

Society Manufacturing LLC

3160 Simmons Street, North Las Vegas, NV 89032

Gina Staudacher, Attorney

Date: March 17, 2022

Application Facts:

Industry **Service**
 NAICS **541614**
 Type of App **New**
 Location **Clark County**
 RDA LVGEA, Chris Zunis

Company Profile

Society Manufacturing, LLC (Society) plans to establish new office space and a logistics and distribution center in North Las Vegas. Society is a California based cosmetic company. Society's products are paraben-free, sulfate-free, gluten-free and cruelty-free with the company incorporating today's highly effective and safe science. The company cares for the welfare of women and their families by providing an earnings vehicle through empowered women and men. Society's Beauty Advisors bring Skincare and Cosmetics directly to consumers all over the US. In 2018 the company was listed in the top thirty-three work at home beauty businesses by www.theworkathomewoman.com. The company is an industry leader in entrepreneurial support provided to its advisors. Society has a commitment to being an eco-friendly company like no other. Society has grown to Seedling Partnership level with Eden Reforestation Project, a non-profit organization committed to ecological restoration. The company's "Treasure, not Trash" refill initiative allows customers to purchase refills at a lower cost than a replacement bottle. With every refill purchased, a donation is made to Eden Reforestation Project that plants a tree in an impoverished nation. *Source: Society Manufacturing, LLC*

Tax Abatement Requirements:

	<u>Statutory</u>	<u>Company Application</u>	<u>Meeting Requirements</u>
Job Creation	50	60	Yes
Average Wage	\$26.67	\$25.50	Yes <small>(For the purposes of receiving full abatements if county unemployment is over 7%)</small>
Equipment Capex (SU & MBT)	\$1,000,000	\$1,020,629	Yes
Equipment Capex (PP)			

Additional Requirements:

Health Insurance	65%	65%	Yes
Revenues generated outside NV	51%	51%	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)
\$280,062

Total
\$4,788,923

Tax Abatements

Contract Terms

Estimated Tax Abatement

Sales Tax Abmt.	2% for 2 years	\$65,065
Modified Business Tax Abmt.	50% for 4 years	\$77,502
Personal Property Tax Abmt.	50% for 10 years	\$19,790
Total Estimated Tax Abatement over 10 yrs.		\$162,357

Net New Tax Revenues

Direct

Indirect

Taxes after Abatements

Local Taxes

Property	\$263,534	\$2,067,123	\$2,330,657
Sales	\$103,594	\$991,979	\$1,095,573
Lodging	\$0	\$52,640	\$52,640

State Taxes

Property	\$14,414	\$120,276	\$134,690
Sales	\$52,913	\$331,073	\$383,986
Modified Business	\$417,781	\$194,327	\$612,108
Lodging	\$0	\$16,912	\$16,912
Total Estimated New Tax Revenue over 10 yrs.	\$852,236	\$3,774,330	\$4,626,566

Economic Impact over 10 yrs.

Direct

Construction

Total

Total Jobs Supported	122	25	147
Total Payroll Supported	\$53,398,955	\$1,336,064	\$54,735,019
Total Economic Value	\$147,806,512	\$3,528,612	\$151,335,124

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.



January 17, 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,

Society Manufacturing, LLC is applying to the State of Nevada for the Sales & Use Tax Abatement, the Modified Business Tax Abatement, and the Personal Property Tax Abatement. We request that Society Manufacturing, LLC be placed on the agenda for the March 17, 2022 GOED Board meeting.

Society Manufacturing, LLC will create 60 new positions in the first 24 months of operations, with an average hourly wage of \$25.50. The company will make a capital investment of \$1,020,629.00

Society Manufacturing, LLC meets the 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



February 15, 2022

Regina M. Staudacher
Direct Dial: (312) 415-4444
Direct Fax: (612) 604-6920
rstaudacher@winthrop.com

VIA E-MAIL

Mr. Michael Brown
Executive Director
Governor's Office of Economic Development
808 West Nye Lane
Carson City, NV 89703

Dear Mr. Brown,

On behalf of our client, Society Manufacturing, LLC ("Beauty Society"), we are proud to announce that Beauty Society is planning for significant job creation and capital investment in Clark County, Nevada, and as such, is requesting tax incentives to assist with its planned expansion.

This growth and expansion is the result of significant strategic planning, which led Beauty Society to focus on creating a presence in Nevada. It should be emphasized that this focus is based, in large part, on the economic incentives Beauty Society would qualify for in Nevada. After exploring available incentives, Beauty Society has decided to explore moving its headquarters from California to Clark County, which will yield the creation of 60 new jobs at an average wage of \$25.50 in the Company's first year of operations. This average wage is exclusive of additional benefits and compensation programs the new employees will be eligible for during their employment.

A brief history of Beauty Society and its founder, Jeannie Chapman, along with an overview of our products is attached.

The economic development incentives offered by the State of Nevada have been an integral factor in Beauty Society's decision making process to locate our operation Clark County. As explained in detail in the attached company history and project narrative, Beauty Society was examining multiple locations throughout the western states and ultimately, after much due diligence and economic feasibility analysis, chose Nevada for its overall incentive package and pro-business climate.

Beauty Society's experience with representatives from the Las Vegas Global Economic Alliance, through counsel, has been positive, and we collectively look forward to your approval of the

February 15, 2022

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enclosed application for assistance with Beauty Society's relocation and expansion efforts in Nevada.

We sincerely appreciate your time and consideration. If you have any questions, please feel free to call me.

Very truly yours,

WINTHROP & WEINSTINE, P.A.

Regina Staudacher

Regina M. Staudacher

RMS/kmh

Enclosure

23436028v1

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

March 2, 2022

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

Dear Director Brown:

The City of North Las Vegas is in full support of Society Manufacturing LLC, dba Beauty Society, incentive application to be reviewed by the GOED Board at their next scheduled meeting.

I am pleased Beauty Society and their leadership team have made the decision to expand and relocate their headquarters, production and distribution center to our City.

Beauty Society has purchased and will occupy a +/- 43,000 square foot building and invest over \$1 million in new equipment and building improvements. At full operational capacity they will employ a team of 60 full-time employees with an average wage of \$25.50/hour.

It is my pleasure to support their application and welcome Beauty Society to the North Las Vegas business community.

Sincerely,


John J. Lee
Mayor

ECONOMIC DEVELOPMENT

Incentive Application

Company is an / a: (check one)

New location in Nevada

Expansion of a Nevada company

Company Name: Society Manufacturing LLC

Date of Application: December 16, 2021

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>Society Manufacturing LLC</u>		FEDERAL TAX ID #	
CORPORATE ADDRESS <u>3160 Simmons 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 <u>1-877-571-4712</u>	WEBSITE <u>beautysociety.com</u>		
COMPANY CONTACT NAME <u>Gina Staudacher</u>	COMPANY CONTACT TITLE <u>Attorney</u>		
E-MAIL ADDRESS <u>gstaudacher@winthrop.com</u>	PREFERRED PHONE NUMBER <u>312-415-4444</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 more "urban" area), or if the business is in a county where the population is less than 100,000 or a city where the population is less than 60,000 (i.e., "rural" area).

Section 4 - Nevada Facility

Type of Facility:

- Headquarters
- Technology
- Back Office Operations
- Research & Development / Intellectual Property
- Service Provider
- Distribution / Fulfillment
- Manufacturing
- Other: _____

PERCENTAGE OF REVENUE GENERATED BY THE NEW JOBS CONTAINED IN THIS APPLICATION FROM OUTSIDE NEVADA <u>51%</u>	EXPECTED DATE OF NEW / EXPANDED OPERATIONS (MONTH / YEAR) <u>Jan-2022</u>		
NAICS CODE / SIC <u>541614</u>	INDUSTRY TYPE <u>Process, Physical Distribution, Logistics Consulting, Direct Selling</u>		
DESCRIPTION OF COMPANY'S NEVADA OPERATIONS <u>Process, Physical Distribution, and Logistics Consulting Services; Direct Selling Establishments</u>			
PROPOSED / ACTUAL NEVADA FACILITY ADDRESS <u>3160 Simmons 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?

Currently located in California and looking to move all operations to Nevada.

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 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? <u>Yes</u></p> <p>If No, skip to Part 2. If Yes *, continue below:</p> <p style="padding-left: 40px;">When to make improvements (month, year)? <u>Jan-2022</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 style="padding-left: 40px;">Purchase date, if buying (month, year): _____</p> <p style="padding-left: 40px;">How much space (sq. ft.)? _____</p> <p>Do you plan on making building improvements? _____</p> <p>If No, skip to Part 3. If Yes *, continue below:</p> <p style="padding-left: 40px;">When to make improvements (month, year)? _____</p> <hr/> <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 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? _____</p> <p>If No, skip to Part 2. If Yes, continue below:</p> <p style="padding-left: 40px;">What year(s)? _____</p> <p style="padding-left: 40px;">How much space (sq. ft.)? _____</p> <p style="padding-left: 40px;">Annual lease cost 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 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>If No, skip to Part 3. If Yes *, continue below:</p> <p style="padding-left: 40px;">When to make improvements (month, year)? _____</p> <hr/> <p>Part 2. Are you currently operating at an owner occupied building in Nevada? _____</p> <p>If No, skip to Part 3. If Yes, continue below:</p> <p style="padding-left: 40px;">How much space (sq. ft.)? _____</p> <p style="padding-left: 40px;">Current assessed value of real property? _____</p> <p>Due to expansion, will you be making building improvements? _____</p> <p>If No, skip to Part 3. If Yes *, continue below:</p> <p style="padding-left: 40px;">When to make improvements (month, year)? _____</p> <hr/> <p>Part 3. Do you plan on building or buying a new facility in Nevada? _____</p> <p>If Yes *, continue below:</p> <p style="padding-left: 40px;">Purchase date, if buying (month, year): _____</p> <p style="padding-left: 40px;">When to break ground, if building (month, year)? _____</p> <p style="padding-left: 40px;">Estimated completion date, if building (month, year): _____</p> <p style="padding-left: 40px;">How much space (sq. ft.)? _____</p>
* 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):

Society Manufacturing, LLC (Society) plans to establish new office space and a logistics and distribution center in North Las Vegas. Society is a California based cosmetic company. Society's products are paraben-free, sulfate-free, gluten-free and cruelty-free with the company incorporating today's highly effective and safe science. The company cares for the welfare of women and their families by providing a sustainable and lucrative earnings vehicle for women and men across the country in addition to the R&D, manufacturing, fulfillment and logistics workforce. Society's Beauty Advisors bring Skincare and Cosmetics directly to consumers all over the US. In 2018 the company was listed in the top thirty-three work at home beauty businesses by www.theworkathome.com. The company is an industry leader in entrepreneurial support provided to its advisors. Society has a commitment to being an eco-friendly company like no other. Society has grown to Seedling Partnership level with Eden Reforestation Project, a non-profit organization committed to ecological restoration. The company's "Treasure, not Trash" refill initiative allows customers to purchase refills at a lower cost than a replacement bottle. With every refill purchased, a donation is made to Eden Reforestation Project that plants a tree in an impoverished nation. Beauty Society originated in California, but has decided to re-locate its operations to North Las Vegas Nevada, where it will create 60 new quality jobs and bring more than \$3.5M in capital investment to Clark County. The new jobs created will range from the executive level to general operations clerks. In addition to their above-average wages, the new employees will be provided significant benefits, which includes healthcare, paid time off, sick leave, vacation days, tuition reimbursement, access to the company's retirement plan, and 401(k) benefits. Employees are also eligible for merit-based pay increases and stock options in the company. Also as part of this project, Beauty Society has acquired property in North Las Vegas, in which it will invest approximately \$2.5M in tenant improvements to get the space into working order. These tenant improvements include creating office space, a conference room, a break room, unisex bathrooms, and locker rooms for all employees. It will also include a fulfillment space. Beauty Society will also invest more than \$1M in equipment for the space. This project brings great opportunity and gainful employment to the residents of Las Vegas and Clark County. Beauty Society heavily invests in its employees, and is looking forward to investing in the citizens of Clark County.

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>\$2,500,000</u>	Building Costs (if building / making improvements): _____
Land: _____	Land: _____
Equipment Cost: <u>\$1,020,629</u>	Equipment Cost: _____
Total: <u>\$3,520,629</u>	Total: _____
	Is the equipment purchase for replacement of existing equipment? _____
	Current assessed value of personal property in NV: _____
	(Must attach the most recent assessment from the County Assessor's Office.)

Section 8 - Employment (Fill in either New Operations/Startup or Expansion, not both.)

New Operations / Start Up	Expansions
How many full-time equivalent (FTE*) employees will be created by the end of the first eighth quarter of new operations?: <u>60</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>\$25.50</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):

- | | | | |
|---|---|---|---|
| <input checked="" type="checkbox"/> Overtime | <input checked="" type="checkbox"/> Merit increases | <input checked="" 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):

Society Manufacturing LLC will offer its new employees significant benefits in addition to competitive pay. These benefits include overtime, merit based bonuses and pay increases, tuition assistance, bonuses, paid time off, sick leave, vacation time, a retirement plan, participation in the Company's profit sharing plan, and 401(k) to all full-time employees. The Company will also offer health insurance to its employees, and a separate letter in this regard has been submitted with this application.

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>Anthem Blue Cross Blue Shield PPO</u>	
Employer Contribution (annual premium per employee): <u>TBD</u>	Company: <u>75%</u>
Employee Contribution (annual premium per employee): <u>TBD</u>	Employee: <u>25%</u>
Total Annual Premium: <u>TBD</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.

Gina Staudacher

Name of person authorized for signature

Gina Staudacher

Signature

Attorney

Title

February 15, 2022

Date

Nevada Governor's Office of Economic Development
555 E. Washington Ave., Ste 5400 • Las Vegas, Nevada 89101 • 702.486.2700 • (Fax) 702.486.2701 • www.diversifynevada.com

Site Selection Factors

Company Name: Society Manufacturing, LLC

County: Clark

Section I - Site Selection Ratings

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

Availability of qualified workforce:	<u>5</u>	Transportation infrastructure:	<u>5</u>
Labor costs:	<u>5</u>	Transportation costs:	<u>5</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>5</u>
Utility infrastructure:	<u>5</u>	Business permitting & regulatory structure:	<u>5</u>
Utility costs:	<u>5</u>	Access to higher education resources:	<u>5</u>

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

Society Manufacturing LLC, also known as "Beauty Society," is a well-known and loved beauty product company that sells beauty and hygiene products to its customers on a subscription basis. Beauty Society originated in California, but has decided to re-locate its operations to North Las Vegas Nevada, where it will create 60 new quality jobs and bring more than \$3.5M in capital investment to Clark County. In order to meet the growing demands of the Company, Project Peacock launched with the primary goal of securing a new location that could house the new Company. This abatement program plays a major factor in relocating the Company to Nevada. Without abatement and tax incentive assistance, Beauty Society would pursue an alternative location for the project. And, it should be noted that Project Peacock will be the first of several investments Beauty Society makes in Nevada. For example, if given sufficient abatement program relief, Beauty Society will continue investing in the Las Vegas area, including making investments into affordable housing for Beauty Society employees to help the City combat the lack of housing in Clark County. Moreover, Beauty Society's investment in the North Las Vegas area would be transformative, as the neighborhoods it is looking to invest in need economic stability and tangible rehabilitation.

5(B) Employment Schedule

Company Name: Society Manufacturing LLC

County: Clark

Section I - 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

(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
General and Operations Managers	11-1021	4	\$58.00	\$57.56	40	\$120,640.00	\$482,560.00
First-Line Supervisors of Office and Administrative Support Workers	43-1011	4	\$26.00	\$23.41	40	\$54,080.00	\$216,320.00
Production Workers, All Other	51-9199	20	\$25.00	\$14.57	40	\$52,000.00	\$1,040,000.00
Shipping, Receiving, and Traffic Clerks	43-5071	16	\$19.00	\$16.43	40	\$39,520.00	\$632,320.00
Customer Service Representatives	43-4051	10	\$21.00	\$17.05	40	\$43,680.00	\$436,800.00
Sales Representatives, Services, All Other	41-3099	6	\$30.00	\$31.20	40	\$62,400.00	\$374,400.00
TOTAL		60	\$25.50	\$20.60			\$3,182,400.00

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	10	\$20.00	\$416,000.00
4-Year	10	\$20.00	\$416,000.00
5-Year	10	\$20.00	\$416,000.00

* 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: Society Manufacturing LLC

County: Clark

Total Number of Full-Time Employees: 60

Average Hourly Wage per Employee \$25.50
 Average Annual Wage per Employee (implied) \$53,040.00

COST OF HEALTH INSURANCE

Annual Health Insurance Premium Cost: TBD
 Percentage of Premium Covered by:
 Company 75%
 Employee 25%

HEALTH INSURANCE PLANS:

Base Health Insurance Plan*:	Anthem Bronze PPO
Deductible - per employee	\$ 6,000
Coinsurance	75%/25%
Out-of-Pocket Maximum per employee	\$ 7,000

Additional Health Insurance Plan*:	Anthem Gold PPO
Deductible - per employee	\$ 2,000
Coinsurance	80%/20%
Out-of-Pocket Maximum per employee	\$ 5,000

Additional Health Insurance Plan*:	
Deductible - per employee	
Coinsurance	
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	TBD	<input type="checkbox"/> NQ
--	-----	-----------------------------

Annual Out-of-Pocket Maximum not to exceed \$8,150 (2020)	\$7,000	<input type="checkbox"/> NQ
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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.

Gina Staudacher

 Name of person authorized for signature

Gina Staudacher

 Signature

Attorney

 Title

2/15/2022

 Date

5(D) Company Information

Company Name: Society Manufacturing, LLC

County: Clark

Section I - Company Interest List

Directions: Please provide a detailed list of owners and/or members of the company. *The Governor's Office of Economic Development strives to maintain the highest standards of integrity, and it is vital that the public be confident of our commitment. Accordingly, any conflict or appearance of a conflict must be avoided. To maintain our integrity and credibility, the applicant is required to provide a detailed list of owners, members, equity holders and Board members of the company.*

(a) Name	(b) Title
Jeanne Chapman	President
Joel Rottman	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:



SOCIETY MANUFACTURING, INC.

PROJECT PEACOCK

Company Background

Once in a great while, a company makes the decision to do the ‘right thing’ rather than the easy thing. They are intentional about putting the wellbeing of their customers, employees, and the planet ahead of their profits. And they stick with that philosophy year after year. **Society Manufacturing, LLC (also known as “Beauty Society”)** is one of those companies.

Beauty Society is an eco-friendly skincare and cosmetics company that is women owned and operated. And since inception, Beauty Society’s mission statement has been ‘a company with a conscience’.

Beauty Society was founded by Jeannie Lorin in 2004 in a Southern California beach town. Being close to the ocean instilled the Company’s desire to be unwavering in its eco-conscious initiatives. In fact, Beauty Society has been named one of the most eco-friendly beauty companies in the entire world.¹ It has an eco-friendly initiative like no other; providing eco-friendly product refills and planting trees for each refill sold as well as ensuring packing materials are biodegradable.

In addition to committing to unwavering eco-conscious business initiatives, Beauty Society has made the same unwavering commitment to its customers: **clean products that actually work, at a price point the everyday woman can afford.** Beauty Society was born out of Jeannie’s frustration with the beauty industry: exorbitant costs, poor quality ingredients, dishonest marketing, and the baseless ‘hype’ of products that consistently left customers feeling disappointed. Beauty Society - a ‘company with a conscience’ – developed and sells only **honest, proven products containing the highest performing, cleanest ingredients available.** Beauty Society is devoted to discovering ingredients and formulations that truly work. It retained leading chemists to discover the secrets of youthful skin; scientifically proven active ingredients that renew, rebuild and transform the skin, and pioneered a way to bring these ingredients and regimens to all women.

Beauty Society didn’t stop there. Recognizing that beauty also means personal independence and generosity of spirit, Beauty Society is committed to helping other women and working professionals find financial independence and make a difference in the world. Beauty Society cares for the welfare of women and their families by providing an earnings vehicle through empowered women (men as well) – it’s “Beauty Society Advisors” – who make Beauty Society

¹ <https://groomandstyle.com/eco-friendly-skin-care-20-companies-leading-change/>

skincare and cosmetics available to consumers directly all across the nation. Instead of putting its products in stores or spending millions on advertising, Beauty Society gives its beauty advisors the platform to sell Beauty Society products socially – a true person-to-person sharing of skincare, makeup, and beauty products. Beauty Society recognizes that times are tough for many, and is dedicated to helping its advisors make an income and achieve financial freedom on their own terms and time.

Project Peacock

Beauty Society originated in California, but has decided to re-locate its operations to North Las Vegas Nevada, where it will create 60 new quality jobs and bring more than \$3.5 M in capital investment to Clark County. The new jobs created will range from the executive level to general operations clerks.

In addition to paying above-average wages, the new employees will be provided significant benefits, which includes healthcare, paid time off, sick leave, vacation days, tuition reimbursement, access to the company's retirement plan, and 401(k) benefits. Employees are also eligible for merit-based pay increases and stock options in the company.

Also as part of this project, Beauty Society has acquired property in North Las Vegas, in which it will invest approximately \$2.5 M in tenant improvements to get the space into working order. These tenant improvements include creating office space, a conference room, a break room, unisex bathrooms, and locker rooms for all employees. It will also include a fulfillment space. Beauty Society will also invest more than \$1 M in equipment for the space. This project brings great opportunity and gainful employment to the residents of Las Vegas and Clark County.

Beauty Society heavily invests in its employees, and is looking forward to investing in the citizens of Clark County.

Community Involvement

Beauty Society is committed to enriching its community beyond creating jobs and capital investment in Nevada. As explained above, Beauty Society is relentlessly committed to improving the environment, and to helping its employees achieve financial freedom. Beauty Society supports multiple organizations, programs, and civic initiatives that advance sustainable livelihoods and environmental sustainability.

Beauty Society is cognizant of the housing crisis that exists in the North Las Vegas community, and is committed to assisting its new employees find affordable housing. In addition to investing capital and creating jobs, Beauty Society is currently exploring ways to **create and offer** affordable housing to its employees at the North Las Vegas headquarters. Beauty Society's commitment to the communities where its employees live and operate is an integral part of Beauty Society's culture – and comes with the responsibility of being a 'company with a conscience.'