

Application Facts:		Company Profile
Industry	Wholesale Trade	Trident Enterprises International, Inc. (Trident) is looking to create a warehousing and distribution facility in Storey County. Trident is a leading distributor of fence supplies that services a variety of clients across North America looking to deter wildlife, protect everything that grows and keep the family pets safe and secure at home. Trident does not install fence; but distributes simple plastic and metal fence materials to anyone who needs landscape protection for wildlife control. Fence from Trident is more affordable than traditional fence for landscapes and can be installed without the help of professionals. In addition to being a supplier of wildlife deterrence fence, Trident also carries a line of humane pet fence for those that wish to secure companion animals in yards without shocking them with electric fencing. Dog and cat fencing from Trident allow domestic breeds to roam freely without fear of being lost, hurt or stolen. Trident is proud to be a certified Woman-Owned Small Business and actively promotes equity, diversity, and inclusion across all areas of its organization. The company has already taken proactive steps to establish workforce development partnerships in Nevada and welcomes opportunities to participate in collaborative workforce initiatives that strengthen the regional talent base while providing stable, long-term employment opportunities for Nevada residents. <i>Source: Trident Enterprises International, Inc.</i>
NAICS	423390	
Type of App	New	
Location	Storey	
RDA	NNDA, Hayden Poinier	

Tax Abatement Requirements:	Statutory	Company Application	Meeting Requirements
Job Creation	10	7	No
Average Wage	\$31.57	\$32.24	Yes
Equipment Capex	\$250,000	\$380,000	Yes

Additional Requirements:			
Health Insurance	65%	100%	Yes
Revenues generated outside NV	51%	100%	Yes
Business License	☒ Current	☐ Pending	☐ Will comply

Total Tax Liability (without tax abatements)	Direct (company)	Total
	\$52,398	\$826,746

Tax Abatements	Contract Terms	Estimated Tax Abatement
Sales Tax Abmt.	2% for 2 years	\$21,280
Modified Business Tax Abmt.	50% for 4 years	\$3,856
Personal Property Tax Abmt.	50% for 10 years	\$7,903
Total Estimated Tax Abatement over 10 yrs.		\$33,039

Net New Tax Revenues	Direct	Indirect	Taxes after Abatements
Local Taxes			
Property	\$454,392	\$24,995	\$479,387
Sales	\$10,780	\$2,555	\$13,335
Lodging	\$0	\$0	\$0
State Taxes			
Property	\$23,474	\$101,468	\$124,942
Sales	\$11,450	\$71,699	\$83,149
Modified Business	\$50,329	\$42,565	\$92,894
Lodging	\$0	\$0	\$0
Total Estimated New Tax Revenue over 10 yrs.	\$550,425	\$243,282	\$793,707

Economic Impact over 10 yrs.	Economic	Construction	Total
Total Jobs Supported	21	2	23
Total Payroll Supported	\$11,564,377	\$150,197	\$11,714,574
Total Economic Value	\$39,240,263	\$465,775	\$39,706,038

Economic Impact Output per Abatement Dollar	New Total Tax per Abated Dollar
\$1,187.70	\$24.02

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 12, 2025

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

Dear Director Burns,

The Northern Nevada Development Authority (NNDA) is pleased to provide this letter of support for Trident Enterprises International, Inc.'s application for the Sales and Use Tax Abatement, Modified Business Tax Abatement and Personal Property Tax abatement. We believe that Trident Enterprises International, Inc. proposed project to establish operations in Storey County, Nevada, will have significant positive impacts on both the county and the Northern Nevada region. The company did their due diligence to search for the best state to start their operations, and they decided that Nevada would be the best place to open their west coast operations due to the business-friendly climate, stable and available utility service and incentive programs.

Trident Enterprises International, Inc. will invest \$380,000 in equipment and create seven new jobs with an average wage of \$32.24 per hour. This investment will further strengthen the region's economic base and enhance Northern Nevada's reputation as a hub for logistic and distribution operations.

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

Sincerely,



Jeff Sutich, Executive Director



September 10, 2025

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

Dear Mr. Burns,

By way of this letter and the attached application, Trident Enterprises International, Inc. is requesting tax incentives to assist with our planned operation in the state of Nevada. Recent strategic planning has the company focused on creating a presence in Nevada. A big part of this consideration is the economic incentives offered by the state. The company started operations in 1984 in Frederick, Maryland, then expanded to Waynesboro, Pennsylvania in 2014. Now, due to unprecedented growth, we have acquired a warehouse in Sparks, Nevada. We searched different sites in all the Western US, and looked at different states like AZ, ID, UT, OR, and decided that Nevada would be the best place to relocate due to the abatement programs. By easing the upfront financial burden, it enables us to invest more quickly in hiring local employees, engaging Nevada-based contractors, and expanding our logistics operations. This support accelerates our growth while ensuring the community benefits from new jobs, increased economic activity, and long-term stability.

A brief description of our company is attached to this application. Trident Enterprises International, Inc. specializes in distributing high quality deer and pet fence products that meets or exceeds quality standards. Our dedication to product quality is exceeded only by our dedication to customer service.

Trident Enterprises International, Inc. supplies different types of fence materials, along with other fence-related products, and we strive to push forward advancements in product offerings, to continue to adapt to customer needs in an ever-changing future. Trident Enterprises is highly rated by both consumers and businesses alike. Our company supports a variety of initiatives including partnerships with animal rescues and sanctuaries, community garden programs, and local nonprofit organizations focused on environmental education, animal welfare and sustainability.

Trident Enterprises anticipates hiring at least 7 new employees with an average wage of \$ 32.24 per hour and investing over \$380,000 in capital purchases. We will be hiring local employees and have already engaged with EmployNV and will also connect with DETRs program and staff to source needed employees, as well as connecting with WNC and other organizations to provide special trainings for our employees when required. We have secured a 20,000 sq. ft. facility at 2999 Waltham Way, Sparks, Nevada for our new west-coast based distribution operations.

Our experience with Northern Nevada Development Authority staff has been very positive and we are looking forward to your approval of our application to assist with our efforts in establishing our new company stronghold in Nevada. If you have any questions, please feel free to call me directly at (484) 571-6600.

Thank you for your time and consideration.

Sincerely,

Margie Rakita

Margie Rakita
Chief Financial Officer

ECONOMIC DEVELOPMENT**Incentive Application**Company Name: Trident Enterprises International, Inc.Date of Application: September 10, 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) <u>Trident Enterprises International, Inc.</u>			FEDERAL TAX ID # <u>52-2146488</u>
CORPORATE ADDRESS <u>144 Cleveland Avenue</u>	CITY / TOWN <u>Waynesboro</u>	STATE / PROVINCE <u>PA</u>	ZIP <u>17268</u>
MAILING ADDRESS TO RECEIVE DOCUMENTS (If different from above)	CITY / TOWN	STATE / PROVINCE	ZIP
TELEPHONE NUMBER <u>888-876-0960</u>	WEBSITE <u>www.tridentcorp.com</u>		
COMPANY CONTACT NAME <u>Margie Rakita</u>	COMPANY CONTACT TITLE <u>CFO</u>		
E-MAIL ADDRESS <u>mrakita@tridentcorp.com</u>	PREFERRED PHONE NUMBER <u>888-876-0960 x121</u>		

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

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

Section 3 - Program Requirements

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

- ☒ A capital investment of \$1,000,000 in eligible equipment in urban areas or \$250,000 in eligible equipment in rural areas are required. This criteria is businesses. In cases of expanding businesses, the capital investment must equal at least 20% of the value of the tangible property owned by the business.
- ☐ New businesses locating in urban areas require fifty (50) or more permanent, full-time employees on its payroll by the eighth calendar quarter quarter in which the abatement becomes effective. In rural areas, the requirement is ten (10) or more. For an expansion, the business must 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: _____

