

**Smithfield Packaged Meats Corp. dba Saratoga Food Specialties**

2970 Coleman St. North Las Vegas, NV, 89032

Ken Wright, Tax Manager

**Date:** December 2, 2021

**Application Facts:**

Industry	<b>Manufacturing</b>
NAICS	<b>311942</b>
Type of App	<b>Expansion</b>
Location	<b>Clark County</b>
RDA	LVGEA, Chris Zunis

**Company Profile**

Smithfield Packaged Meats Corp. dba Saratoga Food Specialties (Smithfield / Saratoga) plans to expand its existing North Las Vegas food manufacturing facility. Smithfield is a U.S. based global food company and the leader in numerous packaged meats categories. The company has been operating for over 80 years and has over 54,000 employees across the company. Smithfield /Saratoga are committed to providing good food in a responsible way and maintaining robust animal care, community involvement, employee safety, environmental, and food safety and quality programs. For over 70 years, Saratoga has purveyed customized dry seasoning blends for retail, industrial and major food service companies and applications. Smithfield /Saratoga are award winning companies with a strong focus on corporate social responsibility (CSR) and environmental sustainability. Smithfield /Saratoga take great pride in supporting host communities and are very active in programs supporting local food banks and improving food security hunger by donating high-quality, nutritious food. Smithfield / Saratoga are also employers which actively recruits military veterans. *Source: Smithfield Packaged Meats Corp. dba Saratoga Food Specialties*

<b>Tax Abatement Requirements:</b>	<b>Statutory</b>	<b>Company Application</b>	<b>Meeting Requirements</b>
Job Creation	25	<b>56</b>	<b>Yes</b>
Average Wage	\$26.67	<b>\$20.02</b>	<b>No</b>
Equipment Capex (SU & MBT)			(Meets the statutory criteria to receive reduced abatements if county unemployment is over 7%)
Equipment Capex (PP)	\$1,264,084	<b>\$16,739,926</b>	<b>Yes</b>
Equipment Capex (PP)			

**Additional Requirements:**

Health Insurance	65%	<b>90%</b>	<b>Yes</b>
Revenues generated outside NV	51%	<b>95%</b>	<b>Yes</b>
Business License	<input checked="" type="checkbox"/> Current	<input type="checkbox"/> Pending	<input type="checkbox"/> Will comply

<b>Total Tax Liability</b> (without tax abatements)	<b>Direct (company)</b>	<b>Total</b>
	<b>\$2,015,559</b>	<b>\$5,570,172</b>

<b>Tax Abatements</b>	<b>Contract Terms</b>	<b>Estimated Tax Abatement</b>
Sales Tax Abmt.	4.6% for 2 years	\$631,932
Modified Business Tax Abmt.	25% for 4 years	\$24,526
Personal Property Tax Abmt.	25% for 4 years	\$282,269
<b>Total Estimated Tax Abatement over 10 yrs.</b>		<b>\$938,727</b>

<b>Net New Tax Revenues</b>	<b>Direct</b>	<b>Indirect</b>	<b>Taxes after Abatements</b>
<b>Local Taxes</b>			
Property	\$802,895	\$1,522,880	\$2,325,775
Sales	\$435,238	\$684,981	\$1,120,219
Lodging	\$0	\$35,559	\$35,559
<b>State Taxes</b>			
Property	\$43,914	\$88,609	\$132,523
Sales	\$334,799	\$228,612	\$563,411
Modified Business	\$244,288	\$198,246	\$442,534
Lodging	\$0	\$11,424	\$11,424
<b>Total Estimated New Tax Revenue over 10 yrs.</b>			<b>\$4,631,445</b>

<b>Economic Impact over 10 yrs.</b>	<b>Direct</b>	<b>Construction</b>	<b>Total</b>
Total Jobs Supported	82	0	82
Total Payroll Supported	\$36,873,042	\$0	\$36,873,042
Total Economic Value	\$212,484,215	\$0	\$212,484,215

**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.



November 2<sup>nd</sup>, 2021

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

Dear Mr. Brown,

Smithfield Packaged Meats Corp. dba Saratoga Food Specialties 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 Smithfield Packaged Meats Corp. dba Saratoga Food Specialties be placed on the agenda for the December 2<sup>nd</sup>, 2021 GOED Board meeting.

Smithfield Packaged Meats Corp. dba Saratoga Food Specialties will create 56 new positions in the first 24 months of their expansion operation, with an average hourly wage of \$20.02. The company will make a capital investment of \$16,739,926.00

Smithfield Packaged Meats Corp. dba Saratoga Food Specialties meets the three requirements for tax abatements. This application has the full support of the Las Vegas Global Economic Alliance.

