Cintas Corporation

6800 Cintas Blvd., Cincinnati, OH 45262
Sowmya Aggarwal, Vice President Taxation

Date: August 7, 2025

Application Facts:

Industry	**Service**
NAICS	**812332**
Type of App	**New**
Location	**Clark County**
RDA	LVGEA, Clarissa Castillo

Company Profile

Cintas Corporation (Cintas) is considering establishing a specialty cleanroom facility in Henderson, NV. The project would convert an existing building into a state-of-the-art Cleanroom facility and would become one of only six such facilities within Cintas North America. Cintas offers a comprehensive specialty cleanroom service that includes both garment solutions and cleanroom-grade laundry—designed to support ultra-clean environments across industries like pharmaceuticals, medical devices, biotech, semiconductors, aerospace, and microelectronics. All Cintas cleanroom operations are ISO 9001 certified, with strict adherence to cleanroom garment standards and sterile processing. Quality assurance involves on-site microscopists and contamination-control managers to ensure control compliance. Cintas emphasizes ethical management and governance, with its CSR efforts thoroughly integrated into daily operations. The board strongly supports ESG reporting and continuous improvements in transparency and accountability. Cintas has been named one of Newsweek's America's Most Responsible Companies for the third consecutive year (2022–2024) and recognized as one of Newsweek's America's Greatest Workplaces for Diversity. Cintas has also reduced emissions intensity by 7.7%, electricity use by 16%, energy intensity by 33%, and water usage by nearly 10%, all since FY 2019. *Source: Cintas Corporation*

Tax Abatement Requirements:	**Statutory**	**Company Application**	**Meeting Requirements**
Job Creation	**50**	22	No
Average Wage	**$32.51**	$33.63	Yes
Equipment Capex (SU & MBT) Equipment Capex (PP)	**$1,000,000**	$8,410,037	Yes
Additional Requirements:			
Health Insurance	**65%**	71%	**Yes**
Revenues generated outside NV	**51%**	90%	**Yes**
Business License	☐ Current	☐ Pending	☑ Will comply

Total Tax Liability (without tax abatements)	**Direct (company)**	**Total**
	$1,012,103	**$5,726,156**

Tax Abatements	**Contract Terms**	**Estimated Tax Abatement**
Sales Tax Abmt.	2% for 2 years	$536,140
Modified Business Tax Abmt.	50% for 4 years	$24,152
Personal Property Tax Abmt.	50% for 10 years	$129,729
Total Estimated Tax Abatement over 10 yrs.		**$690,021**

Net New Tax Revenues	**Direct**	**Indirect**	**Taxes after Abatements**
Local Taxes			
Property	$1,156,478	$1,538,115	$2,694,593
Sales	$333,094	$815,271	$1,148,365
Lodging	$0	$51,792	$51,792
State Taxes			
Property	$63,252	$90,026	$153,278
Sales	$272,701	$273,708	$546,409
Modified Business	$240,761	$184,297	$425,058
Lodging	$0	$16,640	$16,640
Total Estimated New Tax Revenue over 10 yrs.	**$2,066,286**	**$2,969,849**	**$5,036,135**

Economic Impact over 10 yrs.	**Economic**	**Construction**	**Total**
Total Jobs Supported	77	78	155
Total Payroll Supported	$44,146,446	$5,389,016	$49,535,462
Total Economic Value	$116,032,103	$15,195,541	$131,227,644

Economic Impact Output per Abatement Dollar	**New Total Tax per Abated Dollar**
$168	**$7.30**

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.

July 15th 2025

Mr. Tom Burns
Executive Director
Nevada Governor's Office of Economic Development
1 State of Nevada Way, 4th Floor
Las Vegas, Nevada 89119

Dear Mr. Burns,

Cintas Corporation is applying to the State of Nevada's Sales & Use Tax Abatement, Modified Business Tax Abatement, and Personal Property Tax Abatement. We request that **Cintas Corporation** be placed on the August 7th 2025 GOED Board meeting agenda.

Cintas Corporation will create **22** new positions in the first 2 years of operations, with an average hourly wage of **$33.63. Cintas Corporation** will make an overall capital investment of **$17,910,037.**

Cintas Corporation meets the statutory requirements for the Sales & Use Tax Abatement, Modified Business Tax Abatement, and Personal Property Tax Abatement. This application has the support of the Las Vegas Global Economic Alliance.

Sincerely,

Heather Brown
SVP Entrepreneurial Development
Las Vegas Global Economic Alliance

CINTAS
READY FOR THE WORKDAY™

June 26, 2025

Sowmya Aggarwal
Vice President - Taxation
Cintas Corporation
6800 Cintas Blvd.
Cincinnati, OH 45262

Thomas Burns
Executive Director
Nevada Governor's Office of Economic Development
1 State of Nevada Way, 4th Floor
Las Vegas, Nevada 89119

RE: Standard Tax Abatement Incentive Application – Company Request for Incentives

Dear Executive Director Burns,

This letter serves as the formal request for support of Cintas Corporation's Standard Abatement Application for the potential establishment of a state-of-the-art Cleanroom facility in Henderson, NV. This potential project represents a significant milestone in the growth of Cintas' Cleanroom business as it would be the first Cleanroom facility supporting west coast customers, and only the seventh Cleanroom facility nationally. On behalf of Cintas Corporation, thank you for considering our application.

Headquartered in Cincinnati, OH, Cintas is a publicly held Fortune 500 company whose foundation dates back to 1929. Today, Cintas helps more than one million businesses of all types and sizes get ready to open their doors with confidence every day by providing products and services that help keep our customers' facilities and employees clean, safe, and looking their best. With offerings including uniforms, mats, mops, towels, restroom supplies, workplace water services, first aid and safety products, eye-wash stations, safety training, fire extinguishers, sprinkler systems, and alarm services, Cintas helps customers get ready for the Workday.

Cintas' Cleanroom business requires highly specialized facilities where garments are cleaned and processed under controlled conditions. Cintas' Cleanrooms use a highly technical laundering process with strict standard operating procedures and stringent requirements to meet and maintain ISO 9001 certification. The Cleanroom process removes particulates from specialized employee workwear required in highly controlled high-tech manufacturing, research, and testing environments. Cintas Cleanrooms developed contamination control equipment, systems, and technology to meet the stringent requirements of their customers and deliver quality, value, and service for industries that require contamination control solutions for their workwear.

The proposed Henderson, NV Cleanroom facility will support high-growth industries located on the West Coast, including pharmaceuticals, biotechnology, medical device manufacturing, compounding pharmacies, electronics manufacturing, aerospace and defense, nanotechnology, semiconductor, automotive and optics.

To establish the state-of-the-art Cleanroom facility Cintas Cleanrooms will need to retrofit the corporately owned existing site in Henderson, requiring an estimated $16 million of investment. Upon completion, the facility would be supported by at least 22 new positions which Cintas intends to fill with current Henderson residents. Given the significance of this proposed project from both a capital investment and operations standpoint, return on investment (ROI) is a critical factor in the initial investment decision as well as the long-term success of the facility. Based on preliminary discussions with your team at GOED, the benefits of the Standard Abatement would have a materially positive impact on the overall ROI of the Henderson, NV project and is therefore a material factor in the decision to move forward.

Finally, it is worth noting Cintas' well documented commitment to sustainability and achieving excellence. From a sustainability perspective, Cintas' facilities are more energy and emission efficient than ever, having decreased energy intensity and emissions intensity by 33% and 35% respectively since 2019. Cintas' facilities also return to municipalities approximately 90% of withdrawn water. And while winning awards isn't what drives the team at Cintas, a few of the recent accolades the company has received are:

- World's Most Admired Companies - FORTUNE
- Best Large Employers – Forbes
- Global 2000 – Forbes
- America's Most Trusted Companies – Forbes
- Best Managed Companies – WSJ
- America's Most Responsible Companies - Newsweek
- 50 Best Companies to Work For – Selling Power

Thank you again for your consideration and support of this matter. Should you require any further information or wish to discuss this matter in more detail, please do not hesitate to contact me.

Sincerely,

Sowmya Aggarwal
Vice President - Taxation
Cintas Corporation

CINTAS
READY FOR THE WORKDAY™

6/26/2025

Thomas J. 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 – NRS 231.069

Dear Director Burns,

On June 26th, 2025, Cintas Corporation submitted an application to you as the Executive Director of the State of Nevada Governor's Office of Economic Development ("GOED") requesting approval of economic incentives for the new operation in Washoe County, Nevada. The purpose of this letter is to request that any and all records and other documents in GOED's possession concerning initial contact with, research and planning for Cintas Corporation, including but not limited to certain information in that application, and if amended, all be kept confidential pursuant to Section 4 of Assembly Bill No. 17 (2015 Regular Session) as codified in NRS 231.069.

Please be advised that Cintas Corporation specifically deems the following information proprietary and confidential:

1. Incentive Application Equipment List - Schedule 5 (A)
2. Incentive Application Employment List - Schedule 5 (B)

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

Sowmya Aggarwal
Vice President – Taxation
Cintas Corporation

808 W Nye Lane, Carson City, NV 89703
1 State of Nevada Way, 4th Floor, Las Vegas, NV, 89119
775.687.9900
GOED.NV.GOV

REQUEST FOR CONFIDENTIALITY DETERMINATION

Pursuant to NRS 231.069, and upon the request of applicant, Cintas Corporation, 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

1/10/2025
Date

GOED
NEVADA GOVERNOR'S OFFICE OF ECONOMIC DEVELOPMENT

Standard Tax Abatement Incentive Application

Company Name: Cintas Corporation

Date of Application: June 26, 2025

Company is an / a: (check one)

- [x] 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:

- [x] Sales & Use Tax Abatement
- [x] Modified Business Tax Abatement
- [x] 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)			FEDERAL TAX ID #
Cintas Corporation			31-1188630
CORPORATE ADDRESS	CITY / TOWN	STATE / PROVINCE	ZIP
6800 Cintas Blvd.	Cincinnati	Ohio	45262
MAILING ADDRESS TO RECEIVE DOCUMENTS (If different from above)	CITY / TOWN	STATE / PROVINCE	ZIP
6800 Cintas Blvd., P.O. Box 625737	Cincinnati	Ohio	45262
TELEPHONE NUMBER	WEBSITE		
513-459-1200	www.cintas.com		
COMPANY CONTACT NAME	COMPANY CONTACT TITLE		
Sowmya Aggarwal	Vice President - Taxation		
E-MAIL ADDRESS	PREFERRED PHONE NUMBER		
aggarwals@cintas.com	513-459-1200		

Has your company ever applied and been approved for incentives available by the Governor's Office of Economic Development? [ ] Yes [x] 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:

- [x] 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.
- [x] 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
- [x] Other: Industrial Laundry Cleanroom

PERCENTAGE OF REVENUE GENERATED BY THE NEW JOBS CONTAINED IN THIS APPLICATION FROM OUTSIDE NEVADA	EXPECTED DATE OF NEW / EXPANDED OPERATIONS (MONTH / YEAR)		
90%	Jun-2026		
NAICS CODE / SIC	INDUSTRY TYPE		
812332	Industrial Launderers		
DESCRIPTION OF COMPANY'S NEVADA OPERATIONS			
Cintas will potentially establish state-of-the-art industrial laundry cleanroom facility, the first such facility for Cintas' Cleanroom business on the west coast.			
PROPOSED / ACTUAL NEVADA FACILITY ADDRESS	CITY / TOWN	COUNTY	ZIP
730 N. Valle Verde Dr.	Henderson	Clark County	89014
WHAT OTHER STATES / REGIONS / CITIES ARE BEING CONSIDERED FOR YOUR COMPANY'S RELOCATION / EXPANSION / STARTUP?			
Oregon, Texas			

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

Check the applicable box when form has been completed.

5 (A) ☑ Equipment List

5 (B) ☑ Employment Schedule

5 (C) ☑ Evaluation of Health Plan, with supporting documents to show the employer paid portion of plan meets the minimum of 65%.

5 (D) ☑ Company Information Form

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

New Operations / Start Up - Plans Over the Next Ten Years

Part 1. Are you currently/planning on leasing space in Nevada?	**Yes**
If No, skip to Part 2. If Yes, continue below:	
What year(s)?	TBD
How much space (sq. ft.)?	35,015
Annual lease cost of space:	TBD
Do you plan on making building tenant improvements?	Yes
If No, skip to Part 2. If Yes *, continue below:	
When to make improvements (month, year)?	Aug-2025
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)?	
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.)?	

*** Please complete Section 7** - Capital Investment for New Operations / Startup.

Expansions - Plans Over the Next 10 Years

Part 1. Are you currently 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 at current space:	
Due to expansion, will you lease additional space?	
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?	
If No, skip to Part 3. If Yes *, continue below:	
When to make improvements (month, year)?	
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)?	
Part 3. Do you plan on building or buying a new facility in Nevada?	
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.)?	

*** 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):

To establish the state-of-the-art Cleanroom facility, Cintas' Cleanroom business will retrofit a corporately owned site located at 730 N. Valle Verde Dr. in Henderson. The scope of the real property improvements to be undertaken by the Cleanroom business include, but are not limited to: renovation of offices and restrooms, upgrading existing process piping, HVAC, and electrical installations, expansion & replacement of the parking lot, addition of dock doors, painting and landscaping. Process design improvements to facilitate Cintas Cleanroom operations include, but are not limited to: equipment monitoring systems, steam heated dryers, water detection systems, additional conveyer systems, automated climate and pressure controls between production and cleanroom space, and audible and visual alarms for equipment.

Section 7 - Capital Investment (Fill in either New Operations/Startup or Expansion, not both.)

New Operations / Start Up		Expansions	
How much capital investment is planned? (Breakout below):		How much capital investment is planned? (Breakout below):	
Building Purchase (if buying):		Building Purchase (if buying):	
Building Costs (if building / making improvements):	$9,500,000	Building Costs (if building / making improvements):	
Land:		Land:	
Equipment Cost:	$8,410,037	Equipment Cost:	
Total:	**$17,910,037**	**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?:	22	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 new employees:	$33.63	Average hourly wage of these new employees:	
		How many FTE employees prior to expansion?:	
		Average hourly wage of these existing 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):

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: Basic PPO			
Employer Contribution (annual premium per employee):	$5,072.40	Company:	71.3%
Employee Contribution (annual premium per employee)	$2,043.60	Employee:	28.7%
Total Annual Premium:	$7,116.00		

[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.

Sowmya Aggarwal
Name of person authorized for signature

Sowmya Aggarwal
Signature

Vice President - Taxation
Title

6/26/2025
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: Cintas Corporation

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:	5	Transportation infrastructure:	5
Labor costs:	5	Transportation costs:	4
Real estate availability:	3	State and local tax structure:	4
Real estate costs:	3	State and local incentives:	5
Utility infrastructure:	4	Business permitting & regulatory structure:	2
Utility costs:	4	Access to higher education resources:	2

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

If Nevada is chosen, this project would create a specialty cleanroom facility for Cintas at a corporately owned property in Henderson, NV. The project would convert the existing building into a state-of-the-art Cleanroom facility and would become one of only six such facilities within Cintas North America. The facility would clean garmets for pharmaceutical and other high tech companies. In order to implement the project the Company would make an approximate $16M in building and equipment, creating 22 new jobs with an average wage of $33.63/hr.

The specialty nature of the facility and the significant capital investment required to implement the project warrants a detailed evaluation by the Cintas team to determine which location provides the most advantages based on a number of factors. Return on investment is one of the most significant factors, and therefore, the value from the property tax abatement program has become a very important component of the Company's location decision process.

Equipment Schedule, Detailed

The Office has determined the detailed equipment schedule as described in this application constitutes confidential proprietary information of Cintas Corporation, 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 Cintas Corporation, and is not a public record.

5(C) Evaluation of Health Plans Offered by Companies

Company Name: Cintas Corporation County: Clark County

Total Number of Full-Time Employees:	22
Average Hourly Wage per Employee	$33.63
Average Annual Wage per Employee (implied)	$69,950.40

COST OF HELATH INSURANCE

Annual Health Insurance Premium Cost:	$0.00	*See attached
Percentage of Premium Covered by:		
Company	Estimated 80%	
Employee	Estimated 20%	

HEALTH INSURANCE PLANS:

Base Health Insurance Plan*:	**Basic PPO**
Deductible - per employee	$ 700
Coinsurance	See Attached
Out-of-Pocket Maximum per employee	$ 3,400

Additional Health Insurance Plan*:	**Core Choice**
Deductible - per employee	$ 1,650
Coinsurance	See Attached
Out-of-Pocket Maximum per employee	$ 2,400

Additional Health Insurance Plan*:	**Core Value**
Deductible - per employee	$ 3,250
Coinsurance	See Attached
Out-of-Pocket Maximum per employee	$ 3,250

*Note: ***Please list only "In Network" for deducatble 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	#VALUE!	MEC
Annual Out-of-Pocket Maximum not to exceed $9,450 (2024)	$3,400	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.

Jennifer Mueller — Name of person authorized for signature

Jennifer Mueller — Signature

VP, Human Resources — Title

6/26/25 — Date

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

Company Name: Cintas Corporation   County: Clark County

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.

Jennifer Mueller
Name of person authorized for signature

Jennifer Mueller
Signature

VP, Human Resources
Title

June 27, 2025
Date

5(E) Company Information

Company Name: Cintas Corporation

County: Clark

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**
Scott D. Farmer	Executive Chairman
Joseph Scaminace	Lead Director
Melanie W. Barstad	Director
Beverly K. Carmichael	Director
Jared S. Mattingley	Director
Karen L. Carnahan	Director
Robert E. Coletti	Director
Martin Mucci	Director
Todd M. Schneider	Director
Ronald W. Tysoe	Director

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
Cintas Corporation No. 2 - is highly likely to be the entity that both hires employees and purchases the equipment.
Cintas Corporation No. 3 - may be involved in the hiring and purchase of equipment for Cintas Corporation.

Please include any additional details below:

Narrative: Cintas Corporation No. 2 and Cintas Corporation No. 3 are affiliated entities and wholly owned subsidiaries of Cintas Corporation with the same management control. Cintas Corporation No. 2 will be involved in the hiring and the purchase of equipment for Cintas Corporation. Cintas Corporation No. 3 may be involved in the hiring and purchase of equipment for Cintas Corporation.

Abatement Application Addendum (for internal use / information)

Company Name: Cintas Corporation County: Clark

Corporate Social Responsibility (CSR)

GOED is very interested in learning about a company's current CSR / Community Engagement Activities. Does the company have any current programs, or future plans in its Nevadan location, that it would like to list? If so please do so below in the space below. *Feel free to add space if required:*

See attached Cintas FY24 Community Impact Report as well as details on Cintas' significant efforts in this space provided via the following links:

https://www.cintas.com/community-impact/

https://www.cintas.com/newsroom/programs-initiatives/

Equity, Diversity, and Inclusion

Would the company like to highlight any policies / practices for equity, diversity, and inclusion? *Feel free to add space if required:*

Cintas has championed diversity, equity, and inclusion (DEI) initiatives for more than 20 years. Cintas' efforts in this space have resulted in recognition as one of America's Greatest Workplaces for Diversity in 2024 by Newsweek. Press Release and additional details can be found via the following links:

https://www.cintas.com/newsroom/details/news/2024/04/02/cintas-is-recognized-as-one-of-newsweek-s-america-s-greatest-workplaces-for-diversity-2024/

https://www.cintas.com/newsroom/programs-initiatives/

Abatement Application Addendum (for internal use / information)

Company Name: Cintas Corporation County: Clark

Education Partnerships

Does the company have existing partnerships to recruit or advance workforce development (e.g. workforce boards, community based organizations and education providers)? Additionally, would the company have any anticipated needs, for this project, where GOED / RDAs can provide support? *Feel free to add space if required:*

Supply Chain

Does the company anticipate purchasing equipment, as noted in the Capital Equipment List, from or through Nevada-based businesses? Does the company wish to submit any notes / highlights re. this? *Feel free to add space if required:*

TBD

July 28, 2025

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

Dear Mr. Burns

Healthcare Coverage Letter of Intent

If Cintas Corporation (the company) makes a final decision to locate in the State of Nevada the company understands that a requirement for the tax abatements provided by the Governor's Office of Economic development is the offering of 65% of the health care premium coverage for the eligible employees of the company as per NRS 360.750:

*The business will, by the eighth calendar quarter following the calendar quarter in which the abatement becomes effective, offer a health insurance plan for all employees that includes an option for health insurance coverage for dependents of the employees, and the health care benefits the business offers to its employees in this State will meet the *minimum requirements* for health care benefits established by the Office*

** the Company agrees to pay at least sixty-five percent (65%) of the premium cost for the employee or the abatements may be reduced or eliminated at GOED's discretion.*

Sincerely,

Jennifer Mueller

Jennifer Mueller
VP of Human Resources
Cintas Corporation

Cintas Corporation "Project Ready"

June 2025

CINTAS®

READY FOR THE WORKDAY™

Table of Contents

READY FOR THE WORKDAY™

Company Overview

CINTAS®
READY FOR THE WORKDAY™

- Headquartered in Cincinnati, OH
- Publicly held Fortune 500 Company traded over the Nasdaq under the symbol CTAS
- More than $9.6 billion in annual revenue
- Currently serving more than 1 million customers in the U.S. and Canada
- Approximately 46,500 employee-partners
- More than 11,700 routes distributing products and services
- Product and service offerings include uniforms, mats, mops, towels, restroom supplies, workplace water services, first aid and safety products, eye-wash stations, safety training, fire extinguishers, and sprinkler system and alarm service
- Industries served include gaming, hospitality, healthcare, food service, automotive, government, education, pharmaceutical, and manufacturing
- Company is investing significantly in its Cleanroom business which requires highly specialized facilities and operating procedures to meet and maintain ISO9001 certification.

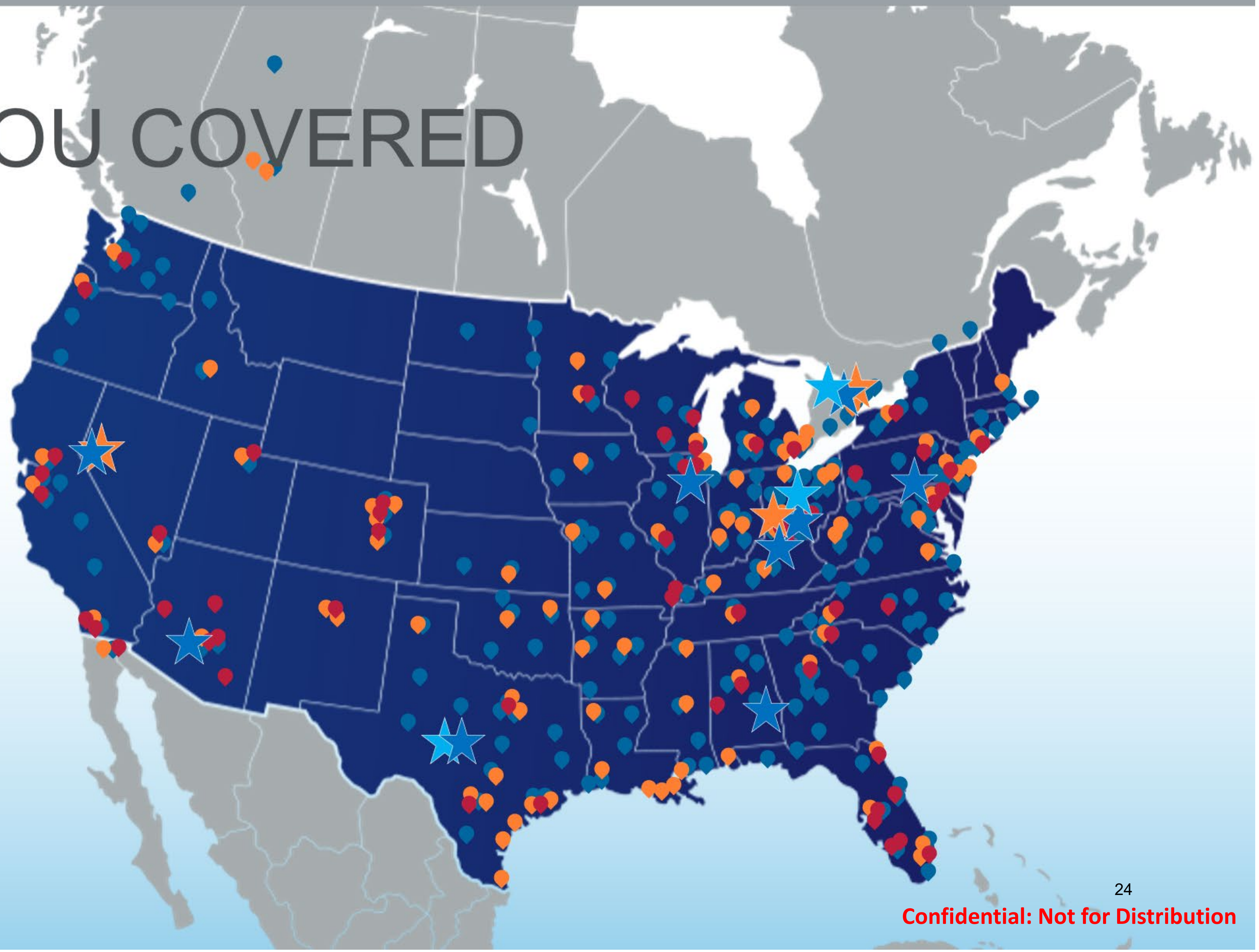
CINTAS®
READY FOR THE WORKDAY®

SERVICE COVERAGE

WE'VE GOT YOU COVERED

COVERAGE WITH PLANTS

Leading the industry with 203 Rental Plants, 115 branches and over 500 locations, Cintas has you covered to quickly add garments, transfer, repair and make the changes you need!



- RENTAL
- FIRST AID AND SAFETY
- FIRE
- RENTAL DC
- FACILITY SERVICES DC
- FIRST AID AND SAFETY DC

Continued commitment to **achieving excellence**

Winning awards isn't what drives us at Cintas, because our focus has always been on providing excellent products and services. But we're certainly honored every time we're recognized for that excellence – from *Forbes* naming us as one of America's Most Trustworthy Companies, to *Fortune* magazine including us in their Most Admired Companies list for many years.

FORTUNE magazine **"America's Most Admired Companies"**

Best Employer's for **New Grads by Forbes**

"America's Most **Trustworthy Companies"** by *Forbes* magazine

Best Employer's for **Diversity by Forbes**

Ranked among the **Best Service Companies to Sell For** by *Selling Power* magazine

Diversity Plus magazine named Cintas in **Top 30 Champions of Diversity**

Recognized as one of the 20 companies **Wall Street Can Trust the Most** by *24/7 Wall Street*

Cintas is proud to be a **Fortune 500 company**

Recipient of **Marriott International Supplier Sustainability Award**

More than 100 Cintas locations have received *OSHA's* **VPP Star Recognition for Workplace Safety**

Cintas ESG Story

CINTAS®
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INDUSTRIAL LAUNDRY ADVANTAGE

The Hohenstein Institute — an internationally recognized partner in testing, certification, and research with a focus on textiles — assessed Cintas' industrial laundering process against typical home laundering machines and practices and demonstrated that industrial laundering leads to substantial water, energy and chemistry efficiencies.[i]

WATER USE

***2.3** times more water is required by home laundry*

ENERGY USE

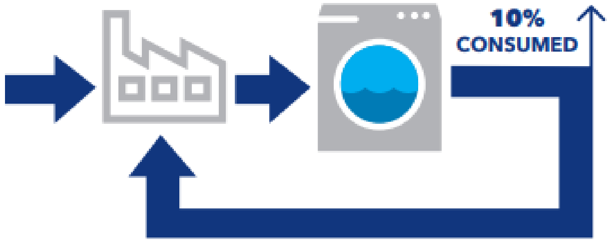
***1.92** times more energy is required by home laundry*

CHEMISTRY USE

***15.6%** more chemical detergent is required by home laundry*

REDUCING OUR WATER CONSUMPTION

Cintas returns to municipalities approximately 90% of withdrawn water.



OUR FACILITIES ARE MORE ENERGY AND EMISSION EFFICIENT THAN EVER

33%

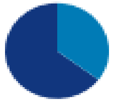
DECREASED ENERGY INTENSITY[i] BY 33% SINCE FY'19

35%

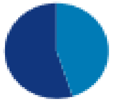
DECREASED EMISSIONS INTENSITY[i] BY 35% SINCE FY'19

A DIVERSE GROUP OF PARTNERS AND SUPPLIERS

This year, we continued to prioritize diversity in the workplace and within our supplier base.



35.5% Women
64.5% Men



45.1% Self-Reported Minority
54.9% Self-Reported Non-Minority

IN FY'23
we spent **$324.2 MILLION** with
CERTIFIED DIVERSE SUPPLIERS[i]

SETTING THE SAFETY STANDARD

127 Cintas sites are recognized by OSHA as VPP Star Certified as of September 2023.[i]

Confidential: Not for Distribution

Project Overview

CINTAS®
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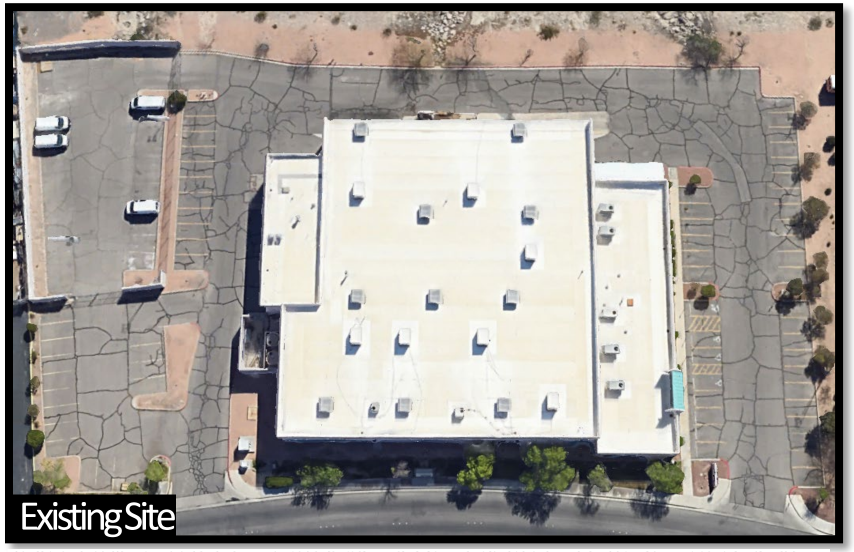
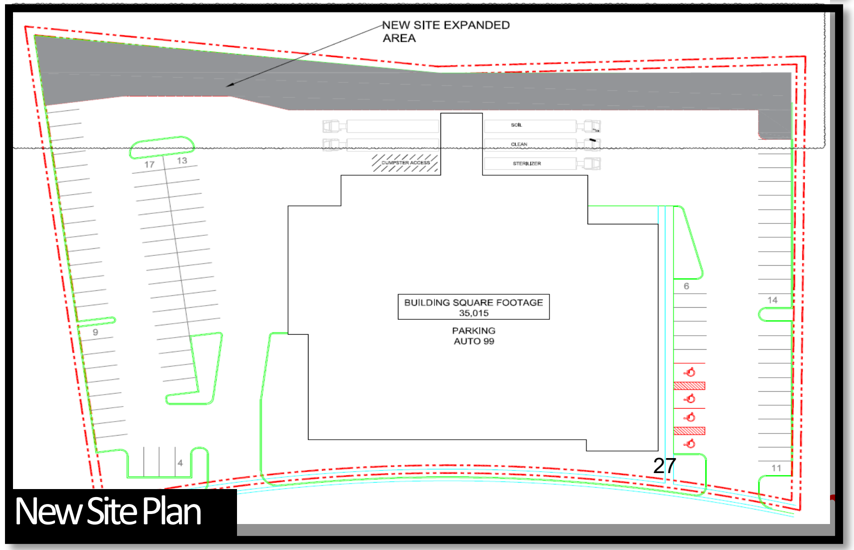
- Cintas First Aid & Safety, Uniform Services, and Facility Services businesses currently operate in Nevada serving local markets.
- Cintas' Cleanroom business does not have a dedicated facility in either Nevada or the western United States.
- Cintas is evaluating renovating and upgrading an existing corporately owned facility located at 730 N. Valle Verde Dr. in Henderson, NV for the purpose of establishing the first west coast facility for the company's Cleanroom business.
- Cintas' Cleanroom business requires highly specialized facilities and operating procedures to meet and maintain ISO 9001 certification.
- The Cleanroom process removes particulates from specialized employee workwear required in highly controlled high-tech manufacturing, research, and testing environments.
- The potential facility would support high-growth industries and markets throughout the western United States, with more than 50% of the facility's revenue coming from outside Nevada.





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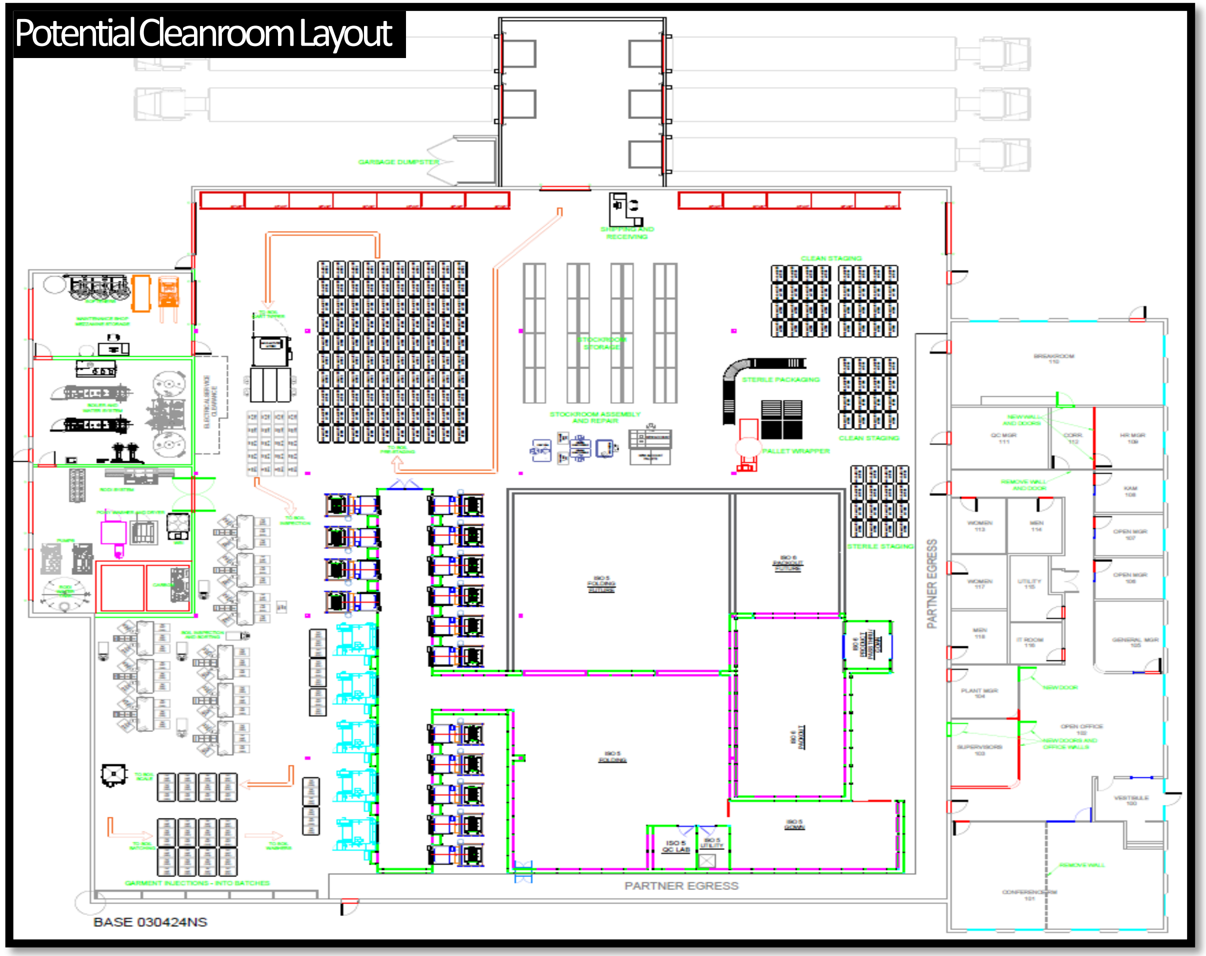
Project Overview Continued

- 730 N. Valle Verde Drive was constructed by Cintas in 1996 and will require significant renovations and upgrades to meet requirements of the Cleanroom business.
- Building improvements include, but are not limited to:
  - Expansion and replacement of parking lot
  - Addition of dock doors
  - Renovation of current in-plant offices and restrooms
  - Upgrade process piping, HVAC, and electrical installations
- Design improvements include, but are not limited to:
  - Water detection alert system
  - Equipment monitoring system infrastructure
  - Automated climate and pressure controls between production and cleanroom space
  - Audible and visual alarms for equipment
  - Conveyor systems
  - Steam heated dryers
- In total, the project will require an estimated $16M investment



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Capital Investment Profile

READY FOR THE WORKDAY™

Capital Expenditures & Proposed Timing		
Category	**Total Investment**	**Estimated Timing**
Building Renovations	$9,000,000	Construction Start: August 2025 Construction Complete: April 2026
Equipment	$6,500,000	Cleanroom validation: May 2026 Cleanroom certification: June 2026
Contingency	$500,000	
Total	**$16,000,000**	

Employment Profile

CINTAS
READY FOR THE WORKDAY™

Job Creation Schedule (All Jobs to be Created by 12/31/2026)		
Job Category	**Number of Jobs**	**Average Base Hourly Wage**
Management	1	$82/hr.
Sales Managers	2	$53/hr.
Plant Operations	2	$42/hr.
Maintenance	2	$33/hr.
Production	3	$32/hr.
Customer Service	2	$28/hr.
Sales Representatives	9	$25/hr.
Delivery Services	1	$28/hr.
Total	**22**	**$33.63/hr.**

Request for Support

To complete the internal evaluation of the project, Cintas would like to formally request approval of its Standard Abatement Application.

This project represents a significant potential investment by the Cintas' Cleanroom business, and return on investment (ROI) is a critical factor in the investment decision making process and long-term success of the facility.

The potential benefits of the Standard Abatement would have a materially positive impact on the ROI of the project.

Sincerely,

The Cintas "Project Ready" Team

Deloitte.

About Deloitte