

## Northern Nevada 3PL, LLC

7524 Old Auburn Road, Citrus Heights, CA 98408

John Richey, Chief Legal Officer

Date: September 23, 2021

### Application Facts:

Industry	<b>Retail Trade</b>
NAICS	<b>423990</b>
Type of App	<b>New</b>
Location	<b>Lyon County</b>
RDA	EDAWN, Stan Thomas

### Company Profile

Northern Nevada 3PL, LLC (Northern Nevada 3PL) is a Bearpaw Shoes Company. The company plans to relocate and expand, from its current locations in both southern and northern California, to the City of Fernley. The company plans to build a ground up 450,000 - 500,000 sq ft, stand alone facility for warehousing, distribution, and ecommerce activities. Bearpaw Shoes is a global outdoor comfort footwear brand. The company has an extensive line of footwear that covers multiple categories all year round. Bearpaw Shoe products are available throughout the United States and in over 45 countries around the world. The company lists its main objectives as: strive to be an industry innovator on environmental issues, motivate our suppliers and customers to share in our mission, commit to environmentally friendly ways to produce and package our products, educate and inspire our employees, reduce, reuse and recycle within our workplace. Northern Nevada 3PL plans to hire and train employees from the local area. *Source: Northern Nevada 3PL, LLC*

### Tax Abatement Requirements:

	<u>Statutory</u>	<u>Company Application</u>	<u>Meeting Requirements</u>
Job Creation	10	<b>30</b>	<b>Yes</b>
Average Wage	\$24.16	<b>\$21.83</b>	<b>No</b>
Equipment Capex (SU & MBT)	\$250,000	<b>\$2,372,690</b>	<b>Yes</b>
Equipment Capex (PP)			

*Note: As the company submitted its application, prior to 1 July, 2021 - the statewide average wage for FY 21 (\$24.16) is still applicable)*

### Additional Requirements:

Health Insurance	65%	<b>91%</b>	<b>Yes</b>
Revenues generated outside NV	51%	<b>98%</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)  
**\$330,117**

Total  
**\$7,472,355**

### Tax Abatements

	<u>Contract Terms</u>	<u>Estimated Tax Abatement</u>
Sales Tax Abmt.	4.6% for 2 years	\$59,317
Modified Business Tax Abmt.	25% for 4 years	\$15,061
Personal Property Tax Abmt.	25% for 10 years	\$25,353
<b>Total Estimated Tax Abatement over 10 yrs.</b>		<b>\$99,731</b>

### Net New Tax Revenues

	<u>Direct</u>	<u>Indirect</u>	<u>Taxes after Abatements</u>
<b>Local Taxes</b>			
Property	\$3,916,702	\$935,572	\$4,852,274
Sales	\$1,089,340	\$233,877	\$1,323,217
Lodging	\$0	\$38,667	\$38,667
<b>State Taxes</b>			
Property	\$193,384	\$81,040	\$274,424
Sales	\$450,454	\$160,906	\$611,360
Modified Business	\$218,702	\$52,299	\$271,001
Lodging	\$0	\$1,681	\$1,681
<b>Total Estimated New Tax Revenue over 10 yrs.</b>			<b>\$7,372,624</b>

### Economic Impact over 10 yrs.

	<u>Total</u>	<u>Construction</u>	<u>Total</u>
Total Jobs Supported	70	240	310
Total Payroll Supported	\$25,952,604	\$12,801,758	\$38,754,362
Total Economic Value	\$68,521,642	\$38,928,813	\$107,450,455

### 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.

June 29, 2021

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

Re: Northern Nevada 3PL, LLC

Dear Michael;

EDAWN hereby supports the application of Northern Nevada 3PL, LLC for the Sales and Use Tax Abatement, Modified Business Tax Abatement, and Personal Property Tax Abatement incentives.

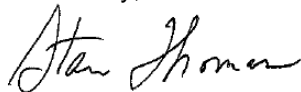
Northern Nevada 3PL, LLC is a distributor of the Bearpaw brand footwear for men, women, and children. Their extensive line of footwear is available in 45 countries. The new distribution center is estimated to be 450,000 to 500,000 square feet and is expected to be operational by January 2023.

The company will be creating 30 jobs by the end of Y2 with an average wage of \$21.83 per hour. Capital equipment investments are estimated to be \$2,372,690 and includes extensive warehouse equipment, machinery, racking systems and office systems/ computers.

91% of the employee medical, dental, vision, and life/long term disability benefits are covered by Northern Nevada 3PL, LLC and commences 60 days from date of hire. Compensation includes overtime, PTO/Sick/Vacation, merit increases, bonus COLA adjustments and retirement plan/profit sharing/401K.

EDAWN supports this application for Northern Nevada 3PL, LLC. Your consideration and support of the incentive application is a significant factor in their pending decision to expand in Fernley, Nevada and speaks favorably to the State's business-friendly environment.

Sincerely,



Stan Thomas  
EDAWN, Executive Vice-President, Business Development



Friday, June 25, 2021

Governor's Office of Economic Development  
808 West Nye Lane Carson City, NV 89703

**Re: Incentive Request**

Dear Commission Members:

Bearpaw is a global outdoor comfort footwear brand. The plan is to relocate and expand from the current locations in both southern and northern California, to the city of Fernley, Nevada. We plan to hire and train employees from the local area, and begin warehousing, distribution, and e-commerce activities at the new facility in the city of Fernley. The target date for the physical move is October 2022, with operations to commence in late October.

Bearpaw has facilities in Fullerton, CA. and Citrus Heights, CA. The decision to relocate and expand our operations to Fernley was due to several factors, including the business tax structure, cost of living and logistic advantages offered by the region. In addition, Bearpaw is aware of the benefits of the State Incentive Program, and this also was a critical factor in deciding to relocate and expand the operations and headquarters of the Bearpaw brand to Fernley.

The relocation and expansion plan to Fernley involves internal expansion of our warehousing operations and e-commerce server and investments in additional equipment required for this expansion. In order to staff and operate our operations, the plan is to hire a total of 30 employees. The average hourly rate of the employees is projected to be \$21.83.

We are excited about the market opportunities presented by this relocation and expansion and the advantages that locating this facility in Fernley will offer our company. In conjunction with Nevada's business-friendly environment, we see this as a first step in what will be increased growth for Bearpaw.

Sincerely,

A handwritten signature in black ink that reads "Thomas A. Romeo". The signature is written in a cursive style.

Thomas A. Romeo  
CEO/Founder

7524 Old Auburn Road, Citrus Heights CA 95610 | 916.726.4413 | bearpaw.com

*A Romeo & Juliette, Inc. Company*

**ECONOMIC DEVELOPMENT**

**Incentive Application**

Company Name: Northern Nevada 3PL, LLC  
 Date of Application: June 28, 2021

Company is an / a: (check one)

- New location in Nevada  
 Expansion of a Nevada company

**Section 1 - Type of Incentives**

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

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

**Section 2 - Corporate Information**

COMPANY NAME (Legal name under which business will be transacted in Nevada) <u>Northern Nevada 3PL, LLC</u>			FEDERAL TAX ID # <u>TBD</u>
CORPORATE ADDRESS <u>TBD</u>	CITY / TOWN <u>Fernley</u>	STATE / PROVINCE <u>NV</u>	ZIP <u>98408</u>
MAILING ADDRESS TO RECEIVE DOCUMENTS (If different from above) <u>7524 Old Auburn Road</u>	CITY / TOWN <u>Citrus Heights</u>	STATE / PROVINCE <u>CA</u>	ZIP <u>95610</u>
TELEPHONE NUMBER <u>916-726-4413</u>	WEBSITE <u>Bearpaw.com</u>		
COMPANY CONTACT NAME <u>John Richey</u>	COMPANY CONTACT TITLE <u>Chief Legal Officer</u>		
E-MAIL ADDRESS <u>jrichey@bearpawshoes.com</u>	PREFERRED PHONE NUMBER <u>916-726-2909</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  
 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>98%</u>	EXPECTED DATE OF NEW / EXPANDED OPERATIONS (MONTH / YEAR) <u>Mar-2023</u>		
NAICS CODE / SIC <u>423990</u>	INDUSTRY TYPE <u>Wholesale Distributor of Durable Goods</u>		
DESCRIPTION OF COMPANY'S NEVADA OPERATIONS <u>Warehousing Storage and Distribution Center All US Operations</u>			
PROPOSED / ACTUAL NEVADA FACILITY ADDRESS <u>TBD</u>	CITY / TOWN <u>Fernley</u>	COUNTY <u>Lyon County</u>	ZIP <u>98408</u>
WHAT OTHER STATES / REGIONS / CITIES ARE BEING CONSIDERED FOR YOUR COMPANY'S RELOCATION / EXPANSION / STARTUP? <u>Sparks, Nevada</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>      No      </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): _____</p> <p style="padding-left: 40px;">How much space (sq. ft.)? _____</p> <p>Do you plan on making building improvements? _____</p> <p><b>If No, skip to Part 3. If Yes *, continue below:</b></p> <p style="padding-left: 40px;">When to make improvements (month, year)? _____</p> <hr style="border-top: 1px dashed black;"/> <p>Part 3. Are you currently/planning on building a build-to-suit facility in Nevada? <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>Mar-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>465,000</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):  
 Complete new construction project, ground up of 450,000 to 500,000 sq ft, stand only facility. Expected time to complete is 9 to 12 months. Will be utilizing local labor and materials as available.

**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>\$31,000,000</u>	Building Costs (if building / making improvements): _____
Land: <u>\$4,000,000</u>	Land: _____
Equipment Cost: <u>\$2,372,690</u>	Equipment Cost: _____
<b>Total: <u>\$37,372,690</u></b>	<b>Total: <u>\$0</u></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>30</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>\$21.83</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 checked="" 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):  
 Employees receive a 3% Safe Harbor Match Employer Contribution to their 401k regardless of their own participation in the plan.

**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):

<input checked="" type="checkbox"/> Medical	<input checked="" type="checkbox"/> Vision	<input checked="" type="checkbox"/> Dental	<input checked="" type="checkbox"/> Other: <u>Life and Long Term Disability Ins</u>
---------------------------------------------	--------------------------------------------	--------------------------------------------	-------------------------------------------------------------------------------------

Qualified after (check one):

<input type="checkbox"/> Upon employment	<input type="checkbox"/> Three months after hire date	<input type="checkbox"/> Six months after hire date	<input checked="" type="checkbox"/> Other: <u>60 days</u>
------------------------------------------	-------------------------------------------------------	-----------------------------------------------------	-----------------------------------------------------------

Health Insurance Costs:	Percentage of health insurance premium by (min 65%):
Plan Type: <u>PPO</u>	
Employer Contribution (annual premium per employee): <u>\$ 7,720.56</u>	Company: <u>91%</u>
Employee Contribution (annual premium per employee): <u>\$ 806.16</u>	Employee: <u>9%</u>
<b>Total Annual Premium:</b> <u>\$ 8,526.72</u>	

[SIGNATURE PAGE FOLLOWS]

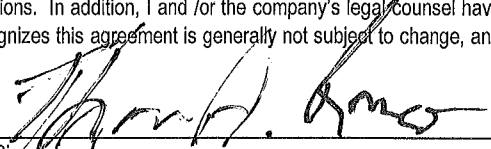
**Section 10 - Certification**

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.

Thomas A Romeo

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

  
\_\_\_\_\_  
Signature

Owner/CEO

\_\_\_\_\_  
Title

June 28, 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](http://www.diversifynevada.com)

## Site Selection Factors

Company Name: Northern Nevada 3PL, LLC

County: Lyon

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### Section I - Site Selection Ratings

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

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

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

The business friendly environment and willingness to working together from the State government, to facilitate business growth and expansion, is a deciding factor when looking at new locations. Nevada's programs and business atmosphere has made it more appealing than other locations.





## 5(B) Employment Schedule

Company Name: Northern Nevada 3PL, LLC

County: Lyon

### 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 - Nevada Non-Metro Area	(f) Average Weekly Hours	(g) Annual Wage per Position	(h) Total Annual Wages
General and Operations Managers	11-1021	1	\$52.50	\$53.47	40	\$109,200.00	\$109,200.00
Transportation, Storage, and Distribution Managers	11-3071	2	\$30.50	\$49.08	40	\$63,440.00	\$126,880.00
Business Operations Specialists, All Other	13-1198	3	\$23.00	\$30.53	40	\$47,840.00	\$143,520.00
Network and Computer Systems Administrators	15-1244	1	\$31.25	\$41.59	40	\$65,000.00	\$65,000.00
Computer Network Support Specialists	15-1231	1	\$25.00	\$30.90	40	\$52,000.00	\$52,000.00
Laborers and Freight, Stock, and Material Movers, Hand	53-7062	21	\$19.00	\$16.91	40	\$39,520.00	\$829,920.00
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	37-2011	1	\$17.00	\$14.75	40	\$35,360.00	\$35,360.00
<b>TOTAL</b>		<b>30</b>	<b>\$21.83</b>	<b>\$22.85</b>			<b>\$1,361,880.00</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	10	\$20.00	\$416,000.00
4-Year	10	\$21.00	\$436,800.00
5-Year	10	\$22.00	\$457,600.00

\* 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: Northern Nevada 3PL, LLC

County: Lyon

Total Number of Full-Time Employees: 30

Average Hourly Wage per Employee \$21.83

Average Annual Wage per Employee (implied) \$45,396.00

### COST OF HEALTH INSURANCE

Annual Health Insurance Premium Cost: \$8,526.72

Percentage of Premium Covered by:

Company 91%

Employee 9%

### HEALTH INSURANCE PLANS:

Base Health Insurance Plan*:	UHC-SPHSA-BTT2-2800-80
Deductible - per employee	\$ 2,800
Coinsurance	80% / 20%
Out-of-Pocket Maximum per employee	\$ 5,000

Additional Health Insurance Plan*:	UHC-SP-BTTV-0-75
Deductible - per employee	\$ -
Coinsurance	75% / 25%
Out-of-Pocket Maximum per employee	\$ 6,500

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

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

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

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

Covered employee's premium not to exceed 9.5% of annual wage	2.0%	MMQ
Annual Out-of-Pocket Maximum not to exceed \$8,700 (2022)	\$5,000	MMQ

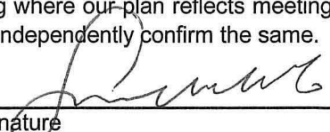
Minimum essential health benefits covered (Company offers PPO):

- (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.

Angelique Marello  
Name of person authorized for signature

  
Signature

Chief Financial Officer  
Title 8

28-Jun-21  
Date

## 5(D) Company Information

Company Name: Northern Nevada 3PL, LLC

County: Lyon

### 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
Thomas A Romeo	Owner/CEO

### 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:

N/A

# SECRETARY OF STATE



## NEVADA STATE BUSINESS LICENSE

Northern Nevada 3PL, LLC

**Nevada Business Identification # NV20212194645**

**Expiration Date: 08/31/2022**

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.**



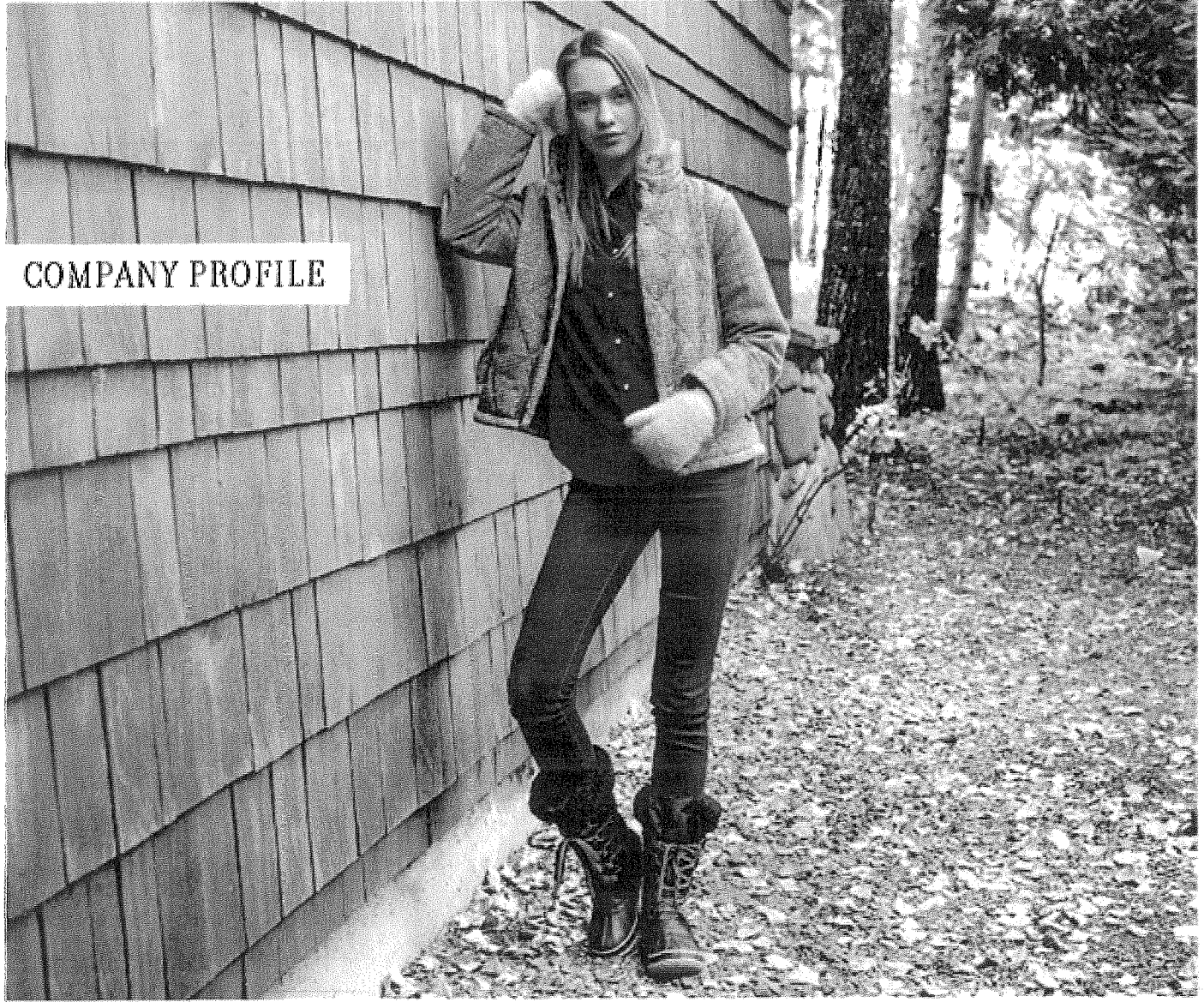
Certificate Number: B202108061897397

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

IN WITNESS WHEREOF, I have hereunto set my  
hand and affixed the Great Seal of State, at my  
office on 08/06/2021.

*Barbara K. Cegavske*

BARBARA K. CEGAVSKE  
Secretary of State



COMPANY PROFILE

**BEARPAW**   
*live life comfortably*



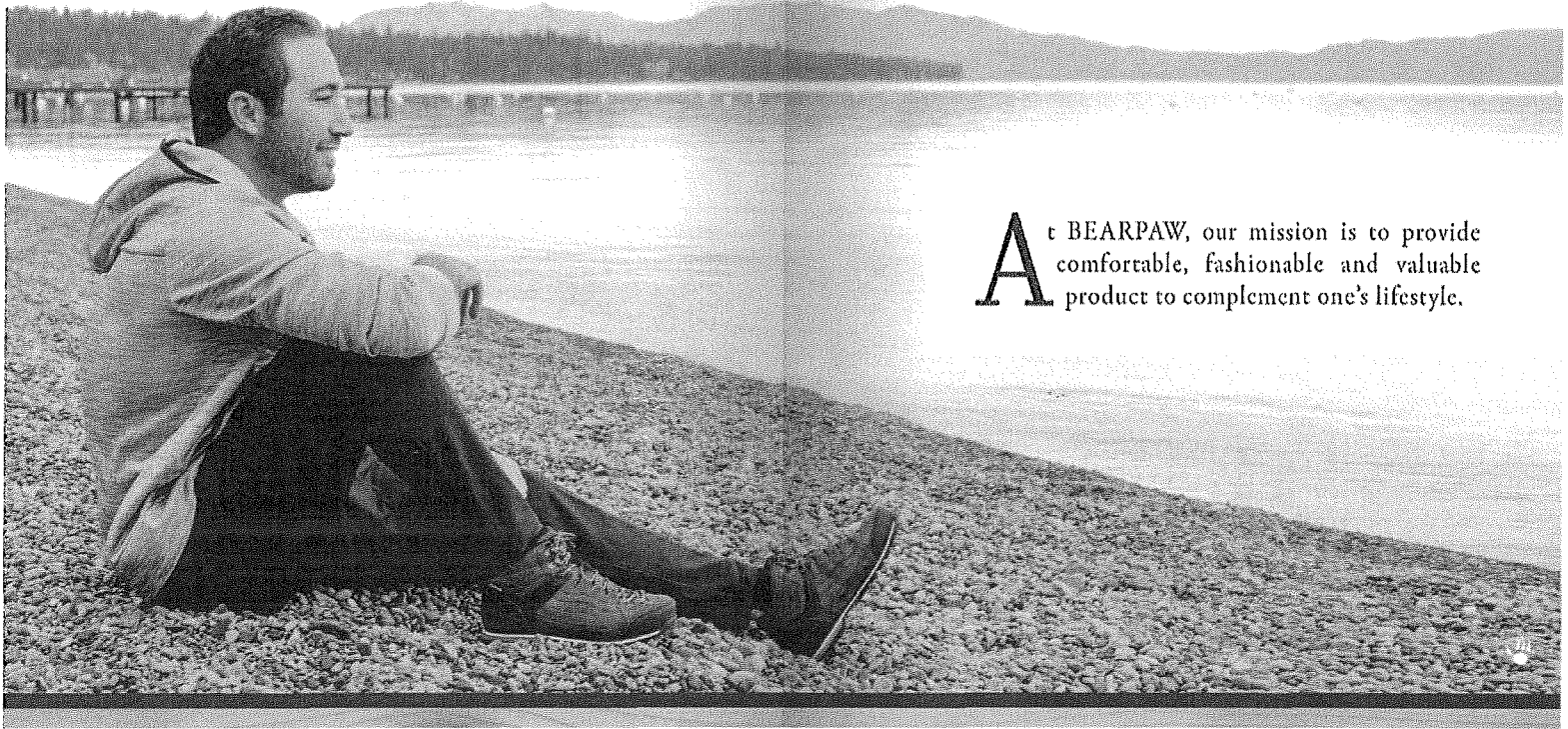
# BRAND STORY

Tom Romeo founded the BEARPAW brand in 2001 with the intention of redefining casual footwear by utilizing sheepskin, nature's own technical fabric, to create comfortable and stylish shoes. Sheepskin naturally regulates body temperature so feet stay cooler and drier in the heat and warmer in the cold.

In one of the most competitive footwear market segments, BEARPAW has carved out a niche area by providing customers with comfort and sensibility to set itself apart. From slippers and boots in the winter to sandals and flats in the spring, only the finest materials are used to produce BEARPAW shoes. Built to deliver quality and style, every pair of BEARPAW shoes focuses on comfort and fit, using the highest standards of craftsmanship.

Now with an extensive line of footwear that covers multiple categories all year round, BEARPAW is available throughout the United States and in over 45 countries around the world. BEARPAW will continue to offer the utmost in comfort while new products leverage their philosophy of creating stylish designs in premium materials for women, men and children.





**A**t BEARPAW, our mission is to provide comfortable, fashionable and valuable product to complement one's lifestyle.





# PHILOSOPHY

BEARPAW stands for comfort, sustainability, and feeling great on a budget – thus our tagline: Live life comfortably.

The evolution of the brand has been nothing less than extraordinary. “Comfort” can mean so many things and not only just wearing shoes that won’t hurt your feet. We embrace comfort on all levels – feeling comfortable in your own skin, with your own sense of style, and accepting that looking fantastic in an outfit doesn’t have to mean paying for it with sore feet the next day.

This is the intersection of comfort and style. We want to empower women to dress on trend and embrace fashion, while still being able to feel comfortable. That is the philosophy of BEARPAW.





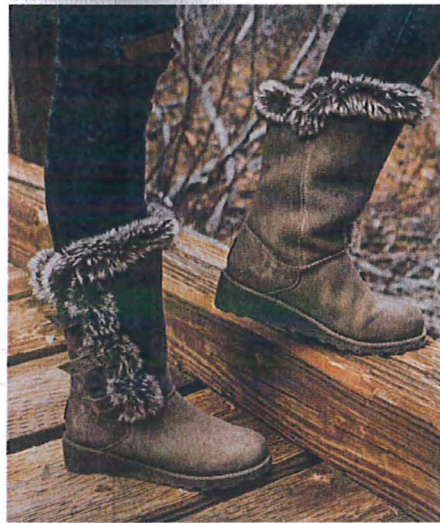
# HEADQUARTERS

**BEARPAW** 

Romeo & Juliette, Inc.  
BEARPAW Shoes

7524 Old Auburn Road  
Citrus Heights, CA 95610

866.462.8849 | [info@bearpawshoes.com](mailto:info@bearpawshoes.com) | [bearpaw.com](http://bearpaw.com)



## DEMOGRAPHICS

Liza, a 26-year old (57% are 25-34) woman with an income of \$70K, is the BEARPAW consumer. Liza is well educated, single, and lives in a metropolitan area. She works full-time in the sales field. Her footwear choices are comfortable and fashionable.

## LIFESTYLE

Liza considers her choice in apparel and footwear to be trendy. Her disposable cash affords her to often spend more on her fashion apparel than she intended. For Liza, a lot can be told about a person by what they wear. To maintain her youthful appearance, Liza buys naturally based or organic beauty products and regularly uses sunscreen. To keep her wardrobe fresh, Liza buys new apparel and footwear at the start of each season.

## PATH TO PURCHASE

Customization will make Liza more willing to make a purchase. Liza will compare prices across different sites before buying online. She is willing to buy a more expensive item if it from a brand she trusts. Liza likes brands to be a reflection of her style. And typically her purchases are based on product quality rather than price. Liza is more likely to buy from a brand if they support a charity.



## BEAUTY & WELLNESS

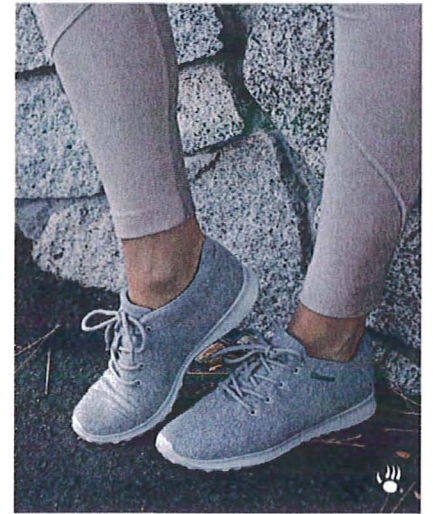
She dedicates most of her time and energy to the care of her body. She is ready to spend part of her budget on beauty products, especially if she considers them to be of the best quality. Aside from products, she also dedicates her time and money towards her physical fitness and health.

## FASHION LOVER

The BEARPAW consumer has an interest in fashion and apparel. She likes to keep her wardrobe fresh with new clothing and footwear. And she is always looking for opportunities to show them off. Her bonus or paycheck usually funds a new accessory or outfit.

## FOODIE

Food makes her happy. She enjoys going to restaurants to try new or her favorite dishes. She will often experiment with food at home. Many of her activities surround food: surfing the web, shopping, going out with friends, and cooking.

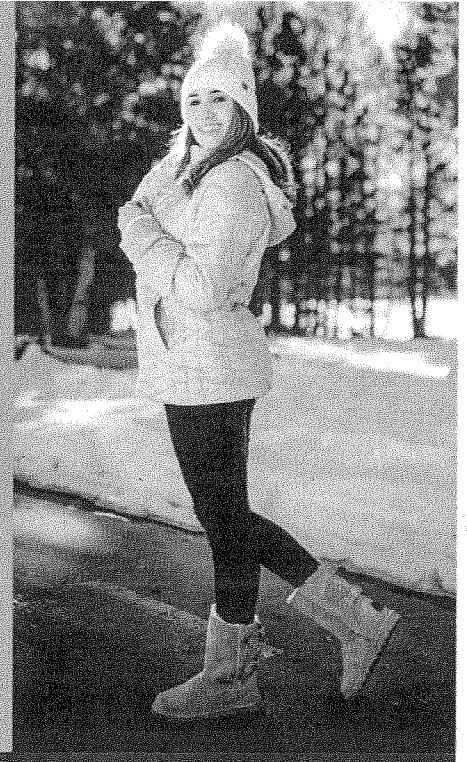




## VALUE PLATFORM

BEARPAW launches 2 collections each year: Spring/Summer and Fall/Winter. The product line consists of sandals in summer and boots for winter, as well as slip-ons, lace-ups, sneakers and more.

Our various collections are designed by real designers, for real people, and we get our inspiration from real life.



# TRADESHOWS

BEARPAW REGULARLY EXHIBITS AT  
THE FOLLOWING TRADESHOWS:

B2B

ANY OUTDOOR  
RETAILER



**FN PLATFORM**

In addition, we attend many other regional tradeshows throughout the country and globally. BEARPAW also provides support for customers and sales staff with marketing and communications efforts.

*live life comfortably*



# MARKETING & PR

BEARPAW COMMUNICATES WITH OUR CONSUMERS  
THROUGH OUR WEBSITE AND ONLINE PLATFORMS.

B2C

*We love bloggers and we sponsor a variety of influencers who  
embody the spirit of the BEARPAW brand.*

Please visit us at:

- |                                                                                                                     |                                                                                                                      |
|---------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------|
|  <a href="#">BEARPAWshoes</a>    |  <a href="#">@BearpawShoes</a>    |
|  <a href="#">bearpawfootwear</a> |  <a href="#">@bearpawshoes</a>    |
|  <a href="#">bearpawshoes</a>    |  <a href="#">bearpawstyle.com</a> |

# PARTNERSHIPS

*BEARPAW has teamed up with SABG and GINA Group to complement the footwear offering and allow consumers a head-to-toe selection of products. BEARPAW also has a partnership with NeverWet - a super hydrophobic water resistant technology to protect a wide array of styles.*







RETAIL

 **FAMOUS**  
footwear.

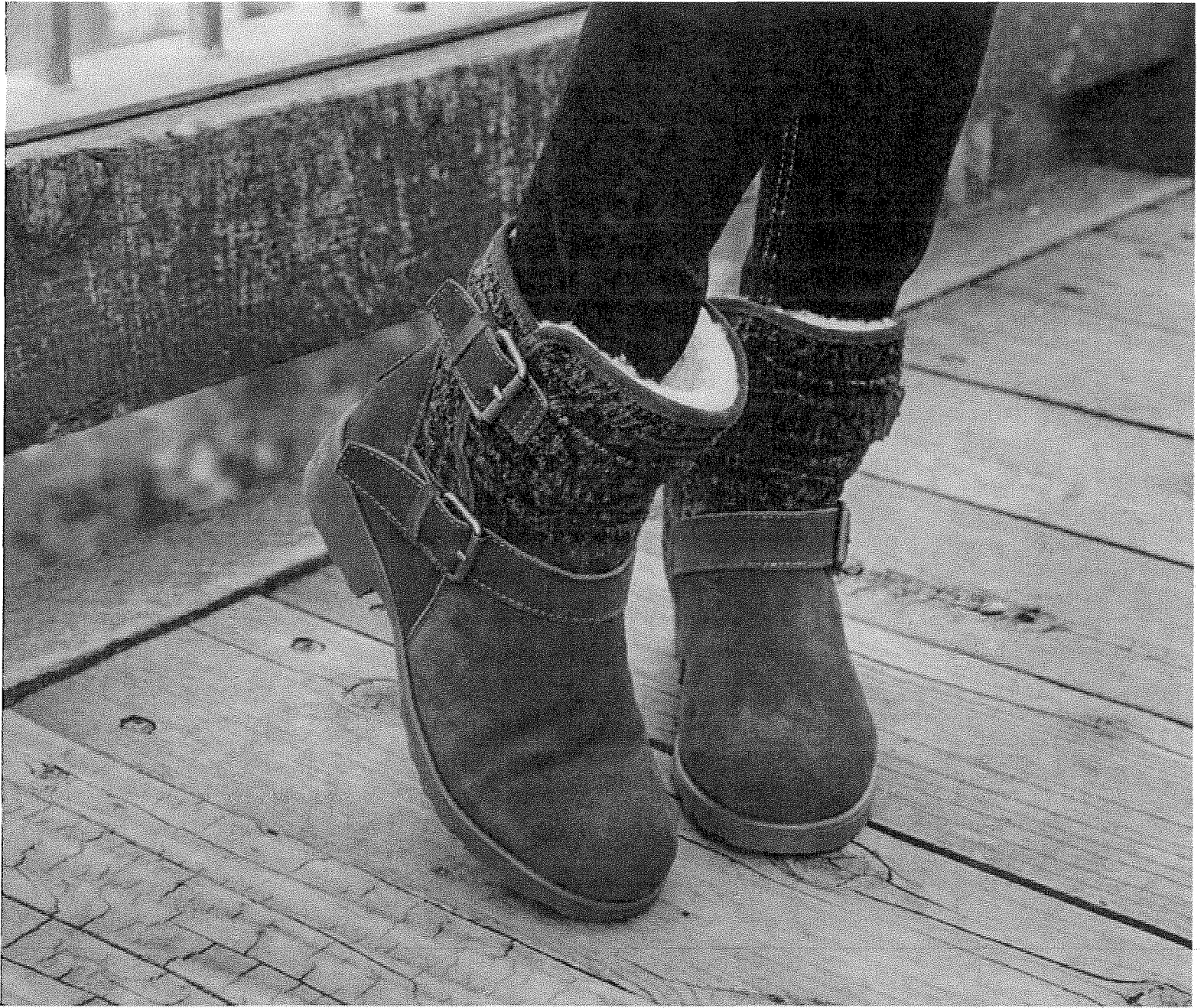
 **HSN**

**Fred Meyer.**

**KOHL'S**

 **DICK'S**  
SPORTING GOODS.





**BEARPAW**   
*live life comfortably*

Contact us: 866.462.8849 | [info@bearpawshoes.com](mailto:info@bearpawshoes.com)  
[bearpaw.com](http://bearpaw.com)