

Inneos, LLC

215 Elks Point Road, Zephyr Cove, NV 89448
Brian Peters, Chief Executive Officer

Date: October 3, 2024

Application Facts:

Industry	Manufacturing
NAICS	334413
Type of App	Expansion
Location	Douglas County
RDA	NNDA, Hayden Poinier

Company Profile

Inneos, LLC (Inneos) plans to expand its existing northern Nevada operations. Inneos is a US-based company with component and module design and manufacturing, with operations in both Pleasanton, CA and Zephyr Cove, NV. Inneos specializes in designing and manufacturing fiber optic components for Original Equipment Manufacturers (OEMs) that need highly reliable solutions for their mission critical systems. This expansion project will include the addition of highly specialized equipment for the semiconductor manufacturing line and R&D processes. Inneos began as a start-up called Blaze Network Products in 1998, founded on the premise of inventing and commercializing a low-cost version of a high-bandwidth optical solution. Today, Inneos has three product families: components Vertical-cavity surface-emitting laser (VCSELs) and Photodetectors, optical engines (modules), and optical extenders (turnkey). These products have found applications where performance, security, and safety are of utmost importance. The company's innovative products are engineered to meet the most demanding requirements of today's aerospace, medical, automotive, and industrial applications. Inneos is founded on a culture of innovation. The company holds 10 patents for key processes in optical technology—including coarse-wave division multiplexing—and continues to bring new possibilities to light. *Source: Inneos, LLC*

Tax Abatement Requirements:	Statutory	Company Application	Meeting Requirements
Job Creation	6	6	Yes
Average Wage	\$32.51	\$39.50	Yes
Equipment Capex (SU & MBT)	\$8,910	\$12,489,588	Yes
Equipment Capex (PP)			

Additional Requirements:

Health Insurance	65%	100%	Yes
Revenues generated outside NV	51%	95%	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
	\$1,321,145	\$1,929,699

Tax Abatements	Contract Terms	Estimated Tax Abatement
Sales Tax Abmt.	4.6% for 2 years	\$312,240
Modified Business Tax Abmt.	50% for 4 years	\$4,555
Personal Property Tax Abmt.	50% for 10 years	\$212,637
Total Estimated Tax Abatement over 10 yrs.		\$529,432

Net New Tax Revenues	Direct	Indirect	Taxes after Abatements
Local Taxes			
Property	\$274,523	\$283,029	\$557,552
Sales	\$338,025	\$67,407	\$405,432
Lodging	\$0	\$12,523	\$12,523
State Taxes			
Property	\$13,372	\$29,632	\$43,004
Sales	\$255,006	\$56,815	\$311,821
Modified Business	\$30,715	\$38,848	\$69,563
Lodging	\$0	\$372	\$372
Total Estimated New Tax Revenue over 10 yrs.	\$911,641	\$488,626	\$1,400,267

Economic Impact over 10 yrs.	Economic	Construction	Total
Total Jobs Supported	14	4	18
Total Payroll Supported	\$9,163,701	\$230,614	\$9,394,315
Total Economic Value	\$32,805,653	\$673,175	\$33,478,828

Economic Impact Output per Abatement Dollar	New Total Tax per Abated Dollar
\$62	\$2.64

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 its operations will have on the community and state economy measured by total number of jobs, payroll and created output.

August 16, 2024

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

Dear Director Burns,

The Northern Nevada Development Authority (NNDA) is pleased to provide this letter of support for Inneos, LLC application for the Sales and Use Tax Abatement, Modified Business Tax Abatement and Personal Property tax abatement. We believe that the project proposed by Inneos, LLC to expand the capacity of their semiconductor wafer fabrication facility located at the Zephyr Cove, NV is of crucial importance for our region and the State of Nevada.

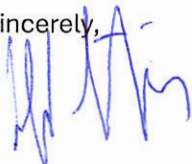
Geopolitical tensions, the breakdown in the just-in-time supply chain, and deglobalization, causes huge risks to the U.S. market by not being able to manufacture the inputs needed for national defense and for our current standard of living.

As a part of the US Economic Development's Regional Technology and Innovation Hub Program, Northern Nevada received a Regional Technology and Innovation Hub (Tech Hub) Phase 1 designation. The key focus area of the Nevada Tech Hub is advanced energy and industrial efficiency technologies (Critical Elements Tech Hub), and this modernization project is an important part of Nevada's manufacturing supply chain and value network. NNDA is the leading entity for the Supply Chain enhancement portion of the Tech Hub, and we strongly support Inneos' modernization and expansion project at their Zephyr Cove semiconductor wafer fabrication facility.

Inneos will be investing \$12.5 million in highly specialized equipment and will create 6 new skilled labor jobs in the Northern Nevada region and contribute to the development of a skilled workforce that benefits the broader high-tech manufacturing landscape in the region.

NNDA respectfully requests the application to be considered by the Governor's Office of Economic Development Board to review and act.

Sincerely,



Jeff Sutich, Executive Director

Wesley Rice
Sharla Hales
Walt Nowosad
Danny Tarkanian
Mark Gardner



1594 Esmeralda Avenue
Minden, Nevada 89423

www.douglascountynv.gov
775-782-9821

BOARD OF COUNTY COMMISSIONERS

September 19, 2024

Melanie Sheldon
Senior Director of Business Development
Governor's Office of Economic Development
555 E. Washington Avenue, Suite 5400
Las Vegas, NV 89101

Re: Incentives Inneos, LLC

Dear Ms. Sheldon:

At the September 19, 2024 meeting, the Douglas County Board of Commissioners took action to acknowledge and support the incentive request submitted by Inneos, LLC.

The company is requesting State allowed incentives for Sales & Use Tax Abatement, Personal Property Tax Abatement and Modified Business Tax Abatement.

Douglas County supports Inneos, LLC. in its application for the allowed State tax incentives and requests the Governor's Office of Economic Development Board act favorably upon the request.

If you have any additional questions regarding this letter, please contact Nikki Rudelbach, Economic Vitality Manager, at (775) 782-6268 or by e-mail at nrudelbach@douglasnv.us.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Wesley Rice', is written over a faint, larger version of the same signature.

Wesley Rice, Chairman
Douglas County Commission

XC: Northern Nevada Development Authority
Nikki Rudelbach, Economic Vitality Manager

Mailing Address: P.O. Box 218, Minden, NV 89423



June 27, 2024

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

Dear Mr. Burns,

Inneos, LLC is looking to expand our operations in Douglas County through a major facility upgrade project that will vastly increase our manufacturing capability. Inneos has been a cornerstone of the III-V semiconductor wafer manufacturing industry, operating a component manufacturing line for nearly two decades at our fabrication facility located at 215 Elks Point Rd, Zephyr Cove, NV 89448. Our commitment to innovation and operational excellence is demonstrated by this planned expansion, which will significantly enhance our manufacturing capabilities and efficiency.

As global supply chains face increasing disruptions, having a robust and advanced semiconductor wafer manufacturing capability within Nevada strengthens both the state and the nation's supply chain resilience. This is especially important for critical industries that rely on semiconductor components, making III-V semiconductor wafer manufacturing a key sector for national security. Inneos' proposed manufacturing line enhancements will support the production of essential components for critical infrastructure, ensuring that these capabilities remain domestically available.

The scope of this project is limited to an interior modification and expansion of an existing semiconductor manufacturing line. Inneos' current capacity of 300k known-good-die per month is fully allocated to medical, aerospace and defense, and consumer electronics applications. This expansion project proposed herein will provide security and resiliency of the domestic compound semiconductor supply chain and provide a flexible manufacturing line that supports a high mix of products that can be readily adjusted to meet critical national security needs and adapt to changing market conditions.

Maintaining a complete US-based ecosystem to support all ranges of volume manufacturing of compound semiconductors for optoelectronic components is critical for moving developing technologies from R&D towards volume production and allowing for on-shore manufacturing of mission-critical components for medical, aerospace, industrial, military, and defense applications.



Tax incentives are a factor in the decision to expand, and because of this expansion we will be able to create 6 new well-paid positions within the first 2 years of operations. The total capital investment of this project is approximately \$13 million, between building improvements and purchasing highly specialized equipment for the manufacturing and R&D processes.

The experience Inneos, LLC has had while interacting with the Northern Nevada Development Authority representative has created a positive outlook. Inneos is committed to retaining US-based operations and for that reason we appreciate the consideration and look forward to helping the economic growth of Douglas County and the State of Nevada.

Sincerely,

A handwritten signature in black ink, appearing to read "Kjersti Martino".

Kjersti Martino

Director of Product Management



Incentive Application

Company Name: Inneos, LLC
 Date of Application: June 24, 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:

- Sales & Use Tax Abatement
- Modified Business Tax Abatement
- Personal Property Tax Abatement
- Recycling Real Property Tax Abatement
- Other: _____

Section 2 - Corporate Information

COMPANY NAME (Legal name under which business will be transacted in Nevada) <u>Inneos, LLC</u>			FEDERAL TAX ID # <u>46-3582304</u>
CORPORATE ADDRESS <u>215 Elks Point Road</u>	CITY / TOWN <u>Zephyr Cove</u>	STATE / PROVINCE <u>NV</u>	ZIP <u>89448</u>
MAILING ADDRESS TO RECEIVE DOCUMENTS (If different from above) <u>4255 Hopyard Road, Ste. 105</u>	CITY / TOWN <u>Pleasanton</u>	STATE / PROVINCE <u>CA</u>	ZIP <u>94588</u>
TELEPHONE NUMBER <u>925-226-1038</u>	WEBSITE www.inneos.com		
COMPANY CONTACT NAME <u>Brian Peters</u>	COMPANY CONTACT TITLE <u>CEO</u>		
E-MAIL ADDRESS bcpeters@inneos.com	PREFERRED PHONE NUMBER <u>925-226-0138</u>		

Has your company ever applied and been approved for incentives available by the Governor's Office of Economic Development? Yes No
 If Yes, list the program awarded, date of approval, and status of the accounts (attach separate sheet if necessary):

Section 3 - Program Requirements

Please check two of the boxes below; the company must meet at least two of the three program requirements:

- A capital investment of \$1,000,000 in eligible equipment in urban areas or \$250,000 in eligible equipment in rural areas are required. This criteria is businesses. In cases of expanding businesses, the capital investment must equal at least 20% of the value of the tangible property owned by the business.
 - New businesses locating in urban areas require fifty (50) or more permanent, full-time employees on its payroll by the eighth calendar quarter quarter in which the abatement becomes effective. In rural areas, the requirement is ten (10) or more. For an expansion, the business must increase employees on its payroll by 10% more than its existing employees prior to expansion, or by 25 (urban) or 6 (rural) employees, whichever is greater.
 - In both urban and rural areas, the average hourly wage that will be paid by the business to its new employees is at least 100% of the average statewide hourly wage.
- Note: Criteria is different depending on whether the business is in a county where the population is 100,000 or more or a city where the population is 60,000 or more "urban" area, or if the business is in a county where the population is less than 100,000 or a city where the population is less than 60,000 (i.e., "rural" area).

Section 4 - Nevada Facility

Type of Facility:

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

PERCENTAGE OF REVENUE GENERATED BY THE NEW JOBS CONTAINED IN THIS APPLICATION FROM OUTSIDE NEVADA <u>95%</u>	EXPECTED DATE OF NEW / EXPANDED OPERATIONS (MONTH / YEAR) <u>Oct-2026</u>		
NAICS CODE / SIC <u>334413</u>	INDUSTRY TYPE <u>Semiconductor Device Manufacturing</u>		
DESCRIPTION OF COMPANY'S NEVADA OPERATIONS <u>III-V Semiconductor device design and manufacturing</u>			
PROPOSED / ACTUAL NEVADA FACILITY ADDRESS <u>215 Elks Point Road</u>	CITY / TOWN <u>Zephyr Cove</u>	COUNTY <u>Douglas County</u>	ZIP <u>89448</u>
WHAT OTHER STATES / REGIONS / CITIES ARE BEING CONSIDERED FOR YOUR COMPANY'S RELOCATION / EXPANSION / STARTUP? <u>None</u>			

Section 5 - Complete Forms (see additional tabs at the bottom of this sheet for each form listed below)

Check the applicable box when form has been completed.

- 5 (A) Equipment List
- 5 (B) Employment Schedule
- 5 (C) Evaluation of Health Plan, with supporting documents to show the employer paid portion of plan meets the minimum of 65%.
- 5 (D) Company Information Form

Section 6 - Real Estate & Construction (Fill in either New Operations/Startup or Expansion, not both.)

New Operations / Start Up - Plans Over the Next <u>Ten</u> Years	Expansions - Plans Over the Next <u>10</u> Years
<p>Part 1. Are you currently/planning on leasing space in Nevada? _____ If No, skip to Part 2. If Yes, continue below: What year(s)? _____ How much space (sq. ft.)? _____ Annual lease cost of space: _____ Do you plan on making building tenant improvements? _____ If No, skip to Part 2. If Yes *, continue below: 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? _____ If No, skip to Part 3. If Yes *, continue below: Purchase date, if buying (month, year): _____ How much space (sq. ft.)? _____ Do you plan on making building improvements? _____ If No, skip to Part 3. If Yes *, continue below: 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? _____ If Yes *, continue below: When to break ground, if building (month, year)? _____ Estimated completion date, if building (month, year): _____ How much space (sq. ft.)? _____</p>	<p>Part 1. Are you currently leasing space in Nevada? <u>Yes</u> If No, skip to Part 2. If Yes, continue below: What year(s)? <u>2005 to Present</u> How much space (sq. ft.)? <u>13,000</u> Annual lease cost at current space: <u>\$17,500.00</u> Due to expansion, will you lease additional space? <u>No</u> If No, skip to Part 3. If Yes, continue below: Expanding at the current facility or a new facility? _____ What year(s)? _____ How much expanded space (sq. ft.)? _____ Annual lease cost of expanded space: _____ Do you plan on making building tenant improvements? <u>No</u> If No, skip to Part 3. If Yes *, continue below: 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? _____ If No, skip to Part 3. If Yes, continue below: How much space (sq. ft.)? _____ Current assessed value of real property? _____ Due to expansion, will you be making building improvements? _____ If No, skip to Part 3. If Yes *, continue below: 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? <u>No</u> If Yes *, continue below: Purchase date, if buying (month, year): _____ When to break ground, if building (month, year)? _____ Estimated completion date, if building (month, year): _____ 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 LOCALECONOMY (Attach a separate sheet if necessary):

The VCSEL fabrication facility is located at 215 Elks Point Rd, Zephyr Cove, NV 89448, within the site of an existing manufacturing facility. The scope of this project is limited to a modification of an existing semiconductor manufacturing line. The core facility structure, process gases, and safety systems will remain unchanged from the existing fab, thereby minimizing the scope of required permitting and construction costs. We plan to work with local, licensed personnel for the architectural planning, construction required for the interior remodel, and installation of the upgraded HVAC, electrical utilities, and process gas lines. The construction work required for any interior modifications needed for this project are minimal and well-within the scope of capabilities of experienced local contractors.

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): <u>\$0</u>
Building Costs (if building / making improvements): _____	Building Costs (if building / making improvements): <u>\$474,000</u>
Land: _____	Land: <u>\$0</u>
Equipment Cost: _____	Equipment Cost: <u>\$12,489,600</u>
Total: _____	Total: <u>\$12,963,600</u>
	Is the equipment purchase for replacement of existing equipment? <u>Yes</u>
	Current assessed value of personal property in NV: <u>\$44,550</u>
	(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?: _____	How many full-time equivalent (FTE*) employees will be created by the end of the first eighth quarter of expanded operations?: <u>6</u>
Average hourly wage of these <u>new</u> employees: _____	Average hourly wage of these <u>new</u> employees: <u>\$39.50</u>
	How many FTE employees prior to expansion?: <u>7</u>
	Average hourly wage of these <u>existing</u> employees: <u>\$57.42</u>
	Total number of employees after expansion: <u>13</u>

*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):

Section 9 - Employee Health Insurance Benefit Program

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

Package includes (check all that apply):

- Medical Vision Dental Other: _____

Qualified after (check one):

- Upon employment Three months after hire date Six months after hire date Other: _____

Health Insurance Costs:	Percentage of health insurance premium by (min 65%):
Plan Type: <u>Blue Shield Bronze PPO</u>	
Employer Contribution (annual premium per employee): <u>\$ 7,500.00</u>	Company: <u>100%</u>
Employee Contribution (annual premium per employee): <u>\$ -</u>	Employee: <u>0%</u>
Total Annual Premium: <u>\$ 7,500.00</u>	

[SIGNATURE PAGE FOLLOWS]

Section 10 - Certification

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

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

Brian C. Peters
Name of person authorized for signature


Signature

CEO
Title

June 26, 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: Inneos, LLC

Douglas Douglas

Section 1 - 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>3</u>	Transportation infrastructure:	<u>3</u>
Labor costs:	<u>3</u>	Transportation costs:	<u>2</u>
Real estate availability:	<u>3</u>	State and local tax structure:	<u>2</u>
Real estate costs:	<u>4</u>	State and local incentives:	<u>4</u>
Utility infrastructure:	<u>4</u>	Business permitting & regulatory structure:	<u>5</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):

Inneos and its predecessors have been operating at this facility for many years, so the decision to upgrade the existing facility was made to minimize the construction costs and timeline, that is why Business permitting and regulatory structure is of great importance. Tax Abatements play also very significant role in our expansion, due to the capital investment of this type of business operations. The tax incentive will allow us to hire full time employees in the expansion process. Inneos is looking forward to providing great careers for Nevada residents.

5(A) Capital Equipment List

Company Name: Inneos, LLC

County: Douglas

Section 1 - Capital Equipment List

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

(a) Equipment Name/Description	(b) # of Units	(c) Price per Unit	(d) Total Cost
Coater/Developer	1	\$1,624,188.00	\$1,624,188.00
Mask Aligner	1	\$808,800.00	\$808,800.00
E-Beam Evaporator	1	\$350,400.00	\$350,400.00
ICP System	1	\$348,000.00	\$348,000.00
RIE	1	\$246,000.00	\$246,000.00
PECVD	1	\$300,000.00	\$300,000.00
Oxidation Furnace	1	\$906,000.00	\$906,000.00
Sputter System	1	\$270,000.00	\$270,000.00
Electroplating System	1	\$722,400.00	\$722,400.00
Automated Gas Cabinets (2x)	2	\$30,000.00	\$60,000.00
Gas Lines, including TG	1	\$60,000.00	\$60,000.00
Plasma Asher	1	\$114,000.00	\$114,000.00
Wet Bench (3x)	3	\$18,000.00	\$54,000.00
Inspection Microscopes (2x)	2	\$90,000.00	\$180,000.00
Vacuum Cure Oven	1	\$12,000.00	\$12,000.00
Wafer prober	1	\$493,800.00	\$493,800.00
Qual Test Systems (12x)	12	\$90,000.00	\$1,080,000.00
Accelerated Aging Systems (3x)	3	\$420,000.00	\$1,260,000.00
Lapping System	1	\$1,200,000.00	\$1,200,000.00
Singulation System	1	\$2,400,000.00	\$2,400,000.00
TOTAL EQUIPMENT COST			\$12,489,588.00

Is any of this equipment* to be acquired under an operating lease? Yes No

*Certain lease hold equipment does not qualify for tax abatements

5(B) Employment Schedule

Company Name: Inneos, LLC

County: Douglas

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

(a) New Hire Position Title/Description	(b) Position SOC Code	(c) Number of Positions	(d) Average Hourly Wage	(e) US Bureau of Labor Statistics Average Hourly Wage	(f) Average Weekly Hours	(g) Annual Wage per Position	(h) Total Annual Wages
Construction Managers	11-9021	1	\$45.00	\$52.14	40	\$93,600.00	\$93,600.00
Electrical and Electronic Engineering Technologists and Technicians	17-3023	3	\$30.50	\$37.72	40	\$63,440.00	\$190,320.00
Industrial Engineering Technologists and Technicians	17-3026	1	\$30.50	\$32.65	40	\$63,440.00	\$63,440.00
Electrical Engineers	17-2071	1	\$70.00	\$54.21	40	\$145,600.00	\$145,600.00
TOTAL		6	\$39.50	\$42.03			\$492,960.00

Section 2 - Employment Projections

Directions: Please estimate full-time job growth in Section 2, complete columns (b) and (c). These estimates are used for state economic impact and net tax revenue analysis that this agency is required to report. The company will not be required to reach these estimated levels of employment. [Please enter the estimated new full time employees on a year by year basis \(not cumulative\)](#)

(a) Year	(b) Number of New FTE(s)	(c) Average Hourly Wage	(d) Payroll
3-Year	0	\$0.00	\$0.00
4-Year	1	\$31.50	\$65,520.00
5-Year	1	\$31.50	\$65,520.00

* 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.

5(C) Evaluation of Health Plans Offered by Companies

Company Name: Inneos, LLC

County: Douglas

Total Number of Full-Time Employees: 6

Average Hourly Wage per Employee \$39.50
 Average Annual Wage per Employee (implied) \$82,160.00

COST OF HEALTH INSURANCE

Annual Health Insurance Premium Cost: \$7,500.00

Percentage of Premium Covered by:

Company 100%

Employee 0%

HEALTH INSURANCE PLANS:

Base Health Insurance Plan*:	Blue Shield Bronze Tandem PPO/HSA
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Deductible - per employee	\$ 5,700
Coinsurance	40% / 60%
Out-of-Pocket Maximum per employee	\$ 7,500

Additional Health Insurance Plan*:	Blue Shield Silver PPO/HSA
------------------------------------	----------------------------

Deductible - per employee	\$ 2,600
Coinsurance	35% / 65%
Out-of-Pocket Maximum per employee	\$ 7,900

Additional Health Insurance Plan*:	Blue Shield Gold PPO
------------------------------------	----------------------

Deductible - per employee	\$ 1,000
Coinsurance	20% / 80%
Out-of-Pocket Maximum per employee	\$ 8,150

*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	0%	MEC
--	----	-----

Annual Out-of-Pocket Maximum not to exceed \$9,200 (2025)	\$7,500	MEC
---	---------	-----

Minimum essential health benefits covered (Company offers PPO):

- | | |
|--|-------------------------------------|
| (A) Ambulatory patient services | <input checked="" type="checkbox"/> |
| (B) Emergency services | <input checked="" type="checkbox"/> |
| (C) Hospitalization | <input checked="" type="checkbox"/> |
| (D) Maternity and newborn care | <input checked="" type="checkbox"/> |
| (E) Mental health/substance use disorder/behavioral health treatment | <input checked="" type="checkbox"/> |
| (F) Prescription drugs | <input checked="" type="checkbox"/> |
| (G) Rehabilitative and habilitative services and devices | <input checked="" type="checkbox"/> |
| (H) Laboratory services | <input checked="" type="checkbox"/> |
| (I) Preventive and wellness services and chronic disease management | <input checked="" type="checkbox"/> |
| (J) Pediatric services, including oral and vision care | <input checked="" type="checkbox"/> |

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.

Brian C. Peters
 Name of person authorized for signature


 Signature

CEO
 Title

6/26/2024
 Date

5(D) Paid Family and Medical Leave (PFML)

Company Name: Inneos, LLC

County: Douglas

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.

Brian C. Peters

Name of person authorized for signature



Signature

CEO

Title

6/26/2024

Date

True

Date

5(E) Company Information

Company Name: Inneos, LLC

County: Douglas

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
Brian Peters	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:

Entity Information

Entity Information

Entity Name:

INNEOS, LLC

Entity Number:

E0100662017-2

Entity Type:

Foreign Limited-Liability Company

Entity Status:

Active

Formation Date:

03/01/2017

NV Business ID:

NV20171136044

Termination Date:

Annual Report Due Date:

3/31/2025

Compliance Hold:

Series LLC:

Domicile Name:

Jurisdiction:



Inneos Company Overview

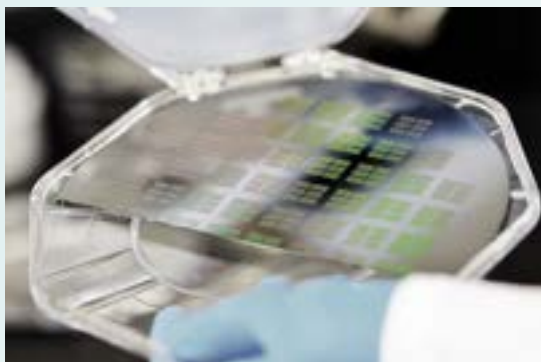
About Inneos

We design and manufacture embedded optical interconnects for OEM and integrated systems



High-performance devices in mission critical applications

Industry leaders in VCSEL-based CWDM (multiple optical channels on one fiber)



Vertically integrated, all USA operations

- Design > VCSEL fab > precision assembly all in own US factories

1,000,000+
Subsystems Sold

100+
Patents and
trade secrets

100%
Precision-assembled
in own US factories



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Long History Of Innovating with Light

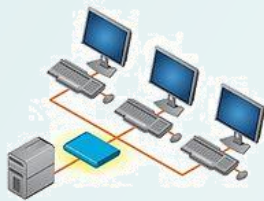
Medical Video



Mil/Aero



Industrial Video



Residential Video



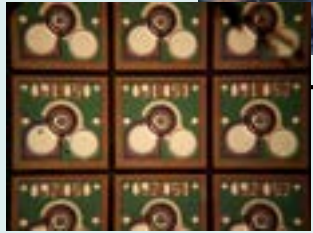
1998

2005

2014

2023

US-based, World-wide Footprint



- Design AND Manufacture In-House
 - Facilities in Pleasanton, CA and Zephyr Cove, NV
- Rep network across US, APAC, Europe, and Australia

Our Products

Devices that reside in (or just outside) an OEM system to enable fiber optic communication or optical sensing

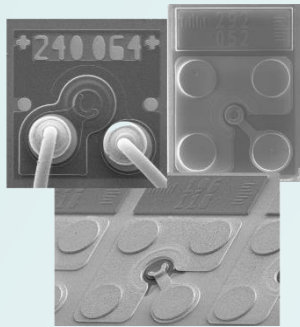
Components

Subsystems

Modules



Ref size:
Grain of salt



- Semiconductor-fabricated Vertical Cavity Surface Emitting Lasers (VCSELs) and photodetectors



- Optoelectronic subassembly with critical optical components aligned and assembled into a single unit



Ref size:
US Dime

- Subsystems and firmware integrated into a self-sufficient product



Primary Markets

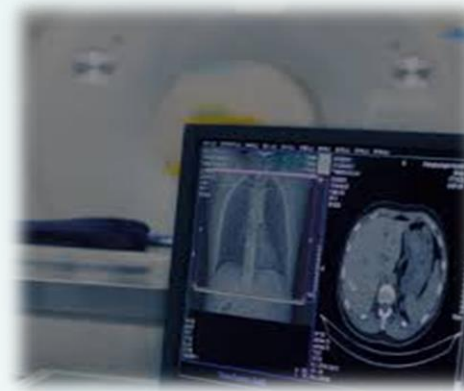
Inneos interconnects are deployed by OEMs requiring the highest quality and reliability



Mobile Event



Mil-Aero



Medical



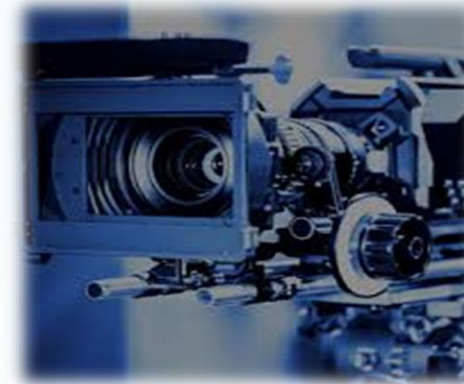
Consumer Electronics



KVM



Display Advertising



Studio Production



Inneos

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Advantage: Tuned for ultra-high resolutions



Residential Home Theater

Use-case:

- In-wall fiber for 4k or 8K video link

Key Benefit:

- Image quality (Full 4K image)



Embedded optical ports

Use-case:

- Embedded 8K TV port

Key Benefit:

- Bandwidth 98Gbps+ over inexpensive, user-friendly fiber



Gaming

Use-case:

- Console-based entertainment system video link

Key Benefit:

- Reduced latency



Advantage: Optimized for long runs and outdoor environments



Oil & Gas

Use-case:

- Low-speed comm & control

Key Benefits:

- Wide temp range
- Galvanic isolation



Wind Farms

Use-case:

- Monitor and control

Key Benefits:

- Wide temp range
- Low MTBR



Solar Farms

Use-case:

- Remote monitoring

Key Benefits:

- Heat-tolerant
- Low MTBR

Advantage: Ruggedized for extreme conditions



Aerospace In-Vehicle Network

Use-cases:

- Fiber network backbone
- In-flight entertainment video data

Key Benefits:

- Weight reduction
- EMI immunity



Aircraft Sensor and Control Data

Use-case:

- Power and sensor data over fiber

Key Benefits:

- Reduces weight and cost
- Eliminates separate power line to sensor



Automotive In-Vehicle Network

Use-cases:

- 10G+ Ethernet networks
- High-resolution camera sensor data

Key Benefits:

- Reduced harness weight
- EMI immunity



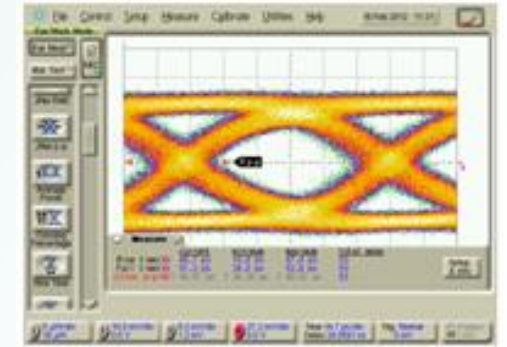
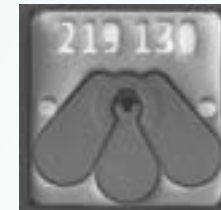
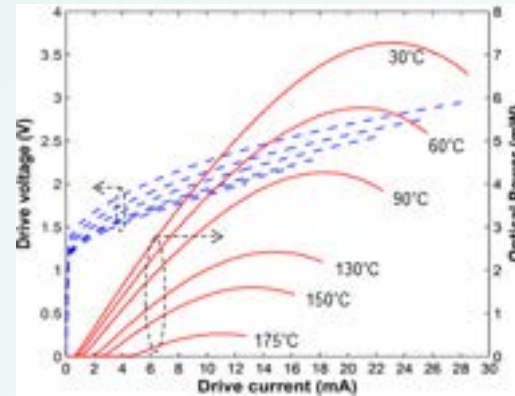
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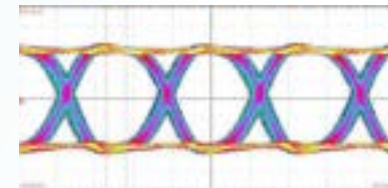
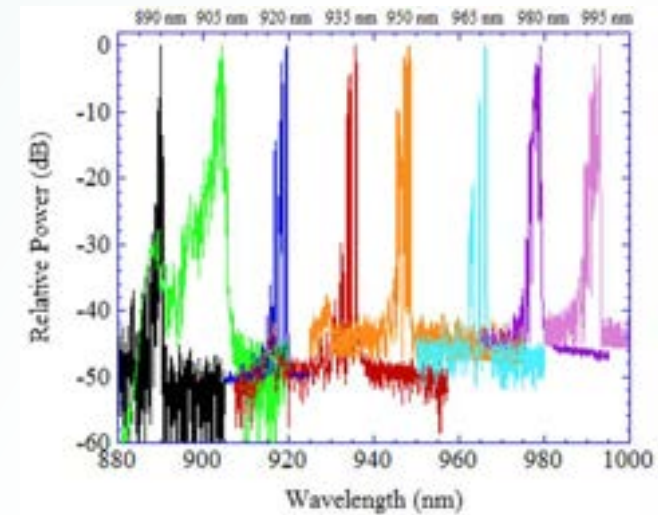
Inneos VCSEL Technology

Superior performance through patented designs and processes

- Multimode VCSELs with superior temperature performance and reliability
- In-house design, fabrication, and test
 - > Fast feedback, easily incorporate design revisions in development phase
 - > Support wavelengths from 850nm to 1005nm
- Verified performance and high reliability
 - > High-reliability devices
 - MTTFs > 10,000 years at standard operating conditions
 - > Wide-temperature operation
 - Demonstrated 10 Gbps eye at 150°C through 100m fiber



10.3125 Gbps at 150°C through 100 m of optical fiber



980nm VCSEL at 25 Gbps



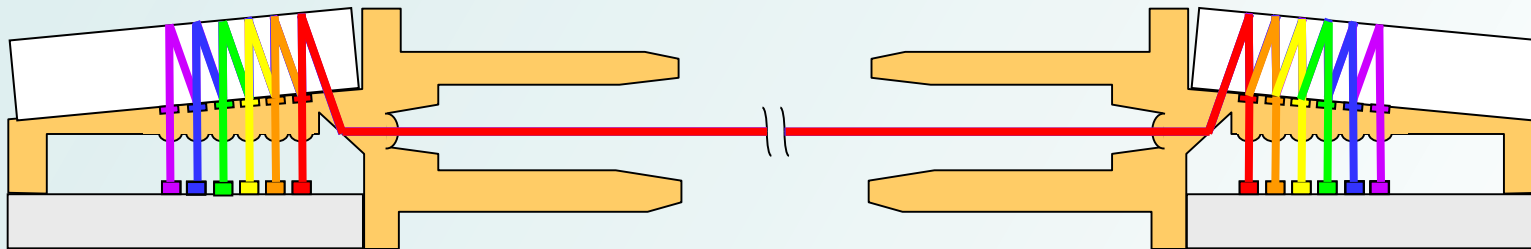
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Inneos Module Technology

Industry-leader in Multimode CWDM Technology

- High-speed data transmission of mission-critical interconnects
 - Optical transceivers → Ethernet, Fibre Channel
 - Protocol-specific solutions → HDMI, DisplayPort, USB
 - Protocol-agnostic implementations → Low-speed comm and control
 - Design experience with a wide range of form-factors
- Up to 8 channels combined onto a single fiber
 - Bi-directional → any forward and backward combinations
 - Industry-standard SC and LC optic configurations



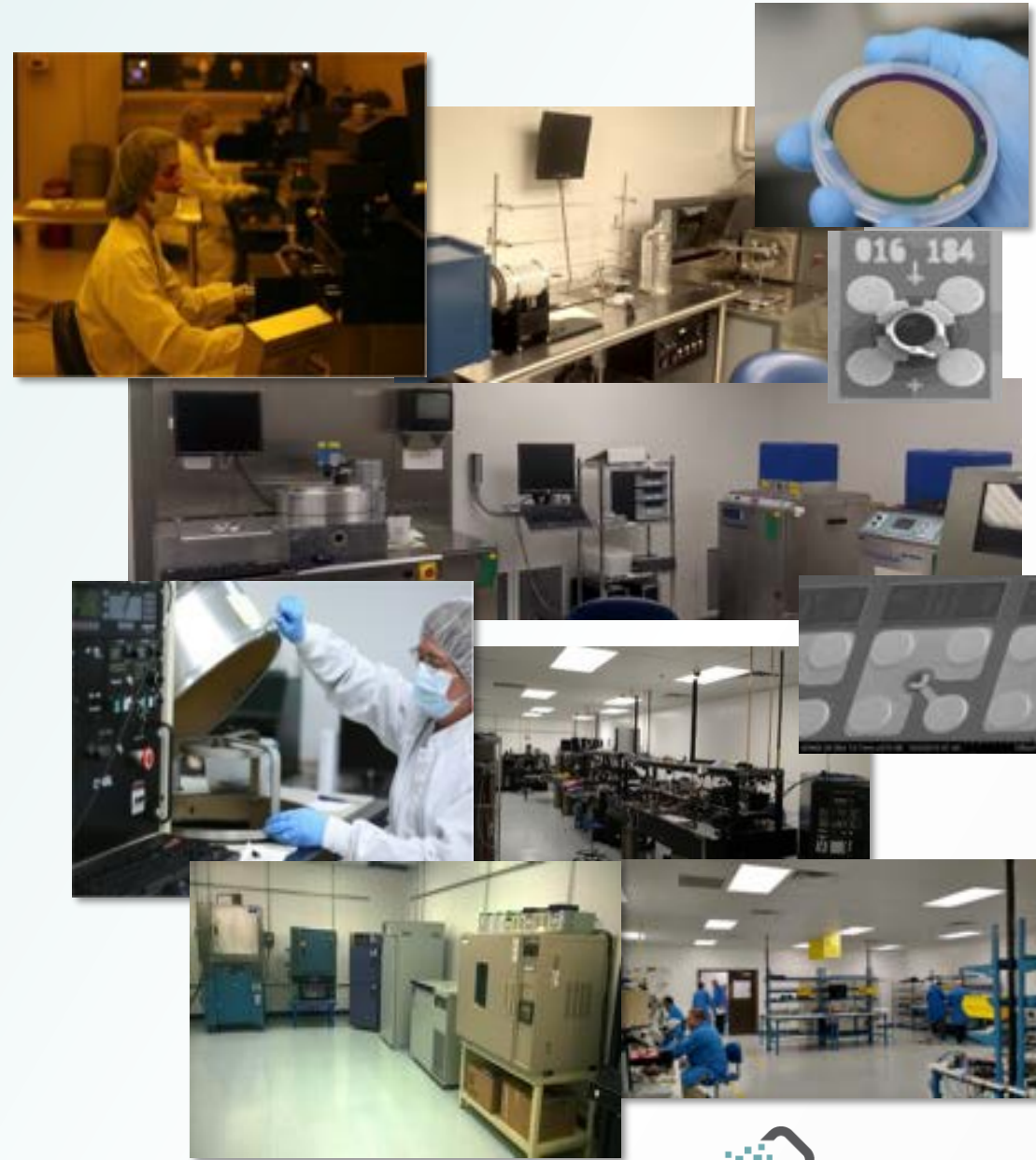
• Key Customer Benefits

- Lighter
- Smaller
- Lower power consumption
- Longer reach
- Higher bandwidth

Inneos Component Fab Capabilities

Design, Fab & Test in Zephyr Cove, NV

- Wafer Fabrication
 - > PECVD, RIE, ICP, metal evaporation, wet etch, oxidation, photolithography capabilities
- Characterization
 - > SEM, surface profilometer, ellipsometer
- Wafer-Level and Device-Level Test
 - > -65°C to 130°C LIV wafer probing, divergence angle, small-signal, impulse response measurements
- Reliability
 - > HTOL, damp heat, thermal cycling, low-temp storage, high-temp storage



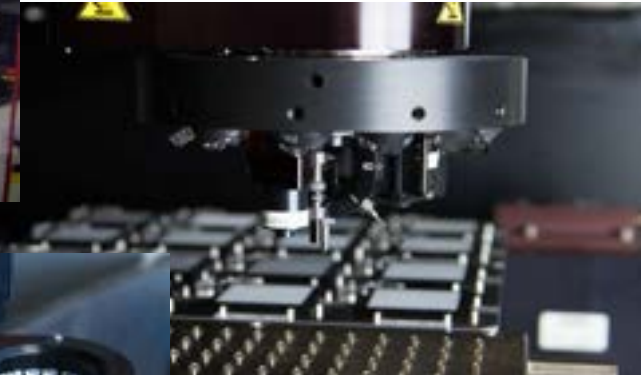
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Inneos Module Assembly Capabilities

Design, Assembly & Test in Pleasanton, CA

- High-precision pick-and-place and wire-bonding tools
 - > Micron-level placement of multi-wavelength optical components
 - > High-throughput assembly process with customized tooling and firmware
- High-accuracy active optical alignment
 - > High-yield, semi-automated optical alignment process with in-line glue dispense and cure
- Semi-Automated Device-Level Test
 - > 100% functional testing on optical subassemblies
- Reliability
 - > HTOL, damp heat, thermal cycling, low-temp storage, high-temp storage





Taking Connectivity to the Next Level