

Date: February 5, 2026

## Future Form Manufacturing, LLC

599 East Nugget Avenue, Sparks NV 89431

Gabriela Vascan, Controller

### Application Facts:

Industry	<b>Manufacturing</b>
NAICS	<b>332322</b>
Type of App	<b>Expansion</b>
Location	<b>Washoe County</b>
RDA	EDAWN, Veronica Chavez

### Company Profile

Future Form Manufacturing, LLC (Future Form) plans to expand its existing manufacturing facility in Sparks. Future Form specializes in precision sheet metal fabrication and engineered assemblies supporting mission critical infrastructure particularly within the rapidly expanding data center and AI-cloud ecosystem. From its Nevada facility, Future Form serves customers across Nevada and the Mountain West, the U.S. West Coast, and nationwide hyperscale and colocation data center markets. The company's Nevada location provides logistical advantages and positions the state as a strategic hub for the distribution of high-value manufactured products. Future Form is committed to long-term operations in Nevada and emphasizes responsible manufacturing practices, including recycling, waste minimization, and investment in modern, energy-efficient equipment. This expansion phase is intended to serve as the foundation for future growth, including additional capacity, shifts, and advanced manufacturing capabilities. Additionally, Future Form is committed to workforce development and intend to prioritize local recruiting and training resources. *Source: Future Form Manufacturing LLC*

### Tax Abatement Requirements:

	<u>Statutory</u>	<u>Company Application</u>	<u>Meeting Requirements</u>
Job Creation	25	<b>100</b>	<b>Yes</b>
Average Wage	\$31.57	<b>\$31.80</b>	<b>Yes</b>
Equipment Capex (SU & MBT)	\$242,720	<b>\$10,674,505</b>	<b>Yes</b>
Equipment Capex (PP)			

### Additional Requirements:

Health Insurance	65%	<b>79%</b>	<b>Yes</b>
Revenues generated outside NV	51%	<b>51%</b>	<b>Yes</b>
Business License	<input checked="" type="checkbox"/> Current	<input type="checkbox"/> Pending	<input type="checkbox"/> Will comply

### Total Tax Liability (without tax abatements)

<u>Direct (company)</u>	<u>Total</u>
<b>\$1,951,508</b>	<b>\$18,592,234</b>

### Tax Abatements

	<u>Contract Terms</u>	<u>Estimated Tax Abatement</u>
Sales Tax Abmt.	4.6% for 2 years	\$391,221
Modified Business Tax Abmt.	50% for 4 years	\$115,582
Personal Property Tax Abmt.	50% for 10 years	\$419,048

### Total Estimated Tax Abatement over 10 yrs.

<u>Net New Tax Revenues</u>	<u>Direct</u>	<u>Indirect</u>	<u>Taxes after Abatements</u>
<b>Local Taxes</b>			
Property	\$5,573,858	\$5,723,823	\$11,297,681
Sales	\$363,681	\$2,548,546	\$2,912,227
Lodging	\$0	\$0	\$0
<b>State Taxes</b>			
Property	\$271,506	\$350,021	\$621,527
Sales	\$240,990	\$1,021,376	\$1,262,366
Modified Business	\$874,220	\$698,362	\$1,572,582
Lodging	\$0	\$0	\$0
<b>Total Estimated New Tax Revenue over 10 yrs.</b>	<b>\$7,324,255</b>	<b>\$10,342,128</b>	<b>\$17,666,383</b>

### Economic Impact over 10 yrs.

	<u>Economic</u>	<u>Construction</u>	<u>Total</u>
Total Jobs Supported	288	16	304
Total Payroll Supported	\$164,738,126	\$1,295,476	\$166,033,602
Total Economic Value	\$640,015,541	\$3,678,100	\$643,693,641

### Economic Impact Output per Abatement Dollar

	<u>New Total Tax per Abated Dollar</u>
<b>\$691.27</b>	<b>\$19.08</b>

### IMPORTANT TERMS & INFORMATION

**Tax Abatements** are **reduction or discount of tax liability** and companies do not receive any form of payment.

**Total Estimated Tax Abatement** is a tax reduction estimate. This estimated amount will be discounted from total tax liability.

**Estimated New Tax Revenue** is amount of tax revenues local and state government will collect after the abatement was given to applying company.

**Economic Impact** is economic effect or benefits that this company and its operations will have on the community and state economy measured by total number of jobs, payroll and created output.

# Economic Development Authority of Western Nevada



01/21/2026

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

Re: Future Form Manufacturing, LLC Expansion Application

Dear Director Burns:

EDAWN hereby supports the application of Future Form Manufacturing for the Sales & Use Tax Abatement, Modified Business Tax Abatement, and Personal Property Tax Abatement incentives.

Future Form Manufacturing LLC is expanding its Sparks, Nevada facility to 103,000 square feet to support the growing demand for precision sheet metal and engineered assemblies for data center and AI infrastructure. The expansion strengthens Nevada's role as a strategic manufacturing hub while supporting sustainable operations and local workforce development.