Sincerely,

A handwritten signature in black ink that reads "Chris Zunis". The signature is written in a cursive, slightly slanted style.

Chris Zunis  
VP Economic Development  
Las Vegas Global Economic Alliance

# Saratoga

October 29, 2019

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

Dear Mr. Brown:


Thank you for this opportunity for Smithfield Foods, dba Saratoga Food Specialties, to apply for participation in the economic development programs offered by the state of Nevada related to the company's proposed expansion project in North Las Vegas.

Over the past few years, as Smithfield has sought to diversify and grow its operations in the U.S., we realized that an investment in the flavorings, spices, and sauces market was vital to that effort. Through our Saratoga Food Specialties operation, we now serve not only internal customers, but many other growing food companies serving consumers across the country. As you are aware, in 2019, we purchased Chelten House and made a significant investment in North Las Vegas and created nearly 60 jobs. Fortunately, our business plan has been successful, so we now see opportunities for additional investment and job creation.

The abatement programs offered by the state of Nevada will be an important factor in our decision to invest more in this facility and to add additional headcount. While we could spread this growth among other company facilities, we believe the partnership with the state and Clark County is beneficial to all parties.

We look forward to working with you, the Las Vegas Global Economic Alliance, the City of North Las Vegas, and other partners to ensure the success of this investment in Nevada. Please feel free to contact me directly if you have any further questions about our proposed plans.

Sincerely,

  
Jim Bejna  
VP of Operations

Mayor  
**John J. Lee**

City Manager  
**Ryann Juden**

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



*Your Community of Choice*

**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](http://www.cityofnorthlasvegas.com)

October 12, 2021

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

Dear Michael:

The City of North Las Vegas is in full support of Saratoga Food Specialties and their incentive application that will be reviewed by the GOED Board at their next scheduled meeting.

Saratoga Food Specialties has been operational in North Las Vegas since 2019. They produce a wide variety of their own flavorings, spices and sauces as well as a large number of other products for national food service companies.

Their leadership has determined that the timing is right to expand their existing manufacture operations and anticipates doubling their workforce. This will result in a significant capital investment of in excess of \$16,000,000.

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

Sincerely,

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

John J. Lee  
Mayor

**ECONOMIC DEVELOPMENT**

**Incentive Application**

Company Name: Smithfield Packaged Meats Corp. dba Saratoga Food Specialties  
 Date of Application: October 6, 2021

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) <u>Smithfield Packaged Meats Corp. dba Saratoga Food Specialties</u>			FEDERAL TAX ID # <u>36-2332471</u>
CORPORATE ADDRESS <u>2970 Coleman Street</u>	CITY / TOWN <u>North Las Vegas</u>	STATE / PROVINCE <u>NV</u>	ZIP <u>89032</u>
MAILING ADDRESS TO RECEIVE DOCUMENTS (If different from above)	CITY / TOWN	STATE / PROVINCE	ZIP
TELEPHONE NUMBER	WEBSITE <a href="http://www.smithfield.com">www.smithfield.com</a>		
COMPANY CONTACT NAME <u>Ken Wright</u>	COMPANY CONTACT TITLE <u>Tax Manager</u>		
E-MAIL ADDRESS <a href="mailto:kmwright@smithfield.com">kmwright@smithfield.com</a>	PREFERRED PHONE NUMBER		

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):  
Sales tax and property tax abatement approved December 2019

**Section 3 - Program Requirements**

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

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

Note: Criteria is different depending on whether the business is in a county where the population is 100,000 or more or a city where the population is 60,000 or "urban" area), or if the business is in a county where the population is less than 100,000 or a city where the population is less than 60,000 (i.e., "rural" area).

**Section 4 - Nevada Facility**

Type of Facility:

