STATE OF NEVADA
GOVERNOR'S OFFICE OF ECONOMIC DEVELOPMENT
BOARD MEETING MINUTES
Thursday, August 7, 2025

The meeting of the Board of Economic Development was called to order by Governor Joe Lombardo at the Nevada Building, Governor's Conference Room, 1 State of Nevada Way, 4th Floor, Las Vegas, Nevada, 89119 and the Capitol Building, Old Assembly Chambers, 101 N. Carson Street, Carson City, Nevada, 89701.

VOTING BOARD MEMBERS PRESENT
Governor Joe Lombardo, State of Nevada
Lieutenant Governor Stavros Anthony, State of Nevada
Secretary of State Francisco Aguilar, State of Nevada
Ms. Debra Jacobs, Chair Emeritus, MJS packaging (on-line)
Mr. James A. Barrett, Jr., President & Founder, The JABarrett Company (on-line)
Ms. Jenney Sartin, Chief Executive Officer, Pahrump Chamber of Commerce
Dr. Weldon Havins, Director, Medical Jurisprudence and Ophthalmology, Touro University Nevada
Ms. Yolanda King, President, Chief Executive Officer & Chief Financial Officer, Y. King Strategies
Ms. Sasha Stephenson, President, SSS Public Affairs

NON-VOTING BOARD MEMBERS PRESENT
Mr. Chris Sewell, Director, Department of Employment, Training and Rehabilitation
Mr. Thomas Burns, Executive Director, GOED
Dr. Kris Sanchez, Director, Department of Business and Industry

NON-VOTING BOARD MEMBERS ABSENT
Mr. Steven Canavero, Interim Superintendent of Public Instruction

STAFF MEMBERS PRESENT
Alex Bacchus, Northern Regional Director, GOED
Audrey Summers, Business Development Coordinator, GOED
Carli Smith, Director of Communications, GOED
Danette Tull, Deputy Director, Nevada Film Office, GOED
Danny Miller, ISO & Technical Support Specialist, GOED
Dorian Stonebarger, Deputy Director, GOED
Elaine Silverstone, Director of Workforce Development, GOED
Jeremiah Mesquita, Government Contracts Advisor, Nevada APEX Accelerator, GOED
Joan Rueben, Director, Nevada APEX Accelerator, GOED

John Rice, Government Contracts Advisor, Nevada APEX Accelerator, GOED
Kim Spurgeon, Director, Nevada Film Office, GOED
Lance Jackson, International Business Manager, GOED
Melanie Sheldon, Senior Director of Business Development, GOED
Michelle Sibley, Director of Human Resources, GOED
Nathan Jackson, Deputy Director, Nevada APEX Accelerator, GOED
Shari Davis, Director, Rural Economic & Community Development, GOED
Steve Scheetz, Research Manager, GOED
Stephen Wood, Director of Strategy & Public Policy, GOED
Susan Skaggs, Executive Assistant and Office Manager, GOED
Stephanie Harkins, Legislative Intern, GOED
Henna Rasul, Office of Attorney General, State of Nevada, GOED Open Meeting Law Attorney
Michelle Briggs, Special Counsel to the Colorado River Commission

GUESTS PRESENT
Amanda Berry Jones, EDAWN
Benjamin Elwood, Sport Squad, Inc.
Betsey Fretwell, LVGEA
Brad Turner-Little, National Association of Workforce
Boards
Catherine Guo, Bitdeer Industries, Inc.
Chris Reilly, Office of the Governor, State of Nevada
Clarissa Castillo, LVGEA
Clarissa Cota, CSN
Dana Ryan, Western Nevada College
Dan Robinson, Mary's Gone Crackers, Inc. / Dare Foods
David Stoddard, Great Basin College
Heather Brown, Private Citizen
Heather Wessling Grosz, EDAWN
Natalie Brown, NSHE
Nick Clasen, City of Henderson
Perry Ursem, City of North Las Vegas
Jason Bubba, NORCAT
Jennifer Lewis, NV Department of Taxation
Jerritt Thomas, Emisha Innovations, Inc.
João Pedro Goldenstein, Dennis Group
Kyle Dalpe, Western Nevada College
Peter Zierhut, Haas Automation, Inc.
Sonny Vinuya, Office of the Governor, State of Nevada
Stacy Klippenstein, CSN
Tyler Baron, Crocs, Inc.

1. **CALL TO ORDER, ROLL CALL, AND ESTABLISH QUORUM**

Governor Joe Lombardo, State of Nevada, called the meeting to order. Ms. Melanie Sheldon, Senior Director of Business Development, GOED, called roll, and quorum was established.

2. **PUBLIC COMMENT**

Ms. Heather Brown, Private Citizen, indicated although she is no longer with the Las Vegas Global Economic Alliance (LVGEA), she attended today's meeting to show support for the five southern Nevada companies on the agenda. Ms. Brown explained that she has had the privilege of submitting eight applications to the Board on behalf of companies looking to invest and grow within the region and these projects represent real opportunities for southern Nevada and added that it has been an honor to work alongside folks in the room to strengthen Nevada's economy.

Mr. Nick Clason, Economic Development Officer, City of Henderson, indicated that he attended today's meeting to support Sports Squad, Inc. and Cintas Corporation, two Henderson-based companies coming before the Board today. Mr. Clason explained that he has had the pleasure of working with both companies and expressed his appreciation for the work of LVGEA.

There was no additional public comment.

3. **WELCOME NEW GOED BOARD MEMBERS**

Director Tom Burns, Executive Director GOED, introduced new Board member, Nevada System of Higher Education, NSHE, Chancellor Matt McNair and welcomed him to the Board. Director Burns further noted new Board member Dr. Steve Canavero could not be present at today's meeting. Therefore, he would hold off on introduction until the next meeting.

4. **APPROVAL OF MAY 8, 2025, BOARD MEETING MINUTES**

A MOTION WAS MADE BY WELDON HAVINS TO APPROVE THE MAY 8, 2025, BOARD MEETING MINUTES. SECRETARY OF STATE FRANCISCO AGUILAR SECONDED. THE MOTION PASSED UNANIMOUSLY.

5. ABATEMENT APPLICATIONS FOR BOARD APPROVAL:

A. CARSON MANUFACTURING LLC

- **SALES TAX ABATEMENT**
- **MODIFIED BUSINESS TAX ABATEMENT**
- **PERSONAL PROPERTY TAX ABATEMENT**

Ms. Clarissa Castillo, Vice President of Business Development, LVGEA, introduced Carson Manufacturing LLC (Carson Manufacturing). Carson Manufacturing is a veteran owned and operated precision metal parts manufacturer. Originally founded and operated in Mexia, Texas, Carson Manufacturing made the strategic decision to relocate to Clark County to better serve its employees and business operations.

The company will have a total capital equipment investment of approximately $5.6 million and generate 50 full-time jobs with an average hourly wage of $32.00 within the first two years of operation.

Ms. Castillo was joined by Mr. Robert Nikora, Chief Operating Officer and Ms. Sam Rodriguez, Carson Manufacturing.

Mr. Nikora advised Carson Manufacturing looks forward to working with both the County and its surrounding businesses, as well as supporting those businesses.

Dr. Havins asked why the company is opting to move from Texas to Las Vegas.

Mr. Nikora explained that although the company is centrally located in Texas, the specialized workforce is far away, sometimes as far as an hour's drive. Mr. Nikora indicated that he is tired of traveling. In addition, Mr. Nikora discussed the excitement of the up-and-coming businesses in Las Vegas.

A MOTION WAS MADE BY MS. YOLANDA KING TO APPROVE ITEM 5A. MR. JAY BARRETT SECONDED. THE MOTION PASSED UNANIMOUSLY.

B. CINTAS CORPORATION

- **SALES TAX ABATEMENT**
- **MODIFIED BUSINESS TAX ABATEMENT**
- **PERSONAL PROPERTY TAX ABATEMENT**

Ms. Castillo, LVGEA, introduced Cintas Corporation (Cintas). 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.

The company will have a total capital equipment investment of approximately $8.4 million and generate 22 full-time jobs with an average hourly wage of $33.63 within the first two years of operation.

Ms. Castillo was joined by Mr. Nick Grote, Director of Cleanroom Operations, Cintas.

Mr. Grote advised the company was excited to expand to the west coast, via Nevada, and noted that the site in Henderson provides great opportunity to serve its customer base in the western united states such California and Arizona.

Dr. Havins asked Mr. Grote about Cintas' intentions if the abatements are approved.

Mr. Grote explained that Cintas already owned the Henderson property and, if approved, will be building out that facility.

Ms. King noted many of the 22 new positions are sales representatives and asked how this relates to the business.

Mr. Grote explained that Cintas buckets its service and sales under sales and added that the company is also looking to hire production positions in addition to those 22. The 22 service and sales role will interact with customers and make weekly deliveries.

Ms. Sasha Stephenson asked if the 22 positions will be increased going forward or if this is the number of projected positions overall.

Mr. Grote explained 22 was the minimum for the two-year starting period. However, the company is confident that this number will double and triple over time.

Ms. Stephenson asked about the facility's water requirements,

Mr. Grote noted that he did not have exact numbers. However, there is much happening in the industrial laundry space in terms of efficiency, including reducing the volume and subsequent price of water usage.

Ms. Castillo indicated discussions were occurring with the Southern Nevada Water Authority (SNWA).

A MOTION WAS MADE BY MS. STEPHENSON TO APPROVE ITEM 5B. MR. BARRETT SECONDED. THE MOTION PASSED UNANIMOUSLY.

C. CROCS, INC.

- **SALES TAX ABATEMENT**
- **MODIFIED BUSINESS TAX ABATEMENT**
- **PERSONAL PROPERTY TAX ABATEMENT**

Ms. Castillo, LVGEA, introduced Crocs, Inc. (Crocs). Crocs plans to expand its current facility, in the City of North Las Vegas, to establish an e-comm orders fulfillment operation.

This massive, state-of the-art fulfillment center will be Crocs key hub for shipping all Crocs products across the U.S. and open new channels of distribution to fulfill e-comm and retail.

The company will have a total capital equipment investment of approximately $80 million and generate 22 full-time jobs with an average hourly wage of $34.03 within the first two years of operation.

Ms. Catillo was joined by Tyler Baron, Senior Director of Income Tax Accounting, Crocs.

Mr. Baron stated HeyDude is a footwear company 100 percent owned by Crocs and that two years prior, HeyDude opened a one million square foot distribution center in North Las Vegas that houses 300 full time employees and handles all the wholesale distribution for HeyDude. The North Las Vegas facility primarily ships Hey Dude footwear nationwide, with plans to grow and include additional Crocs products. Expansion at this facility is a key element in Crocs' supply chain optimization, supporting both the HeyDude brand, acquired in 2022, and the broader Crocs ecosystem. The expansion will add advanced automation and storage equipment to increase the storage capacity and fulfillment efficiency, which would require hiring more specialized employees to run and maintain the equipment. Crocs products are currently fulfilled from a distribution center in Ohio. However, the future plan is to have Nevada be a regional hub distribution center.

Mr. Barrett asked about how the addition of automation would affect future employment plans.

Mr. Baron advised that even with advanced automation, a lot of manual work is required, thus necessitating manpower.

Ms. King asked about the plan if approved today.

Mr. Baron indicated that Crocs and HeyDude intends to move forward with a Nevada expansion if approved today.

A MOTION WAS MADE BY SECRETARY OF STATE AGUILAR TO APPROVE ITEM 5C. MS. KING SECONDED. THE MOTION PASSED UNANIMOUSLY.

D. EMISHA INNOVATIONS

- **SALES TAX ABATEMENT**
- **MODIFIED BUSINESS TAX ABATEMENT**
- **PERSONAL PROPERTY TAX ABATEMENT**

Ms. Castillo, LVGEA, introduced Emisha Innovations (Emisha). Emisha plans to construct a 75,000–100,000 square foot advanced manufacturing and R&D facility in Las Vegas, Nevada. The project will involve the build-out of cleanrooms, precision laboratory space, and infrastructure necessary for photonic semiconductor fabrication, AI hardware integration, and high-performance computing systems. Emisha is a US-based technology company developing advanced photonic logic processors, hybrid semiconductor architectures, and AI-integrated computing platforms.

Emisha' flagship product, the Sol-X processor, represents a major leap in performance and energy efficiency using photonic circuits, and the company believes Nevada offers the ideal ecosystem to build and scale this technology.

The company will have a total capital equipment investment of approximately $37.4 million and generate 250 full-time jobs with an average hourly wage of $50.14 within the first two years of operation.

Ms. Castillo was joined by Mr. Jerritt Thomas, Chief Executive Officer, Emisha.

Mr. Thomas stated Emisha is a US-owned and operated semiconductor and defense tech company focusing on developing the next generation of photonic semiconductors, advanced sensors, and secure technologies. The company was established in 2019 and currently has 28 full-time employees in support of 50 contractors, with teams based in Tacoma, Washington and Tampa, Florida.

Emisha is also in the GSA Multiple Award schedule contractor actively supporting federal missions across telecommunications, defense, and research and development.

Emisha is actively evaluating locations across Clark County and indicated Nevada is compelling for several key factors, including the state's commitment to diversifying its economy, the Foreign Trade Zone (FTZ) program, the momentum behind advanced manufacturing, and the ability of infrastructure and incentives that align directly with the company's long-term growth strategy.

The facility is being designed with a 90-percent water recycle rate and clean energy to ensure environmental responsibility and community alignment and productive discussions have taken place with NV Energy regarding a phase delivery model and indicated that the power needed for Phase 1 and 2 are already provided by existing Las Vegas infrastructure, with the long-term vision for Phase 3 including scaling to support Nevada's evolving grid capabilities.

Mr. Thomas highlighted some of the partnerships the company is building to support this plan, including with The University of Las Vegas (UNLV) and LVGEA, and noted, beyond infrastructure and incentives, one of the biggest reasons for considering Nevada is the state's deep commitment to workforce development. Emisha shares an equal commitment to creating high wage jobs, supporting local suppliers, and launching the Emisha STEM Academy partnership with regional high schools, community colleges, and universities to build a workforce of tomorrow.

Mr. Barrett asked where Emisha planned to source its employees, the anticipated location base, and required qualifications.

Mr. Thomas advised Emisha will employee a team of approximately 50 to 60 engineers. It is anticipated the main workforce will come from within the region. There are also plans for future expansion when moving to Phase 3.

Dr. Kris Sanchez asked if Mr. Thomas has applied for any of the funding that the administration has announced with respect to DOD and DOE on the grant side.

Mr. Thomas noted the company is looking at opportunities to leverage the federal CHIPS and Sciences Act.

Ms. King asked about the company's wage growth trajectory such as merit increases, performance evaluation increases, or cost of living increases, and asked if the company provides this.

Mr. Thomas noted that the company does provide these kinds of growth opportunities.

Ms. Stephenson asked how quickly the company intends to make the decision regarding location and if an approval of the abatement would shift the company's direction significantly toward Nevada.

Mr. Thomas explained that the decision will be made by October 1, and abatement approval will be an integral part of the decision process.

Governor Lombardo asked whether a site has been identified.

Mr. Thomas confirmed that the company has already identified a 118,000 square foot facility right outside of Harry Reid International Airport.

A MOTION WAS MADE BY MR. BARRETT TO APPROVE ITEM 5D. MS. STEPHENSON SECONDED. THE MOTION PASSED UNANIMOUSLY.

6. ABATEMENT APPLICATIONS FOR DIRECTOR APPROVAL:

Director Burns noted there are three Abatement Applications for Director approval. Pursuant to S.B. 181, GOED's Executive Director can approve partial tax abatements with a projected value up to $500,000. Therefore, he has approved Bitdeer Industries Inc., Mary's Gone Crackers, Inc. and Sport Squad, Inc. for a Sales Tax Abatement, Modified Business Tax Abatement and Personal Property Tax Abatement.

A. BITDEER INDUSTRIAL INC.

- **SALES TAX ABATEMENT**
- **MODIFIED BUSINESS TAX ABATEMENT**
- **PERSONAL PROPERTY TAX ABATEMENT**

Ms. Heather Wessling Grosz, Senior Vice President/Business Development Economic Development Authority of Western Nevada (EDAWN), introduced Bitdeer Industries, Inc. (Bitdeer). Bitdeer plans to establish a manufacturing facility in Sparks, northern Nevada. The company's Nevada facility will manufacture computer components and include assembly for computer miner machines. Bitdeer is part of the Bitdeer Technologies Group, a world-leading technology company for the blockchain and high-performance computing industry.

Founded in 2020, Bitdeer is committed to providing comprehensive computing solutions for its customers. The company handles complex processes involved in computing such as equipment procurement, equipment manufacturing and design, transport logistics, data center design and construction, equipment management, and daily operations.

The company will have a total capital equipment investment of approximately $5.5 million and generate 41 full-time jobs with an average hourly wage of $34.49 within the first two years of operation.

Ms. Wessling Grosz was joined by Ms. Catherine Guo, President and CEO, Bitdeer.

Ms. Catherine Guo advised Bitdeer Technologies Group is headquartered in Singapore and is a world leading technology company in the blockchain and high-performance computing industry. Bitdeer has been building data centers in the US since 2017 and Nevada will be a new pin on the property map, with the focus of this facility being manufacturing of computer components and assembly for computer miner machines.

Nevada stood out to the company due to its strategic location, talented workforce, and business friendly environment, along with the GOED incentives which make investing in Nevada financially attractive compared to other states. Ms. Guo informed the Board that the plan is to invest $10 million in this initial project, among which $6 million will be spent on bringing in the newest generation of manufacturing equipment. Ms. Guo indicated construction will start in Q4 2025, along with the hiring and training of key staff, and in Q1 and Q2 of 2026, production equipment will arrive, and installation will begin. The goal is to start calibration and trial production in Q2 of 2026, with production fully ramping up in Q3.

Ms. Guo discussed the company's commitment to hiring locally, offering great pay and benefits, and being a positive part and active member of the community to build long-term partnerships, grow local talent, and support the community and local economy.

Ms. King commended the company for its 100 percent payment for health insurance benefits for the employees.

Ms. Guo noted the company employs over 170 in the US, currently, and offers all employees 100 percent company-paid insurance.

Governor Lombardo asked if there is a commitment, from NV Energy, for the facilities power requirements.

Ms. Wessling Grosz confirmed there is an initial commitment with a finalization in the works. NV Energy is working aggressively to meet the power deadlines the company needs to commence and ramp up operations.

B. MARY'S GONE CRACKERS, INC.

- **SALES TAX ABATEMENT**
- **MODIFIED BUSINESS TAX ABATEMENT**
- **PERSONAL PROPERTY TAX ABATEMENT**

Ms. Amanda Berry Jones, Director of Business Development, EDAWN, introduced Mary's Gone Crackers, Inc. (MGC).

MGC is expanding its current operations in Reno. Mary's Gone Crackers is headquartered, and operates its primary manufacturing facility, in Reno. Established in 2004, MGC specializes in producing organic, gluten-free, and non-GMO crackers. MGC distributes its products through a wide range of retailers across the United States and Canada, encompassing both natural food stores and mainstream supermarkets.

The company will have a total capital equipment investment of approximately $5.9 million, generate 11 full-time jobs with an average hourly wage of $36.15 within the first two years of operation

Ms. Berry-Jones was joined by Mr. Dan Robinson, Director, Engineering and Supply Network Optimization, MGC and Mr. João Pedro Goldenstein, Dennis Group.

Mr. Robinson explained that Dare Foods, a family owned and operated business that has been crafting snacks for more than 135 years, acquired Mary's Gone Crackers in 2025. Mr. Robinson indicated that the acquisition of the Reno Bakery allows Dare Foods to enhance its product portfolio and deliver expanded gluten-free snacking solutions to consumers globally and that this acquisition emphasizes Dare Foods' commitment to investing in innovation and capabilities to drive continued growth and success.

Mr. Robinson highlighted the company's commitment to Corporate Social Responsibility (CSR) and its focus to create a positive impact in the communities where it operates, and its initiatives reflect these values and include the ethical sourcing of ingredients, waste reduction programs, employee scholarship opportunities, and strategic investments in community organizations that focus on tackling childhood hunger.

Mr. Goldenstein advised the company has previously faced several challenging years but despite these difficulties, Dare Foods recognized the social value and the long-term potential and as such, made the strategic decision to assume operations of the company with the vision of reaching its full potential and value.

Governor Lombardo asked where Dare Foods is located.

Mr. Goldstein indicated that locations are in Ontario, Canada, and just outside of Toronto.

C. SPORT SQUAD, INC.

- **SALES TAX ABATEMENT**
- **MODIFIED BUSINESS TAX ABATEMENT**
- **PERSONAL PROPERTY TAX ABATEMENT**

Ms. Castillo, LVGEA, introduced Sport Squad, Inc. (Sport Squad). Sport Squad plans to establish a warehouse and distribution center in Henderson, southern Nevada. Sport Squad specializes in the design, manufacturing, and distribution of interactive gaming equipment. Founded in 2006, the company is headquartered in Rockville, Maryland. Sport Squad's mission centers on fostering family and social interaction through engaging games and sports equipment

The company will have a total capital equipment investment of approximately $1.1 million and generate 13 full-time jobs with an average hourly wage of $33.08 within the first two years of operation.

Ms. Castillo was joined by Benjamin Elwood, Director of Operations for Sport Squad, Inc.

Mr. Elwood explained Sports Squad is part of Joola, one of the fastest growing sports companies in the world, specializing in table tennis and pickleball. Operations are being relocated from Riverside, California to Henderson, Nevada into an 85,000 square foot facility, which is roughly double the size of the current facility. The company chose Henderson for several reasons, including its strategic location, business friendly environment, cost efficiency, and workforce availability.

Mr. Elwood highlighted the company's support in giving back to the communities and the plan to expand on its community engagement by partnering with local groups that promote youth development and help develop the sport of pickleball. The company is also exploring local volunteer opportunities where employees can give back to local causes.

Governor Lombardo asked about the relationship between Sport Squad and Joola.

Ms. Elwood explained that Joola is the parent company of Sport Squad.

7. WORKFORCE INNOVATION FOR A NEW NEVADA (WINN) FUND PROGRAMS FOR BOARD APPROVAL

Ms. Elaine Silverstone, Director of Workforce Development, GOED introduced the WINN Application portion of the agenda and discussed the importance of workforce and noted Gen Z is recognizing options that include secure trade jobs. As such, traditional manual work is experiencing a resurgence, a message that is consistent with the data stories told at UNLV's fourth annual Southern Nevada Leadership Summit. Ms. Silverstone thanked GOED for its past approvals that have led to 8 programs being built across all four NSHE community colleges.

Dr. Natalie Brown, Assistant Vice Chancellor for Workforce Development and Community Colleges, NSHE, noted the applications on today's agenda, align directly with in-demand occupations and target industries outlined in the GOED State Plan and urgent workforce demands today and building long-term career mobility for tomorrow. These programs prepare individuals for high demand technical roles in just weeks or months, providing rapid solutions for employers who cannot afford to wait. Because each program is built around stackable credentials, learners can continue to re-skill and upskill into more advanced positions over time.

A. REQUEST APPROVAL TO ENTER INTO AN AGREEMENT WITH GREAT BASIN COLLEGE (GBC) MINE SKILL TRAINING (MST) EXPANSION -- FUNDING NOT TO EXCEED $502,500

Ms. Silverstone introduced the GBC WINN Application. GBC-NORCAT MST is purposed in developing and enhancing workforce capabilities in the region. Through this workforce-focused partnership, GBC is focused on building new and expanding current postsecondary training opportunities with subject matter expertise from NORCAT's 30-year history of successful training and development programs and services. NORCAT is focused on providing industry leading corporate mine skills training and advisory services, backed by GBC's vast rural network and longstanding industry relationships in the region.

Ms. Silverstone was joined by Mr. David Stoddard, Dean of Industrial Technology and Workforce Development, GBC and Mr. Jason Bubba, Chief Operating Officer, NORCAT.

Mr. Bubba, from noted approval of this WINN Application, would support company workforce needs like those at KG Mining, Nevada Gold Mines, Orla Mining, and Lithium Americas.

Mr. Stoddard noted initial phase of the GBC NORCAT MST program opened January 1, 2025, and followed with incredible success over the first six months. Today's application is for a second year of funding to help GBC-NORCAT MST grow and become a strong training partner of industry.

The partnership meets the changing landscape of higher education as there are now more students who want fast-paced, accelerated, short-term training to qualify them for careers, as well as industry partners who are seeking a pipeline of prepared and skilled individuals. An individual can be trained for entry level mining within a couple of weeks and added that there are other trainings that can help individuals who are already working in the mining industry, and other industries, to level up or skill up for higher wages or to make a bigger impact. Mr. Stoddard explained that they have come before the Board today for a second year of funding to help GBC-NORCAT MST grow and become the strong training partner of industry that it can be.

Mr. Bubba added that NORCAT is also engaged deeply in the mining operations across the state already, citing the examples of Nevada Gold mines developing virtual reality training programs that allow workers to safely learn, and collaboration with the Lithium Americas teams on their human capital readiness plan.

Mr. Bubba read a thank you letter from a student who completed training and impressed an employer with her certifications and is now working in the field. With GOED's continued support, the program can help many more students launch rewarding careers.

Ms. King noted that direct program cost personnel is $411,000 of the $500,000 requested and asked about the plan for sustaining pay for these positions, noting that the WINN does not provide ongoing funding mechanisms.

Mr. Bubba explained that because this is still in its startup phase, the foundation is still being built for a move towards financial self-sustainability. There are program attendance fees and projects, in the works, that will generate revenue and will support the goals of self-sustainability within the next 12 months.

Governor Lombardo asked when, and how, employer partners come in and help with the financial needs.

Mr. Bubba explained this is a mixed model but as mining companies are ramping up and engaging new hires, they may look to the program to help with those ramp-up strategies and would be paying for those services. The modern mining industry is evolving quickly with automation and telecommunication and other technologies. Therefore, the industry would pay for services to help upskill existing workers.

Governor Lombardo asked Mr. Stoddard to clarify the successes thus far.

Mr. Stoddard noted that the original benchmark in last year's request was to train 90 students, and the program exceeded that by training 152 students in the first six months. Mr. Stoddard noted that this number is small in comparison of what can be achieved, and the new funding request will help to market the programs further and get more people in the door.

Ms. Silverstone added that the application notes a commitment to train 500 students, provide advisory to three additional companies, and to create site-specific training for three companies making the model self-sustaining in 18 months.

A MOTION WAS MADE BY LIEUTENANT GOVERNOR STAVROS ANTHONY TO APPROVE ITEM 7A. SECRETARY OF STATE AGUILAR SECONDED. THE MOTION PASSED UNANIMOUSLY.

B. REQUEST APPROVAL TO ENTER INTO AN AGREEMENT WITH WESTERN NEVADA COLLEGE (WNC) FOR AN ADVANCED MANUFACTURING TRAINING CENTER -- FUNDING NOT TO EXCEED: $599,706.60

Ms. Silverstone introduced the WNC WINN application. WNC seeks to expand its advanced manufacturing programs by establishing a satellite campus at the Victory Logistics District in Fernley, NV. This initiative aligns with the 2023 Nevada State Plan: Realizing Nevada's Electric, Innovative, and Connected Future, which emphasizes economic diversification, smart logistics, and workforce resilience. This expansion will address acute and projected workforce shortages, enhance regional competitiveness, and create a sustainable talent pipeline for industries in Nevada's targeted growth sectors. The regional economic and workforce development goals of Fernley and the surrounding Lyon and Churchill Counties are rapidly evolving into logistics and manufacturing hubs. The Victory Logistics District, a 4,300-acre development, is a prime catalyst for attracting firms that require a steady supply of technicians, warehouse professionals, and machine operators.

Ms. Silverstone was joined by Dr. Kyle Dalpe, President, WNC and Dr. Dana Ryan, Vice President of Academic & Student Affairs, WNC.

Dr. Dalpe explained that WNC is a rural serving community college serving in the online space for general population and a robust dual enrollment in the high schools. This project will be a catalyst for addressing the training, and workforce need of the manufacturing sector.

Dr. Ryan noted that this project builds on WNC's proven track record of delivering good jobs today and better jobs tomorrow and bringing excellence and innovation directly to Fernley, where access to manufacturing, education, and workforce preparation currently has some limitations.

Dr. Ryan noted with the help of prior WINN funds, more than 70 new and incumbent employees in battery recycling for Redwood Materials, Inc. have been trained, and Redwood has supported WNC in developing that program to meet the needs of the evolving industry. This new training center will provide support for a wide range of learners, including high school dual enrollment students; veterans; English language learners; and individuals facing barriers such as unemployment, underemployment, and limited formal education. A plan is already in place with Lyon County School District to plan a dual credit manufacturing pathway for high school students to earn credentials while preparing for careers in advanced manufacturing logistics. Dr. Ryan stated that this is a just-in-time training solution for the region's employers and has received support from multiple companies that are part of a rapidly evolving industry that will likely face critical talent shortages in the future if not addressed soon. While the program will be located in Fernley, it will benefit at least four counties, as well as others along the I-80 corridor and south in Mineral County.

Governor Lombardo questioned if the partner companies would be in competition with the program with their own apprenticeship programs.

Dr. Ryan advised she did not believe so as the companies work with WNC to create trainings that work for their employees. Dr. Ryan confirmed that this is an application of the existing program in a new location.

Mr. Chris Riley, Infrastructure Director, Nevada Governor’s Office, noted that currently there is an increasing number of the workforce coming from Fernley. Therefore, it is a lot more convenient to have these programs.

A MOTION WAS MADE BY MR. BARRETT TO APPROVE ITEM 7B. MS. DEBORAH JACOB SECONDED. THE MOTION PASSED UNANIMOUSLY.

C. **REQUEST APPROVAL TO ENTER INTO AN AGREEMENT WITH THE COLLEGE OF SOUTHERN NEVADA (CSN) FOR A WESTSIDE EDUCATION (WETC) AND TRAINING CENTER -- FUNDING NOT TO EXCEED $1,571,934.00**

Ms. Silverstone introduced the CSN WINN Application. The goal of our Westside Education & Training Center (WETC) is to take education & skill training into an "area of need" - underserved zip codes with significantly higher underemployment and unemployment, which dates back to the Great Recession, exacerbated by the pandemic. As stated in the GOED State Plan, "Significant economic disparities exist among Nevada’s diverse communities. Nearly 13% of Nevada’s population live in distressed communities located throughout the state. The distressed communities within Nevada are concentrated in three regions: Northeast (Elko), Northwest (Reno), and Las Vegas." Also, as stated in the Plan, "Hospitality worker unemployment soared, underscoring the imperative of inclusive growth and creating pathways to allow these workers and others to access new opportunities within growing industries."

Ms. Silverstone was joined by Ms. Clarissa Cota, Vice President, External Relations and Campus Operations, CSN and Dr. Stacy Klippenstein, CSN President and Mr. Peter Zierhut, Vice President, Haas Automation, Inc.

Dr. Klippenstein advised that he has only been president for a few weeks but has been following WETC for several months. What stood out is the positive impacts for the historic west side of Las Vegas and the way it will change people's lives with the skills provided.

Ms. Cota reiterated the funded model and the different streams of funding for the project and noted that today's request is for the final $1.5 million in equipment and technology to open the center.

Mr. Zierhut expressed his support of CSN's application, noting the importance of this program to new and existing Nevada companies such as Haas. These programs contribute to the success of the region and establishes it as a manufacturing hub. The WETC will be an important part of this growth.

A MOTION WAS MADE BY SECRETARY OF STATE AGUILAR TO APPROVE ITEM 7C. MS. KING SECONDED. THE MOTION PASSED UNANIMOUSLY.

8. EXECUTIVE DIRECTOR UPDATE AND DIRECTOR'S REPORT

Business Development / International Trade

Mr. Alex Bacchus, Northern Regional Director, GOED joined the University of Reno (UNR) on a delegation visit to Quebec to fortify a recent agreement with the Vallee de la Transition Energetique (VTE) that strengthens academic, research, and economic collaboration in the electric vehicle battery sector. Key areas of cooperation are faculty and student exchanges, startup exchange initiatives, joint research, and mutual support of innovation hubs.

GOED was joined by Regional Development Authorities (RDAs) and local Economic Development Organizations (EDOs) as they hosted a booth at the annual SelectUSA Summit in Washington DC. GOED generated over 200 leads, including in clean energy, logistics, and semiconductors sectors. Top leads included firms from Italy, Poland, and South Korea, as well as strong momentum from Japan and the U.K.

Business Development has 23 active projects in the pipeline, with a majority in the manufacturing industry.

Innovation-Based Economic Development

On May 20-22, UNLV hosted the first ever Futures Engine Summit that brought together corporations, startups, investors, researchers, government, and ecosystem leaders to explore water, air, and energy technologies related to rapid industry growth, under the National

Science Foundation Innovation Engines Program.

At the event, Mr. Karsten Heise, Senior Director of Strategic Programs & Innovation, GOED, together with Southern Nevada Water Authority (SNWA), the Desert Research Institute (DRI) and Waterstart, announced a $1.8M investment into WaterStart, a Nevada-based nonprofit organization that assists innovative water technology companies and startups with developing, commercializing, and deploying technology more rapidly throughout Nevada and across the globe. This investment demonstrates GOED's commitment to water technology solutions, which are addressing critical challenges facing our state. WaterStart will attract startups, tech entrepreneurs and highly innovative companies in this sector to Nevada and the Southwest, which will enhance place-based innovation, collaboration among stakeholders, and will lead to increased regional economic growth.

In July, Tammy Westergard, Senior Workforce Development Librarian-In-Residence, helped lead a workshop in North Las Vegas to train counselors from The Harbor juvenile assessment centers in Individual Career Mapping, a program that teaches Nevadans to navigate the ever-changing world of work. The Harbor will begin offering ICM to an estimated 300 clients in late August as a part of the Harbors 90-day referral process that anchors clients into community services.

Nevada APEX Accelerator

Nevada APEX continues to help small businesses win government contracts. During the last three-month reporting period, Nevada APEX clients in socioeconomic categories received about $11.9 million in government contracts.

For the final report due to the Department of Defense (DoD) on August 8, Nevada Apex's preliminary data show APEX met or exceeded 21 different KPis.

On July 14th, the DoD via the Army awarded another formal Cooperative Agreement to GOED for continued Nevada APEX operations.

Healthcare

Mr. Vance Farrow, Health Industry Specialist, GOED is working with UNLV to build a tri-university alliance with the University of California Berkley and the Technical University of Denmark Entrepreneurship. This alliance will establish a Global Bioinnovation Hub for Health, Longevity, and Entrepreneurship. The alliance will combine academic excellence, cutting-edge research and global market access to develop a transatlantic innovation corridor with powerful implications for education, health, and entrepreneurship.

Mr. Farrow is also working with the principals of the Cleveland Clinic Lou Ruvo Center for Brain Health to acquire a mobile MRI unit to promote brain health and dementia risk reduction in rural areas through community brain health screenings using portable MRI technology. Additional partners will include the Nevada Rural Hospital Partners and the UNR School of

Medicine Project ECHO (Extensions for Community Health Outcomes) program.

GOED co-sponsored and led a southern Nevada delegation to the Biotech Innovation Organization International Convention in Boston. The Nevada delegation hosted over 80 meetings with bioscience companies from all over the world who were very eager to learn more about our region, growing bioscience ecosystem, workforce pipelines, and available spaces for their expansion considerations. Multiple leads are being pursued, and several follow-up meetings have already been scheduled because of this investment. Delegation partners included LVGEA, UNLV, the City of Las Vegas, and Roseman University School of Health Sciences.

Rural Economic and Community Development

$3 million in Community Development Block Grant funding was awarded to eight projects in rural Nevada. Ely, Fallon, Wells, Elko County, Esmeralda, Lincoln and Nye received funding.

Main Street Gardnerville, Downtown Reno Partnership and Tonopah Main Street received full accreditation from Main Street America, which recognized these organizations for their strong commitment to economic development and community revitalization in Nevada.

Strategic planning workshops were held for five additional Main Street organizations. Main Street grant funded projects for FY24/25 have been completed.

Office of Entrepreneurship

The Office of Entrepreneurship is actively involved in the upcoming Las Vegas Startup Week and Reno Startup Week happening in September. As part of these efforts, we will be launching the Nevada Business Hub to entrepreneurs, positioning it as a central resource for business support and connectivity across the state.

Workforce Development

The first WINN program of the new fiscal year has been awarded to TMCC for their Logistics program. This request for $58,000 will allow TMCC to continue efforts to support the logistics sector in the region and support local employers in their workforce needs. TMCC reports that with this award they will be able to increase enrollment in logistics workforce programs by 10% and confirm at least 75 credentialed graduates for the workforce pipeline.

Film Office

The Nevada Film Office has officially rebranded as Film Nevada. Along with the new name, the agency has a new website with a fresh design and streamlined functionality, as well as a new logo that emphasizes its role within GOED. I encourage you to check out their website at: film.nv.gov.

"Fl: The Movie" is the first feature film to include the new Film Nevada logo in its end screen credits. The film office worked with this production when it filmed during the Las Vegas Grand Prix races in 2023 and 2024, assisting with filming locations, connecting them with local resources, and navigating their various permit and logistical needs.

Several Nevada-filmed productions were nominated for Emmy awards. "The Studio," which filmed its two-episode finale in Las Vegas and qualified for the film tax incentive, received a record 23 nominations. Another incentive production, "Queer Eye," filmed entirely in Las Vegas and received three nominations. "Hacks," the hit show about a Las Vegas stand-up comedian, partially filmed an episode in Las Vegas and received 14 nominations.

Film Nevada recently approved three applications for the film tax incentive program. The productions include one independent feature film, one reality series and one documentary series. Together, they are expected to spend $20.2 million in qualified costs, hire 402 Nevada residents, and have applied for $3.1 million in film tax credits.

Staff Updates

GOED is pleased to announce that Ms. Melissa Saavedra has been hired as the new director for the Office of Entrepreneurship. Saavedra is the former deputy director of the Nevada Lieutenant Governor's Office of Small Business Advocacy (OSBA), where she led efforts to support small businesses across Nevada.

The Nevada APEX team is happy to announce that Ms. Candice Meyers has been hired as the new Government Contracts Advisor. She is based in GOED's Carson City office

Nevada APEX Director, Ms. Joan Rueben will be inducted into Nellis Air Force Base's Honorary Commander Program at the end of August.

Ms. Melanie Sheldon, Senior Director of Business Development, GOED was named the Trailblazing Woman of the Year for 2025 by Fastmarkets Voltas Award.

Dr. Dorian Stonebarger, Deputy Director, GOED was named one of the 12 women to watch in the state of Nevada by Nevada Business Magazine.

Post Executive Director update, Ms. Sartin asked for a list of the organizations on the Main Street program.

Director Burns confirmed GOED would provide this information.

Ms. Stephenson commended Director Burns, and the GOED team, for their work during the legislative session as well as the legislature for including GOED priorities in AB 594.

9. STATEWIDE AVERAGE HOURLY WAGE DISCLOSURE

Director Burns explained that on an annual basis, the Department of Employment, Training and Rehabilitation (DETR) provides an informational memo to GOED's Executive Director stating statewide average wage for the forthcoming fiscal year. This is used to set the wage criteria for Tax Abatement applications, on July 1 of each year. For FY26 the statewide average wage calculation is $31.57, which is down approximately 63 cents from the prior year. This is due to a change in calculation method.

Mr. David Schmidt, Chief Economist, DETR, explained the change to the calculation, noting that tips have historically been excluded from the calculation of total wages. However, there was an issue with this in 2024 using 2023 data. The correction is now reflected in the revised number.

Ms. King questioned if NRS 360.750 outlines how the calculation should work.

Mr. Schmidt advised the NRS notes the average hourly wage 'as calculated by DETR' and does not provide additional stipulations. Tip income has been historically excluded because it is not really a reflection of what employers are paying their employees.

Ms. King asked if last year was the first year that it was included.

Mr. Schmidt confirmed this.

Ms. King asked if the statute requires that GOED adopt the reduced wage or if there is flexibility to keep it at the current rate.

Director Burns advised the statute requires that GOED use the 12-month trailing average as the benchmark for the purposes of Tax Abatement criteria.

10. METRICS REPORT

Mr. Steve Scheetz, Research Manager, GOED, presented the metrics report.

Over the last six months, GOED has assisted 26 companies, equating to 604 initial jobs that are going to be estimates for the next two years, followed by the build-out jobs, which are the estimated five-year jobs.

The average hourly wage paid by all assisted companies came in at $34.76 in the second quarter of 2025, an increase of 3.4 percent from the $32.85 reported in the previous quarter.

Capital investment by assisted companies (excluding non-standard projects*) totaled $55.9 Million in the second quarter, which represents a 33.6 percent decrease from the prior quarter. All incentivized companies with investments in the second quarter of 2025 were standard abatements.

Companies looking to relocate to Nevada make up 80-90% of the leads/prospects. The other 10-20% are expansions. Regional Development Authorities (RDAs) reported 26 physical site visits for the second quarter of 2025, an increase from 18 site visits in the first quarter.

Ms. Sartin asked for more information regarding the companies in the quarterly site visits.

Mr. Scheetz noted some companies are hesitant to divulge certain information, so many are cloaked under project names to create anonymity. When an NDA is executed, the names cannot be put in a document that becomes public record.

Ms. Sartin asked about a project listed as 'lost' in the Metrics Report and noted the reason provided was 'difficult working with local municipalities. Company felt like local government's attitude toward growth was not positive.

Mr. Scheetz discussed the difficulty in obtaining detailed feedback from companies that do not choose the state and that not all the details are known. However, this was the perception the company had of their experience and the subsequent feedback communicated to the RDA.

There were sixteen wins in the second quarter of 2025. This is sixty higher than in the first quarter and is up 14.3 percent when compared to the same quarter a year prior. New leads were up by 55.3 percent from last quarter and up 122.6 percent from the same quarter a year ago. Prospects were up 15.0 percent from last quarter and increased by 25.5 percent compared to the same quarter in 2024.

The year 2025, to date, looks like there is a fiscal return on investment of $7.64 and then looking back over the last ten years, this is a return of basically 264 percent, or $2.64 for every dollar abated.

The Nevada Film Office has officially rebranded as Film Nevada. Film Nevada reported almost $85 million in production revenue, which is right in line with the year prior.

Film Nevada recently approved three applications for the film tax incentive program. Together, they are expected to spend $20.2 million in qualified costs, hire 402 Nevada residents, and have applied for $3.1 million in film tax credits.

Mr. Scheetz concluded his report with a discussion of the five target industry sectors: advanced manufacturing; transportation logistics; information technology; natural resources technology; and hospitality, tourism, sports, and creative industries. In four of the five cases, there is continued growth in both job numbers and wages, with the exception of transportation logistics, which has tapered off and is slightly lower in the job count with 1200 fewer jobs than last year in that sector.

11. UNEMPLOYMENT RATE UPDATE

Mr. Scheetz discussed the per-statute 7 percent rule, noting that unemployment rates are tracked by county and not seasonally adjusted. To account for seasonality, the 12-month rolling average is used. Comparing June to March, there has not been a lot of change. However, three counties, Esmeralda, Mineral, and Nye, do exceed the 7-percent threshold and noted that this means that those three counties have a reduced wage requirement, as per NRS 360.750, in order to qualify for the abatements.

Mr. Barrett noted there was a 5.4 percent unemployment rate overall and asked where Nevada stands nationally in comparison to other states.

Mr. Chris Sewell, Executive Director, DETR, indicated Nevada is standing second in the nation and is tied with California and with Michigan directly following at 5.3 percent. One of the things looked at is labor force participation rate and that there are more people moving into the labor force than getting outright terminated and trying to find another job.

Mr. Schmidt clarified that Nevada's labor force participation rate is above the national average by about seven tenths of a percent, meaning if Nevada has a national average labor force participation rate, the unemployment rate would be almost dead on with the national unemployment rate. This is almost entirely a function of having more people in the labor market looking for work than the national average.

12. BOARD MEMBER COMMENTS

Ms. Jacob advised Keystone Corporation is hosting a luncheon called Built to Win: Vegas' Rise as a Sports Capital'. The event will be at the DragonRidge Country Club. The event will comprise of a deep dive into how the business of sports is reshaping the region — with major league teams, national TV events, and private investment all driving an economic and cultural shift. More information is available at keystonenevada.com.

13. GOVERNOR LOMBARDO COMMENTS

Governor Lombardo left the meeting post Abatement Application approvals and therefore, did not provide comment.

14. PUBLIC COMMENT

Mr. Brad Turner-Little, President and CEO, National Association of Workforce Boards informed the Board that his association hosts an annual conference, The Forum, every year and this year it will be held in Las Vegas in March 2026. Mr. Turner-Little noted that there will be between 1200 and 1500 workforce development leaders from across the country and thanked the state for hosting. Mr. Turner-Little indicated that listening to today's meeting reiterates how wise a choice Nevada was for this conference.

Dr. Brown noted her familiarity with The Forum and noted that she proactively reached out to VP of Events when she found out it was coming to Nevada. Dr. Brown wanted to take this opportunity to welcome the VP of Events to Las Vegas as well as the National Association Workforce Board and the Forum.

15. ADJOURNMENT

A MOTION WAS MADE TO ADJOURN THE MEETING. THE MOTION PASSED UNANIMOUSLY.