

Nuro, Inc.

1300 Terra Bella Ave., Mountain View, CA 94943

Mike Blank, Regional Policy Lead

Date: September 23, 2021

Application Facts:

Industry	Service
NAICS	54170
Type of App	New
Location	Clark County
RDA	LVGEA, Michael Walsh

Company Profile

Nuro, Inc. (Nuro) plans to establish an Autonomous vehicle testing site and end-of-line manufacturing facility in Las Vegas. The company was founded in 2016 with the goal of harnessing the power of robotics and artificial intelligence to solve challenges at a global scale. Nuro produces a self-driving vehicle made for local goods transportation and was the first company to receive an autonomous exemption from the National Highway Traffic Safety Administrations. The company anticipates filling the Nevada facility jobs from local labor pools and local universities. Today the company is one of the leading autonomous delivery companies, committed to using the power of technology for the greater good. Nuro was named the #1 Most Promising AI company in the US by Forbes, the Consumer Technology Association's start-up of the year 2020, and a 2020 top start-up by LinkedIn. The company also considered California, Texas, and Arizona as potential locations for the project. *Source: Nuro, Inc.*

Tax Abatement Requirements:

	Statutory	Company Application	Meeting Requirements
Job Creation	50	250	Yes
Average Wage	\$26.67	\$27.50	Yes
Equipment Capex (SU & MBT)	\$1,000,000	\$1,912,240	Yes
Equipment Capex (PP)	\$5,000,000		No

Additional Requirements:

Health Insurance	65%	69%	Yes
Revenues generated outside NV	51%	75%	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)

\$903,498

Total

\$25,947,410

Tax Abatements

Contract Terms

Estimated Tax Abatement

Sales Tax Abmt.	2% for 2 years	\$121,905
Modified Business Tax Abmt.	50% for 4 years	\$371,674
Personal Property Tax Abmt.	N/A	N/A
Total Estimated Tax Abatement over 10 yrs.		\$493,579

Net New Tax Revenues

Direct

Indirect

Taxes after Abatements

Local Taxes

Property	\$877,048	\$10,851,775	\$11,728,823
Sales	\$207,188	\$6,166,668	\$6,373,856
Lodging	\$0	\$337,242	\$337,242

State Taxes

Property	\$47,969	\$631,412	\$679,381
Sales	\$103,245	\$2,058,129	\$2,161,374
Modified Business	\$2,107,676	\$1,957,131	\$4,064,807
Lodging	\$0	\$108,348	\$108,348

Total Estimated New Tax Revenue over 10 yrs.

\$25,453,831

Economic Impact over 10 yrs.

Total

Construction

Total

Total Jobs Supported	649	49	698
Total Payroll Supported	\$331,956,265	\$2,672,127	\$334,628,392
Total Economic Value	\$2,224,931,103	\$7,057,223	\$2,231,988,326

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.



July 28, 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,

Nuro Inc. 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 Nuro, Inc. be placed on the agenda for the September 23, 2021 GOED Board meeting.

On March 31, 2021, tax abatements were approved for their testing facility and were a key factor in determining to locate in the state. This is not an expansion of the existing project, but rather a decision to locate a key aspect of their existing facility that is currently located outside the State of Nevada.

The project, in its entirety, will create a total of 250 new positions in the first 24 months of operations, with an average hourly wage of \$27.50. The company will make a capital investment of \$10,000,000.00

Nuro, Inc. meets and exceeds 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, appearing to read "Michael Walsh", written in a cursive style.

Michael Walsh
VP Economic Development
Las Vegas Global Economic Alliance



July 23, 2021

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

Dear Executive Director Brown:

By way of this letter and attached application, Nuro, Inc. ("Nuro" or "the Company") is requesting tax incentives to assist with a growth project located at two Clark County, Nevada locations. Nuro is a robotics company transforming local commerce through autonomous delivery. The Company develops and operates a fleet of self-driving vehicles intended to deliver local goods of all kinds, ranging from food to prescriptions. Nuro's service helps merchants deliver goods to customers quickly, affordably, and more safely. Led by world-renowned experts in robotics, artificial intelligence, computer vision, and product design, the Company began making deliveries to the public in 2018.

Nuro currently operates its autonomous vehicles in Arizona, California and Texas, and continues to expand commercial service with its primary service area located in Houston, TX. Through recent strategic planning, the Company would like to open an additional autonomous vehicle testing site and end-of-line manufacturing facility to prepare for commercial scale operations.

