

# Kodiak Trucking, Inc.

34967 Imperial Street, Bakersfield, CA 93308

Marco A. Arambula, President

Date: December 1, 2022

## Application Facts:

Industry	<b>Manufacturing</b>
NAICS	<b>333924</b>
Type of App	<b>New</b>
Location	<b>Clark County</b>
RDA	LVGEA, Michael Walsh

## Company Profile

Kodiak Trucking, Inc. (Kodiak) plans to establish a Truck Manufacturing, Hauling and Service Maintenance facility in North Las Vegas. Kodiak is a family-owned business established in 2014 in the city of Bakersfield, California. After researching the favorable business climate in Nevada, the owners decided to relocate the corporate headquarters to North Las Vegas. At the Apex location, the company will provide the highest quality of transportation services, as well as maintaining a safe and healthy work environment for its customers, employees and, business partners. Kodiak hauls aggregate materials, including dirt, grindings, hot asphalt mix, wet cement, demo and other materials. The company's goal is to expand its network throughout Nevada and California, creating a high quality haul service. Upon locating in North Las Vegas, the company plans to support youth programs (i.e., the YMCA, County's SBI program, etc.), small business inclusion initiatives, and also partner with the various chambers of commerce. Additionally, Kodiak's management team will seek to recruit employees from underserved communities, women's groups, veterans and, people with disabilities. *Source: Kodiak Trucking, Inc.*

## Tax Abatement Requirements:

	<u>Statutory</u>	<u>Company Application</u>	<u>Meeting Requirements</u>
Job Creation	50	<b>250</b>	<b>Yes</b>
Average Wage	\$28.14	<b>\$58.58</b>	<b>Yes</b>
Equipment Capex (SU & MBT)	\$1,000,000	<b>\$13,700,000</b>	<b>Yes</b>
Equipment Capex (PP)	\$5,000,000		

## Additional Requirements:

Health Insurance	65%	<b>80%</b>	<b>Yes</b>
Revenues generated outside NV	51%	<b>65%</b>	<b>Yes</b>
Business License	<input checked="" type="checkbox"/> Current	<input type="checkbox"/> Pending	<input type="checkbox"/> Will comply

## Total Tax Liability (without tax abatements)

### Direct (company)

**\$1,800,599**

### Total

**\$45,388,701**

## Tax Abatements

### Contract Terms

### Estimated Tax Abatement

Sales Tax Abmt.	2% for 2 years	\$873,375
Modified Business Tax Abmt.	50% for 4 years	\$728,820
Personal Property Tax Abmt.	50% for 10 years	\$462,019
<b>Total Estimated Tax Abatement over 10 yrs.</b>		<b>\$2,064,214</b>

## Net New Tax Revenues

### Direct

### Indirect

### Taxes after Abatements

### Local Taxes

Property	\$2,392,364	\$14,558,543	\$16,950,907
Sales	\$537,053	\$11,787,296	\$12,324,349
Lodging	\$0	\$644,623	\$644,623

### State Taxes

Property	\$130,848	\$847,091	\$977,939
Sales	\$442,487	\$3,934,016	\$4,376,503
Modified Business	\$4,102,102	\$3,740,962	\$7,843,064
Lodging	\$0	\$207,102	\$207,102

## Total Estimated New Tax Revenue over 10 yrs.

**\$7,604,854**

**\$35,719,633**

**\$43,324,487**

## Economic Impact over 10 yrs.

### Total

### Construction

### Total

Total Jobs Supported	846	128	974
Total Payroll Supported	\$634,518,732	\$6,926,451	\$641,445,183
Total Economic Value	\$4,252,850,790	\$18,293,106	\$4,271,143,896

## 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.



October 31, 2022

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,

Kodiak Trucking, 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 Kodiak Trucking, Inc. be placed on the December 1, 2022, GOED Board meeting agenda.

Kodiak Trucking, Inc. will create 250 new positions in the first 24 months of operations, with an average hourly wage of \$58.58. The company will make a capital investment of \$13,700,000.00

Kodiak Trucking, Inc. 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", written in a cursive style.

Michael Walsh  
VP Economic Development  
Las Vegas Global Economic Alliance



**TRUCKING INC**  
34967 Imperial Street  
Bakersfield, CA 93308

P: (661) 374-8026 | F: (661) 424-7807 | [marco@kodiaktruckinginc.com](mailto:marco@kodiaktruckinginc.com)

October 3, 2022

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

Dear Mr. Brown,

By way of this letter and the attached application, Kodiak Trucking, Inc is requesting tax incentives to assist with our relocation efforts. Recent strategic planning has the company focused on creating a presence in Nevada. A significant part of this consideration is the economic incentives offered by the state. We are projecting to add 250 full-time employees with an average wage of \$58.58 over the next two years of operations, and a total of 350 full-time employees with an average hourly wage of \$65.00 over the next five years of operations.

A brief history of our company along with an overview of our products is included with submission. Kodiak Trucking, Inc. is a family-owned business established in 2014 in the city of Bakersfield, California. The company is a leader in dump truck transportation, hauling material throughout California, encompassing the Central Valley and Southern California. Operations include hauling aggregate materials (i.e., dirt, grindings, hot asphalt mix, wet cement, demo and other materials)

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

We are projecting to occupy between 35,000 sq ft and 50,000 sq. ft., with capital equipment projections forecasting approximately \$13,700,000.00 of investment into the company.

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

Sincerely,

Marco Arambula  
President & CEO  
Kodiak Trucking, Inc

Enclosures

**ECONOMIC DEVELOPMENT****Incentive Application**Company Name: Kodiak Trucking, Inc.Date of Application: October 3, 2022

Company is an / a: (check one)

 New location in Nevada Expansion of a Nevada company**Section 1 - Type of Incentives**

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

- Sales & Use Tax Abatement                       Sales & Use Tax Deferral  
 Modified Business Tax Abatement             Recycling Real Property Tax Abatement  
 Personal Property Tax Abatement               Other: \_\_\_\_\_

**Section 2 - Corporate Information**

COMPANY NAME (Legal name under which business will be transacted in Nevada) <u>Kodiak Trucking, Inc.</u>			FEDERAL TAX ID # <u>47-2338087</u>
CORPORATE ADDRESS <u>34967 Imperial Street</u>	CITY / TOWN <u>Bakersfield</u>	STATE / PROVINCE <u>California</u>	ZIP <u>93308</u>
MAILING ADDRESS TO RECEIVE DOCUMENTS (If different from above)	CITY / TOWN	STATE / PROVINCE	ZIP
TELEPHONE NUMBER <u>702-337-8376</u>	WEBSITE <a href="http://kodiak-truckinginc.com">kodiak-truckinginc.com</a>		
COMPANY CONTACT NAME <u>Marco A. Arambula</u>	COMPANY CONTACT TITLE <u>President</u>		
E-MAIL ADDRESS <a href="mailto:Marco@kodiaktruckinginc.com">Marco@kodiaktruckinginc.com</a>	PREFERRED PHONE NUMBER <u>702-337-8736</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 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 "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: \_\_\_\_\_

PERCENTAGE OF REVENUE GENERATED BY THE NEW JOBS CONTAINED IN THIS APPLICATION FROM OUTSIDE NEVADA <u>65%</u>	EXPECTED DATE OF NEW / EXPANDED OPERATIONS (MONTH / YEAR) <u>Jan-2024</u>		
NAICS CODE / SIC <u>333924, 484220, 811310</u>	INDUSTRY TYPE <u>Manufacture Super 10 &amp; Ready Mix Trucks</u>		
DESCRIPTION OF COMPANY'S NEVADA OPERATIONS <u>Truck Manufacturing, Hauling &amp; Service Maintenance</u>			
PROPOSED / ACTUAL NEVADA FACILITY ADDRESS <u>Apex-Miners Mesa Industrial Park (Parcel no: 122-06-010-009)</u>	CITY / TOWN <u>North Las Vegas</u>	COUNTY <u>Clark County</u>	ZIP
WHAT OTHER STATES / REGIONS / CITIES ARE BEING CONSIDERED FOR YOUR COMPANY'S RELOCATION / EXPANSION / STARTUP? <u>None</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</u> Years	Expansions - Plans Over the Next <u>10</u> Years
<p>Part 1. Are you currently/planning on 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 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? <u>      Yes      </u></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): <u>      Nov-2022      </u></p> <p style="padding-left: 40px;">How much space (sq. ft.)? <u>      100,000      </u></p> <p>Do you plan on making building improvements? <u>      Yes      </u></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)? <u>      Dec-2022      </u></p> <hr style="border-top: 1px dashed black;"/> <p>Part 3. Are you currently/planning on building a build-to-suit facility in Nevada? <u>      Yes      </u></p> <p><b>If Yes *, continue below:</b></p> <p style="padding-left: 40px;">When to break ground, if building (month, year)? <u>      Dec-2022      </u></p> <p style="padding-left: 40px;">Estimated completion date, if building (month, year): <u>      Jan-2023      </u></p> <p style="padding-left: 40px;">How much space (sq. ft.)? <u>      100,000 sq. ft.      </u></p>	<p>Part 1. Are you currently 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 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: 40px;">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):

The manufacturing and administration facilities project will create full-time prevailing wage jobs during the construction phase. Also, there will be jobs and small business opportunities created from the construction phase of the project.

