

Weber Metals, Inc.

1 Eric Cr., Verdi, NV 89439

Jerry Bullard, Controller

Date: July 25, 2024

Application Facts:

Industry	Manufacturing
NAICS	332112
Type of App	Expansion
Location	Washoe County
RDA	EDAWN, Nancy McCormick

Company Profile

Weber Metals, Inc. (Weber) plans to expand its existing operations in Verdi, NV. The expansion in Verdi involves work transfers to the new facility, capability enhancements to utilize existing equipment at the expansion site that is new to Weber for entry into new markets, and investments in additional equipment for process and capacity gains. Weber is an industrial company that produces forgings mainly for the aerospace market. In December of 2022, Weber acquired the legacy 'Viking Metallurgical' facility, in Verdi, which is the first expansion of its main campus location in Southern California. The site produces a range of forged products for customers across the United States including OEMs and Machine Shops in Southern California, Landing Systems OEMs in Ohio, and the nation's largest commercial aircraft Tier 1 in Wichita, KS. Weber is engaged in its local community of Paramount, CA serving on the leadership of the local Chamber of Commerce and donating to local educational initiatives. Weber is also a good steward of environmental compliance having installed several Best Available Control Technology (BACT) systems throughout its Paramount facility. Weber will continue this trend in Western Nevada. *Source: Weber Metals, Inc.*

Tax Abatement Requirements:

	<u>Statutory</u>	<u>Company Application</u>	<u>Meeting Requirements</u>
Job Creation (12 months)	3	8	Yes
Average Wage	\$29.28	\$29.38	Yes
Equipment Capex (12 months)	\$250,000	\$1,790,000	Yes

Additional Requirements:

Health Insurance	65%	75%	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)

\$3,540,514

Total

\$6,008,826

Tax Abatements

Contract Terms

Estimated Tax Abatement

Sales Tax Abmt.	2% for 10 years	\$1,502,974
Personal Property Tax Abmt.	50% for 10 years	\$778,870
Total Estimated Tax Abatement over 10 yrs.		\$2,281,844

* Aviation Abatement, Total Tax Liability and Net New Revenues are estimated on company's overall 10 year projected Capital Equipment Investment - \$23,990,000

Net New Tax Revenues

Direct

Indirect

Taxes after Abatements

Local Taxes

Property	\$1,123,069	\$806,382	\$1,929,451
Sales	\$186,071	\$463,397	\$649,468
Lodging	\$0	\$28,310	\$28,310

State Taxes

Property	\$54,705	\$47,902	\$102,607
Sales	\$539,200	\$180,405	\$719,605
Modified Business	\$168,195	\$119,909	\$288,104
Lodging	\$0	\$9,437	\$9,437

Total Estimated New Tax Revenue over 10 yrs.

\$2,071,240

\$1,655,742

\$3,726,982

Economic Impact over 10 yrs.

Economic

Construction

Total

Total Jobs Supported	76	41	117
Total Payroll Supported	\$29,097,583	\$3,251,968	\$32,349,551
Total Economic Value	\$106,025,181	\$8,489,178	\$114,514,359

Economic Impact Output per Abatement Dollar

New Total Tax per Abated Dollar

\$46

\$1.63

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.

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

Dear Executive Director Burns,

EDAWN supports the application for Aviation incentives for Weber Metals, which chose Nevada as a location for facility in Northern Nevada in 2022. They are now reviewing the opportunity to grow their capabilities in Verdi, and create additional jobs, as well as make a significant investment in new equipment. With decades of experience in their industry, and a legacy of excellence, we are happy to promote their growth in Northern Nevada.

Weber Metals plans to add an additional 8 employees to their operations here, (doubling their current headcount), at an average wage of \$29.38 per hour or more, and plan ongoing employment growth into the future, as they continue to expand their market share, with a focus on manufacturing high volume products for key industries.

They will also invest \$1.79M in new metal forging equipment to expand their capacity and support growth into new markets, which far exceeds the monetary threshold required for capital investment. Weber also intends to replicate their strong support for, and partnerships with, the community and education institutions that exist at their California campus, at their Northern Nevada location.

Weber Metals is requesting assistance via the existing Aviation incentive program, which provides an abatement for personal property, over a maximum of 10 years, and meets the statutory criteria, to qualify for the Board's consideration.