On March 31, 2021, tax abatements were approved for our testing facility and were a key factor in determining to locate in the state. Nuro has signed a lease agreement with a facility in Clark County that includes a closed-course testing track that will allow our autonomous vehicles to safely push the limits of their capabilities. We expect to invest over \$1.3 million in capital expenditures for this project and create over 50 new jobs. In addition to validation testing, we are also using this facility to train our teleoperation team to provide the redundancy required to launch our service at scale.

While pursuing this testing facility project, we have simultaneously been pursuing an interdependent aspect of the project that does not need to be located at the same site as the testing facility. Originally the facilities were conceived to be located on the same site. However, since we chose the closed course for the testing facility we needed to pursue additional locations throughout the Southwest U.S. since the closed course did not have the capacity to support the other facilities. Nuro ultimately concluded nearby locations offer several benefits, including overlap in personnel we plan to hire and testing and fabrication will happen at both facilities.

Nuro has identified a built-to-suit development opportunity near the closed course facility where we intend to develop a calibration and manufacturing line for our next generation robots. We expect this investment to bring an additional 200 jobs and approximately \$8-10 million in capital expenditures. This aspect of the project will be responsible for commissioning Nuro's custom autonomous vehicles,

Nuro.ai

info@nuro.ai

1300 Terra Bella Avenue, Suite 100

Mountain View, CA 94043





including sensor assembly, calibration and a small verification course. The vehicles will then move to the testing facility.

This is not an expansion of the existing project, but rather a decision to locate a key aspect of our existing facility in the North Las Vegas area rather than out of state. We believe the respective activities at each North Las Vegas site are closely entwined and will greatly influence how we grow our organization in the future.

We fully expect the combined facilities to exceed the minimum thresholds and program requirements as established in the application and the tax abatements are a key factor in the decision to locate this facility in the state. We anticipate filling the new jobs from local labor pools and the project will result in the creation of direct and indirect jobs that will boost the local economy. In addition, these facilities will also help support the expansion of Nevada's growing technology sector.

A recent study by the transportation industry economists at Steer, "Economic Impacts of Autonomous Delivery Services in the U.S." found that autonomous delivery services like Nuro's could bring communities substantial economic and social benefits. Steer projects that from 2025-2035, Americans could use on-road autonomous delivery services like Nuro's instead of personal cars for much of their daily shopping and errands. This will:

Create new jobs: create and sustain 3.4 million jobs annually - from fleet operators and pick-pack workers in retail, to more technical software and hardware engineers. For comparison, there are currently 3.2 million public school teachers in the U.S. Additionally, Steer found that over 65% of the investment by the autonomous delivery services sector "goes towards compensation of employees in highly-productive jobs (i.e. jobs that create high value of economic activity per worker).

Stimulate local economies: generate \$1.1 trillion in investment from AV delivery companies, suppliers, and retail partners over the 10-year period, which will generate an estimated \$4.1 trillion in total value to the U.S. economy. That is more than the total \$3.5 trillion in economic activity from oil and gas extraction over the last decade. The key industries that will see this investment are retail, automobile manufacturing, electronic goods and equipment, utilities, warehousing and maintenance.

Reduce crashes: avoid 244,000 severe road collisions, which would reduce injuries by approximately 348,000 and help prevent an estimated 4,800 Americans from dying in car crashes. Preventing 4,800 fatalities, for context, would be comparable to saving the lives of all passengers on 22 Boeing 737s.

Decrease emissions: reduce CO2 emissions by 406 million tons. That would offset the emissions from powering every household in NYC, LA, Chicago, and Houston combined, for 10 years.

Give people time: save Americans 21 billion hours of driving to and from the store. That is the equivalent of every user recouping 1.5 hours every week.





The work at these facilities will be critical to enabling these broad economic and social impacts. These benefits will likely accrue first to the communities where testing, manufacturing, and commercial deployments of the technology takes place.

A major factor in the decision on where to locate this facility is cost. While the Company considers many factors during a site selection process, the potential value of tax incentives by jurisdiction will be an important factor to help offset the costs of the project. Nuro is seeking the most operationally efficient and cost-effective location to accommodate its business needs as the company plans for this large capital and hiring commitment. The incentives are a major factor in deciding where to locate this project.

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

Thank you for your time and consideration.

Sincerely,

A handwritten signature in black ink, appearing to read "Mike Blank".

Mike Blank
Regional Policy Lead





July 28, 2021

Mr. Michael Brown
Executive Director
Nevada Governor's Office of Economic Development
555 E. Washington, Ave., Suite 5400
Las Vegas, NV 8910

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

Dear Director Brown:

On July 23, Nuro, 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 the new operation in Clark 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 Nuro, Inc., 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 Nuro, Inc. 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,

Mike Blank
Regional Policy Lead
Nuro, Inc.



REQUEST FOR CONFIDENTIALITY DETERMINATION

Pursuant to NRS 231.069, and upon the request of applicant Nuro, 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

August 3, 2021

Date

Company is an / a: (check one)

New location in Nevada

Expansion of a Nevada company

Incentive Application

Company Name: Nuro, Inc

Date of Application: July 23, 2021

Section 1 - Type of Incentives

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

- | | |
|---|---------------------------------------|
| <input checked="" type="checkbox"/> Sales & Use Tax Abatement | Sales & Use Tax Deferral |
| <input checked="" type="checkbox"/> Modified Business Tax Abatement | Recycling Real Property Tax Abatement |
| <input checked="" type="checkbox"/> Personal Property Tax Abatement | Other: _____ |

Section 2 - Corporate Information

COMPANY NAME (Legal name under which business will be transacted in Nevada) Nuro, Inc.		FEDERAL TAX ID # 81-3134259	
CORPORATE ADDRESS 1300 Terra Bella Ave., Suite 100	CITY / TOWN Mountain View	STATE / PROVINCE CA	ZIP 94043
MAILING ADDRESS TO RECEIVE DOCUMENTS (If different from above)	CITY / TOWN	STATE / PROVINCE	ZIP
TELEPHONE NUMBER	WEBSITE www.nuro.ai		
COMPANY CONTACT NAME Mike Blank	COMPANY CONTACT TITLE Regional Policy Lead		
E-MAIL ADDRESS mblank@nuro.ai	PREFERRED PHONE NUMBER 314-223-5268		

Has your company ever applied and been approved for incentives available by the Governor's Office of Economic Development? Yes

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

Nuro previously received Director-Level approval on March 31, 2021, and for transparency we are now seeking Board-Level Approval due to an increase in investment

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 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:	Service Provider		
Headquarters	Distribution / Fulfillment		
Technology	<input checked="" type="checkbox"/> Manufacturing		
Back Office Operations	<input checked="" type="checkbox"/> Other: <u>Testing and Validation</u>		
<input checked="" type="checkbox"/> Research & Development / Intellectual Property			
PERCENTAGE OF REVENUE GENERATED BY THE NEW JOBS CONTAINED IN THIS APPLICATION FROM OUTSIDE NEVADA	EXPECTED DATE OF NEW / EXPANDED OPERATIONS (MONTH / YEAR)		
>75%	May-2022		
NAICS CODE / SIC	INDUSTRY TYPE		
541710	Research and Development in Physical, Engineering and Life Sciences		
DESCRIPTION OF COMPANY'S NEVADA OPERATIONS			
Autonomous vehicle testing site and end-of-line manufacturing facility			
PROPOSED / ACTUAL NEVADA FACILITY ADDRESS	CITY / TOWN	COUNTY	ZIP
TBD - Intersection of Craig & Bruce	North Las Vegas	Clark County	89081
WHAT OTHER STATES / REGIONS / CITIES ARE BEING CONSIDERED FOR YOUR COMPANY'S RELOCATION / EXPANSION / STARTUP?			
California and Arizona			

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

Check the applicable box when form has been completed.

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

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

New Operations / Start Up - Plans Over the Next Ten Years	Expansions - Plans Over the Next 10 Years
<p>Part 1. Are you currently/planning on leasing space in Nevada? <u>Yes</u></p> <p>If No, skip to Part 2. If Yes, continue below:</p> <p>What year(s)? <u>2021 - 2031</u></p> <p>How much space (sq. ft.)? <u>TBD</u></p> <p>Annual lease cost of space: <u>TBD</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>Dec-2021</u></p> <hr/> <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> <hr/> <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 1. Are you currently leasing space in Nevada? <u>No</u></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> <hr/> <p>Part 2. Are you currently operating at an owner occupied building in Nevada? <u>No</u></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> <hr/> <p>Part 3. Do you plan on building or buying a new facility in Nevada? <u>No</u></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):

Nuro has evaluated real estate options as well as the employment pool available to meet specialized engineer positions as well as entry level positions. The project will call for hiring approximately 250 individuals during the initial part of the project. The investments in facilities will result in over \$10 million in capital expenditures, including machinery and equipment; furniture, fixtures, and equipment; IT equipment; and leasehold improvements. The Company anticipates filling these new jobs from local labor pools, and pulling from local universities, which will promote salary growth in the state. The project will result in the creation of direct and indirect jobs and will also serve as a boost to the local economic for the foreseeable future.

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 Costs (if building / making improvements): <u>\$5,000,000</u> Land: <u>\$3,000,000</u> Equipment Cost: <u>\$1,912,240</u> Total: <u>\$9,912,240</u>	Building Purchase (if buying): _____ Building Costs (if building / making improvements): _____ Land: _____ Equipment Cost: _____ 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>250</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>\$27.50</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):

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

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

Certain compensation (e.g. vacation, 401K), merit increases, COLA adjustments, etc. are available to all employees. Other compensation programs (e.g. bonus, stock option plan, etc.) are based on position/level. OT is available to non-exempt employees. Employees are eligible for benefits upon employment.

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)

Package includes (check all that apply):

Medical Vision Dental Other: _____

Qualified after (check one):

Upon employment Three months after hire date Six months after hire date Other: _____

Health Insurance Costs:	Percentage of health insurance premium by (min 65%):
Plan Type: <u>PPO</u>	
Employer Contribution (annual premium per employee): <u>\$ 3,591.00</u>	Company: <u>69%</u>
Employee Contribution (annual premium per employee): <u>\$ 1,584.00</u>	Employee: <u>31%</u>
Total Annual Premium: <u>\$ 5,175.00</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.

Mike Blank

Name of person authorized for signature



Signature

Regional Policy Lead

Title

July 23, 2021

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: Nuro, Inc.

County: Clark County

Section 1 - Site Selection Ratings

Directions: Please rate the select factors by importance to the company's business (1 = very low; 5 = very high). Attach this form to the Incentives Application.

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

A major factor of the decision on where to locate this facility is cost. While the company considers many factors in our site selection process, the potential value of tax incentives are a very important factor to help offset the costs of the project. Nuro is seeking the most operationally efficient and cost-effective locations to accommodate its business needs as the company plans for this large capital and hiring commitment. The incentives are a major factor in our decision making process and further growth in Nevada will be prioritized as the company continues to grow.

Equipment Schedule, Detailed

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

5(C) Evaluation of Health Plans Offered by Companies

Company Name: Nuro, Inc.

County: Clark County

Total Number of Full-Time Employees: 250
 Average Hourly Wage per Employee \$27.50
 Average Annual Wage per Employee (implied) \$57,200.00

COST OF HELATH INSURANCE

Annual Health Insurance Premium Cost: \$5,175.00
 Percentage of Premium Covered by:
 Company 69%
 Employee 31%

HEALTH INSURANCE PLANS:

Base Health Insurance Plan*:	Anthem Blue Cross EPO
Deductible - per employee	\$ -
Coinsurance	100%/0%
Out-of-Pocket Maximum per employee	\$ 2,500

Additional Health Insurance Plan*:	Anthem Blue Cross PPO 250
Deductible - per employee	\$ 250
Coinsurance	90%/10%
Out-of-Pocket Maximum per employee	\$ 2,500

Additional Health Insurance Plan*:	
Deductible - per employee	\$ -
Coinsurance	0% / 0%
Out-of-Pocket Maximum per employee	\$ -

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

Generalized Criteria for Essential Health Benefits (EHB) [following requirements outlined in the Affordable Care Act and US Code, including 42 USC Section 18022]

Covered employee's premium not to exceed 9.5% of annual wage	2.8%	MMQ
Annual Out-of-Pocket Maximum not to exceed \$8,700 (2021)	\$2,500	MMQ

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

No Annual Limits on Essential Health Benefits

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

Mike Blank
 Name of person authorized for signature


 Signature

Regional Policy Lead
 Title

July 23, 2021
 Date

5(D) Company Information

Company Name: Nuro, Inc.

County: Clark County

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
Jiajun Zhu	CEO
David Ferguson	President
David Estrada	Chief Legal and Policy Officer
Banyan Group Capital Limited	Investor
Sino Intelligence Ltd	Investor
Greylock	Investor
Softbank Vision Fund (AV M2) L.P.	Investor
T. Rowe Price	Investor
Fidelity	Investor
Chipotle Mexican Grill, Inc.	Investor
Baillie Gifford	Investor
Woven Capital, L.P.	Investor
XN Exponent Master Fund LP	Investor
Bow Capital Fund I, L.P.	Investor

Section 2 - Company Affiliates and/or Subsidiaries

Are there any subsidiary or affiliate companies sharing tax liability with the applicant company? No

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: