeAdvisor@adp.com). If you are not sure whether there is a problem, it is better to ask. We cannot address questions or concerns unless we are made aware.
- If you are not comfortable speaking with your supervisor, Lia Frazier is an available resource and is happy to assist.
 - Email: LFrazier@thrillone.com
 - Phone: (714) 337-7198.



COMPANY POLICIES TRAVEL



What better way to get to your destination than on our flying Nitro Circus bus!

When you're ready to jump aboard here are a few things you should know:

- Thrill One uses a corporate travel booking tool, Navan.
- All travel must be booked via Navan.
- Reach out to our travel manager, Heather Hilliard (hhilliard@thrillone.com), to request a Navan login.
- Travel must comply with the Company's travel policy and must be approved by your direct supervisor.

Here's a link to the T1 Travel Policies and Procedures:

[THRILL ONE TRAVEL POLICIES AND PROCEDURES](#)

QUESTIONS? CONTACT HEATHER HILLIARD (HHILLIARD@THRILLONE.COM)



COMPANY POLICIES TOURING & EVENTS

Touring and events is what we do best! Click on the below link and read our Touring/Events policies and procedures to ensure you're in the know when it comes to the following:

- Hiring contractors/seasonal employees
- Prize money
- Vendor and customer agreements
- Venue agreements
- Payment processes

[THRILL ONE TOURING/EVENTS – VENDOR AND CUSTOMER POLICIES AND PROCEDURES](#)



COMPANY POLICIES

- IT WELCOME PACKET (Sent with your email credentials)
- ONBOARDING CALL WITH [FANTASTIC IT](#)
 - Duo for Email & Slack
- [COSTA MESA CONFERENCE ROOMS](#)
 - An overview of the Conference Rooms available at our Costa Mesa office, how to schedule them, and basic navigation of the iPad to run Zoom Meetings.
- CYBER SECURITY POLICIES
 - [THRILL ONE SECURITY INCIDENT RESPONSE PLAN](#)
 - This is primarily to be used by our IT Lead and Fantastic IT, however, it is important for all of our staff to know their role to help identify and report any suspect or actual incidents; please review the Overview section.
 - We frequently receive phishing emails and sometimes phishing texts, if you are ever questioning a message, please reach out to me immediately.
 - [T1 DATA SECURITY POLICY](#)

DO YOU HAVE QUESTIONS? ASK KELSEY MERRITT (KELSEY@THRILLONE.COM)



THANK YOU!