EDAWN is pleased to have an additional employer in our region with capabilities that support growth industries such as aviation, semiconductor equipment components, and other space applications, and we appreciate the opportunity to present their application to the Board for consideration.

Sincerely,



Nancy McCormick
SVP Business Retention, Expansion, and Workforce
Economic Development Authority of Western Nevada



May 10, 2024

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

Dear Mr. Burns.

Weber Metals, Inc. is an industrial company that produces forgings mainly for the aerospace market. In December of 2022, Weber acquired the legacy "Viking Metallurgical" facility in Verdi, NV, which is the first expansion of its main campus location in Southern California. The site produces a range of forged products for customers across the United States including OEMs and Machine Shops in Southern California, Landing Systems OEMs in Ohio, and the nation's largest commercial aircraft Tier 1 in Wichita, KS.

The decision to expand the operation to Verdi, Nevada was due to several factors, including the business tax structure, cost of living, availability of utilities, and logistic advantages offered by the region. Weber was also aware of the benefits of GOED's Incentive Program, which was a critical factor in its decision to expand operations to Verdi. Weber is engaged in its local community of Paramount, CA serving on the leadership of the local Chamber of Commerce and donating to local educational initiatives. Weber is also a good steward of environmental compliance having installed several Best Available Control Technology (BACT) systems throughout its Paramount facility. Weber will continue this trend in Western Nevada.

The expansion to Verdi, NV involves work transfers to the new facility, capability enhancements to utilize existing equipment at the expansion site that is new to Weber Metals for entry into new markets, and investments in additional equipment for process and capacity gains. To date, Weber has invested over \$10M in the facility and has hired 8 full-time employees to support the facility start-up. Our goal is to double the site's headcount by the end of 2025, with the weighted average hourly rate of any newly hired employees to meet or exceed the state's minimum wage average of \$29.28/hr. Weber has and plans to continue to hire and train employees from the local Reno area, many of whom were employees of the facility during its prior ownership. Part qualifications began in late 2023 at the Verdi facility, and the goal is to be in serial production by Q3 2024.

Weber is excited about the market opportunities presented by this expansion and the advantages that the location of this facility in Verdi will offer the company and looks forward to future growth in the area.

Sincerely,

Jerry Bullard
Controller
[Signature]

WEBER METALS, Inc., 16706 Garfield Avenue
Paramount, CA 90723, USA
T: +1 562 602 0260 | F: +1 562 602 0577
www.webermetals.com



Aviation Tax Abatement Incentive Application

Company Name: Weber Metals, Inc.
Date of Application: May 10, 2024

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:

- Aviation Sales & Use Tax Abatement: abated to 2% up to 10 years (aircraft excluded) Other: _____
- Aviation Personal Property Tax Abatement (Equip): 50% for 10 years
- Aviation Personal Property Tax Abatement (Aircraft): 50% for 10 years

Section 2 - Corporate Information

COMPANY NAME (Legal name under which business will be transacted in Nevada) <u>Weber Metals, Inc.</u>		FEDERAL TAX ID # <u>95-2222524</u>	
CORPORATE ADDRESS <u>16706 Garfield Ave</u>	CITY / TOWN <u>Paramount</u>	STATE / PROVINCE <u>CA</u>	ZIP <u>90723</u>
MAILING ADDRESS TO RECEIVE DOCUMENTS (If different from above)	CITY / TOWN	STATE / PROVINCE	ZIP
TELEPHONE NUMBER <u>(562) 602-0260</u>	WEBSITE www.webermetals.com		
COMPANY CONTACT NAME <u>Jerry Bullard</u>	COMPANY CONTACT TITLE <u>Controller</u>		
E-MAIL ADDRESS JerryBullard@webermetals.com	PREFERRED PHONE NUMBER <u>+1 562-333-3212</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 - Job Creation Requirement

Please check the applicable wage and hiring categories the company intends to qualify under with this application (must check two - the wage and one hiring criteria):

- New business: Create 5 or more full-time employees within 1 year after approval
- Average hourly wage for employees of the business shall be at or above the average statewide hourly wage
- Existing business: Increase the number of full-time employees by 3% or 3, whichever is greater, within 1 year after approval

Section 4 - Program Elective Requirement

Please check **one** of the boxes below; the company must meet at least one elective requirement:

- New capital investment of at least \$250,000 in Nevada within 1 year after receiving certificate of eligibility
- Maintain and possess in Nevada tangible personal property having a value of not less than \$5,000,000 during the abatement period
- The business develops, refines or owns a patent or other intellectual property, or has been issued a FAA certificate (14 CFR Part 21)

Section 5 - Program Restrictions

**NEVADA REGISTERED COMMON CARRIAGE OPERATIONS DO NOT QUALIFY FOR THIS TAX ABATEMENT
UNLESS THE BUSINESS IS REGULATED UNDER 14 C.F.R. PART 125 or 135**

Section 6 - Nevada Facility

Type of Facility (Check all that apply):

- Headquarters
- Aviation Maintenance
- Air Tour Operators
- Business with Private Aircraft
- Aircraft Manufacturing (Non-UAS)
- Unmanned Aerial System Testing
- Unmanned Aerial System Manufacturing
- Other: Aircraft Component Manufacturing

EXPECTED DATE OF NEW OPERATION (MONTH/YEAR)	EXPECTED DATE OF EXPANDED OPERATION (MONTH / YEAR) <u>Aug-2024</u>		
NAICS CODE / SIC <u>332112</u>	INDUSTRY TYPE <u>Non-Ferrous Forging</u>		
DESCRIPTION OF COMPANY'S NEVADA OPERATIONS <u>Forging and Ring Rolling of various metal alloys predominantly to serve the Aerospace supply chain.</u>			
PROPOSED / ACTUAL NEVADA FACILITY ADDRESS <u>1 Eric Cr</u>	CITY / TOWN <u>Verdi</u>	COUNTY <u>Washoe</u>	ZIP <u>89439</u>
WHAT OTHER STATES / REGIONS / CITIES ARE BEING CONSIDERED FOR YOUR COMPANY'S RELOCATION / EXPANSION / STARTUP? <u>Riverside County, CA / Arizona</u>			

Section 7 - 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.

- 7 (A) Real Estate and Construction 7 (E) Employment Schedule
 7 (B) Capital Equipment List 7 (F) Evaluation of Health Plan
 7 (C) Aviation Parts List
 7 (D) Aircraft Procurement List

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 fourth quarter of new operations?: _____	How many full-time equivalent (FTE*) employees will be created by the end of the first fourth quarter of expanded operations?: <u>8</u>
Average hourly wage of these <u>new</u> employees: _____	Average hourly wage of these <u>new</u> employees: <u>\$29.38</u>
	How many FTE employees prior to expansion?: <u>8</u>
	Average hourly wage of these <u>existing</u> employees: <u>\$28.25</u>
	Total number of employees after expansion: 16

* FTE means a person who is in a permanent position of employment, works and average of 30 hours per week, and is eligible for company-sponsored health benefits.

OTHER COMPENSATION (Check all that apply):

- Overtime Merit Increase 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):

Overtime as needed based on demand. Tuition assistance and Merit increases available for upskilling. 2 weeks paid vacation (with rollover) + 6 sick days granted on an annual basis. Profit sharing program in place at current operation and will be offered at this new location. 401K with 25% company match up to 6% of contribution.

Section 9 - Employee Health Insurance Benefit Program

Is health insurance for employees and an option for dependents offered?: Yes (copy of benefit plan must be attached) 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: _____		
Employer Contribution (annual premium per employee):	<u>\$11,707</u>	Company: <u>75%</u>
Employee Contribution (annual premium per employee)	<u>\$3,978</u>	Employee: <u>25%</u>
Total Annual Premium:	<u>\$15,685</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.

JERRY BULLARD
Name of person authorized for signature


Signature

CONTROLLER
Title

5/10/24
Date

Nevada Governor's Office of Economic Development
1 State of Nevada Way, 4th Floor, Las Vegas, Nevada 89119 • 702.486.2700 • www.goed.nv.gov

Site Selection Factors

Company Name: Weber Metals, Inc.

County: Washoe

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

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

The abatement program of the Nevada Governor's Office of Economic Development was a crucial element in Weber Metals' decision to forego other areas for site expansion. Weber has evaluated sites in Southern California, Arizona, and Oklahoma as well. Washoe County is a desirable location being relatively close (1-hour flight) to Weber Metals Headquarters in Paramount, CA and boasts a breadth of workforce options to utilize spanning from unskilled labor to skilled labor and technical talent. The abatement options provide a justification for Weber to continue making investments in its facility in Verdi. Without it Weber would consider other investment options either at its main campus in Southern California or in a new State.