Future Form Manufacturing LLC will be investing approximately \$10,674,505 for capital equipment in the first 2 years and plans to hire 100 employees within the first 2 years at an average wage of \$31.80 per hour. Their compensation package includes medical benefits, overtime, PTO/sick/vacation, bonus, retirement plan /401K and tuition assistance. Over 70% of the employee health insurance is covered by the company.

EDAWN supports this application as the company meets all incentive requirements. Your consideration and support of the incentive application for Future Form Manufacturing LLC is a significant factor in their pending decision to expand in northern Nevada and speaks favorably to the State's business-friendly environment.

Sincerely,

A handwritten signature in black ink that reads "Veronica Chavez".

Veronica Chavez, Associate Vice President of Business Retention & Expansion  
Economic Development Authority of Western Nevada

## **Request for Incentives / Abatement – Future Form Manufacturing, LLC**

FUTURE FORM MANUFACTURING, LLC  
599 E Nugget Ave  
Sparks, Nevada 89431  
775-358-3663/ b.thomas@futureformmanufacturing.com

December 16<sup>th</sup>, 2025

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

Dear Executive Director Burns,

On behalf of Future Form Manufacturing, LLC, ("Future Form"), we respectfully request consideration for State of Nevada incentives/abatements in support of our continued growth and expansion of advanced manufacturing in Nevada. The requested abatement is a material component of our investment plan and directly impacts our ability to accelerate job creation, expand production capacity, and secure long-term customer commitments that generate sustained economic activity for the State of Nevada.

**Company History and Nevada Operating Plan**  
Future Form is a Nevada-based manufacturer specializing in precision sheet metal fabrication and engineered assemblies supporting mission-critical infrastructure, particularly within the rapidly expanding data center and AI-cloud ecosystem. Our products require advanced manufacturing capabilities, stringent quality standards, and scalable production capacity.

The company began operations in Nevada in December of 2022 and has since made continued investments in workforce, equipment, and supplier relationships within the state. We are now planning a significant expansion that includes capital investment in equipment, facility improvements, and workforce growth to meet increasing demand from national customers who require reliable, U.S.-based manufacturing partners.

### **Significance of the Abatement**

The requested abatement was a significant factor in our decision to expand in Nevada rather than pursue growth in alternative states that actively compete for advanced manufacturing investment through incentive programs. The abatement meaningfully improves project economics by offsetting initial capital and operating costs, enabling us to approve accelerated investment, earlier hiring, and long-term customer contracts anchored in Nevada.

### Major Markets Served

From our Nevada facility, Future Form serves customers across Nevada and the Mountain West, the U.S. West Coast, and nationwide hyperscale and colocation data center markets. Our Nevada location provides logistical advantages and positions the state as a strategic hub for the distribution of high-value manufactured products.

### Job Growth and In-State Hiring

The expansion will result in measurable job growth, with a focus on hiring Nevada residents for skilled manufacturing, quality, engineering, supervision, and logistics roles. We are committed to workforce development and intend to prioritize local recruiting and training resources.

### Community, Environmental, and Future Expansion Commitments

Future Form is committed to long-term operations in Nevada. We emphasize responsible manufacturing practices, including recycling, waste minimization, and investment in modern, energy-efficient equipment. This expansion phase is intended to serve as the foundation for future growth, including additional capacity, shifts, and advanced manufacturing capabilities.

### Conclusion

Future Form's expansion supports Nevada's goals of economic diversification, advanced manufacturing growth, and quality job creation. The requested abatement is critical to executing our Nevada investment plan and securing long-term economic benefits for the state.

We appreciate your consideration and welcome the opportunity to provide additional information in support of this request.

Respectfully,

Ben Thomas  
President

Future Form Manufacturing, LLC

775-358-3663 / [b.thomas@futureformmanufacturing.com](mailto:b.thomas@futureformmanufacturing.com)

## Standard Tax Abatement Incentive Application

Company Name: Future Form Manufacturing, LLC  
 Date of Application: December 9, 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

Recycling Real Property Tax Abatement

Personal Property Tax Abatement

Other: \_\_\_\_\_

### Section 2 - Corporate Information

COMPANY NAME (Legal name under which business will be transacted in Nevada) <b>Future Form Manufacturing, LLC</b>		FEDERAL TAX ID # <b>88-4289950</b>	
CORPORATE ADDRESS <b>599 East Nugget Avenue</b>		CITY / TOWN <b>Sparks</b>	STATE / PROVINCE <b>NV</b>
MAILING ADDRESS TO RECEIVE DOCUMENTS (If different from above)		CITY / TOWN	STATE / PROVINCE
TELEPHONE NUMBER <b>775-355-6190 x 123</b>		WEBSITE <a href="https://futureformmanufacturing.com/">https://futureformmanufacturing.com/</a>	
COMPANY CONTACT NAME <b>Gabriela Vascan</b>		COMPANY CONTACT TITLE <b>Controller</b>	
E-MAIL ADDRESS <b>g.vascan@futureformmanufacturing.com</b>		PREFERRED PHONE NUMBER <b>775-355-6190 x 123</b>	

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 following quarter in which the abatement becomes effective. In rural areas, the requirement is ten (10) or more. For an expansion, the business must increase employees on its payroll by 10% more than its existing employees prior to expansion, or by 25 (urban) or 6 (rural) employees, whichever is greater.
- In both urban and rural areas, the average hourly wage that will be paid by the business to its new employees is at least 100% of the average statewide hourly wage.

