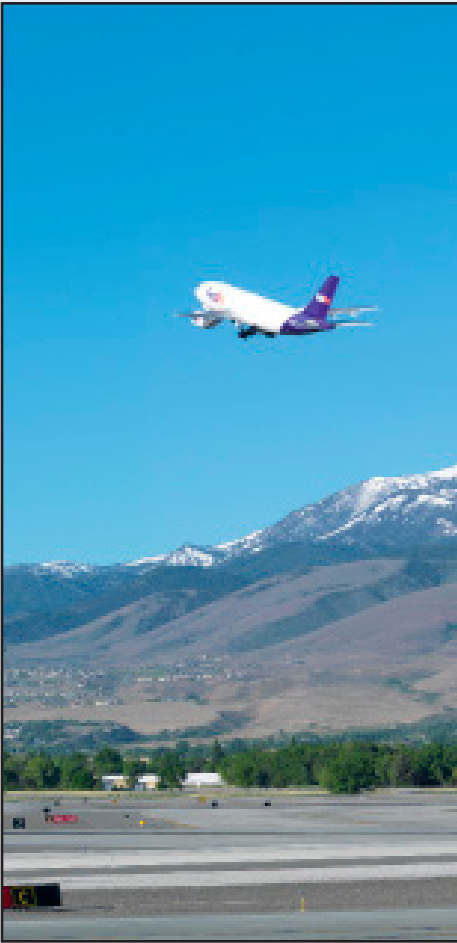




**Reno
Sparks
Tahoe**
ECONOMIC DEVELOPMENT AUTHORITY
OF WESTERN NEVADA

| WHY NEVADA? |



Logistic Advantage:
Reach 8 States Within
One Day and
11 States Within Two
Day Transport

International Appeal:
One Of The Largest
FTZ Sites
In The Nation



Proximity To Major Markets

Low Cost:
Inexpensive To Incorporate
and Conduct Business

WHY NEVADA



Affordable Lease Rates:
Highest Sq. Ft. Industrial
Real Estate Per Capita
In The Country

Business And Training
Incentives

Business Climate:
Ranked In Top 10
As Best States
To Do Business¹



College Town University
Ranked Among
Top 5 Business
Programs In The
Country

Favorable Tax Structure

Accessible Regulatory
Environment



Ranked #2 As Small
Business
And Entrepreneurship
Friendly States²

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¹ Source: Chief Executive, May 2014

² Source: SBE Council, Dec 2014

Business Opportunity

Leading Edge of Business Opportunity

Low Cost - Nevada is one of the lowest cost states in which to incorporate.

Nevada's Tax Structure:

NO Corporate Income Tax

NO Personal Income Tax

NO Inventory Tax

NO Unitary Tax

NO Estate and/or Gift Taxes

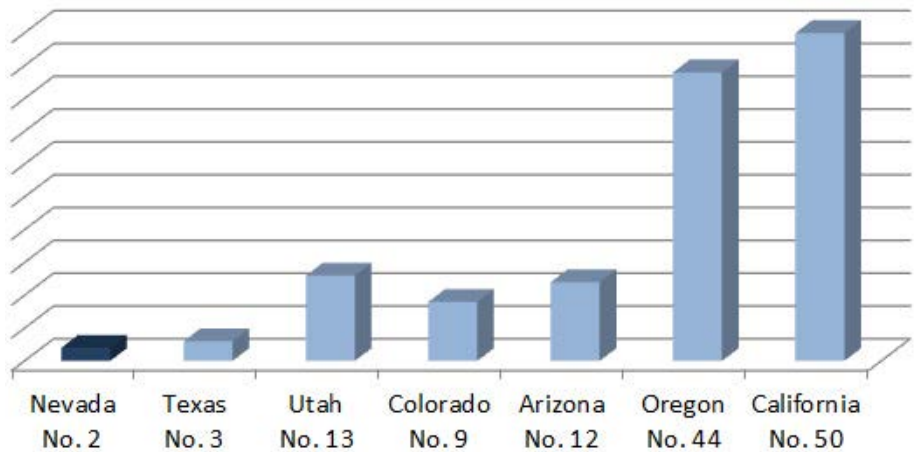
NO Franchise Tax

NO Inheritance Tax

NO Special Intangible Tax

Nevada Encourages Entrepreneurship

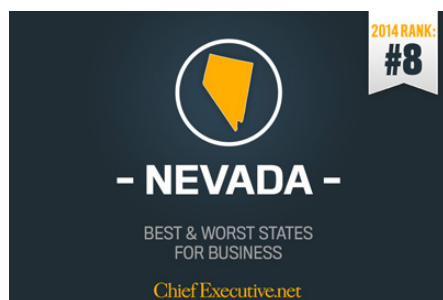
Entrepreneur Friendly States By Ranking



Source: SBE Council - <http://www.sbecouncil.org/2014/12/11/sbe-council-ranks-the-50-states-in-the-small-business-policy-index-2014/>, Dec 2014



U.S. Best States for Doing Business



State of Nevada ranked #8 in Chief Executive's annual survey asked over 600 CEOs to grade each state based on the following criteria:

Taxations & Regulations ★★★★★

Workforce Quality ★★★★★

Living Environment ★★★★★

Source: Chief Executive - <http://chiefexecutive.net/best-worst-states-for-business-2014>, May 2014

Nevada Governor's Office Of Economic Development Incentive Programs: Business Location Assistance

The intent is to favorably alter business location decisions by creating tax incentives for companies locating operations in Nevada. Program standards set forth in NRS 360.750.

			Sales & Use Tax Abatement ¹	Modified Business Tax Abatement ²	Personal Property Tax Abatement ³	Real Property Tax Abatement for Recycling ⁴	Train Employees Now (TEN) Grant ⁵
Capital Investment	Urban >100,000/60,000	New	\$1,000,000	\$1,000,000	\$5,000,000* \$1,000,000**	\$5,000,000* \$1,000,000**	
		Expansion	20% of the value of tangible property	20% of the value of tangible property	20% of the value of tangible property	20% of the value of tangible property	
	Rural <100,000/60,000	New	\$250,000	\$250,000	\$1,000,000* \$250,000*	\$1,000,000* \$250,000*	
		Expansion	20% of the value of tangible property	20% of the value of tangible property	20% of the value of tangible property	20% of the value of tangible property	
Number of Primary Jobs Created	Urban >100,000/60,000	New	50	50	50	50	10
		Expansion	10% or 25 ^f	10% or 25 ^f	10% or 25 ^f	10% or 25 ^f	10
	Rural <100,000/60,000	New	10	10	10	10	10
		Expansion	10% or 6 ^f	10% or 6 ^f	10% or 6 ^f	10% or 6 ^f	10
Minimum Hourly Wage Level	Urban >100,000/60,000	New	\$20.62	\$20.62	\$20.62	\$20.62	\$16.50
		Expansion	\$20.62	\$20.62	\$20.62	\$20.62	\$16.50
	Rural <100,000/60,000	New	\$20.62	\$20.62	\$20.62	\$20.62	\$16.50
		Expansion	\$20.62	\$20.62	\$20.62	\$20.62	\$16.50

¹Sales tax abatement on capital equipment purchases - rate reduced to 2% NRS 374.357

²Up to 50% abatement for up to 4 years on quarterly payroll over \$85,000 taxed at 1.17% NRS 363B.120

³Up to 50% abatement for up to 10 years on personal property NRS 361.0687

⁴Up to 50% abatement for up to 10 years on real property for qualified recycling businesses NRS 701A.210

⁵Training grants with 25% company match (generally \$1,000 per eligible employee) NRS 231.068

*Industrial/Manufacturing, **Other

^fwhichever is greater

The applicant will provide a medical insurance plan for all employees including an option for dependent health insurance coverage of which the employer will pay at least 50% of the premium.

The applicant is expected to register pursuant to the laws of Nevada and to obtain all licenses and permits required by Nevada and the county, city, or town in which business operates.

The applicant commits to maintaining the business in Nevada for 5 years.

Business Incentive Programs

Business Incentives

- **Sales & Use Tax Abatement**
on eligible machinery and equipment; reduces rate to 2%
- **Sales Tax Deferral**
setting up interest free payment plan for taxes in the equal monthly payments over 60 months period (5 yrs)
- **Modified Business Tax (Payroll Tax) Abatement**
50% for 4 yrs on new jobs
- **Personal Property Tax Abatement**
up to 50% abatement of personal property tax for up to 10 years on eligible equipment



Training Incentives

- **Train Employees Now (TEN)**
training administered and conducted in partnership with Nevada's community colleges
- **Silver State Works On the Job Training**
administered by Nevada Department of Employment Training and Rehabilitation (DETR)
- **Job Placement**
Nevada Job Connect recruitment and employee search/job placement services are available at no cost to the employer
- **Employer Incentive Job Program**
Receive 50% of participants wages through training period
- **Incentive Based Employment**
Receive wage retention supplements of up to \$2,000 per employee

**Please see Appendix for detailed program information.*

Job Connect

Business Services Offered At Our Career Centers:

- Customized Recruitment and Staffing (No Fee)
- Nevada’s Largest Pool of Available Workers
- Silver State Works (Subsidized New-Hire Training; Retention Incentives up to \$2000 per employee hired through JobConnect)
- Labor Market Information
- Interview and Conference Space

Nevada JobConnect serves as the first stop for employment in Nevada. They offer businesses a wide array of services to simplify staffing needs and are dedicated to serving the needs of Nevada businesses.

- Post job openings on line at JobCentral Job Bank
- Receive expert advice from our Business Representatives
- Create your own Hiring Event
- Use our Conference Rooms and Interview Offices
- Obtain labor market information
- All services at no cost to you!

Unemployment Rate in Nevada by Year

Year	Labor Force	Employed	Unemployed	Unemployment Rate
2014	1,372,537	1,266,225	106,312	7.7
2013	1,372,996	1,237,860	135,136	9.8
2012	1,383,718	1,225,088	158,630	11.5
2011	1,392,357	1,207,956	184,400	13.2
2010	1,392,110	1,200,302	191,807	13.8

Source: Nevada Department of Employment, Training & Rehabilitation (DETR), Jan 2015

Silver State Works

Eligibility: For an employer to be eligible to participate the employer must have an established, verified, paid-to-date Unemployment Insurance (UI) account, as well as a valid business license if required by the city or county in which the employer conducts business.

Choose Your Option: To ensure employers have the broadest range of choices, the selection of one of three options is available:

1. Employer-Based Training

- Training allowance of \$100/week for up to 6 weeks
- Maximum hours worked is 24 per week/ per employee
- [No cost to employer](#)

2. Employer Incentive Job Program

- Supplemented 50% of employees’ wages during training period
- Training period determined with initial contract
- Maximum hours worked is 40 per week/per employee
- [Recommended for higher earning employees](#)

3. Incentive-Based Employment

- Employer paid maximum of \$2,000 per employee (Monthly payments of \$500, maximum of 4 months)
- Minimum hours worked is 30 per week/ per employee
- Employer agreement details the roles of employer and training sheets
- [Recommended for lower earning employees](#)



LEED Certification

- Property Tax Abatement for Green Buildings**
 non-residential buildings and multi-family residential buildings that earn certification under the United States Green Building Council’s Leadership in Energy and Environmental Design (LEED*) program may be eligible for a partial abatement of property taxes. As directed by the statutes, the Director of the Office of Energy, through Adopted Regulation R116-07, selected the LEED rating system, but with specific requirements for energy conservation. To qualify for the tax abatement, buildings must earn at least three points for energy conservation through the LEED rating system. More valuable abatements are awarded to buildings which earn more energy conservation points as demonstrated in the table below.

LEED Certification Level	1-2 Points for Energy Conservation	3 Points for Energy Conservation	4 Points for Energy Conservation	5 Points for Energy Conservation	6 Points for Energy Conservation	7 Points for Energy Conservation	8 Points for Energy Conservation
Silver	No abatement	25% abatement for 5 years	25% abatement for 6 years	25% abatement for 7 years	25% abatement for 8 years	25% abatement for 9 years	25% abatement for 10 years
Gold	No abatement	25% abatement for 5 years	25% abatement for 6 years	30% abatement for 7 years	30% abatement for 8 years	30% abatement for 9 years	30% abatement for 10 years
Platinum	No abatement	25% abatement for 5 years	25% abatement for 6 years	30% abatement for 7 years	30% abatement for 8 years	30% abatement for 9 years	35% abatement for 10 years

Nevada is a Right-to-Work State

Right-to-Work Law secures the right of employees to decide for themselves whether or not to join or financially support a union. However, employees who Work in the railway or airline industries are not protected by a Right to Work law, and employees who work on a federal enclave may not be.

- Policy on Union Membership, Organization, etc.**

No person shall be denied the opportunity to obtain or retain employment because of non- membership in a labor organization.

- Prohibited Activity**

Agreements prohibiting employment because of non-membership in labor organization; strike or picketing to force or induce employer to make agreement; compelling person to join labor organization, strike, or leave employment; conspiracy to cause discharge or denial of employment or to induce refusal of work on basis of membership

Workers' Compensation

Nevada law requires all business owners to obtain and maintain workers' compensation coverage.

Employers may obtain workers' compensation insurance from a private insurance company authorized to provide workers' compensation in Nevada by the Division of Insurance (DOI).

- If qualified, an employer may be self-insured through an approval process overseen by the DOI.
- For smaller businesses there are associations of self-insured employers - groups of employers (generally in the same type of business) which are members of the association.

Workman's Compensation Premium Rate Ranking

State	Ranking	Index	% of Study Median
Nevada	46	1.26	68%
Arizona	37	1.60	86%
California	1	3.48	188%
Colorado	41	1.50	81%
Idaho	14	2.01	109%
New Mexico	20	1.99	108%
Oregon	43	1.37	74%
Utah	45	1.31	71%

Note: Nevada also has a payroll cap: \$36,000 of reportable payroll per employee, per employer, per year. However, no adjustment was made to Nevada's rates to compensate for its payroll limitation on workers' compensation premium. Rankings are based on a scale of 1 to 51, 1 being the highest rates and 51 being the lowest.

Source: Oregon Department of Consumer and Business Services - <http://dcbs.oregon.gov> - Oct 2014

Higher Education

Truckee Meadows Community College

Truckee Meadows Community College is a comprehensive community college located in Reno, Nevada, and is part of the Nevada System of Higher Education. The college serves more than 28,000 students each year in credit and non-credit programs at five college sites and more than 20 community locations.

TMCC is northern Nevada's jobs college, preparing qualified students for jobs in industries right here in Nevada. In fact, 95% of our students remain in Nevada after completing their studies, helping to build and support our local community. TMCC students, graduates, employees and infrastructure put more than \$678 million into the region's economy each year.

TMCC is continually growing and finding new ways to prepare students for jobs in our community. Offering academic and university transfer, occupational training, career enhancement workshops and classes just for fun, TMCC is the fastest growing college in northern Nevada.

Desert Research Institute (DRI)

Desert Research Institute is the environment research component to the Nevada System of Higher Education. DRI fosters scientific and engineering talent and is a leader in discovering the effects of natural and human-induced environmental change.

University of Nevada Reno

- Nevada's Only Tier 1 Quality Institution
- Students pay 80% less than average Tier 1 institutions
- Robotics Research Lab
- MBA program ranked top 5 in BusinessWeek
- Great Basin Center for Geothermal Energy
- Earthquake & Seismology Lab
- UNR School of Medicine (only public medical school in Nevada)



THE UNIVERSITY OF NEVADA, RENO

A university on the move is making this region a **smart choice for business.**

National Tier 1



university, as reported by *U.S. News & World Report's* "Best Colleges" issue. This competitive ranking places Nevada among the nation's top universities.

Top 25

in the nation for best part-time MBA program, as recognized by *Bloomberg Businessweek*.

\$350 Million

in new state-of-the-art facilities added in the last 6 years.

124%

increase in the number of enrolled National Merit and Presidential scholars from 2009 to 2013.

Tech Transfer

The University's Technology Transfer Office helps to create new companies and industries by commercializing University research and innovation.

Shaking Up Engineering

Nevada's Large-Scale Structures Lab is America's largest earthquake engineering research facility.

140



years... that's how many years the University of Nevada has been the state's Land-Grant university. Today, we continue this proud tradition by serving citizens in every county of the Silver State.

World-Improving Research

From advances in neuroscience to high-energy physics to solutions for climate change, Nevada is leading the charge.

13 Alumni In Congress

With 13 alumni having served in the U.S. Congress, the University has a long legacy of leadership at the highest levels.

A SMART CHOICE FOR RESEARCH, DEVELOPMENT AND INNOVATION

With **\$93 million in current research activity**, the University is perfectly positioned to help businesses with research, consulting, and joint ventures. The University recently launched an **Unmanned Aerial Systems (UAS) minor program** to support Nevada's designation as an **FAA-approved UAS center**, and is working to achieve industry-University partnerships to commercialize fixed, aerial, and underwater robotic systems and advanced manufacturing systems.

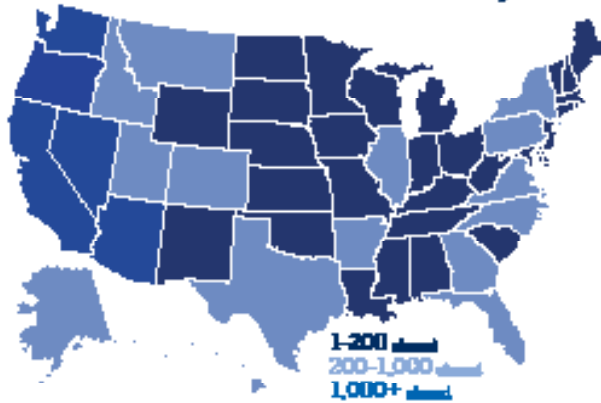
Technology Transfer Office
(775) 784-4421



University External Relations
(775) 784-4805

University of Nevada, Reno

Alumni Across The Country



15,000 + **3,000** = **18,000**
 Undergraduate + Professional and graduate students = Total enrollment



Take a look at admitted students who made the grade in 2012

Range shows represent the middle 50 percent of scores

Average freshman GPA:

3.35

High School GPA is un-weighted

Average freshman test score:

540

SAT I Math

525

SAT I Reading

23

ACT Math

23

ACT Reading

Class size

29:1

2012 incoming freshman class diversity

40%

Most popular freshman majors

- Biology
- Business
- Education
- Pre-Nursing
- Psychology

Grants & scholarships awarded

\$44 Million

192 miles to Napa (with image of vineyard)

132 miles to Sacramento (with image of rafting)

219 miles to San Francisco (with image of Golden Gate Bridge)

36 miles to Lake Tahoe (with image of paddleboarder)

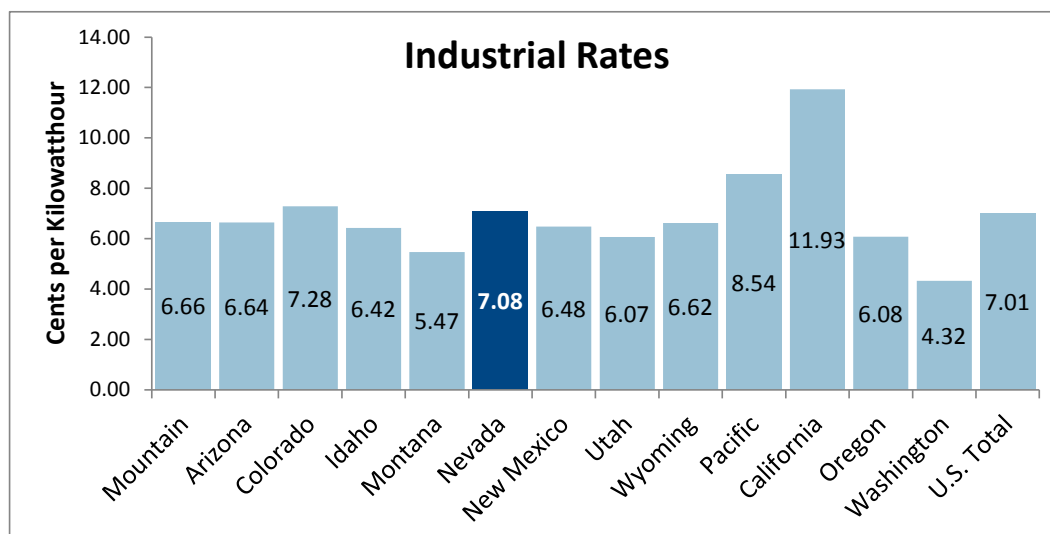
453 miles to Las Vegas (with image of Statue of Liberty)

516 miles to Los Angeles (with image of surfers)

UNV University of Nevada, Reno

Average Retail Price of Electricity to Ultimate Customers by End-Use, by State

- Through December 2014, Nevada's average retail price for all sectors was 3.2% higher than the Mountain states, 35.9% lower than California, and 6.6% lower than the United States.



- Through December 2014, Nevada's average retail price for industrial customers was 6.3% higher than the Mountain states, 40.6% lower than California, and 1.0% higher than the United States.

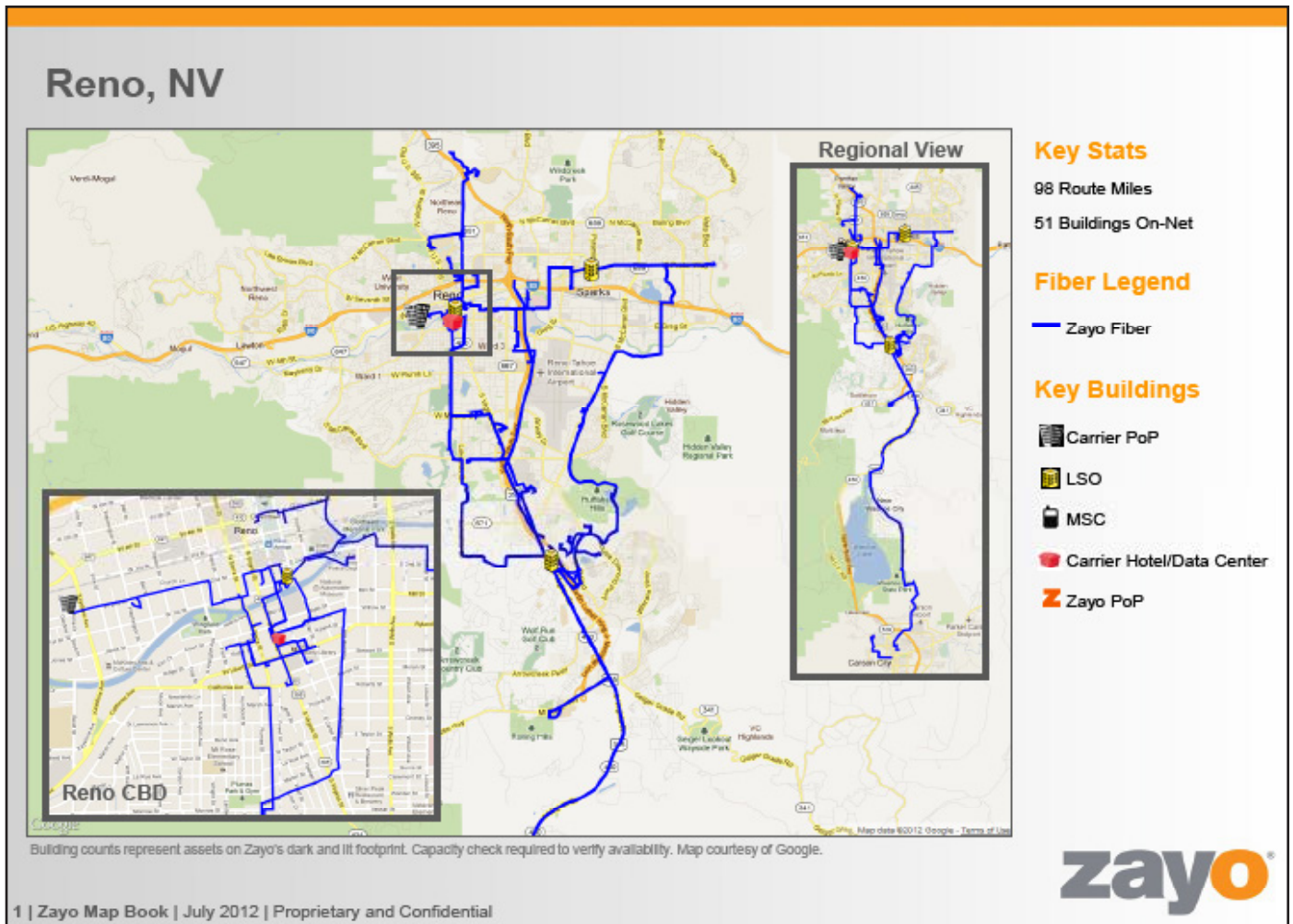
Location	Residential	Commercial	Industrial	Transportation	All Sectors
Mountain States	11.71	9.69	6.66	10.49	9.46
Arizona	11.98	10.05	6.64	0.00	10.24
Colorado	12.18	10.20	7.28	10.79	10.04
Idaho	9.76	7.79	6.42	0.00	7.95
Montana	10.26	9.60	5.47	0.00	8.62
Nevada	12.88	9.66	7.08	9.25	9.76
New Mexico	12.33	10.35	6.48	0.00	9.69
Utah	10.73	8.62	6.07	10.34	8.41
Wyoming	10.53	8.90	6.62	0.00	7.78
Pacific States	13.65	13.69	8.54	8.77	12.59
California	16.29	15.67	11.93	8.76	15.23
Oregon	10.47	8.81	6.08	9.21	8.78
Washington	8.71	7.93	4.32	8.30	7.15
US Total	12.50	10.75	7.01	10.27	10.45

Numbers do not include taxes. Nevada's numbers do not include franchise taxes or the UEC. The REPR, TRED, and EE rates are included.

The charts above represent rates charged over the period January 2014 thru December 2014.

This table is an average and should not be used to determine costs for a specific project or client. All numbers represented are cents per kilowatt-hour.

Source: NV Energy Economic Development - <http://www.nvenergy.com/econdev>, December 2014



Fiber Availability

Over 550 Fiber Lit Buildings | Over 1,400 Miles of Fiber

Reno office buildings have access to dedicated internet services, scaled to the needs of your business. Delivered via a direct fiber optic connection, this Ethernet-based service easily integrates with your office local area network — making for a more convenient setup.

Industry Overview

Manufacturing is a significant part of Nevada's diverse economy. It contributed \$5.5 billion to Nevada's gross state product in 2012.

Manufacturing Opportunities

Manufacturing companies in Greater Reno-Tahoe gain a competitive edge thanks to the vast resources available including:

Buildings and Sites

- 74 million sq. ft. inventory
- Largest square foot per capita in the nation

Foreign Trade Zone

- 7,500 acres
- One of the largest in the nation

Work Force

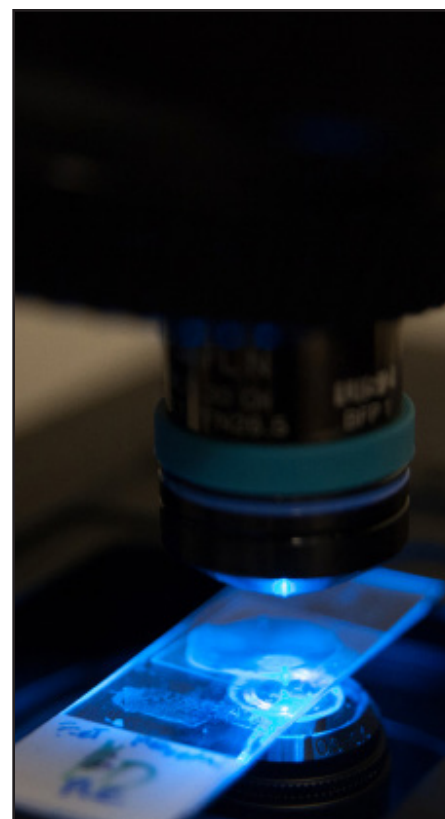
- University of Nevada, Reno offers degree programs in both electrical and mechanical engineering
- Truckee Meadows Community College offers two-year degree programs in manufacturing technology including; fabrication, machining and production systems and machine tool technology
- Access to \$23 million in training funds available to develop customized training

Logistics

- Reno-Tahoe is a hub for the 11 western states
- Served by the I-80 Interstate
- International airport, air cargo with competitive rates
- Extensive rail system with double stack trains
- 24-hour customs
- Access to 50 million people within a day's drive

Employer-Friendly State

- Union representation low at 3% for regional manufacturers



Top Reasons Why Data Centers Are Choosing Northern Nevada

Data centers are looking to Northern Nevada as a safe, reliable and logical place to do business. From power costs and reliability to one of the most tax friendly business environments in the nation, Greater Reno-Sparks-Tahoe is a competitive location for data center operations.

1) Power

- Cost: Short Term Competitive - Long Term Stable or Declining
- Plenty Of Capacity Available – Not Dependent on Pulling From The Grid Very Often
- Reliability And Quality – Very Limited Brownouts or Power Spikes – NV Energy is ranked in the top ten for SAIDI and SAIFI ratings.
- Not Overly Dependent on Coal or Hydro, Both Likely To See Cost Increases In The Future
- Good Mix Of Renewable And Significant Geothermal Energy In The Area

2) Safe and stable zone for Data Centers

No natural disasters: ice storms, tornadoes, floods, earthquakes, hurricanes, power outages, tsunami, nuclear power plants

3) Proximity to California

Western edge of “safe zone” near California where many companies that need data storage are located

4) Climate Advantages

Cool and Dry climate reduces energy use, increases efficiency

5) Quality Workforce

Talent available (as validated by NJVC) and University has programs to ensure workforce needs will be met in the long term

6) Low Latency

Plenty of capacity and redundancy on the fiber network which means data is transferred quickly – 65 milliseconds to New York and 140 milliseconds to Singapore

7) Land

Available and very reasonable – No NIMBY issues

8) Water Availability

Reliable, available and reasonably priced water for water cooling

9) Business Friendly State

Consistently ranked high in responsiveness and support for business

10) Taxes Low

Reduced sales tax and abated property taxes and no corporate or individual income taxes – Nevada ranked No. 3 Best Tax Climate in 2013 by the Tax Foundation

11) Credible Location

The Northern Nevada Office Market

The Northern Nevada office market consists of over 12,000,000 square feet; approximately 10,000,000 square feet in the Class A, B and Garden Office categories.

These three power locales are serviced by the aforementioned thoroughfares. A variety of amenities have strategically been developed within walking or short commute distances within the major office projects of each submarket.

The most attractive office parks in Northern Nevada bring the outside in by emphasizing the pristine views of the Sierra Mountains, and over 250 days of sunshine.

Readily available building owners and government officials accelerate the planning, design, permitting, construction and move-in process, allowing occupiers to focus on their base business.

Whether downtown or suburban, the Northern Nevada office market continues to nurture diverse business growth and foster ingenuity for major corporations requiring service sites and headquarters.

Foreign Trade Zone and Alternative Site Framework (ASF) Plan

The Economic Development Authority of Western Nevada (EDAWN) is the Grantee Sponsor of Foreign-Trade Zone (FTZ) No. 126 in the State of Nevada. Companies that operate in a foreign-trade zone can defer, reduce, or eliminate Customs duties, entry procedures and federal excise taxes on foreign products admitted into zones for storage, exhibition, assembly, manufacture, and processing.

FTZ 126, at nearly 7,500 acres, is one of the largest in the nation, and provides attractive incentives for international companies.

In 2010, Northern Nevada was approved for an Alternative Site Framework (ASF) plan. The ASF provides foreign-trade zone grantees with greater flexibility to meet specific requests for zone status by utilizing the minor boundary modification process. ASF can make application for FTZ easier and less expensive, offering benefits such as:

- Manufacturing and Warehousing within 30 days
- Manufacturing under a Temporary/Interim (T/IM) in 75 days
- No Filing Fee
- Possible Production Equipment Benefit
- Lower cost entry for companies.

International Service – Foreign Trade Zone

Allows foreign and domestic merchandise to be admitted for operations such as storage, exhibition, assembly, manufacture and processing, without being subject to formal U.S. Customs entry procedures, duties or excise taxes.

With no inventory, corporate income, or personal income taxes, Reno/Sparks FTZ offers attractive incentives:

- FTZ No.126 Northern Nevada: at nearly 7,500 acres is one of the largest in the nation.

Some Advantages of Operating in a Foreign-Trade Zone

- Cash Flow
- Exports
- Waste/Scraps/Defects/ Damage Obsolescence
- Inverted U.S. Customs Duty Savings
- Non-dutiability of labor, overhead and profit
- Reduced cycle time
- Weekly Entries
- Harbor Maintenance Fee
- Taxation
- Production Machinery
- International Returns
- Country-of-origin marking/labeling
- Security
- Anti-dumping/countervailing duties
- Quality Control
- Inventory Control

Line Item	Potential Savings
Inverted Duty	\$ 1,100,000
Cash Flow/Borrowing Reduction	\$ 1,500,000
Exports	\$ 980,000
Direct Delivery	\$ 273,973
Foreign v. U.S. Production	\$ 4,900,000
Scrap/Waste/Obsolete/Surplus	\$ 180,000
Merchandise Processing Fee (monthly entry)	\$ 703,250
Customs Broker Entry Fee (monthly entry)	\$ 145,200
State & Local Ad Valorem Tax	\$ 250,000
Total Potential Savings	\$ 10,032,423

Greater Reno-Tahoe Business Advantage

Strategic Location

Greater Reno-Tahoe enjoys a strategic location as a hub for distribution materials throughout the Western United States.

With direct access to 1-80 East-West and US 395 North-South, the region lies amid an extensive transportation network, reaching a large percentage of the Western population within a day to two-day period.

Greater Reno-Tahoe’s strategic location and proximity to 10 large metros within two days drive allows for cost and time savings for your company.

Logistics Advantages of Greater Reno-Tahoe

Over 65 trucking companies provide overnight delivery to 80% of the eleven contiguous Western states. The remaining 20% can be reached second day.

