

Exel Inc. dba DHL Supply Chain (USA)

360 Westar Blvd., Westerville, OH 43082

Karim McWilliams, Manager Incentives & Site Selection

Date: March 21, 2024

Application Facts:

Industry **Transportation, Warehousing & Utilities**
NAICS **493110**
Type of App **New**
Location **Clark County**
RDA LVGEA, Michael Walsh

Company Profile

Exel Inc. dba DHL Supply Chain (USA) (Exel) plans to establish two distribution centers in North Las Vegas. Building #1 will be approx. 450K sq. ft. and Building #2 approx. 350K sq. ft. Exel is an American-founded German logistics company providing courier, package delivery and express mail service, delivering over 1.8 billion parcels per year. The company is the leading contract logistics provider in North America providing air freight, road freight, ocean freight and Rail freight services. Combining value-added and management services with traditional fulfillment and distribution, Exel's customized, integrated logistics solutions drive efficiency, improve quality, and create competitive advantage. Exel offers specialist, proven expertise within the Automotive, Consumer, Chemicals, Energy, Engineering & Manufacturing, Life Sciences & Healthcare, Retail and Technology sectors. Social responsibility is an important part of the company's strategy. By implementing the motto "Living Responsibility" Exel focuses on the environment (GoGreen), support (GoHelp) and education (GoTeach) and support the Global Volunteer Day (Living Responsibility Fund). The company also considered Texas as a potential location for the project. Source: Exel Inc. dba DHL Supply Chain (USA).

Tax Abatement Requirements:	Statutory	Company Application	Meeting Requirements
Job Creation	50	494	Yes
Average Wage	\$28.14	\$24.79	No
Equipment Capex (SU & MBT)	\$1,000,000	\$20,420,219	Yes
Equipment Capex (PP)			

Note: As the company submitted its application, prior to 1 July, 2023 - the statewide average wage for FY 23 (\$28.14) is still applicable

Additional Requirements:

Health Insurance	65%	90%	Yes
Revenues generated outside NV	51%	70%	Yes
Business License	<input checked="" type="checkbox"/> Current	<input type="checkbox"/> Pending	<input type="checkbox"/> Will comply

Total Tax Liability (without tax abatements)	Direct (company)	Total
	\$2,363,417	\$59,430,513

Tax Abatements	Contract Terms	Estimated Tax Abatement
Sales Tax Abmt.	4.6% for 2 years	\$770,863
Modified Business Tax Abmt.	25% for 4 years	\$708,815
Personal Property Tax Abmt.	25% for 10 years	\$213,455
Total Estimated Tax Abatement over 10 yrs.		\$1,693,133

Net New Tax Revenues	Direct	Indirect	Taxes after Abatements
Local Taxes			
Property	\$16,579,917	\$17,710,174	\$34,290,091
Sales	\$4,808,551	\$7,976,822	\$12,785,373
Lodging	\$0	\$396,062	\$396,062
State Taxes			
Property	\$906,823	\$1,030,469	\$1,937,292
Sales	\$1,750,404	\$2,662,269	\$4,412,673
Modified Business	\$2,022,286	\$1,766,358	\$3,788,644
Lodging	\$0	\$127,245	\$127,245
Total Estimated New Tax Revenue over 10 yrs.	\$26,067,981	\$31,669,399	\$57,737,380

Economic Impact over 10 yrs.	Total	Construction	Total
Total Jobs Supported	849	999	1,848
Total Payroll Supported	\$429,398,157	\$66,603,953	\$496,002,110
Total Economic Value	\$1,065,949,351	\$191,931,866	\$1,257,881,217

Economic Impact Output per Abatement Dollar **\$630** **New Total Tax per Abated Dollar** **\$34.10**

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.



March 11, 2023

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

Dear Mr. Burns,

Exel, Inc dba DHL Supply Chain (USA) 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 Exel, Inc. dba DHL Supply Chain (USA) be placed on the March 21, 2024 GOED Board meeting agenda.

Exel, Inc. dba DHL Supply Chain (USA) will create 494 new positions in the first 24 months of operations, with an average hourly wage of \$24.79. The company will make a capital investment of \$20,420,219.00.

Exel, Inc. dba DHL Supply Chain (USA) meets the statutory requirements for tax abatements. This application has the support of the Las Vegas Global Economic Alliance.

Sincerely,

A handwritten signature in blue ink, appearing to read "Michael Walsh", with a long, sweeping horizontal line extending to the right.

Michael Walsh
VP Economic Development
Las Vegas Global Economic Alliance



May 30, 2023

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

RE: Application for Incentives to the Nevada Governor's Office of Economic Development - Exel Inc. d/b/a DHL Supply Chain (USA)

Dear Executive Director Burns,

By way of this letter and the attached application, Exel Inc. d/b/a DHL Supply Chain (USA) ("DHL") respectfully requests tax incentives to support the development of a new distribution center in Clark County, Nevada. This is DHL's first project in Nevada and through this application DHL is requesting pursuant to N.R.S. § 360.750 a personal property tax abatement, a sales and use tax abatement, and a modified business tax abatement.

DHL is the leading contract logistics provider in North America. Combining value-added and management services with traditional fulfilment and distribution, our customized, integrated logistics solutions drive efficiency, improve quality, and create competitive advantage. DHL offers specialist, proven expertise within the Automotive, Consumer, Chemicals, Energy, Engineering & Manufacturing, Life Sciences & Healthcare, Retail and Technology sectors. DHL is a wholly owned entity of Deutsche Post DHL, the world's leading logistics group.

DHL intends to invest \$180 million to purchase a +/- 50-acre tract of land situated in Wesley D. Adams Innovation Park and build 1-2 distribution centers totaling approx. 800,000 square feet. These distribution centers will accommodate DHL's future space and customer needs. DHL currently expects to begin operations in Q4 2024, distributing primarily to multiple locations on the west coast. The project is expected to create over 500 jobs within the next 5 years and generate over \$25 million of annual payroll.

The tax incentives are vital to DHL's decision to locate in Nevada. If GOED approves the requested tax incentives for this project, it would reduce operating costs, making Nevada a more appealing location for the project than sites in other States that DHL is currently considering.

Enclosed please find our incentives application and supporting documentation. We truly appreciate your time and consideration for our project. If you have questions or need further information from us, please feel free to contact me at karmin.mcwilliams@dhl.com or 614-865-8912.

Sincerely,

A handwritten signature in black ink that reads 'Karmin McWilliams'.

Karmin McWilliams
Manager, Incentives & Site Selection
Real Estate Solutions Americas

Mayor
Pamela A. Goynes-Brown

Council Members
Isaac E. Barron
Ruth Garcia-Anderson
Scott Black
Richard J. Cherchio



City Manager
Ryann Juden, J.D., Ph.D.

Economic Development and Redevelopment

2250 Las Vegas Boulevard, North · Suite 920 · North Las Vegas, Nevada 89030
Telephone: (702) 633-1523 · Fax: (702) 633-7164 · TDD: (800) 326-6868
www.cityofnorthlasvegas.com

July 31, 2023

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

Dear Director Burns:

The City of North Las Vegas is in full support of **Exel Inc. d/b/a DHL Supply Chain (USA)**, and their incentive application to be reviewed by the GOED Board at their next scheduled meeting.

I am pleased that after a multi-state search, **DHL Supply Chain (USA)** and their leadership team located a site within our city for a 50-acre tract situated in Wesley D. Adams Innovation Park (Parcel ID 103-33-010-006). The 50-acre site is located in Apex, City of North Las Vegas.

DHL Supply Chain (USA) will invest \$20,420,219 within the first two years of operation in capital investment and will employ a team of **494** in the first two year of operation (estimated 524 employees within 5 years) with an average hourly wage of **\$24.79**.

It is my pleasure to support their application and welcome **Exel Inc. d/b/a DHL Supply Chain (USA)** to the North Las Vegas business community.

Jared Luke
Director of Government Affairs and Economic Development

A handwritten signature in black ink, appearing to read "Jared Luke", is written over the typed name and title.