PERCENTAGE OF REVENUE GENERATED BY THE NEW JOBS CONTAINED IN THIS APPLICATION FROM OUTSIDE NEVADA <u>100%</u>	EXPECTED DATE OF NEW / EXPANDED OPERATIONS (MONTH / YEAR) <u>Jan-2026</u>		
NAICS CODE / SIC <u>423390</u>	INDUSTRY TYPE <u>Fencing & Logistics</u>		
DESCRIPTION OF COMPANY'S NEVADA OPERATIONS <u>Fencing Distribution Center</u>			
PROPOSED / ACTUAL NEVADA FACILITY ADDRESS <u>2999 Waltham Way</u>	CITY / TOWN <u>Sparks</u>	COUNTY <u>Storey County</u>	ZIP <u>89437</u>
WHAT OTHER STATES / REGIONS / CITIES ARE BEING CONSIDERED FOR YOUR COMPANY'S RELOCATION / EXPANSION / STARTUP? <u>N/A</u>			

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

Check the applicable box when form has been completed.

5 (A) ☒ Equipment List5 (B) ☒ Employment Schedule5 (C) ☒ Evaluation of Health Plan, with supporting documents to show the employer paid portion of plan meets the minimum of 65%.5 (D) ☒ Company Information Form**Section 6 - Real Estate & Construction (Fill in either New Operations/Startup or Expansion, not both.)**

New Operations / Start Up - Plans Over the Next <u>Ten Years</u>	Expansions - Plans Over the Next <u>10 Years</u>
Part 1. Are you currently/planning on leasing space in Nevada? No 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 1. Are you currently leasing space in Nevada? No If No, skip to Part 2. If Yes, continue below: What year(s)? _____ How much space (sq. ft.)? _____ Annual lease cost at current space: _____ Due to expansion, will you lease additional space? _____ If No, skip to Part 3. If Yes, continue below: Expanding at the current facility or a new facility? _____ What year(s)? _____ How much expanded space (sq. ft.)? _____ Annual lease cost of expanded space: _____ Do you plan on making building tenant improvements? _____ If No, skip to Part 3. If Yes *, continue below: When to make improvements (month, year)? _____
Part 2. Are you currently/planning on buying an owner occupied facility in Nevada? Yes If No, skip to Part 3. If Yes *, continue below: Purchase date, if buying (month, year): _____ How much space (sq. ft.)? 20,000 Do you plan on making building improvements? Yes If No, skip to Part 3. If Yes *, continue below: When to make improvements (month, year)? Sep-2025	Part 2. Are you currently operating at an owner occupied building in Nevada? Yes 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? Yes If No, skip to Part 3. If Yes *, continue below: When to make improvements (month, year)? Sep-2025
Part 3. Are you currently/planning on building a build-to-suit facility in Nevada? Yes If Yes *, continue below: When to break ground, if building (month, year)? _____ Estimated completion date, if building (month, year): _____ How much space (sq. ft.)? _____	Part 3. Do you plan on building or buying a new facility in Nevada? If Yes *, continue below: Purchase date, if buying (month, year): _____ When to break ground, if building (month, year)? _____ Estimated completion date, if building (month, year): _____ How much space (sq. ft.)? _____
* Please complete Section 7 - Capital Investment for New Operations / Startup.	* 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):

We plan to remove the existing mezzanine (9,000 sq. ft.) and concrete blockades to create an open floor layout that will maximize pallet racking storage capacity. All construction, renovation, and improvement work will be performed exclusively by licensed local contractors, supporting the regional workforce and economy.

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): Building Purchase (if buying): <u>\$4,300,000</u> Building Costs (if building / making improvements): <u>\$350,000</u> Land: <u>\$200,000</u> Equipment Cost: <u>\$380,000</u> Total: <u>\$5,230,000</u>	How much capital investment is planned? (Breakout below): Building Purchase (if buying): _____ Building Costs (if building / making improvements): _____ Land: _____ Equipment Cost: _____ Total: _____ Is the equipment purchase for replacement of existing equipment? _____ Current assessed value of personal property in NV: _____ (Must attach the most recent assessment from the County Assessor's Office.)