- 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 <u>95%</u>	EXPECTED DATE OF NEW / EXPANDED OPERATIONS (MONTH / YEAR)		
NAICS CODE / SIC <u>311942</u>	INDUSTRY TYPE <u>Seasonings manufacturing</u>		
DESCRIPTION OF COMPANY'S NEVADA OPERATIONS <u>Production of seasonings and sauces in plastic container for meat products</u>			
PROPOSED / ACTUAL NEVADA FACILITY ADDRESS <u>2970 Coleman Street</u>	CITY / TOWN <u>North Las Vegas</u>	COUNTY <u>Clark County</u>	ZIP <u>89032</u>
WHAT OTHER STATES / REGIONS / CITIES ARE BEING CONSIDERED FOR YOUR COMPANY'S RELOCATION / EXPANSION / STARTUP? <u>The company has similar operations in Los Angeles and other plants around the country where this expansion could be accommodated.</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? _____</p> <p><b>If No, skip to Part 2. If Yes, continue below:</b></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><b>If No, skip to Part 2. If Yes *, continue below:</b></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><b>If No, skip to Part 3. If Yes *, continue below:</b></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><b>If No, skip to Part 3. If Yes *, continue below:</b></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><b>If Yes *, continue below:</b></p> <p style="padding-left: 40px;">When to break ground, if building (month, year)? _____</p> <p style="padding-left: 40px;">Estimated completion date, if building (month, year): _____</p> <p style="padding-left: 40px;">How much space (sq. ft.)? _____</p>	<p>Part 1. Are you currently leasing space in Nevada? <u>No</u></p> <p><b>If No, skip to Part 2. If Yes, continue below:</b></p> <p style="padding-left: 40px;">What year(s)? _____</p> <p style="padding-left: 40px;">How much space (sq. ft.)? _____</p> <p style="padding-left: 40px;">Annual lease cost at current space: _____</p> <p>Due to expansion, will you lease additional space? _____</p> <p><b>If No, skip to Part 3. If Yes, continue below:</b></p> <p style="padding-left: 40px;">Expanding at the current facility or a new facility? _____</p> <p style="padding-left: 80px;">What year(s)? _____</p> <p style="padding-left: 40px;">How much expanded space (sq. ft.)? _____</p> <p style="padding-left: 40px;">Annual lease cost of expanded space: _____</p> <p>Do you plan on making building tenant improvements? _____</p> <p><b>If No, skip to Part 3. If Yes *, continue below:</b></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><b>If No, skip to Part 3. If Yes, continue below:</b></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><b>If No, skip to Part 3. If Yes *, continue below:</b></p> <p style="padding-left: 40px;">When to make improvements (month, year)? _____</p> <hr style="border-top: 1px dashed black;"/> <p>Part 3. Do you plan on building or buying a new facility in Nevada? _____</p> <p><b>If Yes *, continue below:</b></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><b>* Please complete Section 7 - Capital Investment for New Operations / Startup.</b></p>	<p><b>* Please complete Section 7 - Capital Investment for Expansions below.</b></p>

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

**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: <b>\$16,739,926</b>
<b>Total:</b> _____	<b>Total:</b> <b>\$16,739,926</b>
	Is the equipment purchase for replacement of existing equipment? <u>No</u>
	Current assessed value of personal property in NV: <b>\$6,320,419</b>
	(Must <b>attach</b> 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>56</u>
Average hourly wage of these <u>new</u> employees: _____	Average hourly wage of these <u>new</u> employees: <u>\$20.02</u>
	How many FTE employees prior to expansion?: <u>56</u>
	Average hourly wage of these <u>existing</u> employees: <u>\$20.02</u>
	Total number of employees after expansion: <u>112</u>

\* FTE represents a permanent employee who works an average of 30 hours per week or more, is eligible for health care coverage, and whose position is a "primary job" as set forth in NAC 360.474.

OTHER COMPENSATION (Check all that apply):

- Overtime     
  Merit increases     
  Tuition assistance     
  Bonus  
 PTO / Sick / Vacation     
  COLA adjustments     
  Retirement Plan / Profit Sharing / 401(k)     
  Other: \_\_\_\_\_

BRIEF DESCRIPTION OF ADDITIONAL COMPENSATION PROGRAMS AND ELIGIBILITY REQUIREMENTS (Attach a separate sheet if necessary):

**Section 9 - Employee Health Insurance Benefit Program**

Is health insurance for employees and is an option for dependents offered?     Yes (attach health plan and quote or invoice)     No

Package includes (check all that apply):

- Medical     
  Vision     
  Dental     
  Other: Prescription Drug Benefit

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: _____ PPO	
Employer Contribution (annual premium per employee): <u>\$ 4,677.00</u>	Company: <u>90%</u>
Employee Contribution (annual premium per employee) <u>\$ 537.60</u>	Employee: <u>10%</u>
<b>Total Annual Premium:</b> <u>\$ 5,214.60</u>	

[SIGNATURE PAGE FOLLOWS]

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**Section 10 - Certification**

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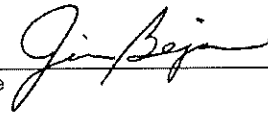
I, the undersigned, hereby grant to the Governor's Office of Economic Development access to all pertinent and relevant records and documents of the aforementioned company. I understand this requirement is necessary to qualify and to monitor for compliance of all statutory and regulatory provisions pertaining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

\_\_\_\_\_  
Name of person authorized for signature

Jim Bejna

\_\_\_\_\_  
Signature



\_\_\_\_\_  
Title

VP of Operations

\_\_\_\_\_  
Date

October 5, 2021

**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](http://www.diversifynevada.com)



## Site Selection Factors

Company Name: Smithfield Packaged Meats Corp. dba Saratoga Food Specialties

County: Clark

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### Section I - Site Selection Ratings

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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.

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

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

The abatement the company received in 2019 was important to the decision to purchase the former assets of Chelton House and has contributed to the company's success since that date. The ability to extend that partnership for the proposed expansion - one which would double the employment - is very important to the company's decision making process and its continued growth in the state.



## 5(B) Employment Schedule

Company Name: Smithfield Packaged Meats Corp. dba Saratoga Food Specialties

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, 2015, the date would fall in Q2, 2015. The end of the first eighth quarter would be the last day of Q2, 2017 (i.e., June 30, 2017). Attach this form to the Incentives Application. A qualified employee must be employed at the site of a qualified project, scheduled to work an average minimum of 30 per week, if offered coverage under a plan of health insurance provided by his or her employer, is eligible for health care coverage, and whose position of a "primary job" as set forth in NAC 360.474.

Please use the Bureau of Labor Statistics Standard Occupational Classification System (SOC) link to populate section (b): [https://www.bls.gov/soc/2018/major\\_groups.htm#11-0000](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
Food and Tobacco Roasting, Baking, and Drying Machine Operators and	51-9111	33	\$17.95	\$14.16	40	\$37,336.00	\$1,232,088.00
Maintenance Workers, Machinery	49-9043	6	\$30.91	\$26.24	40	\$64,292.80	\$385,756.80
Stock Clerks and Order Fillers	43-5081	11	\$19.04	\$14.36	40	\$39,603.20	\$435,635.20
Food Processing Workers, All Other	51.3099	6	\$22.30	\$16.26	40	\$46,384.00	\$278,304.00
<b>TOTAL</b>		<b>56</b>	<b>\$20.02</b>	<b>\$15.72</b>			<b>\$2,331,784.00</b>

### Section 2 - Employment Projections

Directions: Please estimate full-time job growth in Section 2, complete columns (b) and (c). These estimates are used for state economic impact and net tax revenue analysis that this agency is required to report. The company will not be required to reach these estimated levels of employment. **Please enter the estimated new full time employees on a year by year basis (not cumulative)**

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

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

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

**Source: US Bureau of Labor Statistics**

## 5(C) Evaluation of Health Plans Offered by Companies

Company Name: Smithfield Packaged Meats Corp. dba Saratoga Food Specialties County: Clark

Total Number of Full-Time Employees: 56

Average Hourly Wage per Employee \$20.02  
 Average Annual Wage per Employee (implied) \$41,641.60

### COST OF HEALTH INSURANCE

Annual Health Insurance Premium Cost: \$5,214.60

Percentage of Premium Covered by:

Company 90%

Employee 10%

### HEALTH INSURANCE PLANS:

#### Base Health Insurance Plan\*:

Deductible - per employee \$ 400

Coinsurance 80%/20%

Out-of-Pocket Maximum per employee \$ 3,575

#### Additional Health Insurance Plan\*:

Deductible - per employee \$ -

Coinsurance 0% / 0%

Out-of-Pocket Maximum per employee \$ -

#### Additional Health Insurance Plan\*:

Deductible - per employee \$ -

Coinsurance 0% / 0%

Out-of-Pocket Maximum per employee \$ -

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

### Generalized Criteria for Essential Health Benefits (EHB)

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

Covered employee's premium not to exceed 9.5% of annual wage	1.4%	MMQ
Annual Out-of-Pocket Maximum not to exceed \$8,700 (2022)	\$3,575	MMQ

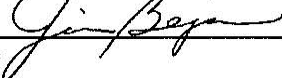
Minimum essential health benefits covered (Company offers PPO):

- (A) Ambulatory patient services
- (B) Emergency services
- (C) Hospitalization
- (D) Maternity and newborn care
- (E) Mental health/substance use disorder/behavioral health treatment
- (F) Prescription drugs
- (G) Rehabilitative and habilitative services and devices
- (H) Laboratory services
- (I) Preventive and wellness services and chronic disease management
- (J) Pediatric services, including oral and vision care

No Annual Limits on Essential Health Benefits

I, the undersigned, hereby declare to the Governor's Office of Economic Development that the facts herein stated are true, and that I have attached a qualified plan with information highlighting where our plan reflects meeting the 65% minimum threshold for the employee paid portion of the plan for GOED to independently confirm the same.

Jim Bejina  
 Name of person authorized for signature

  
 Signature

VP of Operations  
 Title

10/5/2021  
 Date

## 5(D) Company Information

Company Name: Smithfield Packaged Meats Corp. dba Saratoga Food Specialties

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
<b>DIRECTORS</b>	
Glenn Nunziata	Director
David L. Coleman	Director
<b>OFFICERS</b>	
Brady Stewart	President
Glenn Nunziata	Vice President
Timothy P. Dykstra	Vice President
David L. Coleman	Secretary
Craig Marshall	Assistant Secretary
Michael D. Flemming	Vice President
Tracy Turner	Vice President
Allen Brobst	Vice President

### 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



## CERTIFICATE OF EXISTENCE WITH STATUS IN GOOD STANDING

I, Barbara K. Cegavske, the duly qualified and elected Nevada Secretary of State, do hereby certify that I am, by the laws of said State, the custodian of the records relating to filings by corporations, non-profit corporations, corporations sole, limited-liability companies, limited partnerships, limited-liability partnerships and business trusts pursuant to Title 7 of the Nevada Revised Statutes which are either presently in a status of good standing or were in good standing for a time period subsequent of 1976 and am the proper officer to execute this certificate.

I further certify that the records of the Nevada Secretary of State, at the date of this certificate, evidence, **SMITHFIELD PACKAGED MEATS CORP.**, as a FOREIGN CORPORATION (80) duly organized under the laws of Nevada and existing under and by virtue of the laws of the State of Nevada since 01/22/1986, and is in good standing in this state.



Certificate Number: B20191001260778

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 10/01/2019.

*Barbara K. Cegavske*

BARBARA K. CEGAVSKE  
Secretary of State



A group of people are gathered around a table outdoors, enjoying a meal. The table is set with various dishes, including what appears to be a large salad, bread, and other food items. There are also drinks, including a red candle-like container. The people are smiling and talking, creating a warm and social atmosphere. The background shows trees and a bright, sunny day.

# Smithfield<sup>®</sup>

*Good food. Responsibly.<sup>®</sup>*

## WHO IS SMITHFIELD?



# COMPANY OVERVIEW

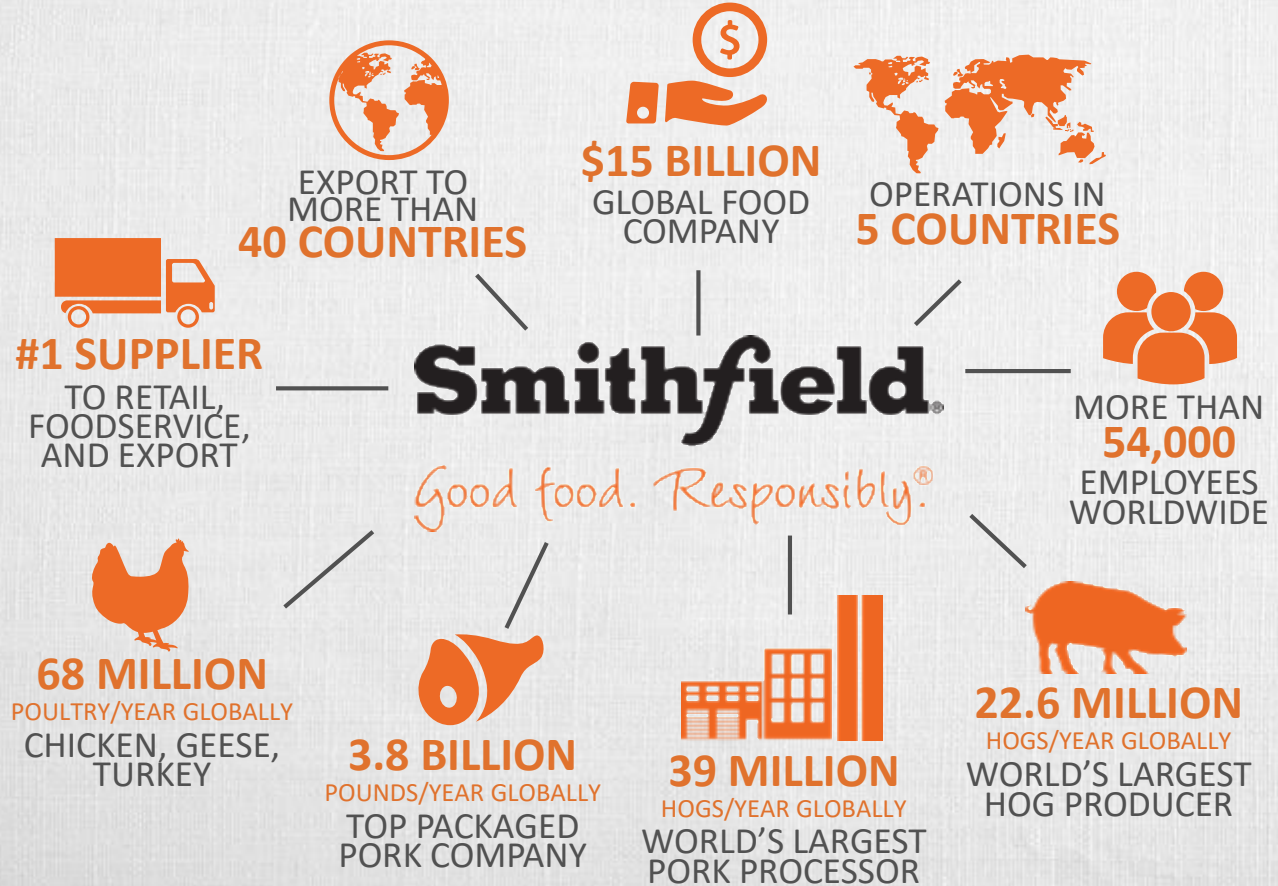
**Smithfield.**

*Good food. Responsibly.®*



# OUR GLOBAL OPERATIONS

Worldwide Commitment to “Good food. Responsibly.®”





# U.S. OPERATIONS



# INTERNATIONAL OPERATIONS



MORE THAN  
**13,000**  
EMPLOYEES



OPERATIONS IN  
**4**  
INTERNATIONAL  
COUNTRIES



**16**  
FACILITIES




**3**  
INTERNATIONAL  
OFFICES



**236**  
COMPANY-OWNED  
FARMS



**1,170**  
CONTRACT  
FARMS



**8**  
LEASED  
FARMS

**Smithfield.**

*Good food. Responsibly.®*





# OUR CORE BRANDS

# OUR CUSTOMERS

The Who's Who of Major Retailers, Foodservice and Restaurants

## RETAILERS



## FOODSERVICE



## RESTAURANTS





# BUSINESS OVERVIEW

**Smithfield.**

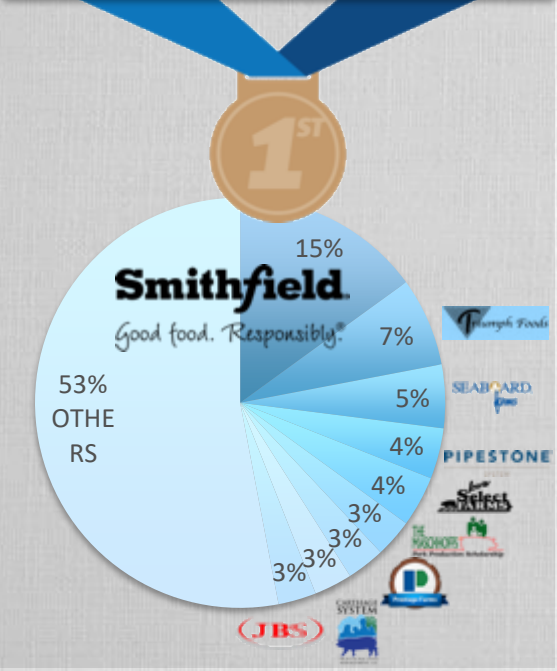
*Good food. Responsibly.®*



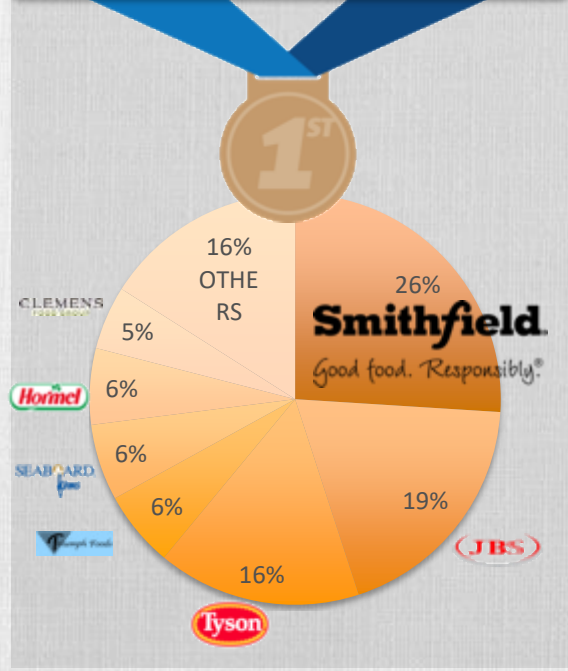


# #1 ACROSS U.S. PORK VALUE CHAIN

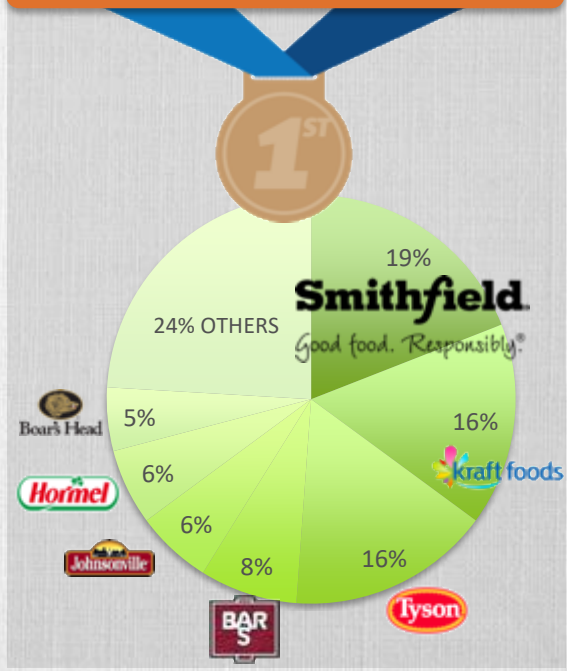
#1 U.S. HOG PRODUCER



#1 U.S. PORK PROCESSOR



#1 U.S. PACKAGED MEAT COMPANY IN NUMEROUS MARKET-SHARES



Sources: Successful Farming; National Hog Farmer; IRI; Nielsen Perishables Group

# U.S. PACKAGED MEATS

Key Business Model Driver



**SALES OF \$7.8 BILLION\***



**#1 SUPPLIER TO RETAIL**

- #1 In Ham, Marinated Pork, Bacon
- #2 In Hot Dogs, Cooked Dinner Sausage, Portable Lunches, Deli Meats
- #3 In Dry Sausage



**#1 SUPPLIER TO FOODSERVICE**

- #1 In Bacon, Fresh Pork, Ham, BBQ, Breakfast Sausage
- #2 In Hot Dogs



**#1 PACKAGED MEATS COMPANY IN NUMEROUS PRODUCT CATEGORIES**

- Selling 3.3 Billion Pounds Annually

# U.S. FRESH PORK

Significant Growth Driven Through Exports



**SALES OF \$5.4 BILLION\***



**#1 SUPPLIER TO RETAIL**

- #1 In Fresh Pork, Ribs, and Marinated Products



**WORLD'S LARGEST PORK PROCESSOR**

- Processing 34 Million Hogs Annually



**#1 PORK EXPORTER**

- Selling 6.5 Billion Pounds Annually



# VISION & MISSION

**Smithfield.**

*Good food. Responsibly.®*



# OUR VISION

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We will further transform Smithfield Foods into **a world-class consumer packaged goods and protein company**—one that consumers feel good about buying from—and a partner of choice for our customers.

---

**Smithfield.**

*Good food. Responsibly.®*





# OUR MISSION

---

We are passionate about **producing good food the right way**. Our business depends on the humane treatment of animals, stewardship of the environment, producing safe and high-quality food, the vitality of local communities, and creating a fair, ethical, and rewarding work environment for our people.