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

### Section 4 - Nevada Facility

Type of Facility:

- Headquarters
- Technology
- Back Office Operations
- Research & Development / Intellectual Property

Service Provider

Distribution / Fulfillment

Manufacturing

Other: \_\_\_\_\_

PERCENTAGE OF REVENUE GENERATED BY THE NEW JOBS CONTAINED IN THIS APPLICATION FROM OUTSIDE NEVADA <b>&gt;51%</b>	EXPECTED DATE OF NEW / EXPANDED OPERATIONS (MONTH / YEAR) <b>Dec-2025</b>		
NAICS CODE / SIC <b>332322</b>	INDUSTRY TYPE <b>Sheet Metal Work</b>		
DESCRIPTION OF COMPANY'S NEVADA OPERATIONS <b>Sheet Metal Manufacturing</b>			
PROPOSED / ACTUAL NEVADA FACILITY ADDRESS <b>599 East Nugget Ave</b>	CITY / TOWN <b>Sparks</b>	COUNTY <b>Washoe County</b>	ZIP <b>89431</b>
WHAT OTHER STATES / REGIONS / CITIES ARE BEING CONSIDERED FOR YOUR COMPANY'S RELOCATION / EXPANSION / STARTUP? <b>1525 Linda Way, Sparks, NV 89431 and 120 Greg Street, Sparks, NV 89431. Others might exist in the future as well.</b>			

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

Check the applicable box when form has been completed.

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

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

New Operations / Start Up - Plans Over the Next <u>Ten Years</u>	Expansions - Plans Over the Next <u>10 Years</u>
Part 1. Are you currently/planning on leasing space in Nevada? _____  <b>If No, skip to Part 2. If Yes, continue below:</b>  What year(s)? _____  How much space (sq. ft.)? _____  Annual lease cost of space: _____  Do you plan on making building tenant improvements? _____  <b>If No, skip to Part 2. If Yes *, continue below:</b>  When to make improvements (month, year)? _____  Part 2. Are you currently/planning on buying an owner occupied facility in Nevada? _____  <b>If No, skip to Part 3. If Yes *, continue below:</b>  Purchase date, if buying (month, year): _____  How much space (sq. ft.)? _____  Do you plan on making building improvements? _____  <b>If No, skip to Part 3. If Yes *, continue below:</b>  When to make improvements (month, year)? _____  Part 3. Are you currently/planning on building a build-to-suit facility in Nevada? _____  <b>If Yes *, continue below:</b>  When to break ground, if building (month, year)? _____  Estimated completion date, if building (month, year): _____  How much space (sq. ft.)? _____	Part 1. Are you currently leasing space in Nevada? <u>Yes</u>  <b>If No, skip to Part 2. If Yes, continue below:</b>  What year(s)? <u>2025</u>  How much space (sq. ft.)? <u>103,000</u>  Annual lease cost at current space: <u>\$1,400,000.00</u>  Due to expansion, will you lease additional space? <u>Yes</u>  <b>If No, skip to Part 3. If Yes, continue below:</b>  Expanding at the current facility or a new facility? <u>New</u>  What year(s)? <u>2027</u>  How much expanded space (sq. ft.)? <u>150,000</u>  Annual lease cost of expanded space: <u>\$2,100,000.00</u>  Do you plan on making building tenant improvements? <u>Yes</u>  <b>If No, skip to Part 3. If Yes *, continue below:</b>  When to make improvements (month, year)? <u>Jun-2027</u>  Part 2. Are you currently operating at an owner occupied building in Nevada? <u>Yes</u>  <b>If No, skip to Part 3. If Yes, continue below:</b>  How much space (sq. ft.)? <u>54,000</u>  Current assessed value of real property? <u>\$27,250,000.00</u>  Due to expansion, will you be making building improvements? <u>Yes</u>  <b>If No, skip to Part 3. If Yes *, continue below:</b>  When to make improvements (month, year)? <u>Jun-2027</u>  Part 3. Do you plan on building or buying a new facility in Nevada? <u>Yes</u>  <b>If Yes *, continue below:</b>  Purchase date, if buying (month, year): <u>Jun-2026</u>  When to break ground, if building (month, year)? _____  Estimated completion date, if building (month, year): _____  How much space (sq. ft.)? <u>30,000</u>
<b>* Please complete Section 7 - Capital Investment for New Operations / Startup.</b> <b>* Please complete Section 7 - Capital Investment for Expansions below.</b>	

BRIEF DESCRIPTION OF CONSTRUCTION PROJECT AND ITS PROJECTED IMPACT ON THE LOCAL ECONOMY (Attach a separate sheet if necessary):

The company's expansion plan includes leasing additional industrial space in Nevada and acquiring a new facility to support continued growth in manufacturing and operations. The project involves tenant improvements to existing leased space, expansion into a new leased facility totaling approximately 150,000 square feet, and the purchase of an additional 30,000 square foot facility. Construction and tenant improvements are anticipated to occur beginning in mid-2027. This expansion will drive capital investment in local real estate, construction, and professional services, while increasing long-term demand for skilled labor, logistics, and supplier support within the region. The project strengthens Nevada's manufacturing and industrial base, supports job retention and future job creation, and contributes to increased lease activity, property values, and local tax revenues. Overall, the expansion reinforces the company's long-term commitment to Nevada and generates sustained economic benefits for the local community.