May 30, 2023

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

RE: APPLICATION FOR INCENTIVES – REQUEST FOR CONFIDENTIALITY OF RECORDS AND DOCUMENTS - Exel Inc. d/b/a DHL Supply Chain (USA)

Dear Executive Director Burns,

Exel Inc. d/b/a DHL Supply Chain (USA) ("DHL") has submitted an application to the State of Nevada Governor's Office of Economic Development requesting approval of tax incentives for a new distribution center in Clark County, Nevada. The purpose of this letter is to request that the following records and documents of DHL be kept confidential pursuant to N.R.S. § 231.069:

1. The detailed schedule of Capital Equipment List, Schedule 5(A)
2. The detailed schedule of Employment List, Schedule 5(B)

The documents identified above consist of trade secrets, confidential economic information or other business information that should be declared proprietary or confidential consistent with Nevada law. See N.R.S. §§ 231.069(5) and 360.247(10). This information is not available to the public generally, provides an economic benefit to the holder of the information, and has been the subject of more than reasonable efforts by DHL to maintain its secrecy. DHL hereby requests that this information be kept confidential to the maximum extent permitted by Nevada law.

Thank you for your consideration of this matter. If you have any questions or require any further information, please do not hesitate to contact me.

Sincerely,

A handwritten signature in black ink that reads 'Karmin McWilliams'.


Karmin McWilliams
Manager, Incentives & Site Selection
Real Estate Solutions Americas

REQUEST FOR CONFIDENTIALITY DETERMINATION

Pursuant to NRS 231.069, and upon the request of applicant, Excel Inc. dba DHL Supply Chain (USA), the Executive Director of the Office has determined the:

- (i) The detailed schedule of Capital Equipment List, 5(A)
- (ii) The detailed schedule of Employment List, 5(B)

are confidential proprietary information of the business, are not public records, and shall be redacted in its entirety from the copy of the application that is disclosed to the public.



Thomas J. Burns
Executive Director

8/2/23

Date

ECONOMIC DEVELOPMENT

Incentive Application

Company is an / a: (check one)

New location in Nevada

Expansion of a Nevada company

Company Name: Exel Inc. d/b/a DHL Supply Chain (USA)

Date of Application: May 30, 2023

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) Exel Inc. d/b/a DHL Supply Chain (USA)			FEDERAL TAX ID # 04-2801160	
CORPORATE ADDRESS 360 Westar Blvd.	CITY / TOWN Westerville	STATE / PROVINCE Ohio	ZIP 43082	
MAILING ADDRESS TO RECEIVE DOCUMENTS (If different from above) N/A	CITY / TOWN N/A	STATE / PROVINCE N/A	ZIP N/A	
TELEPHONE NUMBER 614-865-8500	WEBSITE https://www.dhl.com/us-en/home/supply-chain.html			
COMPANY CONTACT NAME Karmin McWilliams	COMPANY CONTACT TITLE Manager, Incentives & Site Selection			
E-MAIL ADDRESS karmin.mcwilliams@dhl.com	PREFERRED PHONE NUMBER 614-865-8912			

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 following quarter in which the abatement becomes effective. In rural areas, the requirement is ten (10) or more. For an expansion, the business must increase the 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 70%	EXPECTED DATE OF NEW / EXPANDED OPERATIONS (MONTH / YEAR) Sep-2024		
NAICS CODE / SIC 493110	INDUSTRY TYPE General Warehousing and Storage		
DESCRIPTION OF COMPANY'S NEVADA OPERATIONS DHL intends to develop and operate two warehouses that will accommodate DHL's future space and customer needs.			
PROPOSED / ACTUAL NEVADA FACILITY ADDRESS 50-acre tract situated in Wesley D. Adams Innovation Park (Parcel ID 103-33-010-006).	CITY / TOWN North Las Vegas	COUNTY Clark County	ZIP 89032
WHAT OTHER STATES / REGIONS / CITIES ARE BEING CONSIDERED FOR YOUR COMPANY'S RELOCATION / EXPANSION / STARTUP? Northlake, TX			

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>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? _____</p> <p>If No, skip to Part 2. If Yes *, continue below:</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>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 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>If Yes *, continue below:</p> <p style="padding-left: 40px;">When to break ground, if building (month, year)? <u> Jun-2023 </u></p> <p style="padding-left: 40px;">Estimated completion date, if building (month, year): <u> Sep-2024 </u></p> <p style="padding-left: 40px;">How much space (sq. ft.)? <u> 800,000 </u></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 style="border-top: 1px dashed black;"/> <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 style="border-top: 1px dashed black;"/> <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):

Develop two distribution centers in North Las Vegas (Building #1 approx. 450K sqft and Building #2 approx. 350K sqft) that is estimated to generate over 500 jobs in the next 5 years and close to \$180 million of new investment.

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): Building Purchase (if buying): <u>N/A</u> Building Costs (if building / making improvements): <u>\$122,000,000</u> Land: <u>\$37,026,000</u> Equipment Cost: <u>\$20,420,219</u> Total: <u>\$179,446,219</u>	How much capital investment is planned? (Breakout below): Building Purchase (if buying): _____ Building Costs (if building / making improvements): _____ Land: _____ Equipment Cost: _____ Total: _____ Is the equipment purchase for replacement of existing equipment? _____ Current assessed value of personal property in NV: _____ (Must attach the most recent assessment from the County Assessor's Office.)

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

New Operations / Start Up	Expansions
How many full-time equivalent (FTE*) employees will be created by the end of the first eighth quarter of new operations?: <u>494</u> Average hourly wage of these <u>new</u> employees: <u>\$24.79</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: _____ How many FTE employees prior to expansion?: _____ Average hourly wage of these <u>existing</u> employees: _____ Total number of employees after expansion: _____

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

OTHER COMPENSATION (Check all that apply):

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

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

N/A

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: HCFS, DCFS, Basic and Supplemental Life Insurance, Short Term Disability, Long-Term Disability, Tuition Reimbursement.

Qualified after (check one):

- Upon employment Three months after hire date Six months after hire date Other: 30 Days of continuous FT employment

Health Insurance Costs:	Percentage of health insurance premium by (min 65%):
Plan Type: <u>Value HSA Plan</u>	
Employer Contribution (annual premium per employee): <u>\$ 5,454.44</u>	Company: <u>90%</u>
Employee Contribution (annual premium per employee): <u>\$ 620.36</u>	Employee: <u>10%</u>
Total Annual Premium: <u>\$ 6,074.80</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.

Stephen Hess
Name of person authorized for signature

Stephen Hess
Signature

Vice President, Real Estate
Title

3/11/2024
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: Exel Inc. d/b/a DHL Supply Chain (USA)

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

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

The abatement program is vital to DHL's decision to locate in Nevada. If GOED grants approval for these savings, it would reduce operating costs, making Nevada a more appealing location for the project than sites in other jurisdictions that DHL is currently considering.

Equipment Schedule, Detailed

The Office has determined the detailed equipment schedule as described in this application constitutes confidential proprietary information of Excel Inc. dba DHL Supply Chain (USA), and is not a public record.

Employment Schedule, Detailed

The Office has determined the detailed equipment schedule as described in this application constitutes confidential proprietary information of Excel Inc. dba DHL Supply Chain (USA), and is not a public record.

5(C) Evaluation of Health Plans Offered by Companies

Company Name: Exel Inc. d/b/a DHL Supply Chain (USA) County: Clark

Total Number of Full-Time Employees: 494
 Average Hourly Wage per Employee \$24.79
 Average Annual Wage per Employee (implied) \$51,563.20

COST OF HELATH INSURANCE

Annual Health Insurance Premium Cost: \$6,074.80
 Percentage of Premium Covered by:
 Company 90%
 Employee 10%

HEALTH INSURANCE PLANS:

Base Health Insurance Plan*:

	Value HSA Plan
Deductible - per employee	\$ 3,500
Coinsurance	30%
Out-of-Pocket Maximum per employee	\$ 6,000

Additional Health Insurance Plan*:

	N/A
Deductible - per employee	\$ -
Coinsurance	0% / 0%
Out-of-Pocket Maximum per employee	\$ -

Additional Health Insurance Plan*:

	N/A
Deductible - per employee	\$ -
Coinsurance	0% / 0%
Out-of-Pocket Maximum per employee	\$ -

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

Generalized Criteria for Essential Health Benefits (EHB)

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

Covered employee's premium not to exceed 9.5% of annual wage	1.3%	MMQ
Annual Out-of-Pocket Maximum not to exceed \$9,450 (2024)	\$6,000	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.

Stephen Hess
 Name of person authorized for signature

Vice President, Real Estate
 Title

Stephen Hess
 Signature

3/6/2024
 Date

5(D) Company Information

Company Name: Exel Inc. d/b/a DHL Supply Chain (USA)

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
Scott Sureddin	Director, Chairman, Chief Executive Officer & President
Scot Hofacker	Director, Chief Financial Officer & Treasurer
Mark Smolik	Vice President, General Counsel & Secretary

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: