Date: November 10, 2025

Paysign, Inc.

2615 St. Rose Pkwy, Henderson, NV 89052
Mark Newcomer, Chief Executive Officer

Application Facts:

Industry	**Finance, Insurance & Real Estate**
NAICS	**522320**
Type of App	**Expansion**
Location	**Clark County**
RDA	LVGEA, Emma Keserich

Company Profile

Paysign, Inc. (Paysign) plans to expand its existing headquarter operations in Henderson, southern Nevada. Paysign is a financial services and fintech company providing patient affordability programs, plasma donor compensation solutions, engagement and management platforms, integrated payment processing and prepaid card solutions across industry sectors such as pharmaceutical, healthcare, hospitality, retail, and government. Paysign builds and runs its own payments platform, handling everything in-house, from card issuance to transaction processing, with 24/7 bilingual customer support via IVR, SMS, and live agents. Paysign continues to gain momentum across multiple fronts—financials, scale, innovation, and investor confidence. The company's accelerating patient affordability initiatives, combined with rapid plasma network growth and technology acquisitions, point to strategic positioning in the fintech-healthcare niche. Paysign has provided paid internships or Co-Op experiences for students attending University of Nevada, Las Vegas, University of Nevada, Reno (UNR), Drexel University, San Diego State University and Fordham University. These internships are in Information Technology, Graphic Design, Finance and accounting. Additional, Paysign's energy consumption per transaction is 0.42 kWh, a 22% reduction compared to traditional banking methods, and uses Energy Star–certified data centers. *Source: Paysign, Inc.*

Tax Abatement Requirements:	**Statutory**	**Company Application**	**Meeting Requirements**
Job Creation	25	**245**	**Yes**
Average Wage	$31.57	**$33.31**	**Yes**
Equipment Capex (SU & MBT) Equipment Capex (PP)	$76,572	**$1,387,147**	**Yes**
Additional Requirements:			
Health Insurance	65%	**97%**	**Yes**
Revenues generated outside NV	51%	**95%**	**Yes**
Business License	☑ Current	☐ Pending	☐ Will comply

Total Tax Liability (without tax abatements)	**Direct (company)**	**Total**
	$765,984	**$23,720,307**

Tax Abatements	**Contract Terms**	**Estimated Tax Abatement**
Sales Tax Abmt.	4.6% for 2 years	$52,365
Modified Business Tax Abmt.	50% for 4 years	$304,105
Personal Property Tax Abmt.	50% for 10 years	$20,800
Total Estimated Tax Abatement over 10 yrs.		**$377,270**

Net New Tax Revenues	**Direct**	**Indirect**	**Taxes after Abatements**
Local Taxes			
Property	$1,106,285	$11,492,032	$12,598,317
Sales	$37,293	$5,410,475	$5,447,768
Lodging	$0	$0	$0
State Taxes			
Property	$60,507	$672,974	$733,481
Sales	$28,128	$1,817,383	$1,845,511
Modified Business	$2,162,852	$555,108	$2,717,960
Lodging	$0	$0	$0
Total Estimated New Tax Revenue over 10 yrs.	**$3,395,065**	**$19,947,972**	**$23,343,037**

Economic Impact over 10 yrs.	**Economic**	**Construction**	**Total**
Total Jobs Supported	504	0	504
Total Payroll Supported	$218,516,381	$17,189	$218,533,570
Total Economic Value	$1,008,483,257	$52,224	$1,008,535,481

Economic Impact Output per Abatement Dollar	**New Total Tax per Abated Dollar**
$2,673.11	**$61.87**

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.

September 23, 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,

Paysign, Inc. is applying to the State of Nevada's Sales & Use Tax Abatement, Modified Business Tax Abatement, and Personal Property Tax Abatement. **Paysign, Inc.** currently operates in Henderson and has decided to expand their presence. We request that **Paysign, Inc.** be placed on the November 10th, 2025, GOED Board meeting agenda.

Paysign, Inc. will create **245** new positions in the first two years of expanded operations, with an average hourly wage of **$33.31.** They will offer employee health insurance with **97%** premium coverage and **95%** of their revenue is generated outside of Nevada. **Paysign, Inc.** will make an overall capital investment of **$1,387,147.**

Paysign, Inc. 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 Las Vegas Global Economic Alliance.

Sincerely,

Emma Keserich
Vice President, Business Development
Las Vegas Global Economic Alliance

HENDERSON

November 3, 2025

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

Dear Director Burns:

As Mayor, I am pleased to provide this letter expressing my support for Paysign's application for incentives from the Governor's Office of Economic Development as it seeks to expand its operations in Henderson.

Paysign has been a valued member of our community for more than twenty years. Their expansion project will result in the creation of over 200 new jobs at an average hourly wage of $33.31, which is in alignment with the City of Henderson's strategic goal of Economic Vitality.

The City of Henderson enthusiastically supports Paysign and looks forward to the positive economic impact that their business expansion will provide for our community and to their continued success.

We appreciate your assistance and favorable consideration of Paysign's application. Should you have any questions or need additional information regarding this worthy applicant, please do not hesitate to contact my office.

Sincerely,

Michelle Romero, Mayor
City of Henderson

Mayor & Council's Office
240 S Water Street, MSC 142, Henderson, NV 89015
T 702-267-2085 **W** cityofhenderson.com

August 28, 2025

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

Dear Mr. Burns,

On behalf of Paysign, Inc., I am pleased to submit this letter in support of our application for a Nevada tax abatement associated with our expansion in the state. The availability of this abatement was a significant factor in our decision to grow in Nevada, because the incentive directly supports our ability to scale efficiently and keeps Nevada competitive with alternative locations.

From our Nevada operations, we support clients across the United States through patient affordability program administration, plasma donor compensation programs, and integrated payment processing services. Nevada's business-friendly environment, strong talent pipeline, and modern telecommunications and transportation infrastructure make it an efficient and cost-effective base for our national operations.

The economic development incentives offered by the State of Nevada have been an integral factor in our expansion strategy. As part of this expansion, Paysign anticipates adding 245 new jobs in the next two years across customer support, operations, technology, compliance, and project management. Many of these roles will oversee programs from start to finish, ensuring accountability for outcomes, service quality, and timely delivery. We intend to hire these positions from within Nevada.

Paysign, formerly known as 3PEA International, Inc., was incorporated in 1995 in Nevada and moved its operations to Nevada in 2004, as Nevada offered a more business friendly environment. We employed just a handful of people at the time, growing to over 200 today, with 142 in Nevada and is poised to add 245 new jobs in Nevada within the next two years with an average hourly wage of $33.31. Our latest expansion reinforces our long-term commitment to the state, as we find the pool of available talent to be well suited for our needs.

paysign.com
@paysign
Toll Free: 888.522.4853
Phone: 702.453.2221
2615 St. Rose Parkway
Henderson, NV 89052
firstlastname@paysign.com
corporate@paysign.com

Paysign has grown into a leading provider of patient affordability solutions, donor compensation programs, and integrated payment processing services. The planned expansion will increase capacity for our pharmaceutical and plasma partners, improve service levels, and support continued growth.

We are committed to contributing to Nevada's communities through employee volunteerism, workforce training partnerships, and charitable initiatives. As demand for our solutions grows, we anticipate further expansions in Nevada.

We respectfully request your consideration of this application. The Nevada tax abatement will play a vital role in enabling our expansion, supporting the creation of 245 high-quality jobs, and ensuring that Paysign continues to contribute meaningfully to Nevada's economic future.

Mark Newcomer

President & CEO
Paysign, Inc.
mnewcomer@paysign.com

GOED
NEVADA GOVERNOR'S OFFICE OF ECONOMIC DEVELOPMENT

Standard Tax Abatement Incentive Application

Company Name: Paysign, Inc
Date of Application: August 29, 2025

Company is an / a: (check one)
☐ New location in Nevada
☑ Expansion of a Nevada company

Section 1 - Type of Incentives

Please check all that the company is applying for on this application:

☑ Sales & Use Tax Abatement
☑ Modified Business Tax Abatement
☑ Personal Property Tax Abatement
☐ Recycling Real Property Tax Abatement
☐ Other:

Section 2 - Corporate Information

COMPANY NAME (Legal name under which business will be transacted in Nevada) Paysign,Inc			FEDERAL TAX ID # 95-4550154
CORPORATE ADDRESS 2615 St. Rose Pkwy	CITY / TOWN Henderson	STATE / PROVINCE NV	ZIP 89052
MAILING ADDRESS TO RECEIVE DOCUMENTS (If different from above)	CITY / TOWN	STATE / PROVINCE	ZIP
TELEPHONE NUMBER 702-453-7221	WEBSITE www.paysign.com		
COMPANY CONTACT NAME Mark Newcomer	COMPANY CONTACT TITLE Chief Executive Officer		
E-MAIL ADDRESS mnewcomer@paysign.com	PREFERRED PHONE NUMBER 702-749-7222		

Has your company ever applied and been approved for incentives available by the Governor's Office of Economic Development? ☑ Yes ☐ No

If Yes, list the program awarded, date of approval, and status of the accounts (attach separate sheet if necessary):

Section 3 - Program Requirements

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

☑ A capital investment of $1,000,000 in eligible equipment in urban areas or $250,000 in eligible equipment in rural areas are required. This criteria is businesses. In cases of expanding businesses, the capital investment must equal at least 20% of the value of the tangible property owned by the business.