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

New Operations / Start Up	Expansions
How much capital investment is planned? (Breakout below):	How much capital investment is planned? (Breakout below):
Building Purchase (if buying): _____	Building Purchase (if buying): <u>\$20,000,000</u>
Building Costs (if building / making improvements): _____	Building Costs (if building / making improvements): <u>\$2,500,000</u>
Land: _____	Land: <u>\$0</u>
Equipment Cost: _____	Equipment Cost: <u>\$10,674,505</u>
<b>Total:</b> _____	<b>Total:</b> <u><b>\$33,174,505</b></u>
Is the equipment purchase for replacement of existing equipment? <u>No</u>	
Current assessed value of personal property in NV: <u>\$1,213,601</u>	
(Must <b>attach</b> the most recent assessment from the County Assessor's Office.)	

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

New Operations / Start Up	Expansions
How many full-time equivalent (FTE*) employees will be created by the end of the first eighth quarter of new operations?: _____	How many full-time equivalent (FTE*) employees will be created by the end of the first eighth quarter of expanded operations?: <u>100</u>
Average hourly wage of these <u>new</u> employees: _____	Average hourly wage of these <u>new</u> employees: <u>\$31.80</u>
	How many FTE employees prior to expansion?: <u>100</u>
	Average hourly wage of these <u>existing</u> employees: <u>\$33.43</u>
	Total number of employees after expansion: <u>200</u>

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

OTHER COMPENSATION (Check all that apply):

<input checked="" type="checkbox"/> Overtime	<input checked="" type="checkbox"/> Merit increases	<input checked="" type="checkbox"/> Tuition assistance	<input checked="" type="checkbox"/> Bonus
<input checked="" type="checkbox"/> PTO / Sick / Vacation	<input checked="" type="checkbox"/> COLA adjustments	<input checked="" type="checkbox"/> Retirement Plan / Profit Sharing / 401(k)	<input type="checkbox"/> 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?: <input checked="" type="checkbox"/> Yes (attach health plan and quote or invoice) <input type="checkbox"/> No	
Package includes (check all that apply):	
<input checked="" type="checkbox"/> Medical <input checked="" type="checkbox"/> Vision <input checked="" type="checkbox"/> Dental <input checked="" type="checkbox"/> Other: _____ <small>Life &amp; AD&amp;D Insurance, STD, Hospital/Accident Plan</small>	
Qualified after (check one):	
<input type="checkbox"/> Upon employment <input type="checkbox"/> Three months after hire date <input type="checkbox"/> Six months after hire date <input checked="" type="checkbox"/> Other: <u>1st day of the month following 60 days of employment</u>	
Health Insurance Costs:	Percentage of health insurance premium by (min 65%):
Plan Type: <u>PPO</u>	
Employer Contribution (annual premium per employee): <u>\$ 4,535.64</u>	Company: <u>79%</u>
Employee Contribution (annual premium per employee): <u>\$ 1,183.20</u>	Employee: <u>21%</u>
<b>Total Annual Premium:</b> <u>\$ 5,718.84</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.

Ben Thomas

Name of person authorized for signature

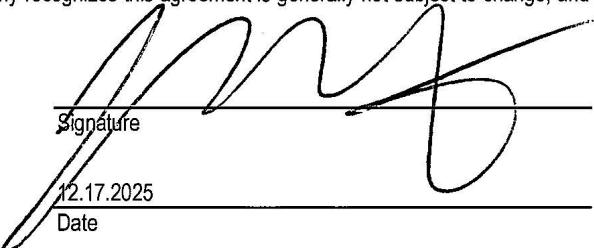
President

Title

Signature

12.17.2025

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](http://www.goed.nv.gov)

## Site Selection Factors

Company Name: Future Form Manufacturing, LLC

County: Washoe

### Section I - Site Selection Ratings

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

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

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

While Future Form Manufacturing selected Washoe County primarily due to the availability of a qualified workforce, strong utility infrastructure, and access to suitable industrial real estate, the abatement program is an important factor in supporting the scale and timing of the company's planned expansion. The project requires significant capital investment in facilities, tenant improvements, and advanced manufacturing equipment, along with the creation of high-quality, full-time jobs. State and local abatements help offset upfront capital and operating costs, improving project feasibility and allowing the company to accelerate hiring, deploy equipment sooner, and commit to long-term customer contracts anchored in Nevada. The abatement program strengthens the company's ability to grow sustainably in Washoe County and reinforces its long-term commitment to manufacturing and workforce development in the State of Nevada.

## 5(A) Capital Equipment List

Company Name: Future Form Manufacturing, LLC

County: Washoe

## **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](http://tax.nv.gov/LocalGovt/PolicyPub/ArchiveFiles/Personal_Property_Manuals). Attach this form to the Incentives Application.

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: Future Form Manufacturing, LLC

County: Washoe

### Section I - 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](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 - Washoe County	(f) Average Weekly Hours	(g) Annual Wage per Position	(h) Total Annual Wages
Managers, All Other	11-9199	10	\$52.00	\$57.11	40	\$108,160.00	\$1,081,600.00
Production Workers, All Other	51-9199	70	\$28.00	\$22.54	40	\$58,240.00	\$4,076,800.00
Compliance Officers	13-1041	5	\$32.00	\$48.10	40	\$66,560.00	\$332,800.00
Sales Managers	11-2022	5	\$48.00	\$63.20	40	\$99,840.00	\$499,200.00
Office and Administrative Support Workers, All Other	43-9199	10	\$30.00	\$26.62	40	\$62,400.00	\$624,000.00
<b>TOTAL</b>		<b>100</b>	<b>\$31.80</b>	<b>\$29.71</b>			<b>\$6,614,400.00</b>

### 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	30	\$33.35	\$2,081,040.00
4-Year	20	\$33.35	\$1,387,360.00
5-Year	20	\$33.35	\$1,387,360.00

\* 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(C) Evaluation of Health Plans Offered by Companies

Company Name: Future Form Manufacturing, LLC County: Washoe

Total Number of Full-Time Employees: 100

Average Hourly Wage per Employee \$31.80  
 Average Annual Wage per Employee (implied) \$66,144.00

### COST OF HELATH INSURANCE

Annual Health Insurance Premium Cost: \$5,718.84  
 Percentage of Premium Covered by:  
 Company 79%  
 Employee 21%

### HEALTH INSURANCE PLANS:

Base Health Insurance Plan*:	HTH PPO 1500
Deductible - per employee	\$ 1,500
Coinurance	0% / 0%
Out-of-Pocket Maximum per employee	\$ 5,000
Additional Health Insurance Plan*:	HTH EPO 3300 HSA
Deductible - per employee	\$ 3,300
Coinurance	0% / 0%
Out-of-Pocket Maximum per employee	\$ 5,000
Additional Health Insurance Plan*:	n/a
Deductible - per employee	\$ -
Coinurance	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	2.3%	MEC
Annual Out-of-Pocket Maximum not to exceed \$10,600 (2025)	\$5,000	MEC

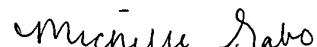
Minimum essential health benefits covered (Company offers PPO):

- (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.

Michelle Sabo



Name of person authorized for signature

Signature

Director of Human Resources

12.17.2025

Title

Date

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

Company Name: Future Form Manufacturing, LLC

County: Washoe

*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.

Ben Thomas

Name of person authorized for signature

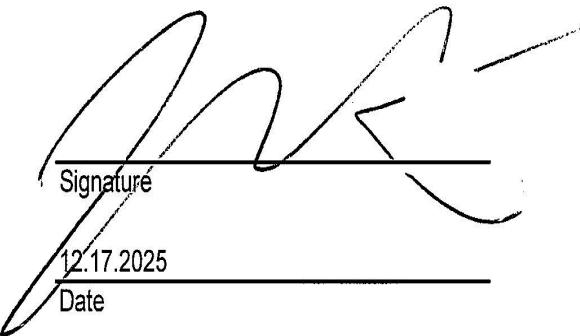
President

Title

Signature

12.17.2025

Date

A handwritten signature in black ink, appearing to read "BEN THOMAS", is written over a horizontal line. The signature is fluid and cursive, with a large, stylized 'B' at the beginning.

## 5(E) Company Information

Company Name: Future Form Manufacturing, LLC

County: Washoe

## **Section I - 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)	(b) Title
Dean F. Pettinga	CFO of Member

## **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 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

Company Name: Future Form Manufacturing, LLC

County: Washoe

### 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:**

Future Form Manufacturing is committed to supporting the communities in which it operates. Team members have partnered with the local Food Bank to support efforts addressing food insecurity within the region. In addition, members of the leadership team, including the Controller, serve on the boards of local nonprofit organizations and volunteer their time to initiatives aimed at preventing homelessness, and supporting recovery from substance use. Through both organizational engagement and individual leadership involvement, the company seeks to contribute positively to Nevada's social infrastructure and promote long-term community resilience.

### 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:**

N/A

## Abatement Application Addendum

Company Name: Future Form Manufacturing, LLC

County: Washoe

### 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:**

The company utilizes a combination of workforce boards, and education partners to support recruitment and workforce development efforts in Nevada. Current recruiting channels include workforce platforms such as ZipRecruiter, Indeed, LinkedIn, as well as local community based job boards, including Reno/Sparks Help Wanted & Jobs and Word-of-Mouth "Jobs" Reno. The company also engages with workforce development and education partners such as Nevada Works, the University of Nevada, Reno (UNR), and New Horizons to support talent development, upskilling, and long-term workforce readiness.