7(A) Real Estate & Construction

Company Name: Weber Metals, Inc.

County: Washoe

Section I - Real Estate & Constructions Projections

Directions: please provide a 10 year projection of the real estate costs for current year (year-1) and future land and building procurement, as well as, current and future annual lease amounts and possible construction costs due to building improvements. Complete [columns (a) and (f)]. 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 real estate costs. Attach this form to the Incentives Application.

(a) Year	(b) Land Cost	(c) Construction Cost	(d) Building Purchase	(e) Annual Lease Amount	(f) Building SqFt
Year-1		\$1,500,000.00			
Year-2		\$600,000.00			
Year-3		\$500,000.00			
Year-4		\$300,000.00			
Year-5		\$300,000.00			
Year-6		\$400,000.00			
Year-7		\$400,000.00			
Year-8		\$400,000.00			
Year-9		\$500,000.00			
Year-10		\$500,000.00			

7(C) Aviation Parts List

Company Name: Weber Metals, Inc.

County: Washoe

Section I - Aviation Parts Purchase and Sale Projections

Directions: please provide a 10 year projection of the aviation parts the company anticipates purchasing and selling, [columns (b) and (c)]. If there is a year where the company does not plan to purchase/sell aviation parts, please leave as \$0 amount. 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 aviation parts procurement/sales. Attach this form to the Incentives Application.

Note: If the company does not anticipate purchasing or selling aviation parts, please leave this page blank.

(a) Year	(b) Projected Dollar Amount of Purchases	(c) Projected Dollar Amount of Sales	(d) Total Amount
Year-1		\$5,000,000.00	\$5,000,000.00
Year-2		\$15,000,000.00	\$15,000,000.00
Year-3		\$20,000,000.00	\$20,000,000.00
Year-4		\$25,000,000.00	\$25,000,000.00
Year-5		\$30,000,000.00	\$30,000,000.00
Year-6		\$40,000,000.00	\$40,000,000.00
Year-7		\$50,000,000.00	\$50,000,000.00
Year-8		\$60,000,000.00	\$60,000,000.00
Year-9		\$65,000,000.00	\$65,000,000.00
Year-10		\$70,000,000.00	\$70,000,000.00
Total			\$380,000,000.00

7(D) Aircraft Procurement List

Company Name: Weber Metals, Inc.

County: Washoe

Section I - Future Aircraft Procurement List

Directions: please provide a 20 year projection of the aircraft the company anticipates purchasing, complete [columns (a) through (d)]. If there is a year where the company does not plan to purchase an aircraft, please list not applicable. 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 aircraft procurement. Attach this form to the Incentives Application.

Note: If the company does not anticipate purchasing aircraft, please leave this page blank.

(a) Year	(b) Aircraft Name/Description	(c) # of Aircraft	(d) Price per Aircraft	(e) Total Cost
Year-1	N/A			
Year-2	N/A			
Year-3	N/A			
Year-4	N/A			
Year-5	N/A			
Year-6	N/A			
Year-7	N/A			
Year-8	N/A			
Year-9	N/A			
Year-10	N/A			
Total				\$0.00

Section 2 - Existing Aircraft List

Directions: Please provide the current market value of all existing aircraft the company currently owns. If additional space is needed, attach a separate list to the application.

(a) Aircraft/Description	(b) # of Aircraft	(c) Current Market Value	(d) Total Cost
N/A			\$0.00
N/A			\$0.00
N/A			\$0.00
N/A			\$0.00
N/A			\$0.00
N/A			\$0.00
N/A			\$0.00
N/A			\$0.00
M			\$0.00

7(E) Employment Schedule

Company Name: Weber Metals, Inc.

County: Washoe

Section 1 - Full-Time Equivalent (FTE) Employees

Directions: Please complete [columns (a) through (f)] in Section 1 with information on all full time employees that will be hired and employed by the company within 1 year after the effective date of new/expanded operations. Attach this form to the Incentives Application.

Full-time equivalent means a person who is in a permanent position of employment, works and average of 30 hours per week, and qualifies for an employer sponsored health insurance plan. These are estimates. Audits of job creation and wage will be based on actual quarterly filings made to the state.

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 - Washoe County	(f) Average Weekly Hours	(g) Annual Wage per Position	(h) Total Annual Wages
Maintenance Workers, Machinery	49-9043	1	\$32.00	\$31.26	40	\$66,560.00	\$66,560.00
Industrial Production Managers	11-3051	1	\$60.00	\$55.52	40	\$124,800.00	\$124,800.00
Tool and Die Makers	51-4111	2	\$26.50	\$33.69	40	\$55,120.00	\$110,240.00
Helpers--Production Workers	51-9198	4	\$22.50	\$22.28	40	\$46,800.00	\$187,200.00
TOTAL		8	\$29.38	\$30.41			\$488,800.00

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
2-Year	7	\$29.00	\$422,240.00
3-Year	4	\$30.71	\$255,507.20
4-Year	4	\$32.50	\$270,400.00
5-Year	4	\$27.50	\$228,800.00
6-Year	4	\$32.86	\$273,395.20
7-Year	4	\$27.50	\$228,800.00
8-Year	4	\$34.00	\$282,880.00
9-Year	4	\$26.67	\$221,894.40
10-Year	4	\$39.00	\$324,480.00

* 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 median average hourly wage for the location has been used.

U = Unknown / data set for region is not currently available.

Source: Lighcast™ county wages based on the Bureau of Labor Statistics Occupational Employment and Wage Statistics program and county-level administrative wage data.

7(F) Evaluation of Health Plans Offered by Companies

Company Name: Weber Metals, Inc. County: Washoe

Total Number of Full-Time Employees: 8
 Average Hourly Wage per Employee \$29.38
 Average Annual Wage per Employee (implied) \$61,100.00

COST OF HELATH INSURANCE

Annual Health Insurance Premium Cost: \$11,707.00
 Percentage of Premium Covered by:
 Company 75%
 Employee 25%

HEALTH INSURANCE PLANS:

Base Health Insurance Plan*: **WEBER EPO "It's your life"**
 Deductible - per employee \$ -
 Coinsurance 95% / 5%
 Out-of-Pocket Maximum per employee \$ 3,200

Additional Health Insurance Plan*: **WEBER PPO "It's your life"**
 Deductible - per employee \$ 250
 Coinsurance 80% / 20%
 Out-of-Pocket Maximum per employee \$ 2,200

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

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

Generalized Criteria for Essential Health Benefits (EHB)

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

Covered employee's premium not to exceed 9.5% of annual wage	6.5%	MEC
Annual Out-of-Pocket Maximum not to exceed \$9,200 (2025)	\$3,200	MEC

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.

JERRY BULLARD

[Signature]

 Name of person authorized for signature Signature

 Controller Date
 Public Content

7(G) Paid Family and Medical Leave (PFML)

Company Name: Weber Metals, Inc.

County: Washoe

After October 1, 2023, if the business will have at least 50 full-time employees on the payroll of the business by the eighth calendar quarter following the calendar quarter in which the abatement becomes effective the business, by the earlier of the eighth calendar quarter following the calendar quarter in which the abatement becomes effective or the date on which the business has at least 50 full-time employees on the payroll of the business, has a policy for paid family and medical leave and agrees that all employees who have been employed by the business for at least 1 year will be eligible for at least 12 weeks of paid family and medical leave at a rate of at least 55 percent of the regular wage of the employee.

I, the undersigned, hereby declare to the Governor's Office of Economic Development that the facts herein stated are true, and that the Applicant will meet this threshold for PFML.

Jerry Bullard

Name of person authorized for signature



Signature

Controller

Title

5/10/24

Date

7(H) Company Information

Company Name: Weber Metals, Inc.

County: Washoe

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
Otto Fuchs KG	Parent Corp / Owner
Douglas McIntyre	President and CEO
J. Rick Creed	Chairman
James J. Fitzsimmons	BOD Member
Blair London, Ph.D.	BOD Member
Lawrence Stone, Esq.	BOD Member

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:

Entity Information

Entity Information

Entity Name:

WEBER METALS, INC.

Entity Number:

E28410342022-5

Entity Type:

Foreign Corporation (80)

Entity Status:

Active

Formation Date:

12/28/2022

NV Business ID:

NV20222659253

Termination Date:

Annual Report Due Date:

12/31/2024

Compliance Hold:

Domicile Name:

Weber Metals, Inc.

Jurisdiction: