

Redapt Inc.

14051 NE 200th Street, Woodinville, WA, 98072

Brent Malmstrom, Chief Operating Officer / Chief Financial Officer

Date: May 14, 2026**Application Facts:**

Industry **Information Technology**
 NAICS **518210**
 Type of App **New**
 Location **Clark County**
 RDA LVGEA, Emma Keserich

Company Profile

Redapt, Inc. (Redapt) will establish a headquarter and technology facility in southern Nevada. The Nevada facility will serve as a key strategic hub to develop and distribute products across the World. Redapt delivers globally with a heavy concentration within the United States specific to all markets. Nevada's central location, efficient logistics infrastructure, and favorable business environment make it an ideal choice for our expansion. Redapt is a mature, U.S.-based IT consulting and systems integration firm that supports enterprises with modern infrastructure, cloud and data technology transformations. The company was founded in 1996 and has grown into an established provider of IT services and consulting across multiple technology domains. Redapt helps organizations navigate complex technology challenges by providing end-to-end IT solutions and services, including: cloud adoption and managed cloud services, data center infrastructure and virtualization, cybersecurity and DevOps engineering, data analytics, AI and machine learning integration, and application modernization and cloud native development. The company's approach focuses on understanding client business needs and delivering tailored, integrated technology strategies rather than selling single products. Redapt currently recruits out of the Universities in its current Washington State location and plans to replicate this in the southern Nevada market/ecosystem. Additionally, Redapt focuses on "Sustainability Through Technology," aiming to reduce the environmental footprint of both its own operations and those of its clients. *Source: Redapt, Inc.*

Tax Abatement Requirements:

	<u>Statutory</u>	<u>Company Application</u>	<u>Meeting Requirements</u>
Job Creation	50	75	Yes
Average Wage	\$31.57	\$76.59	Yes
Equipment Capex (SU & MBT)	\$1,000,000	\$3,765,000	Yes
Equipment Capex (PP)			

Additional Requirements:

Health Insurance	65%	71%	Yes
Revenues generated outside NV	51%	70%	Yes
Business License	<input checked="" type="checkbox"/> Current	<input type="checkbox"/> Pending	<input type="checkbox"/> Will comply

Total Tax Liability (without tax abatements)Direct (company)**\$845,103**Total**\$14,264,166****Tax Abatements**Contract TermsEstimated Tax Abatement

Sales Tax Abmt.	2% for 2 years	\$240,019
Modified Business Tax Abmt.	50% for 4 years	\$212,974
Personal Property Tax Abmt.	50% for 10 years	\$51,918
Total Estimated Tax Abatement over 10 yrs.		\$504,911

Net New Tax RevenuesDirectIndirectTaxes after Abatements**Local Taxes**

Property	\$1,789,818	\$4,503,541	\$6,293,359
Sales	\$0	\$3,826,317	\$3,826,317
Lodging	\$0	\$0	\$0

State Taxes

Property	\$97,892	\$263,728	\$361,620
Sales	\$75,300	\$1,285,263	\$1,360,563
Modified Business	\$1,413,358	\$504,038	\$1,917,396
Lodging	\$0	\$0	\$0
Total Estimated New Tax Revenue over 10 yrs.	\$3,376,368	\$10,382,887	\$13,759,255

Economic Impact over 10 yrs.EconomicConstructionTotal

Total Jobs Supported	188	0	188
Total Payroll Supported	\$207,300,550	\$0	\$207,300,550
Total Economic Value	\$768,805,298	\$0	\$768,805,298

Economic Impact Output per Abatement Dollar**\$1,522.66****New Total Tax per Abated Dollar****\$27.25****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.



April 17, 2026

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,

Redapt, Inc. is applying to the State of Nevada's Sales & Use Tax Abatement, Modified Business Tax Abatement, and Personal Property Tax Abatement. **Redapt, Inc.** is headquartered in Woodinville, Washington and is seeking to relocate their headquarters to Southern Nevada due to competitive costs and tax structures. We request that **Redapt, Inc.** be placed on the May 14th, 2026, GOED Board meeting agenda.

Redapt, Inc. will create **75** new positions in the first two years of expanded operations, with an average hourly wage of **\$76.59**. They will offer employee health insurance with **71%** premium coverage. **Redapt, Inc.** will make an overall capital investment of **\$3,765,000**.

Redapt, Inc. meets the statutory requirements for wage, capital investment, healthcare insurance coverage, and out-of-state revenue generation 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



March 30, 2026

Melanie Sheldon
Senior Director of Business Development
1 State of Nevada Way
4th Floor
Las Vegas, NV 89119

Subject: Request for Incentives and Abatement Consideration – New Nevada Establishment

We are writing on behalf of Redapt Inc. to formally request consideration for state incentives and tax abatements in support of our new Global Technology Service Delivery manufacturing and distribution facility in Nevada. This new operation is a significant step in our ongoing commitment to investment, job creation, and regional economic growth.

Significance of Abatement in Business Decision

These incentives were a decisive factor in choosing Nevada over other competing states, enabling us to justify the capital outlay and accelerate our commitment to the state. Without these abatements, the project would face significantly higher startup costs, potentially delaying or reducing the scale of investment.

Major Markets and Distribution

The Nevada facility will serve as a key strategic hub to manufacture and distribute products across the World. We deliver globally with a heavy concentration within the United States specific to all markets. Nevada’s central location, efficient logistics infrastructure, and favorable business environment make it an ideal choice for our expansion.

Capital Investment and Economic Commitment

As part of this project, Redapt Inc. will invest approximately **\$12-\$40 million** in capital expenditures. This investment will fund facility leasing, equipment purchases, and infrastructure upgrades necessary to support long-term operations in Nevada. Our capital



commitment reflects both our confidence in the state’s business climate and our intent to build a sustainable and impactful presence in the region

Job Growth and Local Hiring Plans

While we will begin with 50 full-time employees in year one, we expect this number to grow to over 100 within the next 3–5 years as demand increases and operations expand. We are fully committed to sourcing talent from within the state and will work closely with local workforce development agencies, training providers, and community colleges to recruit and prepare Nevada residents for roles across our Technology deployment and delivery stacks. We also intend to partner with workforce training programs such as the Silver State Works program, Employ NV, and WINN, ensuring local residents are well-prepared for long-term career opportunities.

Operational Timeline

As a new business operation, Redapt Inc. is scheduled to begin operations with a planned opening in the latter part of 2026. Pre-Construction, equipment installation, and pre-operational activities are currently underway to ensure a timely launch.

Company Background and Nevada Operations Plan

Redapt Inc., a leader in the Data Center Infrastructure deployment space, along with our Consulting Services, which focuses on Managing Cloud adoption, AI, Data Analytics, Application Modernization, and Cybersecurity. Redapt is known for our Global delivery capabilities and for serving clients across the U.S. We do not focus on any particular vertical or sector of the market; we have clients ranging from municipal governments to Fortune 50 companies. We are ISO-certified in our operations. The operation will focus on renewable energy use, waste recycling, and pursuing environmental certifications.

Community Engagement and Future Expansion

Redapt Inc. takes pride in contributing to the communities in which we operate. In Nevada, we aim to establish strong partnerships with local organizations, support charitable initiatives, and encourage employee volunteerism. We view this facility as a foundational step toward long-term growth, with the potential for future expansion as demand increases.



We sincerely appreciate your consideration of our request and the ongoing support from the Governor's Office of Economic Development. Redapt Inc. is excited to become part of Nevada's business community and contribute to its continued economic prosperity.

With Regards,

DocuSigned by:
Brent Malmstrom
CC9F46C90F7246E...
Brent J Malmstrom
Redapt Inc.
CFO & COO



Standard Tax Abatement Incentive Application

Company is an / a: (check one)

- New location in Nevada
- Expansion of a Nevada company

Company Name: Redapt Inc.
 Date of Application: December 5, 2025

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) Redapt Inc.			FEDERAL TAX ID # 27-3048112
CORPORATE ADDRESS 14051 NE 200th Street	CITY / TOWN Woodinville	STATE / PROVINCE WA	ZIP 98072
MAILING ADDRESS TO RECEIVE DOCUMENTS (If different from above)	CITY / TOWN	STATE / PROVINCE	ZIP
TELEPHONE NUMBER 425 882 0400	WEBSITE www.redapt.com		
COMPANY CONTACT NAME Brent J Malmstrom	COMPANY CONTACT TITLE CFO & COO		
E-MAIL ADDRESS bmalmstrom@redapt.com	PREFERRED PHONE NUMBER 425 882 0400		

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 70%	EXPECTED DATE OF NEW / EXPANDED OPERATIONS (MONTH / YEAR) Jan -2027		
NAICS CODE / SIC 518210, 423710, 423430, 334111	INDUSTRY TYPE Technolgy Solutions Provider		
DESCRIPTION OF COMPANY'S NEVADA OPERATIONS Global Technology Solutions Provider			
PROPOSED / ACTUAL NEVADA FACILITY ADDRESS TBD	CITY / TOWN TBD	COUNTY Clark County	ZIP

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	Expansions - Plans Over the Next 10 Years
<p>Part 1. Are you currently/planning on leasing space in Nevada? <u>Yes</u></p> <p>If No, skip to Part 2. If Yes, continue below:</p> <p>What year(s)? <u>2026</u></p> <p>How much space (sq. ft.)? <u>100,000</u></p> <p>Annual lease cost of space: _____</p> <p>Do you plan on making building tenant improvements? <u>Yes</u></p> <p>If No, skip to Part 2. If Yes *, continue below:</p> <p>When to make improvements (month, year)? <u>At inception</u></p> <hr style="border-top: 1px dashed black;"/> <p>Part 2. Are you currently/planning on buying an owner occupied facility in Nevada? <u>Yes</u></p> <p>If No, skip to Part 3. If Yes *, continue below:</p> <p>Purchase date, if buying (month, year): <u>TBD</u></p> <p>How much space (sq. ft.)? <u>100,000</u></p> <p>Do you plan on making building improvements? <u>Yes</u></p> <p>If No, skip to Part 3. If Yes *, continue below:</p> <p>When to make improvements (month, year)? _____</p> <hr style="border-top: 1px dashed black;"/> <p>Part 3. Are you currently/planning on building a build-to-suit facility in Nevada? <u>Yes</u></p> <p>If Yes *, continue below:</p> <p>When to break ground, if building (month, year)? _____</p> <p>Estimated completion date, if building (month, year): _____</p> <p>How much space (sq. ft.)? _____</p>	<p>Part 1. Are you currently leasing space in Nevada? _____</p> <p>If No, skip to Part 2. If Yes, continue below:</p> <p>What year(s)? _____</p> <p>How much space (sq. ft.)? _____</p> <p>Annual lease cost at current space: _____</p> <p>Due to expansion, will you lease additional space? _____</p> <p>If No, skip to Part 3. If Yes, continue below:</p> <p>Expanding at the current facility or a new facility? _____</p> <p>What year(s)? _____</p> <p>How much expanded space (sq. ft.)? _____</p> <p>Annual lease cost of expanded space: _____</p> <p>Do you plan on making building tenant improvements? _____</p> <p>If No, skip to Part 3. If Yes *, continue below:</p> <p>When to make improvements (month, year)? _____</p> <hr style="border-top: 1px dashed black;"/> <p>Part 2. Are you currently operating at an owner occupied building in Nevada? _____</p> <p>If No, skip to Part 3. If Yes, continue below:</p> <p>How much space (sq. ft.)? _____</p> <p>Current assessed value of real property? _____</p> <p>Due to expansion, will you be making building improvements? _____</p> <p>If No, skip to Part 3. If Yes *, continue below:</p> <p>When to make improvements (month, year)? _____</p> <hr style="border-top: 1px dashed black;"/> <p>Part 3. Do you plan on building or buying a new facility in Nevada? _____</p> <p>If Yes *, continue below:</p> <p>Purchase date, if buying (month, year): _____</p> <p>When to break ground, if building (month, year)? _____</p> <p>Estimated completion date, if building (month, year): _____</p> <p>How much space (sq. ft.)? _____</p>
* 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):
 TBD on if we purchase or lease. To date based on our power requirements we will more than likely build to meet our needs.

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): <u>\$20,000,000</u>	Building Purchase (if buying): _____
Building Costs (if building / making improvements): _____	Building Costs (if building / making improvements): _____
Land: _____	Land: _____
Equipment Cost: <u>\$3,765,000</u>	Equipment Cost: _____
Total: <u>\$23,765,000</u>	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>75</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: <u>\$76.59</u>	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):

All employees are eligible for our retirement matching program, we have several compensation plans from traditional base and bonus, hourly and commission only

Section 9 - Employee Health Insurance Benefit Program

Is health insurance for employees and is an option for dependents offered? Yes (**attach health plan and quote or invoice**) No

Package includes (check all that apply):

- Medical
 Vision
 Dental
 Other: _____

Qualified after (check one):

- Upon employment
 Three months after hire date
 Six months after hire date
 Other: _____

Health Insurance Costs:	Percentage of health insurance premium by (min 65%):
Plan Type: <u>Traditional and a High Deductable Plan</u>	
Employer Contribution (annual premium per employee): <u>\$ 14,821.38</u>	Company: <u>71%</u>
Employee Contribution (annual premium per employee): <u>\$ 6,127.38</u>	Employee: <u>29%</u>
Total Annual Premium: <u>\$ 20,948.76</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.

Brent Malmstrom

Name of person authorized for signature

CFO & COO

Title

DocuSigned by:

Brent Malmstrom

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Signature

3/18/2026

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

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

Our decision to reincorporate from Washington State to Nevada has been driven by recent legislative actions pertaining to our high-wage income employees, the availability of talent, facility requirements and the continued increases to our operating costs. An example is the new Washington State-mandated minimum wage for SALARIED employees, which has increased from \$38,000 to \$92,000 per year over the past 3 years.

5(B) Employment Schedule

Company Name: Redapt, 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
Chief Executives	11-1011	1	\$350.00	\$156.46	40	\$728,000.00	\$728,000.00
Chief Executives	11-1011	1	\$200.00	\$156.46	40	\$416,000.00	\$416,000.00
Chief Executives	11-1011	2	\$185.00	\$156.46	40	\$384,800.00	\$769,600.00
Sales Managers	11-2022	2	\$125.00	\$63.83	40	\$260,000.00	\$520,000.00
Marketing Managers	11-2021	2	\$55.00	\$59.85	40	\$114,400.00	\$228,800.00
Industrial Production Managers	11-3051	10	\$40.00	\$52.44	40	\$83,200.00	\$832,000.00
Assemblers and Fabricators, All Other, Including Team Assemblers	51-2098	20	\$35.00	\$20.70	40	\$72,800.00	\$1,456,000.00
General and Operations Managers	11-1021	12	\$55.00	\$55.00	40	\$114,400.00	\$1,372,800.00
Engineering Technicians, Except Drafters, All Other	17-3029	25	\$108.17	\$42.79	40	\$225,000.00	\$5,625,000.00
TOTAL		75	\$76.59	\$47.22			\$11,948,200.00

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	15	\$108.17	\$3,374,904.00
4-Year	10	\$125.00	\$2,600,000.00
5-Year	0	\$0.00	\$0.00

* 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: Redapt Inc.

County: Clark

Total Number of Full-Time Employees: 75

Average Hourly Wage per Employee \$76.59

Average Annual Wage per Employee (implied) \$159,307.20

COST OF HELATH INSURANCE

Annual Health Insurance Premium Cost: \$20,948.76

Percentage of Premium Covered by:

- Company 71%
- Employee 29%

HEALTH INSURANCE PLANS:

Base Health Insurance Plan*:	Blue Cross Blue Shield
Deductible - per employee	\$ 1,000
Coinsurance	00% / 00%
Out-of-Pocket Maximum per employee	\$ 3,500

Additional Health Insurance Plan*:	Blue Cross Blue Shield
Deductible - per employee	\$ 3,500
Coinsurance	0% / 0%
Out-of-Pocket Maximum per employee	\$ 7,500

Additional Health Insurance Plan*:	
Deductible - per employee	\$ -
Coinsurance	0% / 0%
Out-of-Pocket Maximum per employee	\$ -

*Note: *Please list only "In Network" for deducatable 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	5.4%	MEC
Annual Out-of-Pocket Maximum not to exceed \$10,600 (2025)	\$3,500	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.