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

New Operations / Start Up	Expansions
How many full-time equivalent (FTE*) employees will be created by the end of the first eighth quarter of new operations?: <u>7</u> Average hourly wage of these <u>new</u> employees: <u>\$32.24</u>	How many full-time equivalent (FTE*) employees will be created by the end of the first eighth quarter of expanded operations?: _____ Average hourly wage of these <u>new</u> employees: _____ How many FTE employees prior to expansion?: _____ Average hourly wage of these <u>existing</u> employees: _____ Total number of employees after expansion: _____

* FTE represents a permanent employee who works an average of 30 hours per week or more, is eligible for health care coverage, and whose position is a "primary job" as set forth in NAC 360.474.

OTHER COMPENSATION (Check all that apply):

- | | | | |
|---|--|---|---|
| ☒ Overtime | ☒ Merit increases | ☒ Tuition assistance | ☒ Bonus |
| ☒ PTO / Sick / Vacation | ☒ COLA adjustments | ☒ Retirement Plan / Profit Sharing / 401(k) | ☐ Other: _____ |

BRIEF DESCRIPTION OF ADDITIONAL COMPENSATION PROGRAMS AND ELIGIBILITY REQUIREMENTS (Attach a separate sheet if necessary):

Please see the attached Trident Benefits Package (PDF), which provides a detailed overview of the comprehensive benefits we offer to support and retain our employees.

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 on 1st of month

Health Insurance Costs:	Percentage of health insurance premium by (min 65%):
Plan Type: <u>Capital Blue Cross PPO Plan with HRA</u>	
Employer Contribution (annual premium per employee): <u>\$ 7,984.08</u>	Company: <u>100%</u>
Employee Contribution (annual premium per employee): <u>\$ -</u>	Employee: <u>0%</u>
Total Annual Premium: <u>\$ 7,984.08</u>	

[SIGNATURE PAGE FOLLOWS]

Section 10 - Certification

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

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

Margie Rakita

Name of person authorized for signature

Margie Rakita

Signature

CFO

Title

September 10, 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: Trident Enterprises International, Inc.

County: Storey

Section I - Site Selection Ratings

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

Availability of qualified workforce: 5

Labor costs: 4

Real estate availability: 4

Real estate costs: 3

Utility infrastructure: 4

Utility costs: 3

Transportation infrastructure: 5

Transportation costs: 5

State and local tax structure: 5

State and local incentives: 5

Business permitting & regulatory structure: 5

Access to higher education resources: 2

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

The abatement program was a key factor in our decision to locate in Sparks, NV. By easing the upfront financial burden, it enables us to invest more quickly in hiring local employees, engaging Nevada-based contractors, and expanding our logistics operations. This support accelerates our growth while ensuring the community benefits from new jobs, increased economic activity, and long-term stability.

5(A) Capital Equipment List

Company Name: Trident Enterprises International, Inc.

County: Storey

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.

[illegible]

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: Trident Enterprises International, Inc.

County: Storey

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
Transportation, Storage, and Distribution Managers	11-3071	1	\$57.70	\$49.35	40	\$120,016.00	\$120,016.00
Industrial Truck and Tractor Operators	53-7051	2	\$25.00	\$26.57	40	\$52,000.00	\$104,000.00
Sales Representatives, Wholesale and Manufacturing, Except Technical and Sales Representatives, Services, All Other	41-4012	1	\$35.00	\$34.13	40	\$72,800.00	\$72,800.00
Customer Service Representatives	41-3099	1	\$35.00	\$33.13	40	\$72,800.00	\$72,800.00
	43-4051	2	\$24.00	\$20.77	40	\$49,920.00	\$99,840.00
TOTAL		7	\$32.24	\$30.18			\$469,456.00

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	2	\$32.00	\$133,120.00
4-Year	2	\$35.00	\$145,600.00
5-Year	2	\$37.00	\$153,920.00

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

5(C) Evaluation of Health Plans Offered by Companies

Company Name: Trident Enterprises International, Inc.