---

**Smithfield.**

*Good food. Responsibly.®*

# OUR GUIDING PRINCIPLES

## RESPONSIBILITY



WE WILL ACCEPT  
RESPONSIBILITY IN  
EVERYTHING WE DO

## OPERATIONAL EXCELLENCE



OUR PURSUIT OF  
OPERATIONAL EXCELLENCE  
WILL BE UNRELENTING

## INNOVATION



INNOVATION WILL BE  
PART OF OUR DNA



= The best consumer packaged goods and protein company in the world



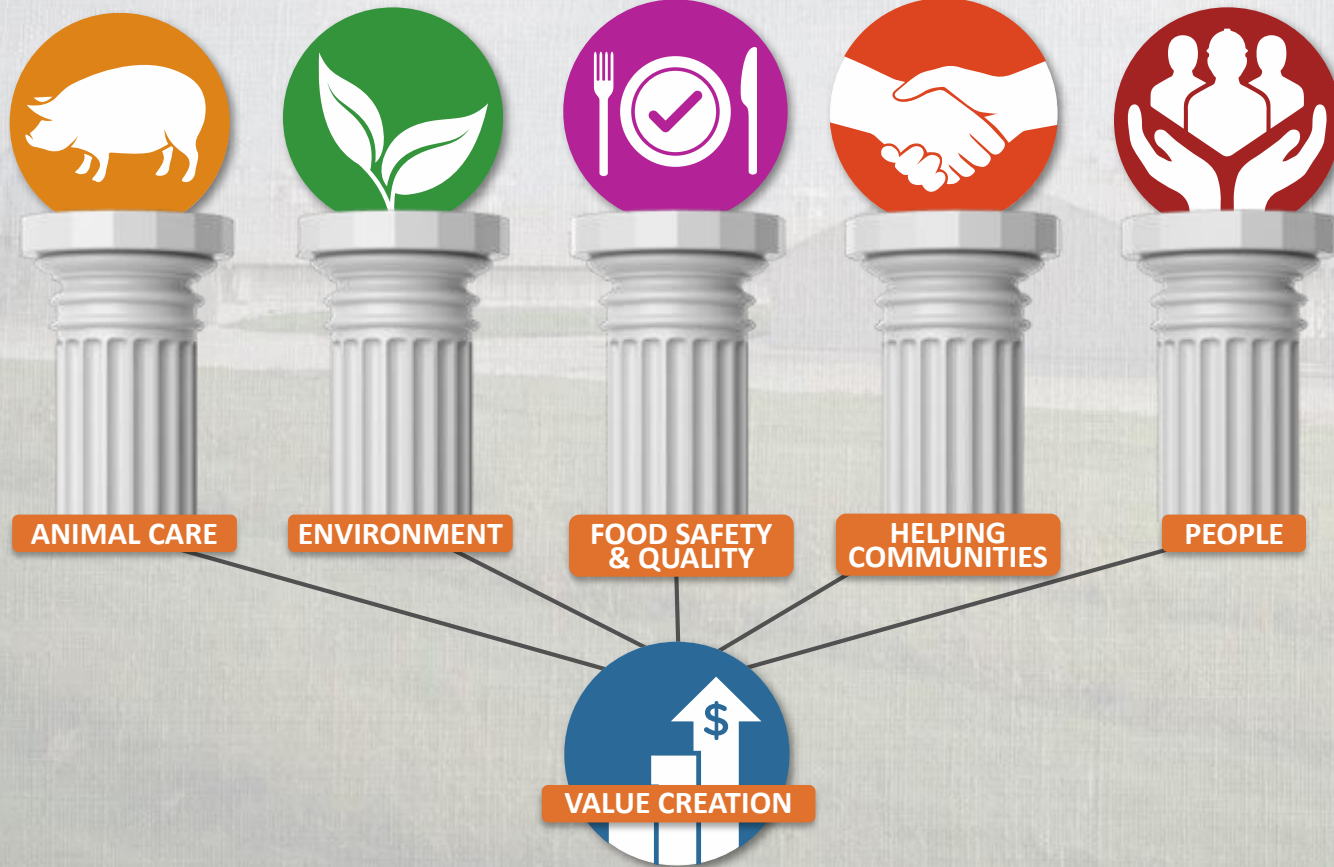
# SUSTAINABILITY

**Smithfield.**

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# PILLARS OF SUSTAINABILITY





# OTHERS ARE TAKING NOTICE

## Awards & Recognitions



North Carolina Environmental Stewardship Initiative's **10-Year Environmental Stewardship Award** (2018)



CR Magazine's **Responsible CEO of the Year** (2017)



North American Meat Institute (NAMI) **(multiple years)**



Ceres **number-one ranking** for **Water Management** (2015)



**NACD Friend of Conservation Award** (2016)



Safety National for **Safety First Grant Program** (2015)



CorporateRegister.com for **Responsibility Reporting** (2015)



Food Magazine **Sustainable Processor of the Year** (2014)

# GIVING BACK

**Smithfield.**

*Good food. Responsibly.®*





# OUR SOCIAL PURPOSE

---

Smithfield Foods is committed to improving food security and ending hunger by donating high-quality, nutritious food.

We also support philanthropic solutions in the areas of education, veterans, and those that align with our sustainability program.

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**Smithfield.**

*Good food. Responsibly.®*

# HELPING COMMUNITIES



Donated more than  
**120 MILLION SERVINGS**  
of protein through our  
Helping Hungry Homes®  
initiative since 2008



Pledged to employ  
**4,000 VETERANS**  
(10% of our domestic  
workforce) by the  
end of 2020



Awarded over  
**650 SCHOLARSHIPS** worth  
more than **\$4 MILLION** to  
children and grandchildren  
of employees since 2002



# Smithfield®

Good food. Responsibly.®

Smithfield



# THANK YOU





*Saratoga* | FOOD  
SPECIALTIES

*Building partnerships through innovation*

[www.saratogafs.com](http://www.saratogafs.com)