**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): <u>\$12,960,555</u>	Building Costs (if building / making improvements): _____
Land: <u>\$6,300,000</u>	Land: _____
Equipment Cost: <u>\$13,700,000</u>	Equipment Cost: _____
<b>Total: <u>\$32,960,555</u></b>	<b>Total: _____</b>
	Is the equipment purchase for replacement of existing equipment? _____
	Current assessed value of personal property in NV: _____
	(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?: <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>\$58.58</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):

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

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

Package includes (check all that apply):

Medical       Vision       Dental       Other: \_\_\_\_\_

Qualified after (check one):

Upon employment       Three months after hire date       Six months after hire date       Other: \_\_\_\_\_

Health Insurance Costs:	Percentage of health insurance premium by (min 65%):
Plan Type: <u>Employer Sponsored</u>	
Employer Contribution (annual premium per employee): <u>\$ 6,400.00</u>	Company: <u>80%</u>
Employee Contribution (annual premium per employee): <u>\$ 1,600.00</u>	Employee: <u>20%</u>
<b>Total Annual Premium:</b> <u>\$ 8,000.00</u>	

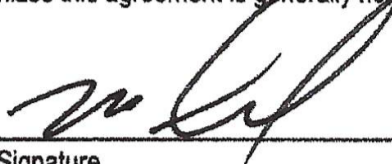
[SIGNATURE PAGE FOLLOWS]

**Section 10 - Certification**

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

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

Marco A. Arambula  
Name of person authorized for signature

  
Signature

President  
Title

10/03/2022  
Date

**Nevada Governor's Office of Economic Development**

555 E. Washington Ave., Ste 5400 • Las Vegas, Nevada 89101 • 702.486.2700 • (Fax) 702.486.2701 • [www.diversifynevada.com](http://www.diversifynevada.com)

## Site Selection Factors

Company Name: Kodiak Trucking, Inc.

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

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

The Nevada abatement program will help our business expansion project significantly. We will add 250 employees within the manufacturing facility and corporate office. Also, the manufacturing facility will require expensive equipment, along with other equipment purchases for the project. The abatement incentives will help offset the significant project costs and state payroll taxes.



5(A) Capital Equipment List

Company Name: Kodiak Trucking, Inc.

County: Clark

Section I - Capital Equipment List

Directions: Please provide an estimated list of the equipment [columns (a) through (c)] which the company intends to purchase over the two-year allowable period. For example, if the effective date of new / expanded operations begins April 1, 2015, the two-year period would be until March 31, 2017. Add an additional page if needed. For guidelines on classifying equipment, visit: tax.nv.gov/LocalGovt/PolicyPub/ArchiveFiles/Personal\_Property\_Manuals. Attach this form to the Incentives Application.

Table with 4 columns: (a) Equipment Name/Description, (b) # of Units, (c) Price per Unit, (d) Total Cost. Rows include items like Cranes, Pit Power Lifts, Air Compressors, Tanks, Service Computer Systems, Storage Racks, etc., with a total equipment cost of \$13,700,000.00.

Is any of this equipment\* to be acquired under an operating lease? [ ] Yes [x] No
\*Certain lease hold equipment does not qualify for tax abatements

## 5(B) Employment Schedule

Company Name: Kodiak Trucking, Inc.

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
Chief Executives	11-1011	3	\$150.00	\$101.87	40	\$312,000.00	\$936,000.00
Financial Managers	11-3031	2	\$75.00	\$54.14	40	\$156,000.00	\$312,000.00
General and Operations Managers	11-1021	8	\$50.00	\$48.55	40	\$104,000.00	\$832,000.00
Office Clerks, General	43-9061	8	\$27.00	\$18.97	40	\$56,160.00	\$449,280.00
Sales Managers	11-2022	2	\$40.00	\$54.99	40	\$83,200.00	\$166,400.00
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	41-4011	6	\$35.00	\$47.35	40	\$72,800.00	\$436,800.00
Bus and Truck Mechanics and Diesel Engine Specialists	49-3031	20	\$65.00	\$25.65	40	\$135,200.00	\$2,704,000.00
Heavy and Tractor-Trailer Truck D	53-3032	140	\$65.00	\$24.56	40	\$135,200.00	\$18,928,000.00
Janitors and Cleaners, Except Maids and Housekeeping	37-2011	10	\$20.00	\$15.13	40	\$41,600.00	\$416,000.00
Light Truck Drivers	53-3033	50	\$50.00	\$19.64	40	\$104,000.00	\$5,200,000.00
Human Resources Managers	11-3121	1	\$40.00	\$42.82	40	\$83,200.00	\$83,200.00
<b>TOTAL</b>		<b>250</b>	<b>\$58.58</b>	<b>\$25.90</b>			<b>\$30,463,680.00</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	25	\$58.58	\$3,046,160.00
4-Year	20	\$50.00	\$2,080,000.00
5-Year	35	\$65.00	\$4,732,000.00

\* 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: Kodiak Trucking, Inc.

County: Clark

Total Number of Full-Time Employees: 250

Average Hourly Wage per Employee \$58.58

Average Annual Wage per Employee (implied) \$121,846.40

### COST OF HEALTH INSURANCE

Annual Health Insurance Premium Cost: \$8,000.00

Percentage of Premium Covered by:

Company 80%

Employee 20%

### HEALTH INSURANCE PLANS:

#### Base Health Insurance Plan\*:

#### HMO 25-4D LG

Deductible - per employee 0

Coinsurance NA

Out-of-Pocket Maximum per employee \$ 6,850

#### Additional Health Insurance Plan\*:

#### HPN Balance 20/1750 LG

Deductible - per employee \$ 1,750

Coinsurance NA

Out-of-Pocket Maximum per employee \$ 7,000

#### Additional Health Insurance Plan\*:

#### HMO 20/1000-3D LG

Deductible - per employee \$ 1,000

Coinsurance NA

Out-of-Pocket Maximum per employee \$ 6,850

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

#### Additional Health Insurance Plan\*:

#### HMO 30/500-3D LG

### 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	1.6%	MMQ
Annual Out-of-Pocket Maximum not to exceed \$9,100 (2023)	\$6,850	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 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.

Marco A. Arambula

Name of person authorized for signature

  
Signature

President

Title

10/02/2022  
Date

# 5(D) Company Information

Company Name: Kodiak Trucking, In

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
Marco A. Arambula	President
Rondell Fletcher	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:



34967 Imperial Street  
Bakersfield, CA 93308

P: (661) 374-8026 | F: (661) 424-7807 | [melissa@kodiaktruckinginc.com](mailto:melissa@kodiaktruckinginc.com)

Kodiak Trucking, Inc. is a family-owned business established in 2014 in the city of Bakersfield, California. After researching the favorable business climate in Nevada, the owners decided to relocate the corporate headquarters to North Las Vegas. The facility will be located on 8.5 acres at the Miners Mesa Industrial Park (Apex). The project site parcel number is **12206010009**.

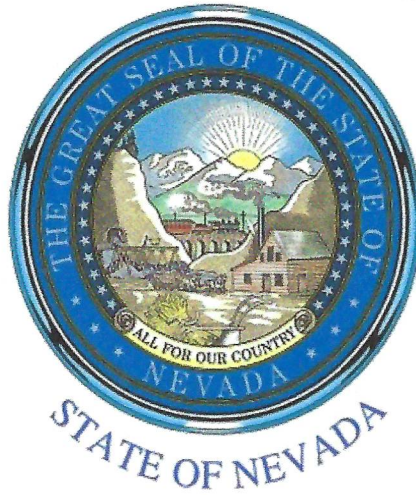
The company is a leader in dump truck transportation, hauling material throughout California, encompassing the Central Valley and Southern California. Operations include hauling aggregate materials (i.e., dirt, grindings, hot asphalt mix, wet cement, demo and other materials). The truck fleet consists of the following:

- Super 10 Dumps
- Super Tag Dumps
- Double Bottom Bed Dumps
- Flat Bed Trucks

At the Apex location, the company will provide the highest quality of transportation services, as well as maintaining a safe and healthy work environment for our customers, employees and business partners. Our goal is to expand our network throughout Nevada and California, creating the best haul service we have to offer. The new facility will be approximately 35,000 square feet. The services to be offered are as follows:

- Provide Trucking for Foam of Nevada, Inc.
- Provide trucking services for Nevada (apex in particular) and the intermountain west region
- Manufacture Super 10 and Ready Mix trucks
- Provide repair and maintenance work for other truck fleets and individual truck owners
- Provide transportation services to and from Apex business Park

# SECRETARY OF STATE



## NEVADA STATE BUSINESS LICENSE

**Kodiak Trucking Inc**

**Nevada Business Identification # NV20222582766**

**Expiration Date: 09/30/2023**

In accordance with Title 7 of Nevada Revised Statutes, pursuant to proper application duly filed and payment of appropriate prescribed fees, the above named is hereby granted a Nevada State Business License for business activities conducted within the State of Nevada.

Valid until the expiration date listed unless suspended, revoked or cancelled in accordance with the provisions in Nevada Revised Statutes. License is not transferable and is not in lieu of any local business license, permit or registration.

**License must be cancelled on or before its expiration date if business activity ceases. Failure to do so will result in late fees or penalties which, by law, cannot be waived.**



IN WITNESS WHEREOF, I have hereunto set my hand and affixed the Great Seal of State, at my office on 09/28/2022.

*Barbara K. Cegavske*

Certificate Number: B202209283037561

You may verify this certificate  
online at <http://www.nvsos.gov>

BARBARA K. CEGAVSKE  
Secretary of State