### 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. Future Form Manufacturing anticipates purchasing and sourcing certain operating equipment and transportation related assets through Nevada based businesses as part of the expansion. Current and planned vendors include companies such as Smiths Storage Systems for material handling and storage solutions, and Penske for vehicle and transportation needs. Where feasible, the company intends to continue evaluating Nevada based suppliers to support local businesses and strengthen local supply chains.

# SECRETARY OF STATE



## NEVADA STATE BUSINESS LICENSE

**Future Form Manufacturing, LLC**

**Nevada Business Identification # NV20222620070**

**Expiration Date: 11/30/2026**

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 10/07/2025.

A handwritten signature in black ink, appearing to read "FV Aguilar".

Certificate Number: B202510076154697

You may verify this certificate  
online at <https://www.nvsilverflume.gov/home>

**FRANCISCO V. AGUILAR**  
Secretary of State

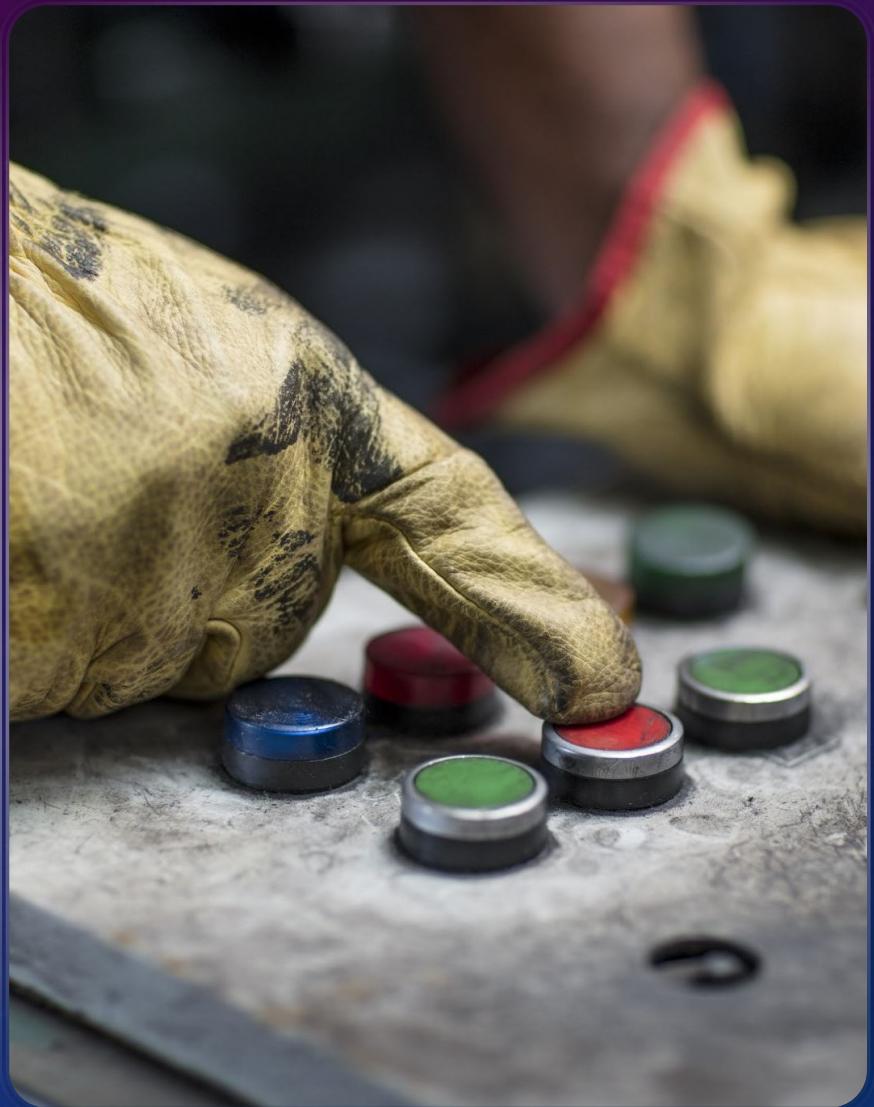


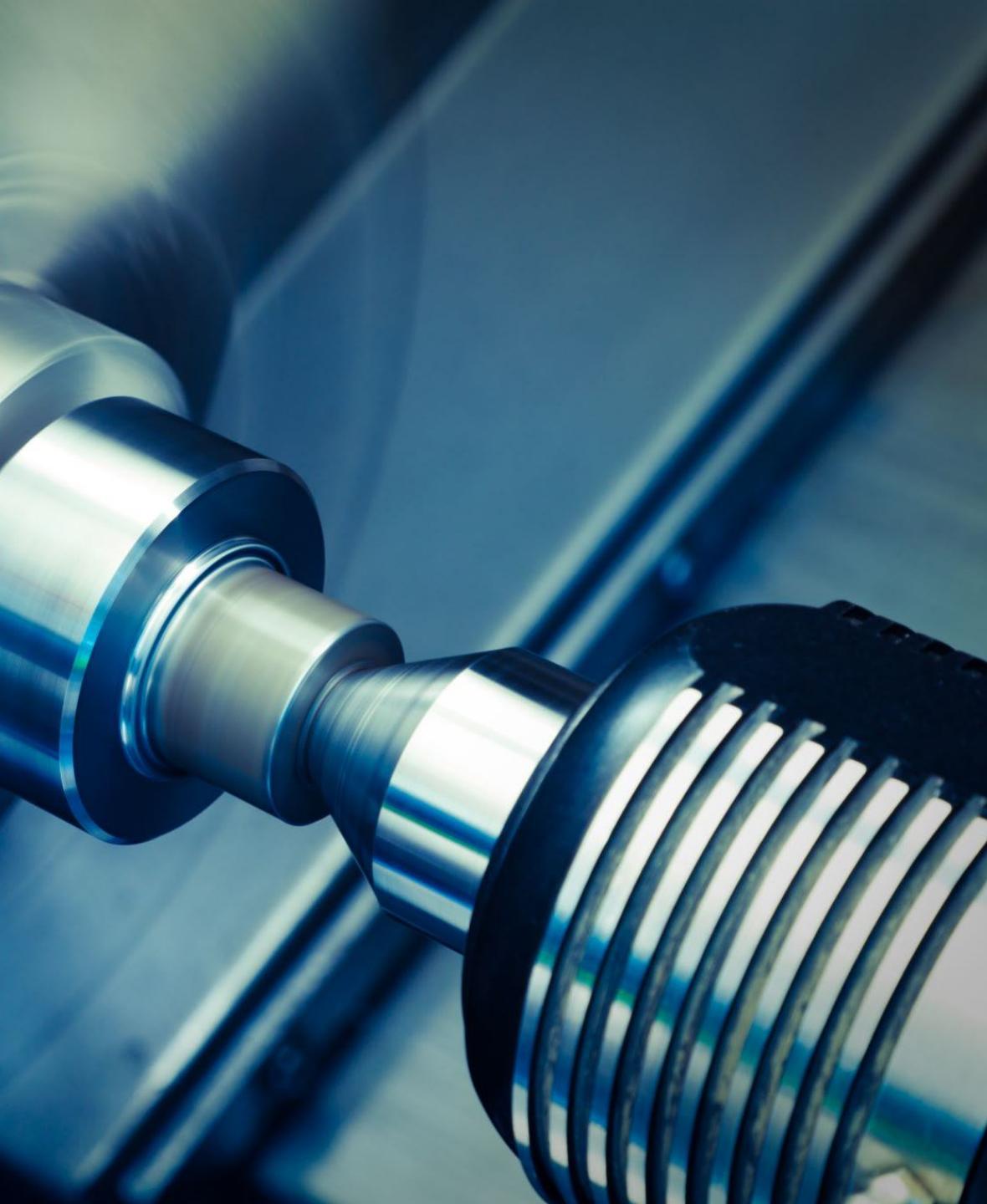
**Future Form  
Manufacturing**  
599 East Nugget Ave,  
Sparks, NV 89431



# WHO ARE WE

For over five decades, Future Form Manufacturing (formerly B&J Industries) has been a leader in precision sheet metal fabrication, powder coating, CNC machining and more. As an industry innovator, we integrate lean manufacturing principles to optimize production, reduce waste, and deliver high-quality, cost-effective solutions. With a state-of-the-art facility in Sparks, NV, we provide turnkey manufacturing services to industries that demand high quality ISO 9001 compliant workmanship, timely delivery, and measurable reliability.

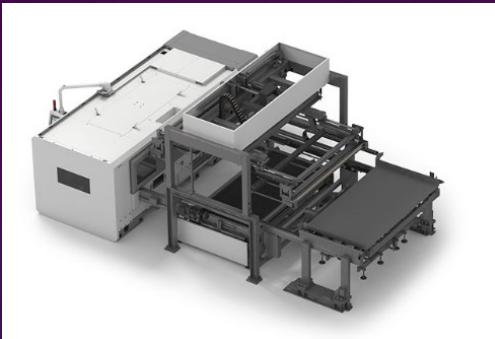




## WHAT WE DO

- Design Engineering & Prototyping
- Sheet Metal Fabrication
- CNC Machining
- LASER Sheet Cutting
- LASER Tube Cutting
- Tube Bending
- Sheet Metal Punching
- Powder Coating
- Robotic and Manual Welding
- System Assembly
- Warehousing, Packing, and Shipping

# HOW WE DO IT - EQUIPMENT



Sheet Metal Laser



Sheet Metal Punch



Tube Laser

Future Form Manufacturing is dedicated to quality and uses only the best equipment available including Amada, Mazak, Trumpf, BLM Group, Miller, and more.



CNC Press Brakes

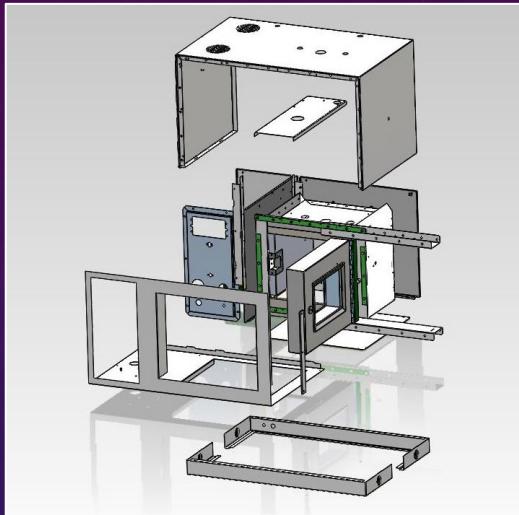


Robotic Welding



CNC Machining

# HOW WE DO IT - SERVICE



Design Engineering

We are not just a metal fabrication company. We can provide design engineering, powder coating, assembly and warehousing and delivery services as well, thus minimizing costs and build time by limiting the number of outside vendors involved.



Powder Coating



Systems Assembly



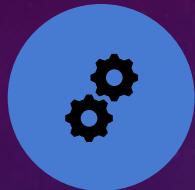
Packing, Storage, Delivery<sub>21</sub>

## HOW WE DO IT - PEOPLE

Lots of companies talk about the greatness of their people but Future Form manufacturing is committed to hiring the best qualified and most skilled employees at all levels with industry leading compensation and rewards programs. Our 93% retention rate speaks volumes about the culture of success, family, and devotion to constant improvement that characterize Future Form.



# HOW WE DO IT - PROCESS



Exceptional equipment, services, and people are a large part of the equation but having effective processes is just as important.



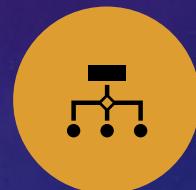
On-Time Delivery – We ship what is expected, when expected, to where it is expected. With our own trucks and drivers supplementing our partner shippers, we ensure timely delivery.



Headache-free order processing and communications. We respond to most RFQs within 1 to 2 business days.



Engineering Symmetry – Your engineers are experts at design, ours are experts at manufacturing capabilities and limitations. We work together with your people to ensure that what is designed is built as efficiently as possible.



Consistent Quality – Multiple redundant QA checks, Gemba walks, and a culture of everyone looking for imperfections before passing products onto the next step in the process makes it highly unlikely that something slips by with a defect. And on the rare occasion that it happens, we take immediate corrective action.

# ACCOUNT MANAGEMENT PHILOSOPHY

- Designing, building, and shipping goods is only part of the complete customer experience. Having people that you can depend on is just as important as the product itself.
- Future Form hires dedicated Sales and Account Management specialists who understand that Customer Service is why we exist.
- Taking time to understand your specific needs, methodologies, and business culture helps make RFQs , POs, and Proposals easier to read and interpret to avoid errors in ordering and delivery.
- The Sales staff is encouraged to take the initiative in working with forecasters and planners to ensure that production capacity is available when needed.
- We provide a lengthy list of contacts through-out the organization to ensure that we can be reached in times of urgency.
- We encourage feedback and constructive criticism. Tell us where we have room for improvement and we will welcome the input.

# NEVADA EXPANSION AND INVESTMENT PLAN FOR 2026

- Purchased 2.5 acre lot next door
  - This will house a new 100K sf factory
- Acquired 2 new buildings
  - (30K sf and 70k sf respectively)
- 2 New 5-Axis CNC machines
- 2 New press brakes
- New MJF 3D printing machine
- 2 New Trumpf automated panel bend cells
- Expanding warehousing and assembly
- Implemented new CRM (Hubspot)
- 30+ new open reqs for Machinists, Operators, Assemblers, and Account Managers.



## JUST SOME OF THE PRODUCTS WE BUILD



Surgical Tables



Data Center Server Racks & Cabinets



Components for RVs



Components for Train Describers

# THE FUTURE FORM ADVANTAGE

- Largest Major Metal Manufacturer West of Dallas
- Our state-of-the-art top-tier equipment is one of the reasons some manufacturers will only do business with us
- High Desert Facilities means rust is not a problem we deal with like other vendors
- Our engineering and prototyping staff can take designs to finished product in half the time of most of our competitors. 8-10 weeks is typical.
- Proximity to Hwy 80 means low cost of quality and prompt deliveries
- Our own fleet means we can deliver locally for a much lower cost
- Our Lean Manufacturing methodology with daily quality checks means parts delivered are accepted. Rejections are almost totally unheard of.
- Our Build-Store-Ship Program means that components can be built and shipped to one of our storage facilities near your construction site. You can then call and request site delivery with just a few hours notice.
- In Summary, we build the quality items you need, and deliver them when you need them.

# HOW TO FIND US



We are located in Sparks, Nevada right off Interstate 80. Just take the South McCarran exit southbound and take your first left on East Nugget Avenue. We are just across the highway from the Sparks Marina Park Lake.