☑ New businesses locating in urban areas require fifty (50) or more permanent, full-time employees on its payroll by the eighth calendar quarter quarter in which the abatement becomes effective. In rural areas, the requirement is ten (10) or more. For an expansion, the business must increase employees on its payroll by 10% more than its existing employees prior to expansion, or by 25 (urban) or 6 (rural) employees, whichever is greater.

☑ In both urban and rural areas, the average hourly wage that will be paid by the business to its new employees is at least 100% of the average statewide hourly wage.

Note: Criteria is different depending on whether the business is in a county where the population is 100,000 or more or a city where the population is 60,000 or "urban" area), or if the business is in a county where the population is less than 100,000 or a city where the population is less than 60,000 (i.e., "rural" area).

Section 4 - Nevada Facility

Type of Facility:

☑ Headquarters
☑ Technology
☑ Back Office Operations
☑ Research & Development / Intellectual Property
☑ Service Provider
☐ Distribution / Fulfillment
☐ Manufacturing
☑ Other: existing facility

PERCENTAGE OF REVENUE GENERATED BY THE NEW JOBS CONTAINED IN THIS APPLICATION FROM OUTSIDE NEVADA 95%	EXPECTED DATE OF NEW / EXPANDED OPERATIONS (MONTH / YEAR) Jul-2025		
NAICS CODE / SIC 522320	INDUSTRY TYPE Finance		
DESCRIPTION OF COMPANY'S NEVADA OPERATIONS Paysign is a provider of patient affordability programs, plasma donor compensation solutions, engagement and management platforms, integrated payment processing and prepaid card solutions for the life sciences and other industries. 142 of our 215 employees work in our Nevada headquarters on St Rose Pkwy in upper management, information technology,systems, marketing and graphics,finance, and customer service. We are expanding and plan to add			
PROPOSED / ACTUAL NEVADA FACILITY ADDRESS 168 N. Gibson Road	CITY / TOWN Henderson	COUNTY Clark County	ZIP 89014
WHAT OTHER STATES / REGIONS / CITIES ARE BEING CONSIDERED FOR YOUR COMPANY'S RELOCATION / EXPANSION / STARTUP?			

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?	
If No, skip to Part 2. If Yes, continue below:	
What year(s)?	
How much space (sq. ft.)?	
Annual lease cost of space:	
Do you plan on making building tenant improvements?	
If No, skip to Part 2. If Yes *, continue below:	
When to make improvements (month, year)?	
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?	**Yes**
If No, skip to Part 2. If Yes, continue below:	
What year(s)?	2019-2029
How much space (sq. ft.)?	23,832
Annual lease cost at current space:	$771,334.00
Due to expansion, will you lease additional space?	Yes
If No, skip to Part 3. If Yes, continue below:	
Expanding at the current facility or a new facility?	New
What year(s)?	2025-2033
How much expanded space (sq. ft.)?	29,988
Annual lease cost of expanded space:	$830,000 (avr.)
Do you plan on making building tenant improvements?	Yes
If No, skip to Part 3. If Yes *, continue below:	
When to make improvements (month, year)?	Aug-2025
Part 2. Are you currently operating at an owner occupied building in Nevada?	**No**
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?	**No**
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):

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):	N/A
Building Costs (if building / making improvements):		Building Costs (if building / making improvements):	$35,000
Land:		Land:	
Equipment Cost:		Equipment Cost:	$1,387,147
Total:		**Total:**	**$1,422,147**
		Is the equipment purchase for replacement of existing equipment?	No
		Current assessed value of personal property in NV:	$382,862
		(Must **attach** the most recent assessment from the County Assessor's Office.)	

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

New Operations / Start Up		Expansions	
How many full-time equivalent (FTE*) employees will be created by the end of the first eighth quarter of new operations?:		How many full-time equivalent (FTE*) employees will be created by the end of the first eighth quarter of expanded operations?:	245
Average hourly wage of these new employees:		Average hourly wage of these new employees:	$33.31
		How many FTE employees prior to expansion?:	142
		Average hourly wage of these existing employees:	$39.39
		Total number of employees after expansion:	**387**

* 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: 60 days after hire date

Health Insurance Costs:		Percentage of health insurance premium by (min 65%):	
Plan Type: POS			
Employer Contribution (annual premium per employee):	$ 7,348.91	Company:	97%
Employee Contribution (annual premium per employee)	$ 227.29	Employee:	3%
Total Annual Premium:	$ 7,576.20		

[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.

Mark Newcomer
Name of person authorized for signature

Signature

Chief Executive Officer
Title

August 29, 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: Paysign, Inc. County: Clark

Section 1 - Site Selection Ratings

Directions: Please rate the select factors by importance to the company's business (1 = very low; 5 = very high). Attach this form to the Incentives Application.

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

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

The economic development incentives offered by the State of Nevada have been an integral factor in our expansion strategy. As part of this expansion, Paysign anticipates adding 245 new jobs in the next two years across customer support, operations, technology, compliance, and project management. Many of these roles will oversee programs from start to finish, ensuring accountability for outcomes, service quality, and timely delivery. We intend to hire these positions from within Nevada.

5(A) Capital Equipment List

Company Name: Paysign, Inc. County: Clark

Section I - Capital Equipment List

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

(a) Equipment Name/Description	(b) # of Units	(c) Price per Unit	(d) Total Cost
servers	2	$12,480.00	$24,960.00
desktop computers/monitors	245	$1,147.80	$281,211.00
laptop computers	45	$2,500.00	$112,500.00
Network equipment	1	$76,806.00	$76,806.00
Thermostats with installation	34	$450.00	$15,300.00
Phone systems	245	$155.00	$37,975.00
Office Furniture - desks, cubicles, etc (estimate)	250	$1,800.00	$450,000.00
Printers, scanners	20	$500.00	$10,000.00
TV screens	35	$1,428.57	$50,000.00
A/V conference rooms equipment	4	$12,500.00	$50,000.00
access control/ cameras new and upgrades	2	$139,197.50	$278,395.00
TOTAL EQUIPMENT COST			**$1,387,147.00**

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

*Certain lease hold equipment does not qualify for tax abatements

5(B) Employment Schedule

Company Name: Paysign, Inc. County: Clark

Section 1 - Full-Time Equivalent (FTE) Employees

Directions: Please provide an estimated list of full time employees [columns (a) through (d)] that will be hired and employed by the company by the end of the first eighth quarter of new / expanded operations. For example, if the effective date of new / expanded operations is April 1, 2015, the date would fall in Q2, 2015. The end of the first eighth quarter would be the last day of Q2, 2017 (i.e., June 30, 2017). Attach this form to the Incentives Application. A qualified employee must be employed at the site of a qualified project, scheduled to work an average minimum of 30 per week, if offered coverage under a plan of health insurance provided by his or her employer, is eligible for health care coverage, and whose position of a “primary job” as set forth in NAC 360.474.

Please use the Bureau of Labor Statistics Standard Occupational Classification System (SOC) link to populate *section (b):* https://www.bls.gov/soc/2018/major_groups.htm#11-0000

(a) New Hire Position Title/Description	(b) Position SOC Code	(c) Number of Positions	(d) Average Hourly Wage	(e) US Bureau of Labor Statistics Average Hourly Wage	(f) Average Weekly Hours	(g) Annual Wage per Position	(h) Total Annual Wages
Managers, All Other	11-9199	25	$57.69	$58.65	40	$120,000.00	$3,000,000.00
Human Resources Managers	11-3121	1	$62.50	$57.33	40	$130,000.00	$130,000.00
First-Line Supervisors of Office and Administrative Support Workers	43-1011	13	$36.06	$30.93	40	$75,000.00	$975,000.00
Computer and Information Systems Managers	11-3021	2	$67.31	$77.54	40	$140,000.00	$280,000.00
Customer Service Representatives	43-4051	150	$21.50	$19.65	40	$44,720.00	$6,708,000.00
Training and Development Managers	43-1011	6	$49.00	$30.93	40	$101,920.00	$611,520.00
Information Security Analysts	15-1212	5	$55.00	$54.34	40	$114,400.00	$572,000.00
Graphic Designers	27-1024	5	$37.00	$28.67	40	$76,960.00	$384,800.00
Securities, Commodities, and Financial Services Sales Agents	41-3031	3	$86.54	$34.56	40	$180,000.00	$540,000.00
Marketing Managers	11 2021	2	$75.00	$59.85	40	$156,000.00	$312,000.00
Network and Computer Systems Administrators	15-1244	3	$72.12	$49.09	40	$150,000.00	$450,000.00
Software Developers, Systems Software	15-1252	12	$52.88	$66.04	40	$110,000.00	$1,320,000.00
Lawyers	23-1011	1	$120.19	$89.06	40	$250,000.00	$250,000.00
Web Developers	15-1254	5	$43.27	$39.79	40	$90,000.00	$450,000.00
Human Resources Specialists	13-1071	3	$43.27	$36.35	40	$90,000.00	$270,000.00
Legal Support Workers, All Other	23-2099	3	$43.27	$28.88	40	$90,000.00	$270,000.00
Financial Specialists, All Other	13-2099	6	$36.06	$36.58	40	$75,000.00	$450,000.00
TOTAL		**245**	$33.31	$30.59			**$16,973,320.00**

Section 2 - Employment Projections

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

(a) Year	(b) Number of New FTE(s)	(c) Average Hourly Wage	(d) Payroll
3-Year	50	$35.00	$3,640,000.00
4-Year	50	$36.00	$3,744,000.00
5-Year	50	$37.00	$3,848,000.00

* Column (e) determines if wage is commensurate to current wage ranges in the region the company plans to locate/is located. For these purposes the mean average hourly wage for the location has been used.