County: Storey

Total Number of Full-Time Employees:

7

Average Hourly Wage per Employee

\$32.24

Average Annual Wage per Employee (implied)

\$67,065.14

COST OF HEALTH INSURANCE

Annual Health Insurance Premium Cost:

\$7,984.08

Percentage of Premium Covered by:

Company

100%

Employee

0%

HEALTH INSURANCE PLANS:

Base Health Insurance Plan*:

Capital Blue Cross HRA plan

Deductible - per employee

\$ 8,550

Coinsurance

00% / 00%

Out-of-Pocket Maximum per employee

\$ 2,550 Trident covers first \$6K

Additional Health Insurance Plan*:

United Concordia Dental

Deductible - per employee

\$ -

Coinsurance

0% / 0%

Out-of-Pocket Maximum per employee

\$ -

Additional Health Insurance Plan*:

National Vision Administrators

Deductible - per employee

\$ -

Coinsurance

0% / 0%

Out-of-Pocket Maximum per employee

\$ -

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

Generalized Criteria for Essential Health Benefits (EHB)

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

Covered employee's premium not to exceed 9.5% of annual wage

0%

MEC

Annual Out-of-Pocket Maximum not to exceed \$10,600 (2026)

\$2,550

MEC

Minimum essential health benefits covered (Company offers PPO):

(A) Ambulatory patient services



(B) Emergency services



(C) Hospitalization



(D) Maternity and newborn care



(E) Mental health/substance use disorder/behavioral health treatment



(F) Prescription drugs



(G) Rehabilitative and habilitative services and devices



(H) Laboratory services



(I) Preventive and wellness services and chronic disease management



(J) Pediatric services, including oral and vision care



No Annual Limits on Essential Health Benefits



I, the undersigned, hereby declare to the Governor's Office of Economic Development that the facts herein stated are true, and that I have attached a qualified plan with information highlighting where our plan reflects meeting the 65% minimum threshold for the employee paid portion of the plan for GOED to independently confirm the same.

Margie Rakita

Name of person authorized for signature

Margie Rakita
Signature

CFO

Title

10-Sep-25

Date

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

Company Name: Trident Enterprises International, Inc.

County: Storey County

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

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

Margie Rakita

Name of person authorized for signature

Margie Rakita

Signature

CFO

Title

9/10/2025

Date

5(E) Company Information

Company Name: Trident Enterprises International, Inc.

County: Storey

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
Linda Sheehan	CEO
Mark Dayhoff	COO

Section 2 - Company Affiliates and/or Subsidiaries

Are there any subsidiary or affiliate companies sharing tax liability with the applicant company? No ☐ Yes ☒

If Yes, continue below:

Directions: In order to include affiliates/subsidiaries, under the exemption letter, they must to be added to the Contract. Per standard practice GOED requires a corporate schematic to understand the exact relationships between the companies. Please populate the below table to show the exact relationships between the companies and include:

1. The names as they would read on the tax exemption letter.
2. Which entity(ies) will do the hiring?
3. Which entity(ies) will be purchasing the equipment?

Name of Subsidiary or Affiliate Entity, Role and Legal Control Relationship

Please include any additional details below:

Abatement Application Addendum (for internal use / information)	
Company Name: <u>Trident Enterprises International, Inc.</u>	County: <u>Storey</u>
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:	
Trident Enterprises has a long-standing commitment to corporate social responsibility and community engagement, which we intend to extend to our new Sparks, NV location. Currently, our company supports a variety of initiatives including partnerships with animal rescues and sanctuaries, community garden programs, and local nonprofit organizations focused on education and sustainability. We also provide matching contributions for employee charitable giving and encourage staff involvement in volunteer activities. In Nevada, we plan to build upon this foundation by engaging with local nonprofits, schools, and conservation groups, as well as exploring opportunities to support community events and workforce development programs. We are especially interested in partnering with organizations aligned with our mission—such as those supporting wildlife protection, pet welfare, and environmental sustainability. In addition, we are committed to using local contractors and service providers, which further supports the economic health of the community. Our long-term vision is to establish our Sparks facility not only as a hub of logistics and distribution, but also as a valued community partner.	
Examples: volunteering initiatives, donations of funds or products, environmental and sustainability initiatives and processes, homelessness, engagement with distressed locales and communities	
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:	
Trident Enterprises is proud to be a certified Woman-Owned Small Business and actively promotes equity, diversity, and inclusion across all areas of our organization. Our leadership team reflects this commitment, with women serving in key executive and financial roles, and our hiring practices emphasize equal opportunity, fair treatment, and nondiscrimination. We maintain a culture where employees are valued for their contributions, provided with professional development opportunities, and encouraged to grow within the company. As we expand into Nevada, we are committed to continuing this practice by recruiting from the local community with an intentional focus on building a diverse workforce that represents a range of backgrounds, perspectives, and experiences. We also foster an inclusive environment by offering equitable benefits—such as fully paid health insurance and a 401(k) with company match—that support the well-being of all employees and their families. These policies are a core part of our values and contribute to our success as a company.	

Abatement Application Addendum (for internal use / information)	
Company Name: <u>Trident Enterprises International, Inc.</u>	County: <u>Storey</u>
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:	
Trident Enterprises has already taken proactive steps to establish workforce development partnerships in Nevada. We have connected with the Northern Nevada Development Authority (NNDA), EmployNV, and the Economic Development Authority of Western Nevada (EDAWN) to identify recruitment resources, training programs, and community networks that will support our hiring efforts as we launch our Sparks facility. These organizations are playing an important role in helping us integrate into the local workforce ecosystem. Looking ahead, we anticipate ongoing needs in the areas of skilled warehouse operations, logistics management, and sales development. Support from GOED and RDAs in facilitating workforce pipelines, identifying training partners, and connecting us with educational institutions will be critical as we grow. We also welcome opportunities to participate in collaborative workforce initiatives that strengthen the regional talent base while providing stable, long-term employment opportunities for Nevada residents.	
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:	
Yes, it is our strong preference to purchase equipment and related supplies through Nevada-based businesses whenever possible. By sourcing locally, we not only streamline logistics and reduce lead times, but also contribute directly to the regional economy. As we build out our Sparks distribution facility, we will actively seek opportunities to partner with Nevada vendors for capital equipment, warehouse infrastructure, and ongoing maintenance needs. This approach aligns with our broader commitment to community engagement and our priority of supporting local contractors and service providers throughout the project.	

SECRETARY OF STATE



NEVADA STATE BUSINESS LICENSE

Trident Enterprises International, Inc.

Nevada Business Identification # NV20253359762

Expiration Date: 05/31/2026

In accordance with Title 7 of Nevada Revised Statutes, pursuant to proper application duly filed and payment of appropriate prescribed fees, the above named is hereby granted a Nevada State Business License for business activities conducted within the State of Nevada.

Valid until the expiration date listed unless suspended, revoked or cancelled in accordance with the provisions in Nevada Revised Statutes. License is not transferable and is not in lieu of any local business license, permit or registration.

License must be cancelled on or before its expiration date if business activity ceases. Failure to do so will result in late fees or penalties which, by law, cannot be waived.



IN WITNESS WHEREOF, I have hereunto set my hand and affixed the Great Seal of State, at my office on 05/22/2025.

Francisco V. Aguilar

Certificate Number: B202505225741547

You may verify this certificate

online at <https://www.nvsilverflume.gov/home>

FRANCISCO V. AGUILAR
Secretary of State



Established in 1984 as a livestock fencing installation company, Trident Enterprises has been a wildlife exclusion expert for over 30 years. Though we transitioned from installer to strictly distributor, our background in installation gave us the knowledge to develop our own line of deer fencing accessories, like our Trident brand rebar stakes, driveway gates, corner and end systems, and kits to address the needs of our customers.

Customers in the U.S. and Canada have been able to plant gardens and flower beds without the fear of animals destroying their efforts. We are proud to work with diverse groups and landowners including public gardens, schools, orchards, vineyards, garden centers, hemp farms, federal agencies and wildlife conservation groups. We also work with dog boarding centers, cat sanctuaries and animals rescues.

Our warehouse located in Waynesboro, PA, is stocked with plenty of high-quality fence material ready to ship with a friendly and knowledgeable staff that is waiting to assist you with all of your fence related questions. Over the years, Trident Enterprises has expanded into different avenues to help better serve you, the customer.

Below you will find the different outlets catered to your specific needs.

To order call 888-876-0960



DEERBUSTERS

Have a garden you're trying to protect from unwanted visitors? Our retail site serves the U.S. with top-of-the-line fencing material to protect your home and garden. Available in DIY kits and as individual fence rolls and accessories.

[GO NOW](#)

DEERBUSTERS CANADA

All the great benefits of DeerBusters serving our friends in Canada.

[GO NOW](#)



EASY PET FENCE

For pet owners looking for an alternative solution for containing their pets. Easy Pet Fence provides humane fencing to help corral your furry friends and an affordable price.

[GO NOW](#)

TRIDENT FENCE

Interested in better rates? We are always looking to partner with fence companies, installers, landscapers, garden centers nurseries and anyone else associated with the green industry. Go to the website to fill out our wholesale application and get access to exclusive pricing and discounts.

[GO NOW](#)



TRIDENT ENTERPRISES

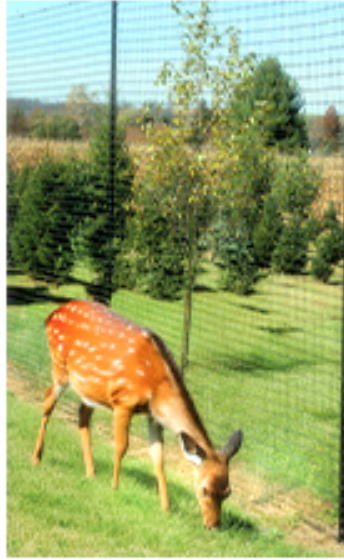
Providing high-quality alternative fencing materials for over 40 years.



ABOUT US

[About Us](#)

[Board of Directors](#)



Protecting What Matters Most

A LEGACY OF QUALITY, A FUTURE OF GROWTH

Trident Enterprises is a family of brands dedicated to helping homeowners, businesses, and contractors protect what matters most. With roots stretching back more than 40 years, we've grown from a small fencing supplier into a trusted partner serving customers nationwide.

What makes us unique is our commitment to both quality and people — from the products we offer to the customer support we provide. We're proud to combine decades of expertise with the energy of a forward-thinking company that continues to grow and serve new communities, including right here in Nevada.

TRIDENT
ENTERPRISES

888-876-0960

2999 Waltham Way, Sparks, NV 89437

TRIDENT
FENCE

Our wholesale arm, Trident Fence, supplies installers and contractors with professional-grade fencing products at competitive prices.

www.TridentFence.com

 **Deer Busters**

A pioneer in deer fencing, DeerBusters provides proven solutions to protect landscapes from deer and wildlife.

www.DeerBusters.com

 **Easy
PET FENCE**

Easy Pet Fence offers safe, humane fencing solutions for dogs, cats, and backyard chickens.

www.EasyPetFence.com

 **TRIDENT
LOGISTICS**

Trident Logistics provides reliable shipping solutions with timely pickups, deliveries, and 24/7 support for businesses.

www.Trident-Logistics.com