Brent Malmstrom
Name of person authorized for signature

Brent Malmstrom
Signature

CFO & COO
Title

3/18/2026
Date

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

Company Name: Redapt 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.

Brent J Malmstrom

Name of person authorized for signature

CFO & COO

Title

DocuSigned by:
Brent Malmstrom
CC9F46C90F7246E...

Signature

3/18/2026

Date

5(E) Company Information

Company Name: Redapt 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
Rick Cantu	CEO
David Cantu	COO
Bill Collelo	Head of Sales
Matt Huff	President
Brent Malmstrom	CFO & COO
Kevin Myers	Sales

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: Redapt 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 Nevada location, that it would like to list? If so please do so below in the space below. Feel free to add space if required:

Redapt is a strong history of philanthropic actives in the markets we serve. Redapt is the primary sponsor for youth soccer in the greater Seattle area. A club league with over 4,000 kids Seattle United all wear Redapt branded jerseys. We also give a annual \$50,000 scholarship. We look forward to continuing to be good community partners.

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:

TBD at the new facility.

Abatement Application Addendum (for internal use / information)

Company Name: Redapt 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:

We currently recruit out of the University of Washington, Seattle Pacific University and Seattle University.
We will look to replicate our success from our in Washington with programs within the local market/ecosystem.

Supply Chain

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

TBD - We will be purchasing a multi use facility (Office and warehouse) with a total footprint of nearly 100,000 sq feet.

Entity Information

Entity Information

Entity Name:

REDAPT, INC.

Entity Number:

E54343622026-9

Entity Type:

Domestic Corporation (78)

Entity Status:

Active

Formation Date:

08/17/2010

NV Business ID:

NV20263507371

Termination Date:

Annual Report Due Date:

8/31/2026

Compliance Hold:



Trusted Guidance for High Stakes Technology Decisions

We help leadership team make technology decisions they can operate, defend, and adapt – building long-term relationships rooted in trust, clarity, and measurable outcomes.

Who We Are

A Long-Term Partner Built on Trust and Outcomes

We assist organizations in transforming complexity into clear understanding by linking infrastructure, cloud, security, data, and AI—enabling leaders to make informed decisions with confidence and ensuring teams remain coordinated.



Founded 1996



200+ Partner Engineering Certifications



400+ Active Customers



Integrated Expertise

Every Technology Decision
Has Downstream Impact

We work with leadership to reveal tradeoffs early – across cost, risk, operations, security, and future adaptability — ensuring decisions made for one team don't create problems for another.



Data Center Infrastructure



Cybersecurity Solutions



Cloud & Modernization



Data Analytics & AI



Infrastructure decisions designed for performance, cost, and ownership

Value Engineering for Cost & Performance

- Custom solutions crafted to align with unique business objectives
- Engineered systems designed for peak efficiency and operational excellence

Secure, Global Capabilities:

- Robust logistics network spanning 40+ countries
- Pre-configured, production-ready racks delivered worldwide

Governance-Driven Approach:

- Focus on artifacts and governance to ensure transparency and accountability
- Empowers leaders to effectively explain and justify infrastructure decisions within their organizations



Security-forward operations with governance built in

Protecting Assets, Maximizing Value

Operational models designed for resilience, not just compliance

- Risk-based assessments tied to business impact
- Clear ownership for controls and escalation
- CISO advisory for executive leadership

Continuous architecture refinement and cost optimization

- Proactive performance management reviews
- Tools rationalization and vendor life cycle management
- Security approached as an operating discipline, not a checkbox

This is Redapt





Decisions leaders can trust

The goal isn't more data — it's the harnessing information that drives real growth.

Accelerated AI Adoption

- AI initiatives with defined data boundaries
- Ready-to-use solutions for cloud or on-premises workloads

Advanced Data Strategy

- Deploy modern analytics with predictive modeling and ML capabilities
- Implement Governance controls for access, validation, and monitoring

Actionable Business Intelligence

- Measured adoption focused on specific business workflows
- Empower smarter decision-making with deep insights



Modernization that balances speed, stability, and ownership

Accelerate the business without creating new operational risk.

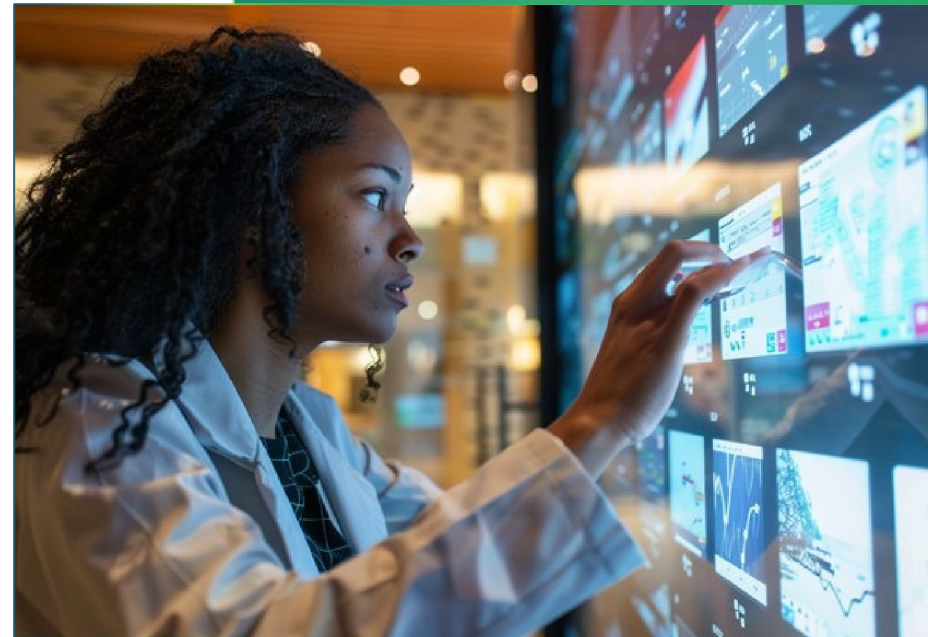
Transform Legacy Applications

- Evolve static workloads into resilient cloud-native assets
- Receive strategic roadmaps for code modernization

DevOps practices aligned to governance and security controls

- CI/CD Pipelines: Remove manual bottlenecks and accelerate releases
- Cloud-Native Focus: Optimize for Kubernetes and hybrid environments
- Infrastructure as Code: Codify infrastructure for consistency and scale

This is Redapt



- FOUNDING PRINCIPLES -



Technology, when implemented with purpose, becomes the ultimate catalyst for change.



Rick Cantu
CEO, Redapt



By earning trust through consistency and a genuine desire to see them thrive, we established a customer-centered approach.



David Cantu
CMO, Redapt

Build a future-ready foundation that drives growth, inspires confidence, and enables lasting success.

Our Tech Objectives

1. **Support innovation** → Faster, defensible decision-making
2. **Secure systems** → Audit-ready controls and ownership clarity
3. **Leverage data** → Trusted insights leaders can act on
4. **Streamline operations** → Reduced variance and operational friction





Real Impact, Proven Results

Partnering for Success Across Industries



Global Rack Integrator

Challenge: ServiceNow needed a reliable partner to deploy 1000 racks with precision and speed.

Solution: Became the top integrator for ServiceNow.

Result: Delivered 1000 racks, meeting ServiceNow's high standards consistently.



Trusted vCISO Advisory

Challenge: Alorica needed to ensure compliance, optimize SOC operations, and manage costs.

Solution: Advisory from vCISO team improved efficiency and streamlined operations.

Result: Alorica reduced costs, lowered turnover, and gained lasting value.



Data Transformation

Challenge: Hexcel faced data silos that limited access to critical supply chain insights, impacting manufacturing efficiency.

Solution: Leveraged data and analytics expertise to break down silos and enhance supply chain visibility.

Result: Hexcel reduced costs, accelerated delivery timelines, and achieved significant operational improvements.



Strategic Migration

Challenge: Perseus Group needed a reliable partner to migrate 25+ acquired companies to their cloud platform.

Solution: Became the trusted choice for every migration.

Result: All migrations were completed successfully, delivering exceptional results.

Thank You

As you explore next steps,
we're happy to help.

- Request an architecture review
- Schedule a security resilience audit
- Explore cost governance options

Name Name
Position, Practice Area
namename@redapt.com