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

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

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

Company Name: Paysign, Inc. County: Clark

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.

Mark Newcomer
Name of person authorized for signature

Signature

Chief Executive Officer
Title

8/28/2025
Date

5(E) Company Information

Company Name: Paysign, Inc. 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**
Mark R. Newcomer	CEO/ Director
Jeffrey B. Baker	CFO
Joan M. Herman	EVP/Director
Robert P. Strobo	Chief Legal Officer/Secretary
Matthew Lanford	Chief Payments Officer/ Director
Daniel R. Henry	Chairman of the Board
Bruce A. Mina	Director
Dennis L. Triplett	Director
Jeffrey B. Newman	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

Note: Paysign is a publicly traded company (NASDAQ: PAYS), and as such has a vast number of shareholders.

Abatement Application Addendum (for internal use / information)

Company Name: Paysign, Inc. 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:*

Please see enclosed Paysign Charitable Outreach Committee Description

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:*

see enclosed Paysign Labor and Human Rights Policy

Abatement Application Addendum (for internal use / information)

Company Name: Paysign, Inc. 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:*

Paysign has provided paid internships or Co-Op experiences for students attanding University of Nevada, Las Vegas, University of Nevada, Reno, Drexel University, SanDiego State University and Fordham University

These internships are in Information Technology, Graphic Design, Finance and accounting.

Paysign is open to exploring additional opportunities to continue these type projects.

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:*

Paysign always prefers to purchase goods and services from Nevada based businesses when possible.

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Putting Payments Into Motion

NASDAQ: PAYS

Oppenheimer Technology, Internet & Communications Conference

8.12.2025

Important Notices

Forward-Looking Statements

This presentation may include forward-looking statements within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended (“Forward-Looking Statements”). All statements other than statements of historical fact included in this presentation are Forward-Looking Statements. These Forward-Looking Statements are based on our current expectations, assumptions, estimates and projections about our business and our industry. Phrases that use words such as "believe," "anticipate," "expect," "intend," "plan," “propose,” "may," and other similar expressions identify Forward-Looking statements. In the normal course of our business, we, in an effort to help keep our shareholders and the public informed about our operations, may from time-to-time issue certain statements, either in writing or orally, that contain, or may contain, Forward-Looking Statements. Although we believe that the expectations reflected in such Forward-Looking Statements are reasonable, we can give no assurance that such expectations will prove to have been correct. In addition, any statements or comments that refer to expectations, projections, estimates, forecasts, or other characterizations of future events or circumstances are Forward-Looking Statements. These Forward-Looking Statements are subject to certain risks and uncertainties that could cause actual results to differ materially from those reflected in the Forward-Looking Statements. Such factors include, among others, the inability to continue our current growth rate in future periods; that a downturn in the economy, including as a result of COVID-19 and variants, as well as further government stimulus measures, could reduce our customer base and demand for our products and services, which could have an adverse effect on our business, financial condition, profitability and cash flows; operating in a highly regulated environment; failure by us or business partners to comply with applicable laws and regulations; changes in the laws, regulations, credit card association rules or other industry standards affecting our business; that a data security breach could expose us to liability and protracted and costly litigation; and other risk factors set forth in our Form 10-K for the year ended December 31, 2024. Except to the extent required by federal securities laws, the company undertakes no obligation to publicly update or revise any statements in this presentation, whether as a result of new information, future events or otherwise.

Important Notices

Management's Use of Non-GAAP Financial Information

To supplement Paysign's financial results presented on a GAAP basis, we use non-GAAP measures that exclude from net income the following cash and non-cash items: interest, taxes, depreciation and amortization and stock-based compensation. We believe these non-GAAP measures used by management to gauge the operating performance of the business help investors better evaluate our past financial performance and potential future results. Non-GAAP measures should not be considered in isolation or as a substitute for comparable GAAP accounting, and investors should read them in conjunction with the company's financial statements prepared in accordance with GAAP. The non-GAAP measures we use may be different from, and not directly comparable to, similarly titled measures used by other companies. "EBITDA" is defined as earnings before interest, taxes, depreciation and amortization expense. "Adjusted EBITDA" reflects the adjustment to EBITDA to exclude stock-based compensation charges. EBITDA and Adjusted EBITDA are not intended to represent cash flows from operations, operating income or net income as defined by U.S. GAAP as indicators of operating performances. Management cautions that amounts presented in accordance with Paysign's definition of Adjusted EBITDA may not be comparable to similar measures disclosed by other companies because not all companies calculate Adjusted EBITDA in the same manner.

Legal Notice

Company Overview

Paysign was incorporated in 1995 and is headquartered in southern Nevada.

For more than 20 years, Paysign has been a trusted partner for major pharmaceutical and healthcare companies, as well as multinational corporations, delivering fully managed programs built to meet their individual business goals.

Through our direct connections for processing and program management, the company navigates all aspects of the prepaid card lifecycle completely in house – from concept and program design to inventory, fulfillment, and launch.

Company Milestones

2007

Company issued its first pharmaceutical prepaid assistance card.

2011

Company entered plasma donor compensation market.

2018

The company was listed on NASDAQ under the symbol “TPNL”

2019

Company rebranded as Paysign and commenced trading under the symbol “PAYS”

2024

Providing services to 480 plasma donation centersand 76 pharma patient affordability programs.
Processed claims increased 272% over 2023 levels.
6.8M cardholders and
610 card programs

Investment Highlights

Financials

Strong cashflow, margin expansion, and zero debt

Revenue Growth

Fast growing, high-margin, profitable business with predictable recurring revenues

Technology

Leading proprietary cloud-based payments platform

Products and Solutions

Large market opportunity in B2B and B2C prepaid solutions with high barriers to entry

Leadership

Highly accomplished and experienced management team and board

Service and Delivery

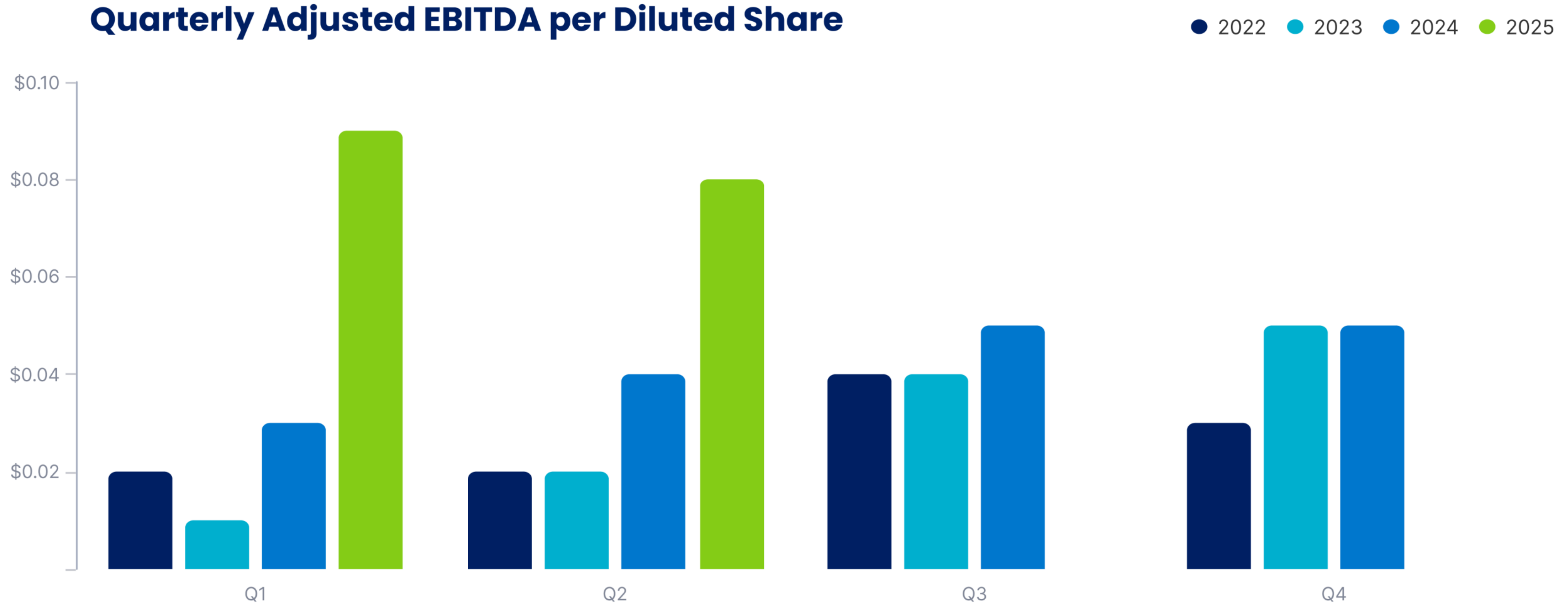
Superior client retention and quality of service, including in-house contact center

Paysign at a Glance

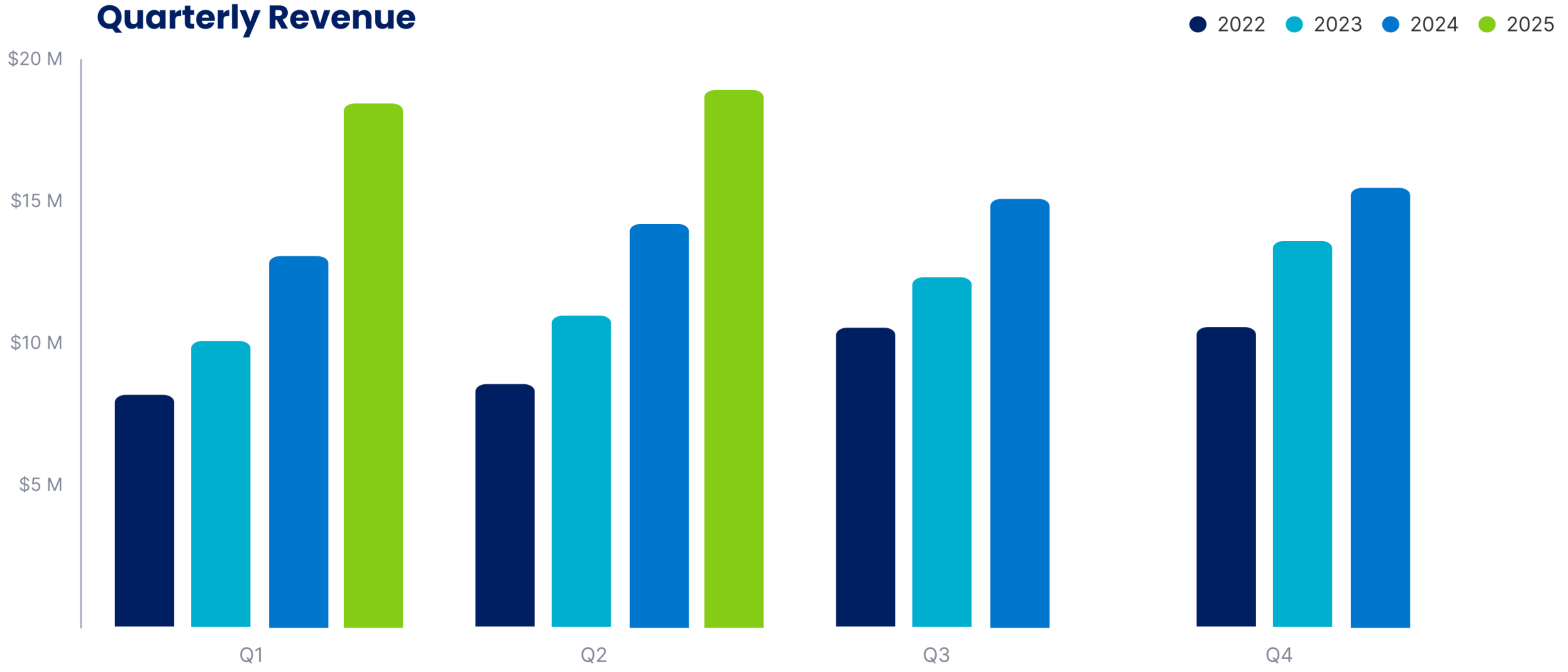
Stock price 8/8/2025	**$5.61**
Market Cap	**$324.7 M**
Fully Diluted Shares Outstanding	**57.9 M**
2024 Annual Revenue	**$58.4 M**
TTM Revenue	**$68.5 M**
Q2 2025 Gross Profit Margin	**61.6%**
2024 Fully Diluted EPS	**$0.07**
TTM Fully Diluted EPS	**$0.11**
2024 Fully Diluted Adjusted EBITDA per Share	**$0.17**
TTM Fully Diluted Adjusted EBITDA per Share	**$0.27**
Cash (6/30/2025)	**$11.8 M / $113.9 M [1]**
Debt	**$0**

[1] Total including restricted cash

Quarterly Adjusted EBITDA per Diluted Share

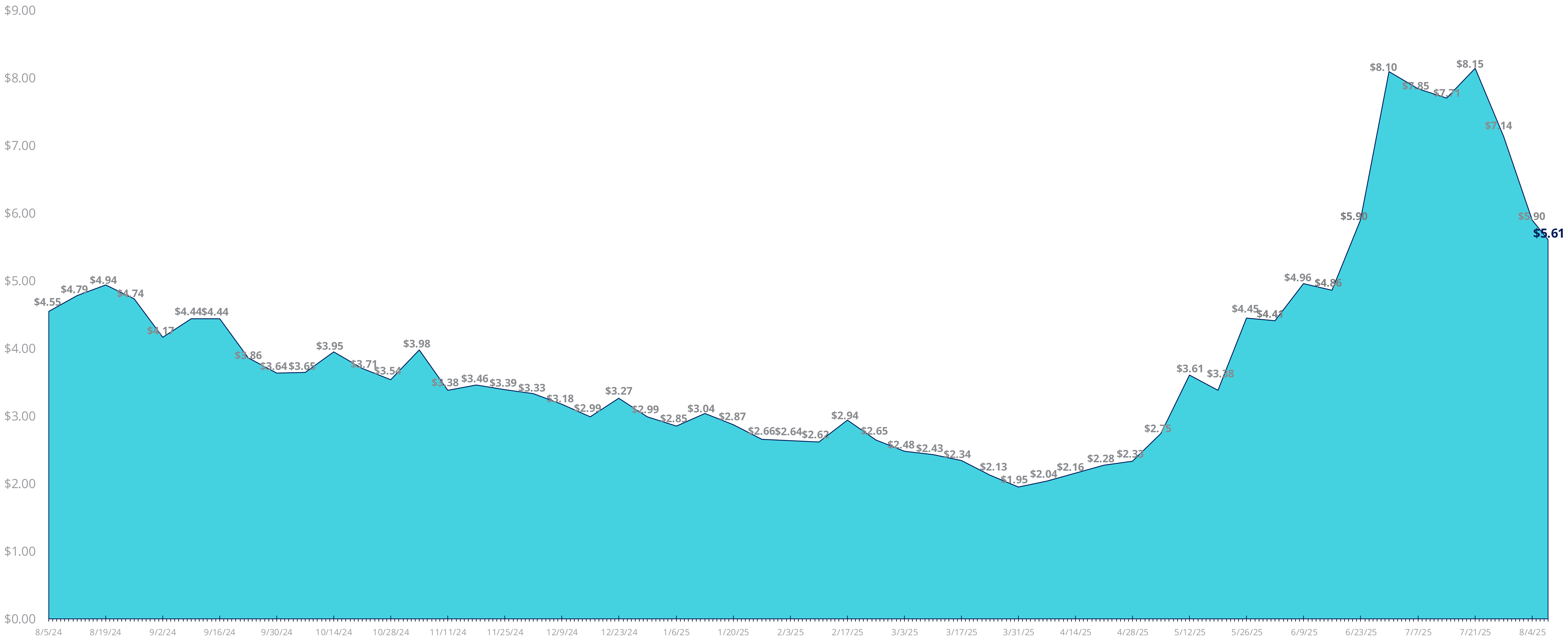


Quarterly Revenue



52-Week Stock Price Range

Weekly Closing Price August 5, 2024, through August 8, 2025

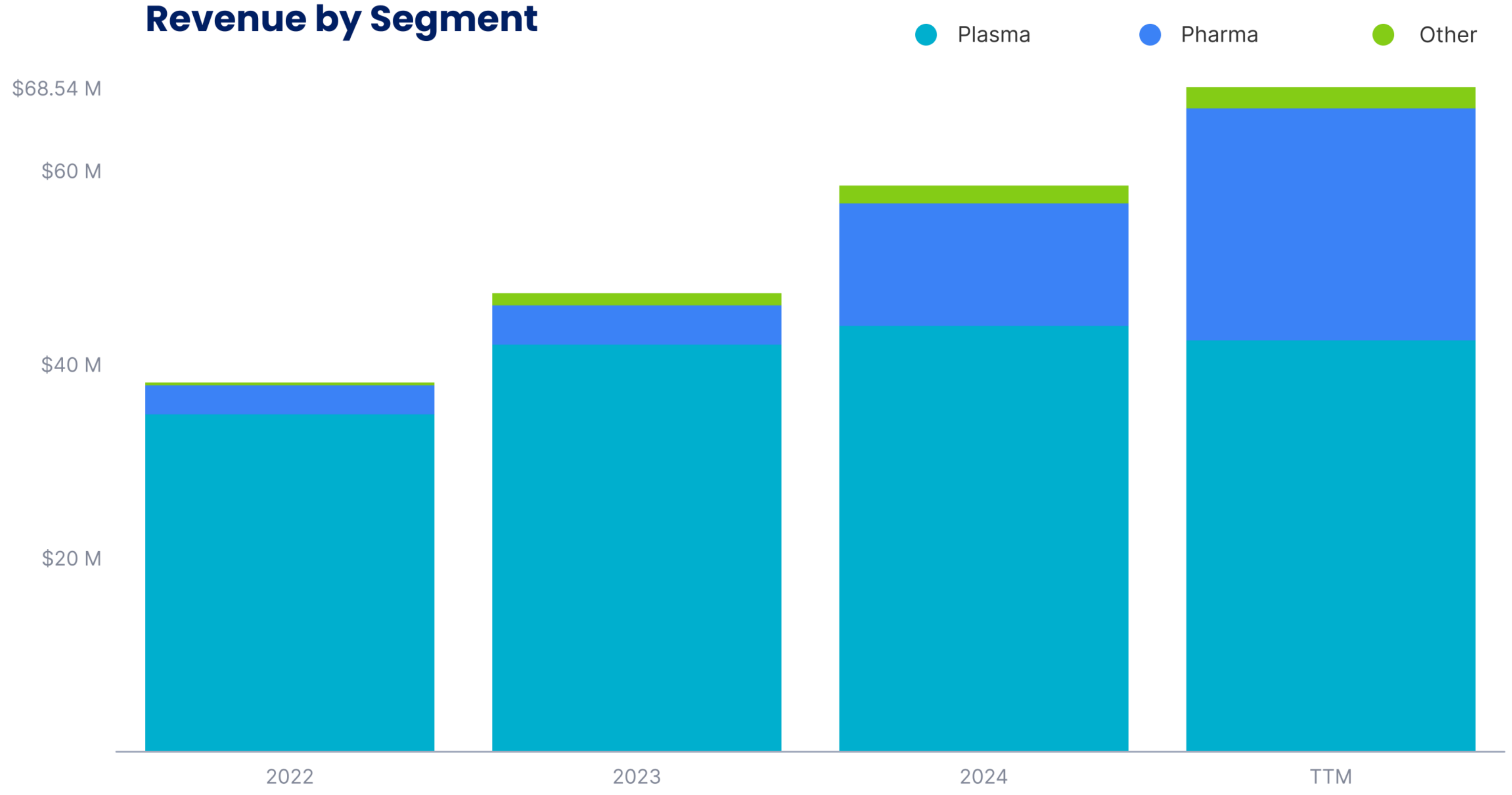


NASDAQ: PAYS

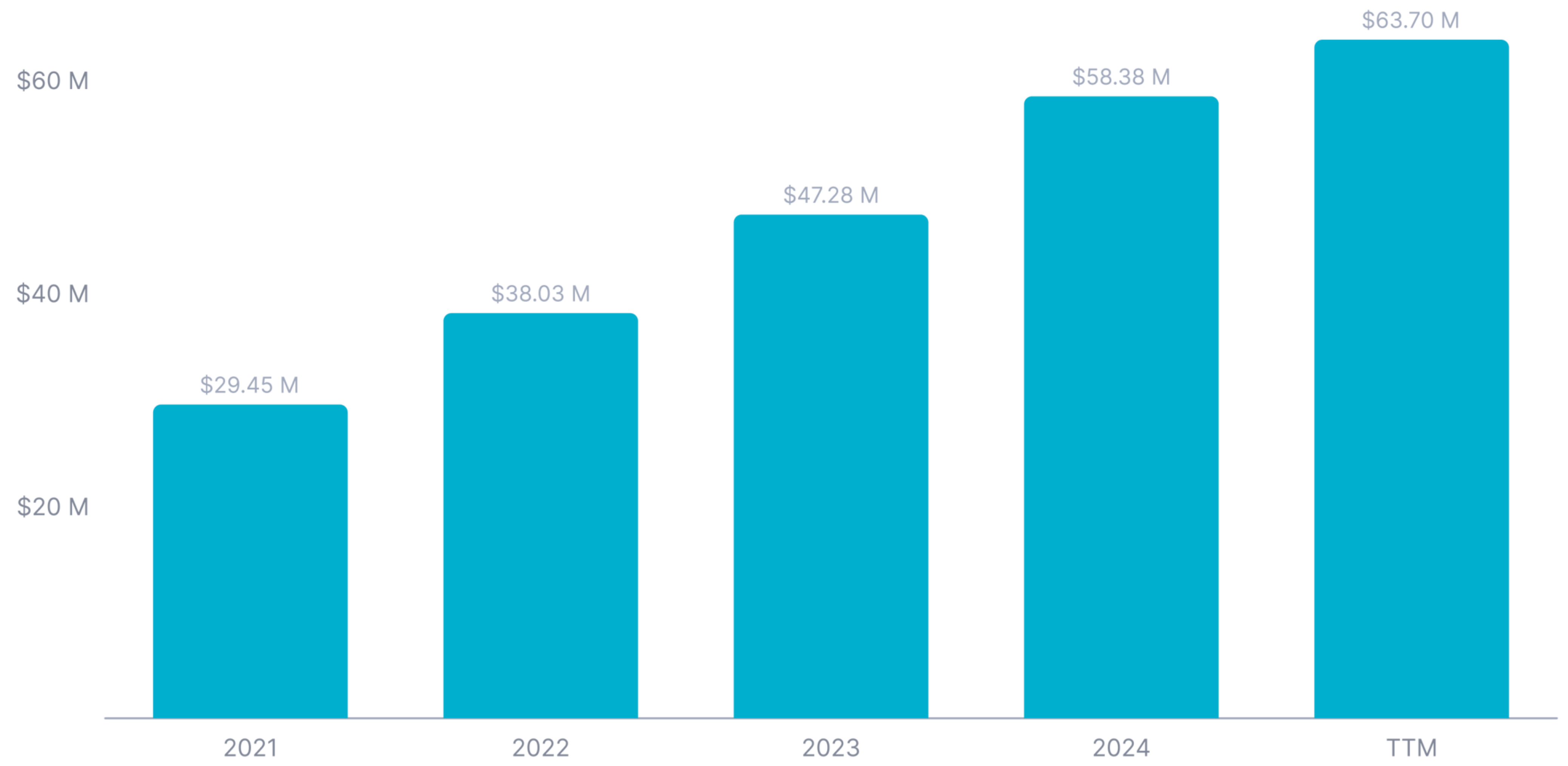
Investment by the Numbers

2024 Revenue	TTM Revenue	TTM Adjusted EBITDA	Q2 2025 Total Assets
$58.4 M	$68.5 M	$12.9 M	$193.9 M

Revenue by Segment



Annual Revenue



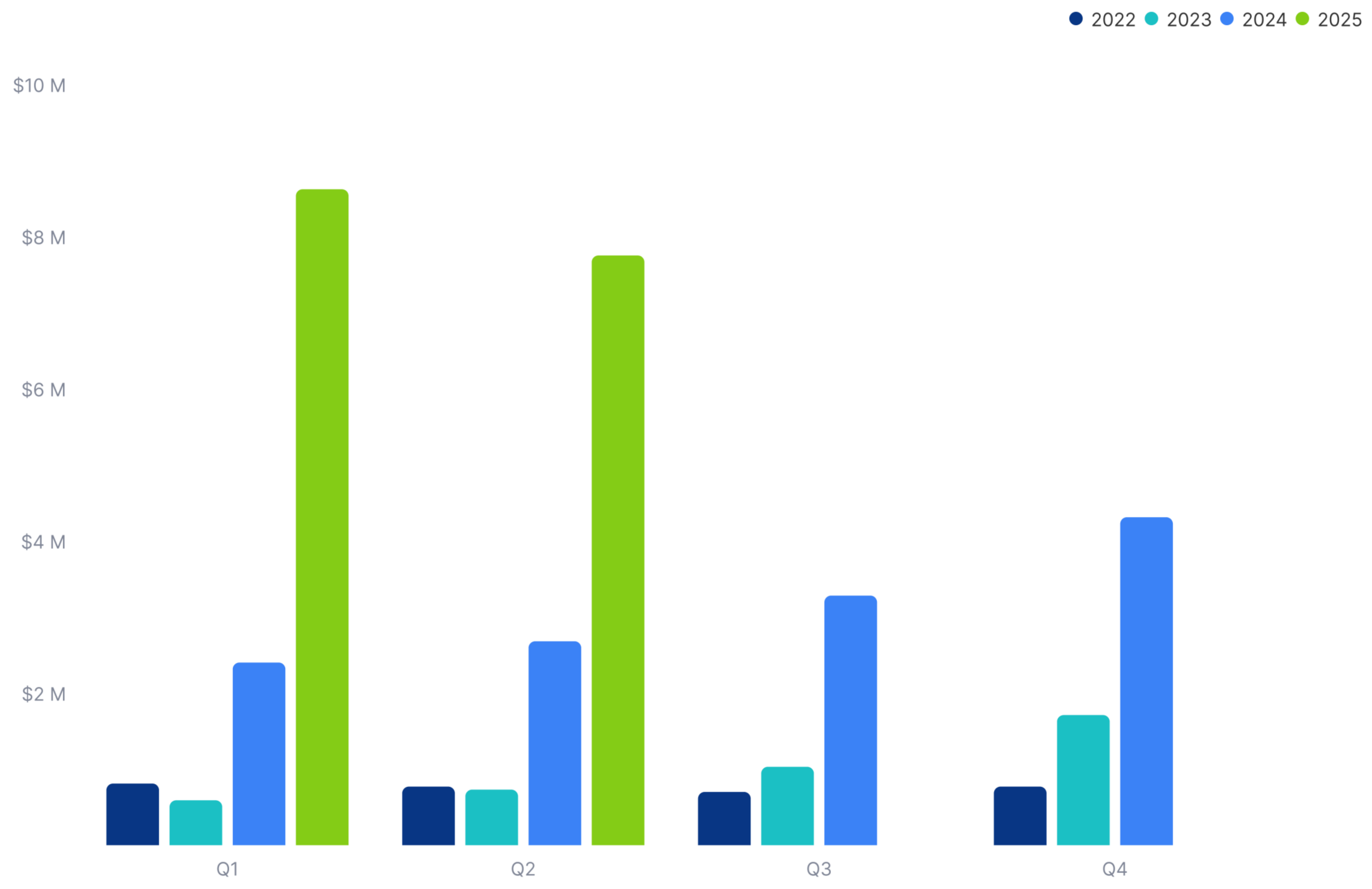
Revenue Drivers

- Cardholder Fees
- Interchange
- Program Management Fees
- Claim Fees
- Other Fees

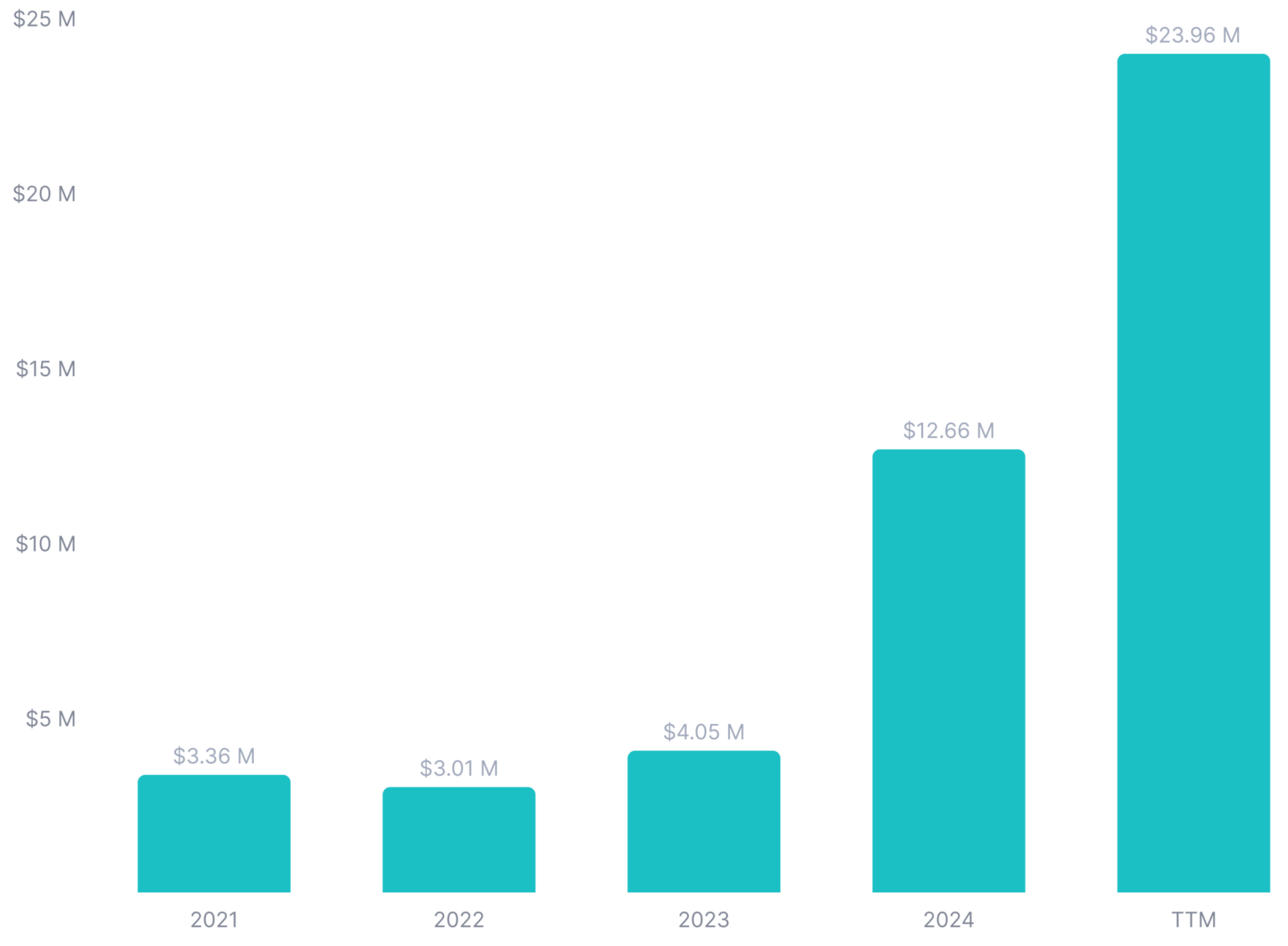
Patient Affordability by the Numbers

High growth business segment. Greater than 100% revenue growth expected in 2025. High-margin business.

Pharma Revenue by Quarter



Annual Pharma Revenue



Plasma Donor Solutions

Powering the Convergence of Fintech and Healthcare

Paysign offers donor compensation programs that give our clients the tools they need to streamline their operations while increasing donor retention.

Since entering the plasma donor compensation market in 2011, Paysign has become a market share leader with approximately 40% of the market as of year end 2024. With the addition of 123 centers in Q2 2025, Paysign now has approximately 50% market share.

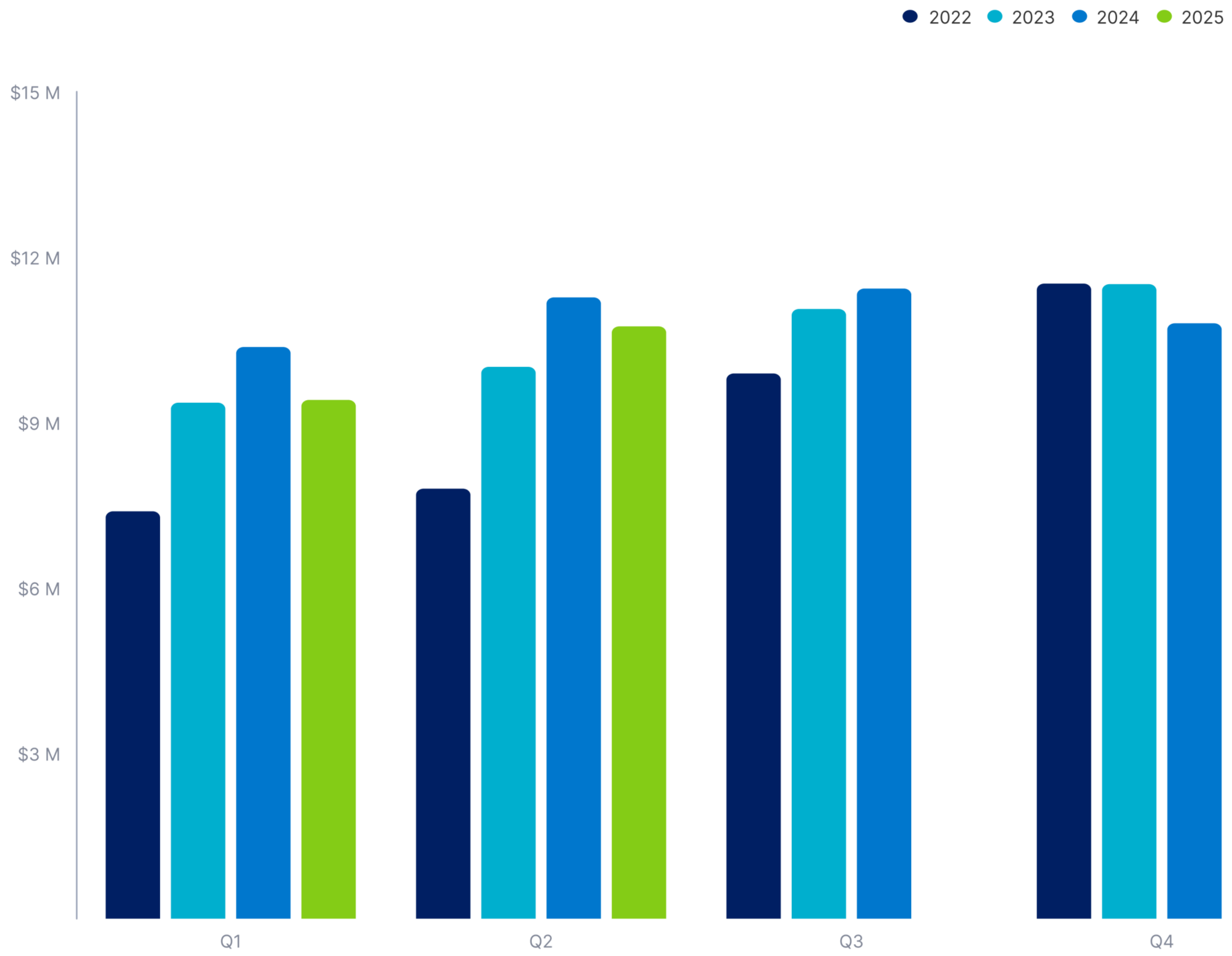
The plasma market is currently experiencing an oversupply of source plasma, which is expected to abate in 2026.

Leveraging newly acquired donor engagement and management software to create a front-end ecosystem: increase donor retention; reduce high expense of acquiring new donors; streamline operations and add efficiencies; more cost-effective management of donors.

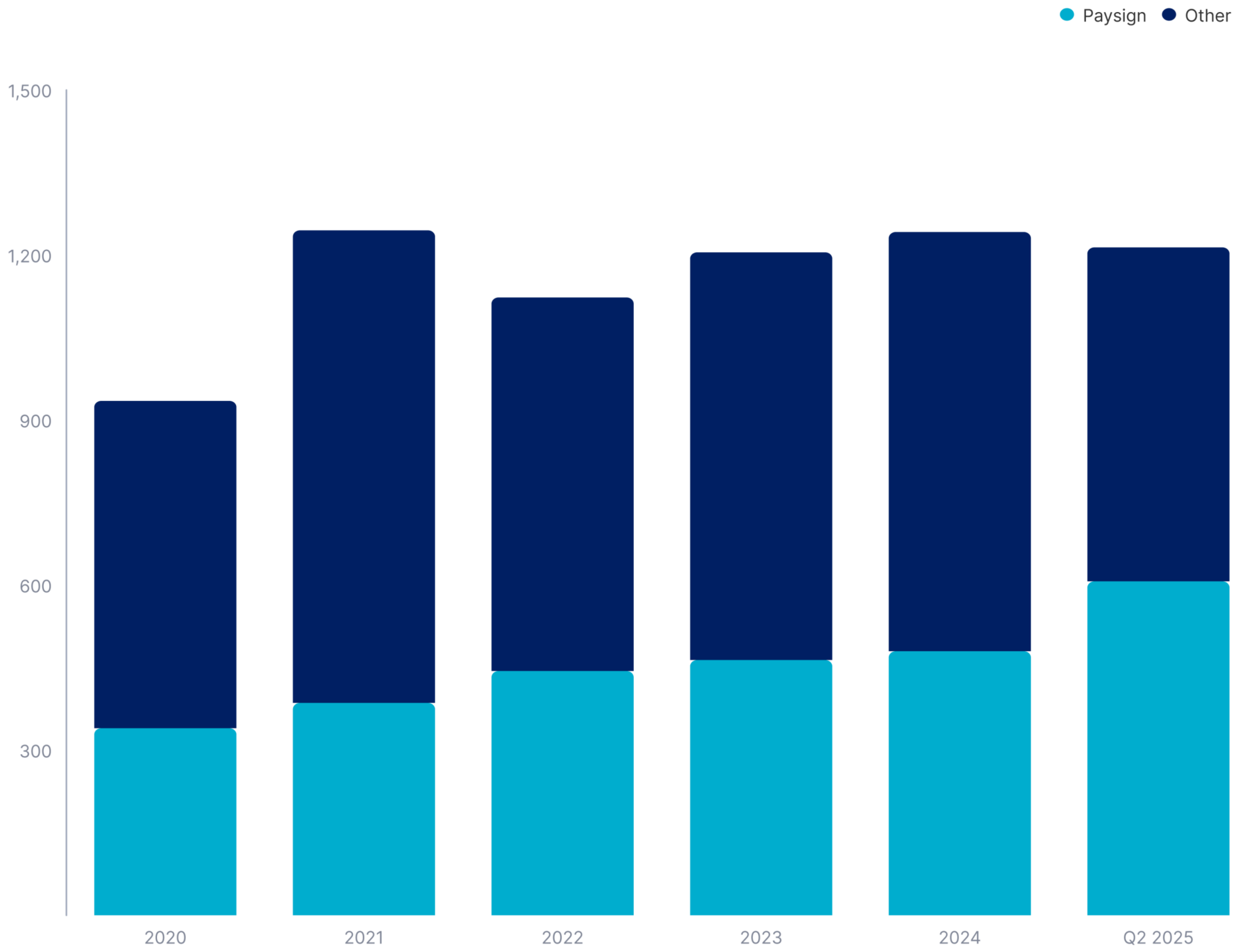
Plasma by the Numbers

*COLLECTING PLASMA IN THE US: ECOSYSTEM ANALYSIS, COST BENCHMARKING & FORECAST TO 2034, Marketing Research Bureau, March 2025

Plasma Revenue by Quarter



Plasma Market Share by Centers



Recent Developments

Acquisition of Gamma Innovation

On March 25, 2025, Paysign announced that it acquired the assets of Gamma Innovation LLC (Gamma), significantly enhancing Paysign's capabilities in plasma donor and pharmaceutical patient engagement technologies. Among the key assets acquired by Paysign were:

A donor engagement app, designed to reduce the cost-per-liter – primarily driven by labor costs and donor fees – while improving donor retention. The app integrates seamlessly with existing donor management systems, delivering immediate value to plasma centers without complex implementations.

A specialized customer resource management (CRM) platform tailored specifically for the blood and plasma collection industry, replacing traditional one-size-fits-all CRMs, reducing unnecessary expenses, and improving donor engagement, marketing effectiveness, and retention through customizable journey automation tailored to business-defined audiences.

Additional innovative donor management solutions targeted to the blood and plasma collection industry's donor engagement/management ecosystem designed to reduce operating costs, optimize donor compensation through intelligent payments and enhance efficiency throughout the donation process.

Leveraging our position in the plasma collection space, there has been strong initial plasma industry reception to the new products. The acquisition supports our long-term growth strategy to expand revenue and market share opportunities within the plasma market. It also creates a foundation to expand our pharma patient affordability revenue opportunities by including patient engagement and adherence solutions. Demonstrations of the app and CRM for clients are available by appointment.

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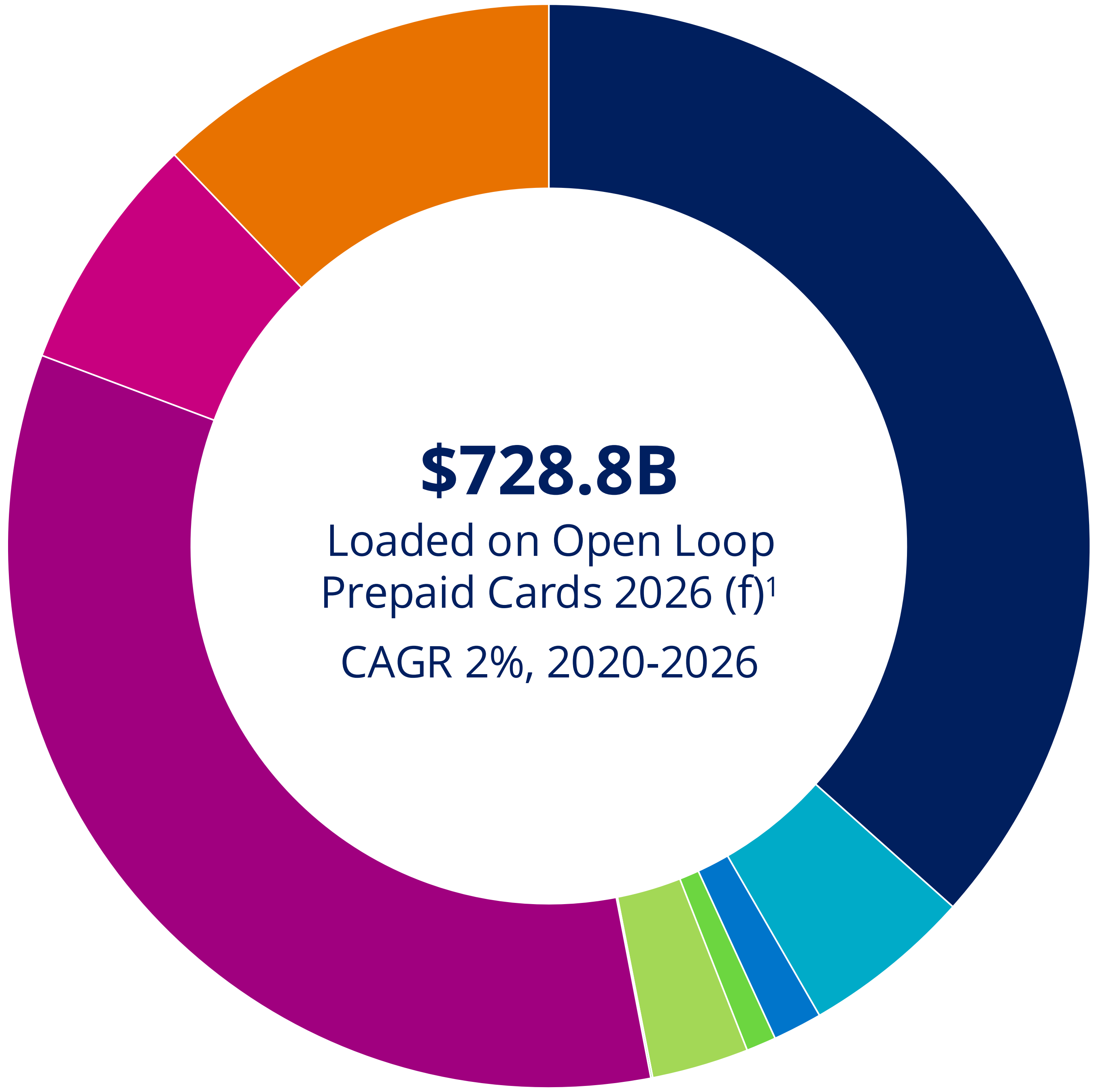
New Markets Overview

Additional Market Niches Leverage Paysign Solutions

Paysign consistently builds and launches beta programs into niche markets to refine payments infrastructure, collect data, and analyze performance. Other growth strategies into additional markets include integrations, partnerships, and acquisitions.

2026 U.S. Open-Loop Prepaid Market

Total Prepaid Market



Other Segments

$10.7B (1.0%)
Other Consumer (Travel & Remittance)

[1]2023 Prepaid Card Data Book: 11 Essential Metrics, Javelin, February 2023

Paysign Market Segments	Paysign Products
$266.7B (36.6%) **Financial Services (GPR)** CAGR 6%, 2020-2026	**Paysign Premier Digital Bank Account** **Paysign GPR Card**
$245.9B (33.7%) **Payroll & Benefits includes FSA/HSA/HRA** CAGR 2%, 2020-2026	**Paysign Payroll Card** **Paysign Healthcare Benefit Card**
$88.6B (12.2%) **Government Benefits** (Social Security, TANF, State Unemployment, Court Ordered Pmts.) CAGR -8% 2020-2026	**Paysign Government Benefit Card**
$51.9B (7.1%) **Insurance Claims** CAGR 9%, 2020-2026	**Paysign Insurance Claim Card**
$37.0B (5.1%) **Gift** CAGR 4%, 2020-2026	**Paysign Gift Card**
$6.5B (0.9%) **Employee & Partner Incentives** CAGR 15%, 2020-2026	**Paysign Reward Card**
$21.1B (2.9%) **Consumer Incentives & Rebates** CAGR 6%, 2020-2026	**Paysign Plasma Card** **Paysign Pharma Copay Card** **Paysign Reward Card**
$0.4B (0.1%) **Corporate Expense** CAGR 10%, 2020-2026	**Paysign Business Prepaid**

Financial Highlights

Income Statement Summary

	Q2 2023	Q3 2023	Q4 2023	Q1 2024	Q2 2024	Q3 2024	Q4 2024	Q1 2025	Q2 2025
Revenues	11,143,290	12,400,324	13,689,947	13,190,074	14,331,599	15,256,431	15,606,447	18,598,149	19,078,353
Net Income (Loss)	(104,156)	1,100,604	5,622,409	309,097	697,102	1,436,838	1,372,872	2,586,100	1,387,761
Income Tax Provision (Benefit)	58,137	105,152	(4,259,730)	163,896	241,932	53,727	(137,265)	665,164	655,006
Interest Income	600,868	615,323	730,683	731,344	813,357	800,715	771,273	762,198	605,160
Depreciation and Amortization	958,001	1,945,177	1,178,384	1,286,405	1,439,623	1,565,621	1,703,338	1,801,003	2,120,097
EBITDA	311,114	1,635,609	1,810,380	1,028,053	1,565,300	2,255,470	2,167,671	4,290,069	3,557,704
Stock Based Compensation	830,426	709,750	695,223	663,951	670,138	573,499	697,001	672,318	954,400
Adjusted EBITDA	1,141,540	2,345,359	2,505,603	1,692,005	2,235,438	2,828,968	2,864,673	4,962,387	4,512,104

Analyst Coverage

Company	Analyst	Recommendation	Price Target
D.A. Davidson & Company	Peter Heckman	Buy	$8.00
Barrington Research	Gary Prestopino	Outperform	$8.00-$9.00
Ladenburg, Thalman & Co. Inc.	Jonathan Hickman	Buy	$9.50
Lake Street Capital Markets	Jacob Stephan	Buy	$10.00
Maxim Group	Michael Diana	Buy	$8.50

Resources

Marketing Research Bureau

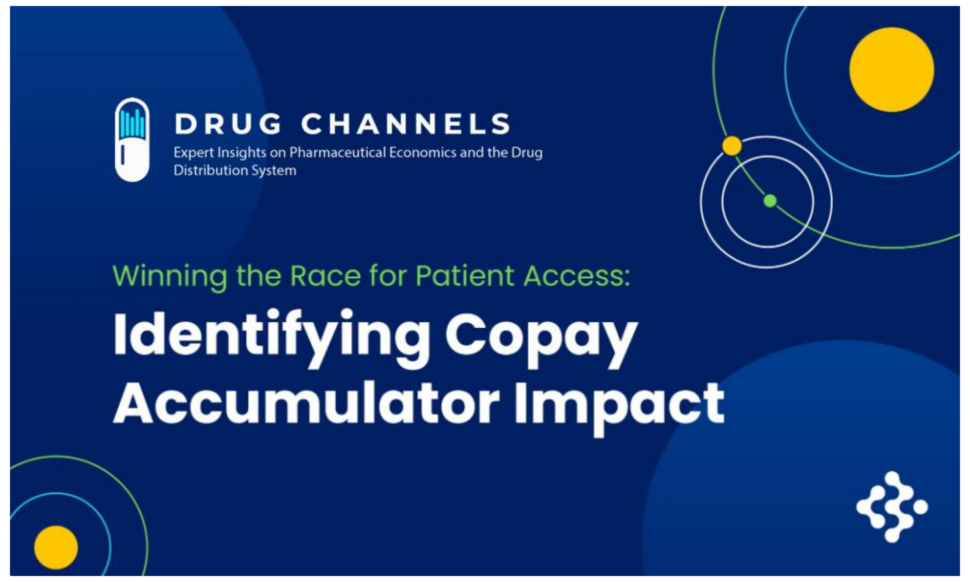
DonatingPlasma.org

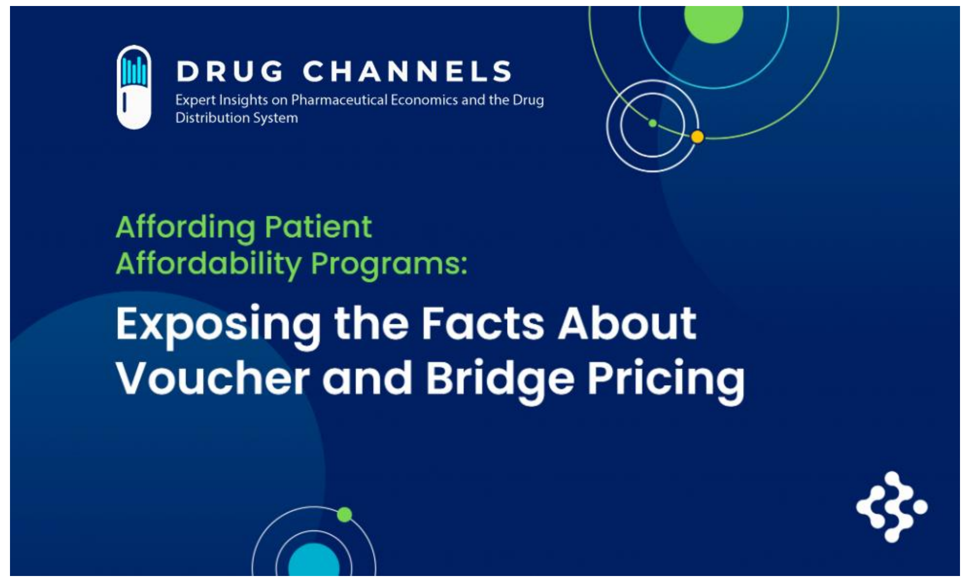
PLASMA PROTEIN THERAPEUTICS ASSOCIATION

COMMITTEE ON OVERSIGHT AND ACCOUNTABILITY

House Committee on Oversight and Accountability Staff Report – The Role of Pharmacy Benefit Managers in Prescription Drug Markets

FTC Interim Report – Pharmacy Benefit Managers: The Powerful Middlemen Inflating Drug Costs and Squeezing Main Street Pharmacies





Leadership Team

Mark Newcomer

President & Chief Executive Officer

Jeff Baker

Chief Financial Officer

Matt Lanford

Chief Payments Officer

Michael Ngo

Chief Innovation Officer

Robert Strobo

Chief Legal Officer & General Counsel

Brad Cunningham

Chief Technology Officer

Cosimo Cambi

Chief Operating Officer

Eric Trudeau

Chief Compliance Officer

Matt Turner

President of Patient Affordability

Joan Herman

EVP, EFT Operations

Alicia Ches

VP, Marketing

Joseph Leiser

Director, Customer Care

Independent Directors

Dan Henry Director Compensation Committee Chair	•Former CEO and President of Green Dot Corporation (NYSE: GDOT) •Former CEO of NetSpend (2008-2013); Grew annual revenue from $129M to $351M, with over 2.4 million cardholder accounts; NetSpend acquired by Total System Services: (NYSE: TSS) for $1.4B •Co-founder, former president, and COO and director at Euronet Worldwide (NASDAQ: EEFT)
Dennis Triplett Director	•35+ years in the banking industry including serving as the President and CEO of two banks in the Midwest •Former CEO of Healthcare Services at UMB Bank, N.A, a leading provider of healthcare payment solutions including health savings accounts (HSAs), healthcare spending accounts, and payments technology
Jeffrey Newman Director Nominating Committee Chair	•EVP and General Counsel of Euronet Worldwide (NASDAQ: EEFT) from 1997 to 2020 •Former partner at Arent Fox LLP, a Washington D.C.-based law firm specializing in international M&A.
Bruce A. Mina Director Audit Committee Chair	•30+ years of experience as a certified public accountant •Founder and managing member of Mina Llano Higgins Group, LLP •Former CFO of Coal Brick Oven Pizzeria, Inc. •Currently CFO for Academy of Aviation in Long Island, NY

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Thank you!