The Reno-Tahoe International Airport provides air cargo service from Capital Cargo, DHL and daily from FedEx and UPS to their respective hubs for distribution both domestic and international.

Union Pacific Railroad links 23 states, plus every major west coast and Gulf Coast port and

provides service to the east through its major gateways in Chicago, St. Louis, Memphis and New Orleans . UP also operates north/south corridors to serve all six gateways to Mexico.

State regulation of trucking allows “Triples” or three trailers per cab across much of West, with the exception of California, making Reno a convenient location for assembly/disassembly of loads headed both East and West.

Next Day *LTL Transit Time

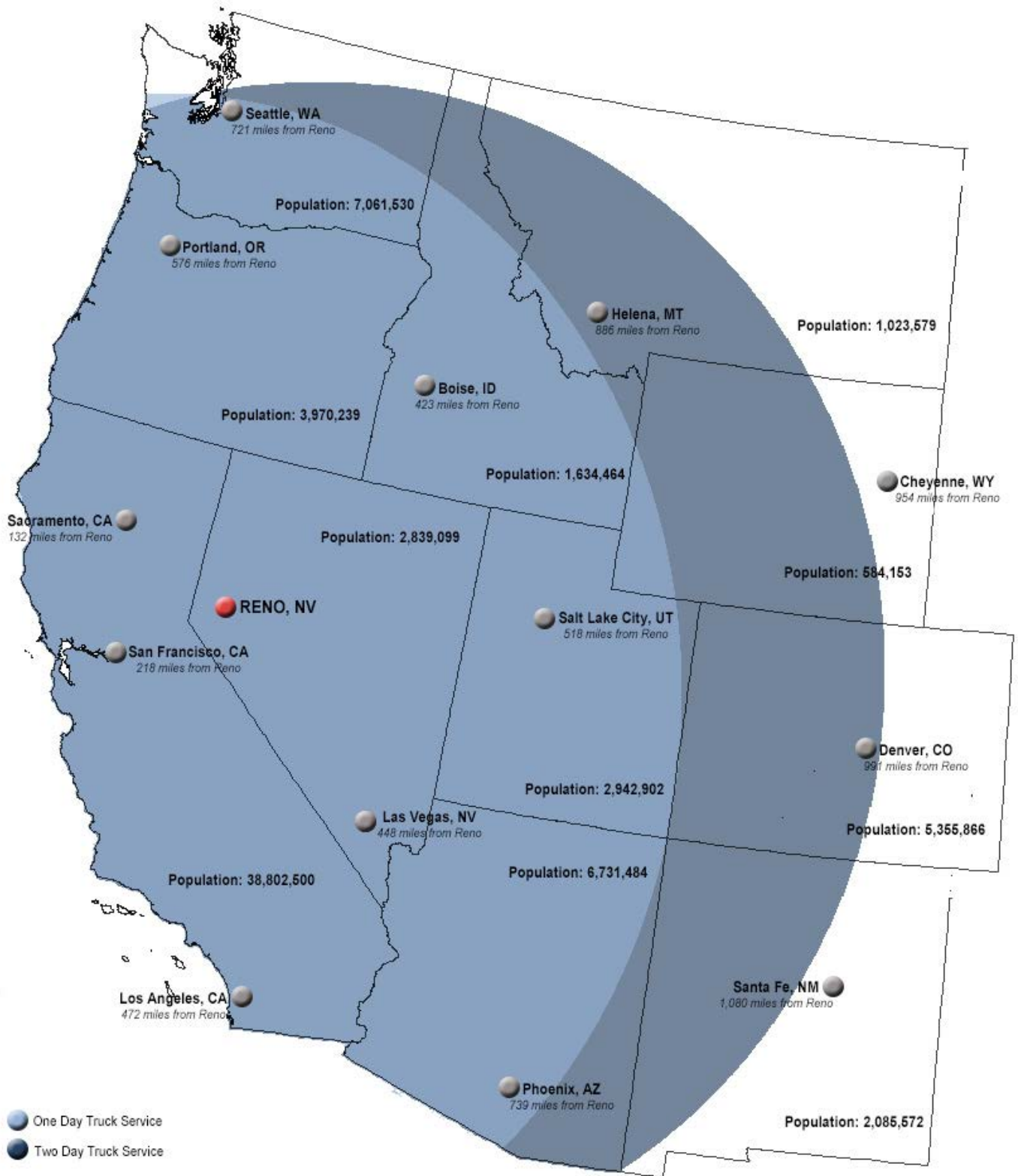
City	Highway Miles	Air Time
Las Vegas	448	1:00
Los Angeles	472	1:06
Portland	576	1:30
Sacramento	132	0.25
Salt Lake City	518	1:00
San Diego	575	1:30
San Francisco	218	0:50

Second Day *LTL Transit Time

City	Highway Miles	Air Time
Denver	991	2:30
Phoenix	739	2:00
Seattle	721	1:41

*LTL: Less Than Truckload

Greater Reno-Tahoe Business Advantage



Mileage Source: Rand McNally
 Population Source: U.S. Census Bureau, 2014 Estimates

Greater Reno-Tahoe Business Advantage



Reno-Tahoe International Airport - Flights

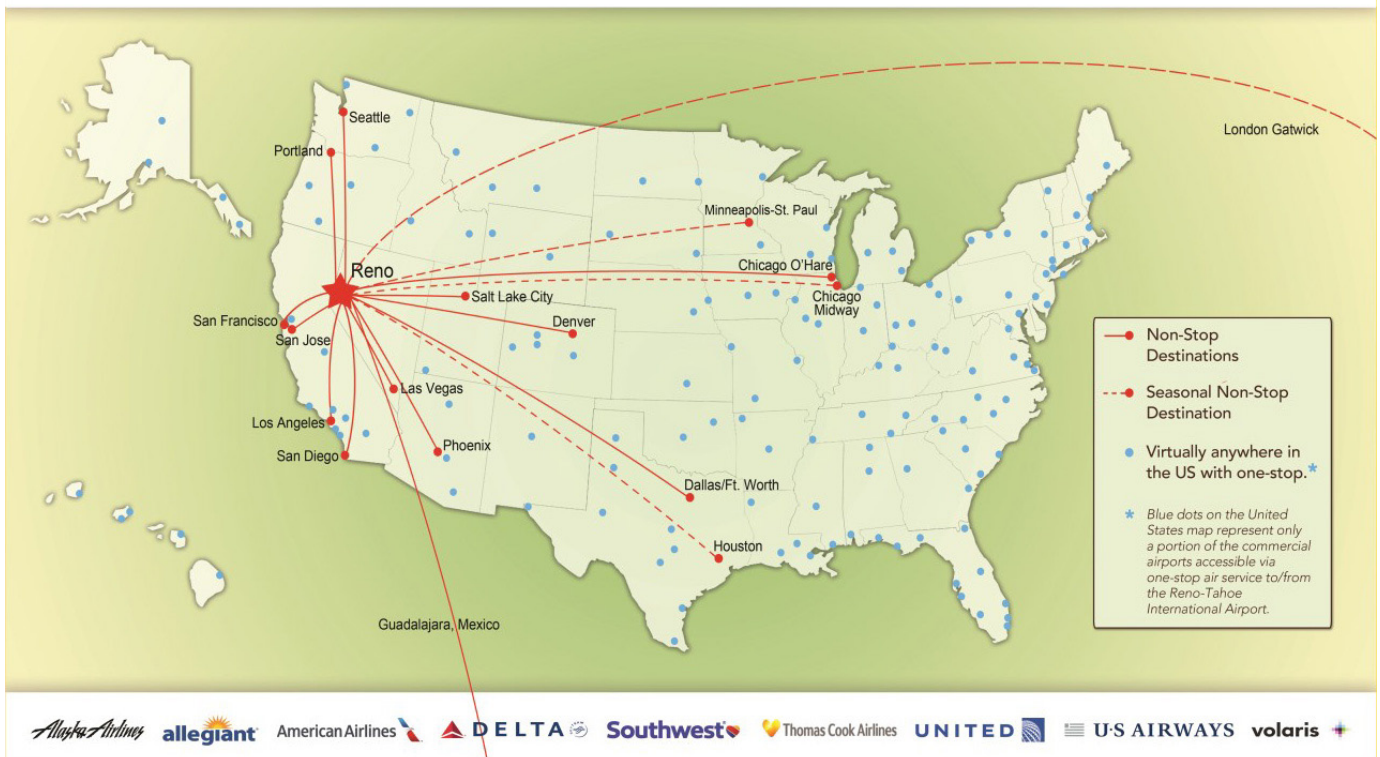
Reno-Tahoe International Airport has 9 Airline Partners with 96 daily flights (to and from) and 17 non-stop destinations.

Multiple daily flights between RNO and major airline hubs such as Chicago O’Hare, Dallas/Fort Worth, Los Angeles, Seattle, Denver, and San Francisco to name a few.

With significant access to global airline hubs and service from each of the three major airline alliances (oneworld, SkyTeam, and Star Alliance), most major international markets can be reached with only one-stop.

In addition, RNO continues to have a significant presence with low cost carrier Southwest Airlines.

The Reno-Tahoe International Airport also features convenient parking and TSA Pre-check (for those who qualify) during our busiest times.



JetBlue to link Reno, New York with daily flights in May, 2015. Source: Reno Tahoe International Airport, RTIA Highlights 4th Quarter 2014

Reno-Tahoe International Airport - Cargo

Reno-Tahoe International Airport maintains robust cargo traffic with service via 3 major cargo carriers with approximately a dozen cargo departures per day.

Air Cargo Numbers

Month	2012	2013	2014
January	8,813,491	10,269,546	10,303,380
February	8,274,037	8,635,807	9,486,697
March	9,304,722	9,457,376	9,758,391
April	8,175,766	8,639,232	9,874,401
May	9,706,074	9,398,212	10,269,963
June	9,302,777	9,001,339	9,679,744
July	9,096,013	10,149,807	10,863,843
August	10,398,754	10,859,694	10,853,726
September	9,573,812	9,689,115	10,127,014
October	9,677,334	10,834,930	11,429,538
November	10,469,628	10,099,499	10,664,398
December	13,007,942	13,998,438	15,776,073
Totals	115,800,350	121,032,995	129,089,232



Source: Reno Tahoe International Airport, RTIA Highlights

Appendix: Property Tax Abatement for Green Buildings

In compliance with NAC 701A.200, the Director has determined that the following updated versions of the Leadership in Energy and Environmental Design (LEED) rating system are appropriate for use in this State:

- LEED NC – LEED 2009 for New Construction and Major Renovations
- LEED EB – Existing Buildings Operations and Maintenance
- LEED CS – LEED 2009 for Core and Shell Development

State:	Nevada
Incentive Type:	Property Tax Incentive
Eligible Efficiency Technologies:	Comprehensive Measures/Whole Building
Eligible Renewable/Other Technologies:	Passive Solar Space Heat, Solar Water Heat, Photovoltaics, Landfill Gas, Wind, Biomass, Geothermal Electric, Daylighting, Anaerobic Digestion, Small Hydroelectric
Applicable Sectors:	Commercial, Industrial, Multi-Family Residential
Amount:	LEED Silver: 25% reduction of the property tax payable each year for 5 - 10 years LEED Gold: 25% - 30% reduction of the property tax payable each year for 5 - 10 years LEED Platinum: 25% - 35% reduction of the property tax payable each year for 5 - 10 years
Equipment Requirements:	Buildings must earn either Silver, Gold or Platinum certification under the LEED Green Building Rating System and earn at least 3 points for energy conservation.
Start Date:	12/4/2007
Web Site:	http://energy.state.nv.us/energy-efficiency/green-building-abatem...
Authority 1: Date Enacted:	<u>NRS § 701A.110 (amended in 2007)</u> 6/17/2005
Authority 2: Date Enacted: Date Effective:	<u>NAC § 701A.010, et seq.</u> 12/4/2007 12/4/2007

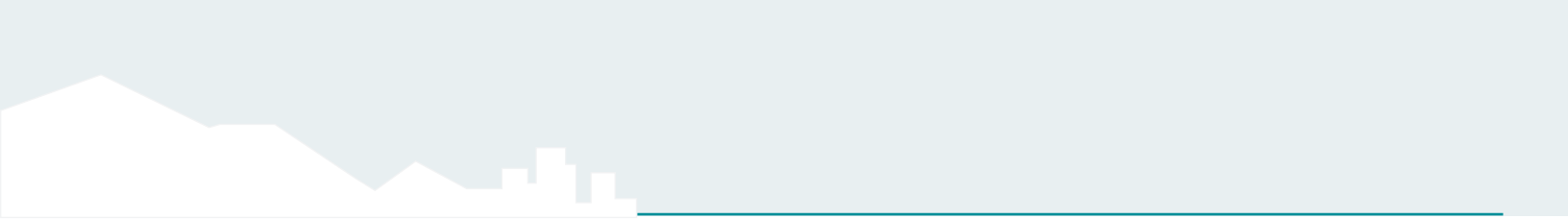
Non-residential buildings and multi-family residential buildings that earn certification under the United States Green Building Council's Leadership in Energy and Environmental Design (LEED*) program may be eligible for a partial abatement of property taxes. As directed by the statutes, the Director of the Office of Energy, through Adopted Regulation R116-07, selected the LEED rating system, but with specific requirements for energy conservation. To qualify for the tax abatement, buildings must earn at least three points for energy conservation through the LEED rating system.

Once a project has its letter of verification from the Director of the Office of Energy, indicating that the building has earned a Silver or higher certificate, the Department of Taxation, the County Assessor, the County Treasurer, and the Commission on Economic Development will be notified. The property tax abatement can not be applied to any taxes imposed for public education, or any buildings that receive funding from any governmental entity in Nevada for the acquisition, design or construction of the building.

Contact:

Public Information
Nevada Department of Taxation
Division of Assessment Standards
1550 College Parkway Suite 115
Carson City, NV 89706
Phone: (775) 684-2100
Fax: (775) 684-2020
http://tax.state.nv.us/DOAS_MAIN.htm

Lorayn Walser
Nevada State Office of Energy
755 North Rook Street, Suite 202
Carson City, NV 89701
Phone: (775) 687-1850 Ext.7308
Fax: (775) 687-1869
E-Mail: lwalsen@energy.nv.gov
<http://energy.state.nv.us>



Sales and Use Tax Abatement

NRS 360.750, 374.357

Partial sales and use tax abatements are available for purchases of capital equipment. The abatement reduces the applicable tax rate to 2%.

An application for abatement must be made in advance to the Office or, if the purchase has been made, within 60 days after the date on which the tax was due. If the application for abatement is approved, the taxpayer is eligible for a refund of the tax paid (NRS 372.297 (2)).

Eligible Goods are capital goods for which an allowance for depreciation is authorized pursuant to the US Internal Revenue code, Section 179, as described in Publication 534, Depreciation under “Qualifying Property,” and which directly provides jobs within the State of Nevada as a result of the use of the capital goods by the purchaser.

Ineligible Goods are capital goods purchases including, but not limited to: buildings or their structural components, equipment utilized by a public utility, equipment used for medical treatment, and machinery and equipment used in the construction, gaming, and mining industries.

Objectives

The Sales and Use Tax Abatement is consistent with the State Plan for Excellence in Economic Development, which identifies key objectives:

- A clear vision for regional economic development tuned to the State’s objectives.

- Building upon the state’s historical economic foundations of Tourism, Gaming and Entertainment; and Mining Materials and Manufacturing with a strategic focus on Aerospace & Defense; Business IT Ecosystems; Clean Energy; Health & Medical Services; and Logistics & Operations.
- The attraction of businesses that lay the foundation for the development and expansion of the key sectors.
- The expansion of businesses and industries that contribute to the vibrancy of Nevada’s economy.

The Company’s Responsibilities

The company receiving this abatement will provide a medical insurance plan for all employees including an option for dependent health insurance coverage. The company will also pay at least 50% of the employee premium cost.

The business is expected to register pursuant to the laws of Nevada and to obtain all licenses and permits required by Nevada and the county, city or town in which the business operates,

The applicant commits to maintaining the business in Nevada for 5 years.

Abatement is voidable if the business fails to comply with any terms of the agreement. Audits will be done by the Nevada Department of Taxation after 2 and 5 years to ensure compliance.

Eligibility

The Governor’s Office of Economic Development will look for the following criteria when reviewing an applicant’s eligibility for abatement. Two of the following three must be met:

Wage Requirement

The company’s average hourly wage at the Nevada facility must equal or exceed 100% of the county average hourly wage or statewide average hourly wage, whichever is less. For new businesses, compliance with this criterion is required. The statewide average hourly wage established for FY 2014 is \$20.62 The FY 2014 county-wide average wages are available in a separate document.

Number of Jobs Required

For counties or cities with a population of more than 100,000 or 60,000, respectively, requires a minimum of 50 full-time permanent jobs in Nevada by the fourth quarter of operation and continue to employ at least the minimum.

For counties or cities with populations of less than 100,000 or 60,000, respectively, requires a minimum of 10 full-time

Modified Business Tax Abatement

NRS 363B.120

A business tax is imposed on each employer at the rate of 1.17% on wages over \$85,000 (minus healthcare premiums) per quarter. Wages are as defined in NRS 612.190, paid by the employer during a calendar quarter with respect to employment.

A partial abatement of the tax during the initial period of operation is available. Qualifying employers may apply for an abatement of 50 percent of the tax otherwise due during the first four years of its operations.

Objectives

The Modified Business Tax Abatement is consistent with the State Plan for Excellence in Economic Development, which identifies key objectives:

- A clear vision for regional economic development tuned to the State's objectives.
- Building upon the state's historical economic foundations of Tourism, Gaming and Entertainment; and Mining, Materials and Manufacturing with a strategic focus on Aerospace & Defense; Business IT Ecosystems; Clean Energy; Health & Medical Services; and Logistics & Operations.
- The attraction of businesses that lay the foundation for the development and expansion of the key sectors.
- The expansion of businesses and industries that contribute to the vibrancy of Nevada's economy.

The Company's Responsibilities

The company will provide a medical insurance plan for all employees including an option for dependent

health insurance coverage. The company will also pay at least 50% of the employee premium cost.

The business is expected to register pursuant to the laws of Nevada and to obtain all licenses and permits required by Nevada and the county, city or town in which the business operates,

The applicant commits to maintaining the business in Nevada for 5 years. Abatement is voidable if business fails to comply with any of the terms of the agreement.

Audits will be done by the Nevada Department of Taxation after 2 and 5 years to ensure compliance.

Eligibility

The Governor's Office of Economic Development will look for the following criteria when reviewing applicant's eligibility for abatement. Two of the following three must be met:

Wage Requirement

The Company's average hourly wage at the Nevada facility must equal or exceeds 100% of the county average hourly wage or statewide average hourly wage, whichever is less. For new businesses, compliance with these criteria is required. The statewide average hourly wage established for FY 2014 is \$20.62. The FY 2014 county-wide average

wages are available in a separate document.

Number of Jobs Required

For counties or cities with a population of more than 100,000 or 60,000, respectively, requires a minimum of 50 full-time permanent jobs in Nevada by the fourth quarter of operation and continue to employ at least the minimum.

For counties or cities with a population of less than 100,000 or 60,000, respectively, requires a minimum of 10 fulltime permanent jobs in Nevada by the fourth quarter of operation and continue to employ at least the minimum.

For an expansion, the company must increase the number of employees on the payroll by 10% or 25 (urban) or 6 (rural) employees, whichever is greater.

Capital Investment Requirement

For counties or cities with a population of more than 100,000 or 60,000, respectively, a capital investment of \$1 million is required. For counties or cities with a population of less than 100,000 or 60,000, respectively, a capital investment of \$250,000 is required.

As a condition of approval, applicant agrees in writing to supply upon request copies of all necessary records for the Office's director to verify the applicant meets all requirements.

Personal Property Tax Abatement

NRS 360.750, 361.0687

Partial abatement from personal property taxes are available to companies that locate or expand their businesses in Nevada.

The abatement can be up to 50% of the taxes due for up to 10 years. The applicant must apply for abatement not more than one year before the business begins to develop for expansion or operation in Nevada.

Applications are due at least 45 working days prior to a GOED Board meeting.

Objectives

The Personal Property Tax Abatement is consistent with the State Plan for Excellence in Economic Development, which identifies key objectives:

- A clear vision for regional economic development tuned to the State's objectives.
- Building upon the state's historical economic foundations of Tourism, Gaming and Entertainment; and Mining, Materials and Manufacturing with a strategic focus on Aerospace & Defense; Business IT Ecosystems; Clean Energy; Health & Medical Services; and Logistics & Operations.
- The attraction of businesses that lay the foundation for the development and expansion of the key sectors.
- The expansion of businesses and industries that contribute

to the vibrancy of Nevada's economy.

Eligible Goods are capital goods which an allowance for depreciation is authorized pursuant to the US Internal Revenue code, Section 179, as described in Publication 534, Depreciation under "Qualifying Property," and which directly provides jobs within the State of Nevada as a result of the use of the capital goods by the purchaser.

Ineligible Goods are capital goods purchases including, but not limited to: buildings or their structural components, equipment utilized by a public utility, equipment used for medical treatment, and machinery and equipment used in construction, gaming, and mining industries.

The Company's Responsibilities

The company will provide a medical insurance plan for all employees including an option for dependent health insurance coverage. The company will also pay at least 50% of the employee premium cost.

The business is expected to register pursuant to the laws of Nevada and to obtain all licenses and permits required by Nevada and the county, city or town in which the business operates. The applicant commits to maintaining the business in Nevada for 5 years. Abatement is voidable if the business

fails to comply with any of the terms of the agreement.

Audits will be done by the Nevada Department of Taxation after 2 and 5 years to ensure compliance.

Eligibility

The Governor's Office of Economic Development will look for the following criteria when reviewing applicant's eligibility for abatement. Two of the following three must be met:

Wage Requirement

The company's average hourly wage at the Nevada facility must equal or exceeds 100% of the county average hourly wage or statewide average hourly wage, whichever is less. For new businesses, compliance with this criteria is required. The statewide average hourly wage established for FY 2014 is \$20.62. The FY 2014 county-wide average wages are available in a separate document.

Number of Jobs Required

For counties or cities with a population of more than 100,000 or 60,000, respectively, requires a minimum of 50 full-time permanent jobs in Nevada by the fourth quarter of operation and continue to employ at least the minimum.

Nevada Train Employees Now (TEN) Program

NRS 231.068, 231.147

The Nevada Train Employees Now Program provides short-term, skills-based intensive job training to assist new and expanding firms to reach productivity quickly. A customized program is designed covering recruitment, hiring and job training for Nevada residents.

Each training program is designed jointly by the firm and state agencies. Major elements of the program include the development of a job applicant list, programming, materials, and classroom training. State agencies involved are the Governor's Office of Economic Development, Department of Employment, Training and Rehabilitation (DETR) and the Nevada System of Higher Education. Training providers include local community colleges, private postsecondary institutions, or others identified by the applicant.

Program Benefits

1. Assistance with employee screening;
2. The employer determines the goals and objectives of the training;
3. Most direct training costs are eligible for reimbursement, including:
 - Consumable materials and equipment;
 - Rental of tools and equipment;
 - Rental of training site;
 - Instructor salaries and benefits;
 - Travel and per diem for limited number of instructors and trainees (if applicable).

Eligibility

- Businesses must hire a minimum

of 10 trainees to participate. Trainees must be Nevada residents. Generally the ceiling expenditure per trainee is \$1,000.

- Wages for jobs considered for training must exceed 80% of the statewide average annual hourly wage (Current statewide average hourly wage is \$20.62 and 80% equals \$16.50)
- Businesses must provide health insurance with option for dependents.
- Training is provided only for full-time, primary jobs created by companies locating or undertaking a significant expansion in Nevada.
- Existing businesses must prove growth by significantly increased employment or other factors indicating new investment and job creation.
- Grants are available for short-term customized training for new employees.
- Classroom training is limited to 30 days of training, with the exception of published community college courses, and must be completed within a 150 day period.
- Training must commence within the first 90 days after approval by

the Office, with a written request to the executive director, an extension maybe granted up to an additional 90 days. If the deadline is not met, the Office, after review and reconsideration, may reallocate the monies to other companies seeking funding during the fiscal year.

- The program can fund up to 75% of total eligible costs. The company is required to contribute at least 25% of total eligible costs.
- Businesses must attempt to leverage other state and federal training resources wherever feasible.
- Businesses (or parent company) must have a proven business history.
- Businesses must commit to Nevada for five years. Businesses that fail to meet program criteria as set out in their application, may be required to return all or a portion of the funds.
- Companies that receive Train Employees Now funding are required to provide to the Office a report regarding the employees trained with these funds. (Current work status, "trainees" hourly wage and company employment counts.)
- Training providers that receive

Real Property Tax Abatement for Recycling

NRS 701A.210

Partial abatement of real and personal property taxes for recycling is available to companies that locate or expand their business in Nevada. The abatement can be up to 50% of the tax due up to 10 years.

The applicant must apply for abatement not more than one year before the business begins to develop for expansion or operation in Nevada. Applications are due at least 30 working days prior to the GOED Board meeting. The business must either recycle at least 50% of the product onsite or primarily generate electricity from recycled material.

Recycled material includes industrial, domestic, agricultural or municipal waste as defined by NRS 701A.210(4). The primary purpose must be for the conservation of energy or the substitution of other sources of energy for fossil fuel.

Objectives

The Property Tax Abatement for Recycling is consistent with the State Plan for Excellence in Economic Development, which identifies key objectives:

- A clear vision for regional economic development tuned to the State's objectives.
- Building upon the state's historical economic foundations of Tourism, Gaming and Entertainment; and Mining, Materials and Manufacturing with a strategic focus on Aerospace & Defense; Business IT Ecosystems; Clean Energy; Health & Medical Services; and Logistics & Operations.
- The attraction of businesses that lay

the foundation for the development and expansion of the key sectors. The expansion of businesses and industries that contribute to the vibrancy of Nevada's economy.

The Company's Responsibilities

The company receiving this abatement will provide a medical insurance plan for all employees including an option for dependent health insurance coverage. The company will also pay at least 25% of the employee premium cost.

The business is expected to register pursuant to the laws of Nevada and to obtain all licenses and permits required by Nevada and the county, city or town in which the business operates. The applicant commits to maintaining the business in Nevada for 5 years.

This abatement is voidable if the benefitting business fails to comply with any terms of the agreement. Audits will be done by the Nevada Department of Taxation after 2 and 5 years to ensure compliance.

Eligibility

The Governor's Office of Economic Development will look for the following criteria when reviewing an applicant's eligibility for abatement. Two of the following three must be met:

Wage Requirement

The company's average hourly wage at the Nevada facility must

equal or exceed 100% of the county average hourly wage or statewide average hourly wage, whichever is less. For new businesses, compliance with this criteria is required. The statewide average hourly wage established for FY 2014 is \$20.62. The FY 2014 countywide average wages are available in a separate document.

Number of Jobs Required

For counties or cities with a population of more than 100,000 or 60,000, respectively, requires a minimum of 75 full-time permanent jobs in Nevada by the fourth quarter of operation and continue to employ at least the minimum.

For counties or cities with a population of less than 100,000 or 60,000, respectively, requires a minimum of 15 full-time permanent jobs in Nevada by the fourth quarter of operation and continue to employ at least the minimum.

For an expansion, the company must increase the number of employees on the payroll by 10% or six employees, whichever is greater.

Capital Investment Requirement

For counties/cities with a population of more than 100,000/60,000, the business will make a capital investment of \$50 million if the business is an industrial

Reno-Sparks MSA Manufacturing (31-33) Wages

Occ Code	Occupation	No. of Employees	Response	Mean Wages	Pct10 Wages	Pct25 Wages	Median Wages	Pct 75 Wages	Pct90 Wages
0	Total All Occupations	11,440	69	\$23.51	\$10.57	\$13.46	\$18.44	\$28.57	\$43.10
110000	Management Occupations	1,030	69	\$52.16	\$28.00	\$35.81	\$45.90	\$59.26	\$87.48
111011	Chief Executives	20	71	\$93.33	\$36.16	\$48.78	N/A	N/A	N/A
111021	General and Operations Manag	390	69	\$51.59	\$25.99	\$34.69	\$45.08	\$58.20	\$89.25
112021	Marketing Managers	40	71	\$54.90	\$31.30	\$35.08	\$43.65	\$59.59	N/A
112022	Sales Managers	80	58	\$48.56	\$18.36	\$35.68	\$45.87	\$57.37	\$72.60
113031	Financial Managers	90	69	\$68.20	\$32.54	\$40.37	\$54.45	N/A	N/A
113051	Industrial Production Managers	150	73	\$41.71	\$23.37	\$30.72	\$38.93	\$45.94	\$61.22
113061	Purchasing Managers	10	100	\$50.37	\$27.67	\$37.00	\$43.50	\$53.58	\$86.92
113071	Transportation, Storage & Distri	10	50	\$38.75	\$25.59	\$30.34	\$37.37	\$44.76	\$56.57
119041	Engineering Managers	70	79	\$49.51	\$32.27	\$37.60	\$46.41	\$57.59	\$70.28
130000	Business and Financial Operatio	590	67	\$31.15	\$19.83	\$24.13	\$30.39	\$36.08	\$44.72
131023	Purchasing Agents, Exc Wholesale	80	67	\$28.47	\$17.65	\$22.05	\$29.04	\$34.24	\$39.33
131051	Cost Estimators	60	67	\$32.79	\$13.91	\$20.06	\$30.35	\$37.01	\$73.73
131071	Employment, Recruitment & Pla	20	75	\$33.57	\$17.95	\$24.55	\$29.21	\$46.81	\$53.69
131161	Market Research Analysts and M	20	86	\$28.63	\$11.43	\$24.14	\$30.44	\$34.76	\$39.22
132011	Accountants and Auditors	180	71	\$30.01	\$21.51	\$24.87	\$29.59	\$34.92	\$40.59
151131	Computer Programmers	10	80	\$38.45	\$30.87	\$32.88	\$36.25	\$42.45	\$50.67
151142	Network and Computer System:	30	67	\$31.38	\$21.29	\$25.40	\$30.67	\$36.58	\$44.14
151151	Computer User Support Speciali	10	71	\$23.97	\$15.14	\$17.27	\$20.97	\$25.95	\$42.34
170000	Architecture and Engineering Oc	480	68	\$35.17	\$17.90	\$22.66	\$31.41	\$43.36	\$54.36
172072	Electronics Engineers, Except Cc	40	67	\$40.62	\$26.45	\$32.23	\$38.97	\$46.12	\$54.34
172141	Mechanical Engineers	100	88	\$46.49	\$22.89	\$30.03	\$36.67	\$50.15	N/A
173013	Mechanical Drafters	20	90	\$26.49	\$17.24	\$22.14	\$26.47	\$31.65	\$37.31
173023	Electrical and Electronic Enginee	50	100	\$23.98	\$17.58	\$20.32	\$23.70	\$27.26	\$30.32
173027	Mechanical Engineering Technic	10	100	\$24.36	\$19.85	\$21.57	\$24.24	\$27.13	\$28.86
190000	Life, Physical, and Social Science	20	100	\$25.41	\$16.06	\$17.36	\$19.61	\$25.47	\$51.47
271024	Graphic Designers	30	91	\$21.14	\$10.62	\$15.80	\$21.21	\$27.42	\$32.03
290000	Healthcare Practitioners and Te	*	100	\$52.84	\$25.10	\$33.73	\$63.20	\$69.04	\$72.54
370000	Building & Grounds Cleaning & I	90	56	\$12.15	\$8.15	\$9.36	\$11.41	\$14.02	\$17.36
372011	Janitors and Cleaners, Except M	80	56	\$11.96	\$8.12	\$9.29	\$11.28	\$13.75	\$16.87

Reno-Sparks MSA Manufacturing (31-33) Wages

Occ Code	Occupation	No. of Employees	Response	Mean Wages	Pct10 Wages	Pct25 Wages	Median Wages	Pct 75 Wages	Pct90 Wages
410000	Sales and Related Occupations	490	71	\$24.02	\$9.08	\$11.24	\$19.50	\$32.41	\$45.61
412031	Retail Salespersons	*	100	\$12.36	\$8.53	\$9.73	\$10.75	\$12.07	\$17.88
414011	Sales Representatives, Wholesa	80	50	\$36.97	\$23.35	\$26.28	\$38.33	\$47.22	\$54.04
414012	Sales Representatives, Wholesa	240	70	\$28.11	\$12.96	\$16.24	\$24.84	\$34.75	\$46.59
430000	Office and Administrative Suppc	1,380	69	\$17.85	\$11.05	\$13.46	\$16.83	\$21.14	\$26.70
431011	First-Line Supervisors/Manager:	40	73	\$22.56	\$13.27	\$16.79	\$21.31	\$30.50	\$34.24
433021	Billing and Posting Clerks and M	20	75	\$18.94	\$9.27	\$13.60	\$19.57	\$22.29	\$30.26
433031	Bookkeeping, Accounting, and A	140	68	\$19.86	\$9.24	\$15.14	\$18.21	\$23.00	\$29.31
433051	Payroll and Timekeeping Clerks	30	73	\$18.27	\$12.11	\$15.76	\$18.99	\$21.53	\$23.27
434051	Customer Service Representativ	150	70	\$18.39	\$11.40	\$14.12	\$17.28	\$21.80	\$27.86
434151	Order Clerks	40	80	\$19.04	\$12.16	\$14.07	\$17.70	\$24.50	\$28.62
434161	Human Resources Assistants, Ex	20	80	\$17.56	\$12.41	\$14.25	\$17.18	\$20.74	\$23.19
434171	Receptionists and Information C	60	65	\$15.12	\$11.70	\$13.26	\$15.58	\$17.25	\$18.26
435061	Production, Planning, and Expec	90	77	\$23.08	\$14.84	\$18.30	\$22.43	\$27.38	\$32.96
435071	Shipping, Receiving, and Traffic	210	72	\$16.24	\$11.36	\$12.86	\$15.07	\$18.41	\$22.97
435081	Stock Clerks and Order Fillers	80	58	\$14.17	\$10.63	\$12.24	\$13.54	\$14.94	\$18.32
436011	Executive Secretaries & Adminis	20	100	\$25.61	\$19.99	\$21.96	\$24.93	\$27.83	\$32.71
436014	Secretaries, Except Legal, Medic	50	60	\$16.78	\$10.94	\$13.00	\$16.89	\$20.32	\$22.48
439061	Office Clerks, General	230	66	\$15.66	\$10.08	\$12.27	\$15.28	\$17.60	\$20.95
470000	Construction and Extraction Occ	230	67	\$20.36	\$10.93	\$14.17	\$19.82	\$25.50	\$30.17
472031	Carpenters	50	50	\$27.78	\$19.15	\$23.81	\$26.82	\$32.65	\$40.76
472111	Electricians	10	67	\$27.74	\$23.80	\$25.09	\$27.24	\$30.33	\$34.03
472211	Sheet Metal Workers	*	80	\$17.50	\$11.16	\$13.42	\$17.00	\$20.81	\$24.08
490000	Installation, Maintenance, and F	460	64	\$23.95	\$15.07	\$17.78	\$21.89	\$28.53	\$37.57
491011	First-Line Supervisors/Manager:	30	45	\$29.42	\$20.71	\$25.05	\$30.41	\$33.77	\$35.79
493031	Bus & Truck Mechanics & Diesel	20	50	\$26.90	\$19.71	\$21.58	\$28.51	\$32.10	\$34.44
499041	Industrial Machinery Mechanics	90	70	\$22.21	\$15.07	\$16.28	\$18.29	\$26.04	\$34.56
499043	Maintenance Workers, Machine	30	50	\$21.09	\$15.97	\$18.31	\$20.10	\$22.24	\$28.53
499071	Maintenance and Repair Worke	150	61	\$21.18	\$13.01	\$16.91	\$21.18	\$25.69	\$28.64
499098	Helpers--Installation, Maint., &	10	75	\$11.52	\$7.99	\$9.09	\$11.13	\$13.83	\$16.46
510000	Production Occupations	5,040	69	\$16.42	\$10.11	\$12.09	\$15.18	\$19.26	\$24.64

Reno-Sparks MSA Manufacturing (31-33) Wages

Occ Code	Occupation	No. of Employees	Response	Mean Wages	Pct10 Wages	Pct25 Wages	Median Wages	Pct 75 Wages	Pct90 Wages
511011	First-Line Supervisors/Managers	270	62	\$26.59	\$13.70	\$19.83	\$25.75	\$31.59	\$40.70
512022	Electrical and Electronic Equipment	270	57	\$13.77	\$10.05	\$11.24	\$13.15	\$15.75	\$18.36
512023	Electromechanical Equipment A	80	50	\$15.11	\$10.71	\$12.73	\$15.07	\$17.46	\$19.57
512041	Structural Metal Fabricators and	*	75	\$18.87	\$11.26	\$14.98	\$18.81	\$21.73	\$28.55
512092	Team Assemblers	810	70	\$14.47	\$10.07	\$11.70	\$14.04	\$16.87	\$18.88
513092	Food Batchmakers	120	75	\$14.42	\$9.28	\$10.47	\$12.60	\$16.75	\$25.24
514011	Computer-Controlled Machine Tool	130	100	\$17.21	\$10.52	\$12.10	\$15.89	\$20.69	\$27.19
514021	Extruding and Drawing Machine	220	50	\$12.44	\$8.46	\$9.74	\$11.13	\$14.57	\$18.43
514031	Cutting, Punching, and Press Machine	70	85	\$16.53	\$11.05	\$12.68	\$15.92	\$20.24	\$22.36
514033	Grinding, Lapping, Polishing, and	10	100	\$12.81	\$9.85	\$10.74	\$12.72	\$14.53	\$16.61
514041	Machinists	370	54	\$19.84	\$13.96	\$16.23	\$19.26	\$22.73	\$26.86
514072	Molding, Coremaking, and Casting	*	80	\$14.45	\$8.53	\$10.05	\$12.93	\$17.74	\$24.30
514111	Tool and Die Makers	20	67	\$21.21	\$13.63	\$17.12	\$21.34	\$25.65	\$28.46
514121	Welders, Cutters, Solderers, and	140	65	\$18.68	\$12.60	\$13.87	\$16.55	\$22.28	\$27.74
514122	Welding, Soldering, and Brazing	80	60	\$13.75	\$9.99	\$10.91	\$13.11	\$16.00	\$17.99
514193	Plating and Coating Machine Setters	10	100	\$14.49	\$10.60	\$11.94	\$13.39	\$14.94	\$21.42
514194	Tool Grinders, Filers, and Sharpeners	*	75	\$14.90	\$11.43	\$12.73	\$14.42	\$16.99	\$19.79
515111	Prepress Technician and Worker	*	50	\$18.94	\$10.46	\$14.54	\$19.31	\$23.25	\$27.38
515112	Printing Press Operators	280	73	\$18.45	\$12.07	\$14.68	\$17.46	\$22.07	\$27.27
515113	Printing Binding and Finish Workers	*	60	\$16.87	\$10.77	\$13.38	\$16.95	\$20.54	\$22.79
516031	Sewing Machine Operators	50	88	\$11.73	\$8.37	\$9.64	\$11.55	\$13.95	\$15.82
517011	Cabinetmakers and Bench Carpenters	100	71	\$16.75	\$12.70	\$14.63	\$16.63	\$19.23	\$21.61
517041	Sawing Machine Setters, Operators	40	75	\$13.95	\$10.69	\$12.42	\$13.58	\$14.76	\$19.23
517042	Woodworking Machine Setters, Operat	40	40	\$10.73	\$9.42	\$9.90	\$10.68	\$11.47	\$13.13
519021	Crushing, Grinding, and Polishing	30	50	\$18.51	\$11.12	\$13.24	\$16.81	\$25.42	\$28.11
519022	Grinding and Polishing Workers, Hand	50	71	\$15.00	\$10.11	\$11.52	\$14.31	\$17.71	\$20.77
519023	Mixing and Blending Machine Setters	110	55	\$16.06	\$8.79	\$12.69	\$15.41	\$18.22	\$24.49
519032	Cutting and Slicing Machine Setters	120	62	\$17.67	\$12.71	\$15.34	\$17.54	\$20.33	\$22.91
519041	Extruding, Forming, Pressing, and	80	67	\$15.64	\$10.55	\$12.14	\$14.54	\$19.63	\$21.67
519061	Inspectors, Testers, Sorters, and	240	66	\$20.57	\$14.35	\$16.90	\$19.93	\$22.43	\$27.75
519111	Packaging & Filling Machine Operators	150	56	\$13.00	\$9.95	\$10.87	\$12.60	\$14.56	\$17.29

Reno-Sparks MSA Manufacturing (31-33) Wages

Occ Code	Occupation	No. of Employees	Response	Mean Wages	Pct10 Wages	Pct25 Wages	Median Wages	Pct 75 Wages	Pct90 Wages
519121	Coating, Painting, and Spraying	40	83	\$15.66	\$11.20	\$12.53	\$14.61	\$17.84	\$22.17
519196	Paper Goods Machine Setters, C	120	83	\$15.03	\$11.27	\$12.60	\$14.22	\$17.07	\$20.37
519198	Helpers--Production Workers	240	56	\$12.69	\$9.11	\$10.27	\$11.98	\$15.39	\$17.49
519199	Production Workers, All Other	40	67	\$16.18	\$7.70	\$8.38	\$13.94	\$24.96	\$27.78
530000	Transportation and Material Mc	770	66	\$15.65	\$8.72	\$11.00	\$14.95	\$19.56	\$23.12
531021	First-Line Supervisors/Managers	10	67	\$21.50	\$15.57	\$16.93	\$22.18	\$26.15	\$28.16
531031	First-Line Supervisors/Managers	30	33	\$26.19	\$16.70	\$22.65	\$27.60	\$32.05	\$34.84
533032	Truck Drivers, Heavy and Tracto	70	67	\$20.54	\$16.50	\$18.51	\$20.51	\$22.55	\$25.36
533033	Truck Drivers, Light or Delivery	50	75	\$13.71	\$9.70	\$11.33	\$13.41	\$15.97	\$18.38
537051	Industrial Truck and Tractor Ope	250	27	\$17.63	\$11.14	\$13.91	\$17.24	\$20.96	\$23.46
537062	Laborers & Freight, Stock & Mat	150	67	\$13.70	\$8.96	\$10.59	\$13.13	\$16.29	\$18.80
537063	Machine Feeders and Offbearer	*	60	\$14.35	\$11.97	\$12.60	\$13.65	\$14.75	\$18.96
537064	Packers and Packagers, Hand	130	89	\$9.48	\$7.69	\$8.23	\$9.13	\$10.61	\$11.50
439051	Mail Clerks and Mail Machine Operators, Except Pos	*	100	\$16.39	\$10.08	\$10.79	\$11.91	\$17.13	\$33.04
439061	Office Clerks, General	950	74	\$14.92	\$9.35	\$11.12	\$13.89	\$17.43	\$22.14
470000	Construction and Extraction Occupations	830	64	\$20.26	\$10.08	\$11.81	\$18.22	\$27.45	\$34.59
471011	First-Line Supervisors/Managers of	10	100	\$23.19	\$15.76	\$17.64	\$21.28	\$29.82	\$34.06
472031	Carpenters	170	71	\$23.88	\$10.77	\$13.49	\$24.95	\$32.04	\$37.79
472111	Electricians	80	53	\$29.27	\$16.93	\$24.00	\$28.83	\$34.52	\$42.92
472211	Sheet Metal Workers	370	83	\$17.39	\$9.80	\$10.80	\$13.78	\$21.01	\$33.25
472221	Structural Iron and Steel Workers	30	100	\$20.13	\$13.01	\$15.02	\$20.46	\$23.75	\$27.58
490000	Installation, Maintenance, and Repair Occupations	1,880	63	\$23.85	\$14.19	\$18.09	\$23.08	\$28.38	\$35.86
491011	First-Line Supervisors/Managers of	120	64	\$33.21	\$24.79	\$29.81	\$33.39	\$37.26	\$43.08
492094	Electrical and Electronics Repairers, Commercial a	*	57	\$31.02	\$13.65	\$25.06	\$30.21	\$40.15	\$45.91
493023	Automotive Service Technicians and Mechanics	*	67	\$20.66	\$18.66	\$19.45	\$20.78	\$22.10	\$22.90
493031	Bus & Truck Mechanics & Diesel Engine Specialists	50	73	\$25.55	\$19.63	\$21.59	\$25.54	\$29.42	\$33.05
499041	Industrial Machinery Mechanics	430	60	\$24.15	\$15.35	\$18.24	\$24.34	\$28.19	\$33.94
499043	Maintenance Workers, Machinery	210	58	\$24.39	\$14.99	\$17.76	\$22.75	\$28.36	\$40.96
499071	Maintenance and Repair Workers, General	540	56	\$21.93	\$13.49	\$16.60	\$22.00	\$26.87	\$30.76
499091	Coin, Vending, and Amusement Machine Servicers	270	100	\$22.22	\$17.79	\$19.54	\$21.65	\$24.79	\$27.97
499098	Helpers--Installation, Maint., & Repair Worers	20	62	\$11.55	\$8.24	\$9.49	\$10.91	\$13.64	\$16.62

Reno-Sparks MSA Manufacturing (31-33) Wages

Occ Code	Occupation	No. of Employees	Response	Mean Wages	Pct10 Wages	Pct25 Wages	Median Wages	Pct 75 Wages	Pct90 Wages
499099	Installation, Maintenance & Repair Workers, Other	50	100	\$29.32	\$19.36	\$22.59	\$30.16	\$35.40	\$40.56
510000	Production Occupations	18,560	70	\$16.35	\$9.66	\$11.62	\$15.03	\$19.62	\$25.19
511011	First-Line Supervisors/Managers of Coil Winders, Tapers, and Finishers	1,180	66	\$25.53	\$13.33	\$18.75	\$24.47	\$31.49	\$39.26
512021	Electrical and Electronic Equipment Assemblers	630	65	\$15.91	\$9.87	\$11.07	\$13.67	\$18.51	\$27.49
512022	Electromechanical Equipment Assemblers	130	55	\$16.27	\$10.93	\$13.10	\$15.80	\$18.55	\$22.39
512023	Structural Metal Fabricators and Fitters	160	64	\$17.25	\$11.09	\$12.72	\$15.50	\$21.22	\$25.13
512041	Fiberglass Laminators and Fabricators	60	43	\$13.66	\$9.83	\$12.13	\$13.61	\$15.28	\$17.76
512091	Team Assemblers	2,780	72	\$13.77	\$8.76	\$10.32	\$12.63	\$16.07	\$19.27
512092	Assemblers and Fabricators, All Other	350	74	\$13.03	\$8.45	\$9.91	\$11.97	\$14.62	\$17.95
513011	Bakers	650	60	\$11.74	\$8.22	\$9.48	\$11.12	\$13.52	\$16.10
513091	Food and Tobacco Roasting, Baking, and Drying Mach	*	67	\$26.13	\$10.37	\$12.32	\$31.23	\$33.82	\$35.38
513092	Food Batchmakers	470	72	\$15.93	\$8.23	\$9.89	\$16.93	\$21.07	\$22.89
513099	All other food processing workers	*	50	\$11.17	\$9.69	\$10.08	\$10.72	\$11.36	\$15.22
514011	Computer-Controlled Machine Tool Operators, Metal	390	71	\$17.17	\$10.78	\$12.97	\$16.46	\$20.60	\$25.09
514012	Numerical Tool and Process Control Programmers	60	78	\$23.55	\$17.50	\$19.95	\$22.86	\$27.16	\$31.58
514021	Extruding and Drawing Machine Setters, Operators,	400	64	\$14.05	\$9.13	\$10.37	\$13.04	\$17.29	\$20.87
514023	Rolling Machine Setters, Operators, and Tenders, M	40	50	\$17.48	\$11.95	\$12.89	\$14.47	\$21.52	\$27.22
514031	Cutting, Punching, and Press Machine Setters, Oper	440	73	\$16.60	\$11.28	\$13.67	\$16.51	\$18.72	\$22.17
514032	Drilling and Boring Machine Tool Setters, Operator	40	70	\$13.97	\$9.57	\$11.48	\$13.51	\$16.59	\$19.64
514033	Grinding, Lapping, Polishing, and Buffing Machine	220	63	\$13.62	\$8.92	\$10.23	\$12.14	\$16.45	\$20.59
514034	Lathe and Turning Machine Tool Setters, Operators,	40	83	\$17.82	\$12.61	\$13.96	\$16.72	\$21.72	\$25.74
514035	Milling and Planing Machine Setters, Operators, an	160	33	\$20.18	\$12.05	\$17.51	\$20.82	\$23.81	\$27.17
514041	Machinists	1,050	62	\$18.34	\$11.98	\$13.93	\$17.62	\$22.10	\$26.77
514051	Metal-Refining Furnace Operators and Tenders	*	60	\$23.50	\$16.73	\$20.18	\$24.00	\$26.91	\$28.65
514052	Pourers and Casters, Metal	50	*	*	*	*	*	*	*
514072	Molding, Coremaking, and Casting Machine Setters,	290	70	\$13.86	\$8.01	\$9.07	\$12.08	\$17.31	\$23.38
514081	Multiple Machine Tool Setters, Operators, and Tend	40	67	\$16.61	\$12.21	\$13.30	\$15.45	\$18.91	\$23.61
514111	Tool and Die Makers	80	62	\$23.18	\$15.58	\$18.41	\$22.80	\$27.77	\$32.64
514121	Welders, Cutters, Solderers, and Brazers	650	69	\$16.66	\$11.56	\$12.98	\$15.32	\$18.18	\$23.82
514122	Welding, Soldering, and Brazing Machine Setters, O	130	50	\$14.72	\$10.17	\$11.30	\$14.21	\$17.01	\$20.17

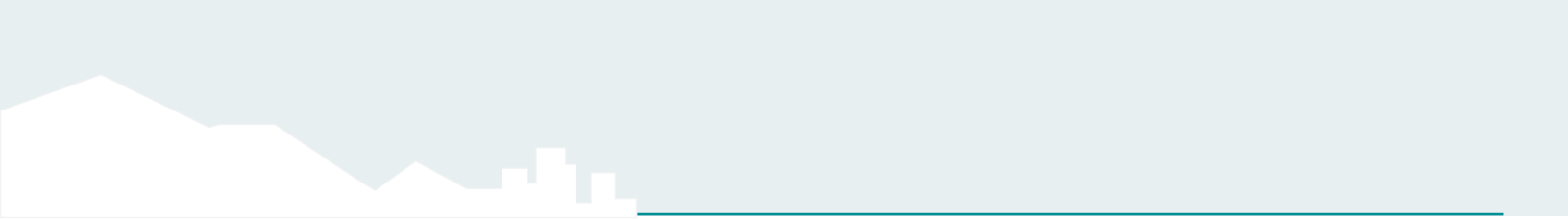
Reno-Sparks MSA Manufacturing (31-33) Wages

Occ Code	Occupation	No. of Employees	Response	Mean Wages	Pct10 Wages	Pct25 Wages	Median Wages	Pct 75 Wages	Pct90 Wages
514191	Heat Treating Equipment Setters, Operators, and Te	40	38	\$16.30	\$9.65	\$12.76	\$16.36	\$19.66	\$22.93
514193	Plating and Coating Machine Setters, Operators, an	40	71	\$17.72	\$10.53	\$11.95	\$14.54	\$21.77	\$31.35
514194	Tool Grinders, Filers, and Sharpeners	60	62	\$13.28	\$9.95	\$10.98	\$12.87	\$14.76	\$17.72
515111	Prepress Technician and Workers	190	46	\$18.83	\$8.64	\$13.84	\$19.35	\$23.93	\$27.92
515112	Printing Press Operators	910	62	\$17.30	\$11.51	\$13.83	\$16.68	\$20.39	\$24.85
515113	Printing Binding and Finish Workers	280	53	\$14.15	\$8.41	\$10.25	\$13.89	\$17.59	\$20.95
516031	Sewing Machine Operators	250	81	\$13.90	\$9.46	\$10.51	\$12.52	\$15.96	\$19.73
516052	Tailors, Dressmakers, and Custom Sewers	*	67	\$11.41	\$7.64	\$8.10	\$8.86	\$11.42	\$21.64
516062	Textile Cutting Machine Setters, Operators, Tender	20	100	\$13.37	\$8.22	\$10.09	\$13.01	\$14.62	\$21.03
516093	Upholsterers	30	75	\$19.21	\$10.93	\$15.00	\$16.91	\$21.46	\$33.14
516099	Textile, Apparel, & Furnishings Workers, All Other	*	75	\$14.72	\$9.99	\$11.92	\$14.27	\$17.40	\$20.75
517011	Cabinetmakers and Bench Carpenters	400	66	\$17.06	\$12.27	\$13.79	\$16.33	\$19.71	\$22.67
517041	Sawing Machine Setters, Operators & Tenders, Wood	80	67	\$13.60	\$9.47	\$11.81	\$13.46	\$15.01	\$18.47
517042	Woodworking Machine Setters, Operators, and Tender	170	41	\$12.80	\$9.55	\$10.51	\$12.13	\$14.31	\$17.76
519011	Chemical Equipment Operators and Tenders	60	33	\$20.01	\$12.50	\$13.81	\$17.34	\$26.35	\$32.76
519012	Separating, Filtering, Clarifying, Precipitating,	150	64	\$21.29	\$15.35	\$17.56	\$20.82	\$24.50	\$28.52
519021	Crushing, Grinding, and Polishing Machine Setters,	120	71	\$18.32	\$10.88	\$14.83	\$16.92	\$21.71	\$28.15
519022	Grinding and Polishing Workers, Hand	160	61	\$15.04	\$10.35	\$12.31	\$15.06	\$17.39	\$19.58
519023	Mixing and Blending Machine Setters, Operators, an	410	56	\$16.79	\$11.67	\$13.16	\$16.12	\$20.18	\$22.73
519031	Cutters and Trimmers, Hand	30	57	\$13.36	\$8.88	\$12.00	\$13.29	\$14.61	\$18.04
519032	Cutting and Slicing Machine Setters, Operators, an	290	42	\$16.72	\$11.21	\$13.72	\$16.64	\$19.32	\$22.56
519041	Extruding, Forming, Pressing, and Compacting Machi	200	70	\$14.75	\$10.08	\$11.27	\$15.18	\$17.70	\$19.46
519051	Furnace, Kiln, Oven, Drier, & Kettle Oper. & Tende	*	50	\$19.76	\$12.57	\$14.13	\$17.27	\$26.36	\$29.60
519061	Inspectors, Testers, Sorters, Samplers & Weighers	770	65	\$18.54	\$10.63	\$13.66	\$18.24	\$21.99	\$27.11
519081	Dental Laboratory Technicians	120	83	\$22.05	\$13.40	\$16.43	\$19.55	\$22.38	\$36.42
519083	Ophthalmic Laboratory Technicians	*	67	\$12.18	\$8.42	\$9.88	\$11.85	\$14.15	\$16.93
519111	Packaging & Filling Machine Operators & Tenders	580	67	\$14.81	\$10.13	\$11.38	\$13.70	\$17.88	\$21.44
519121	Coating, Painting, and Spraying Machine Setters, O	140	70	\$13.50	\$9.84	\$10.86	\$12.69	\$15.15	\$18.81
519192	Cleaning, Washing, and Metal Pickling Equipment Op	70	57	\$15.80	\$12.00	\$13.48	\$15.90	\$18.01	\$20.54
519194	Etchers and Engravers	40	75	\$16.46	\$10.05	\$12.97	\$16.95	\$19.92	\$22.20
519195	Molders, Shapers, & Casters, Exc. Metal & Plastic	*	78	\$17.00	\$12.01	\$14.82	\$17.09	\$19.74	\$21.81

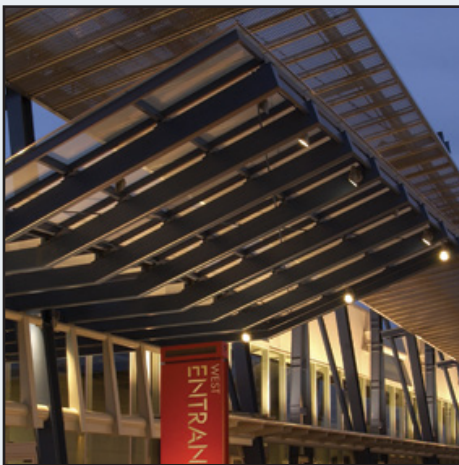
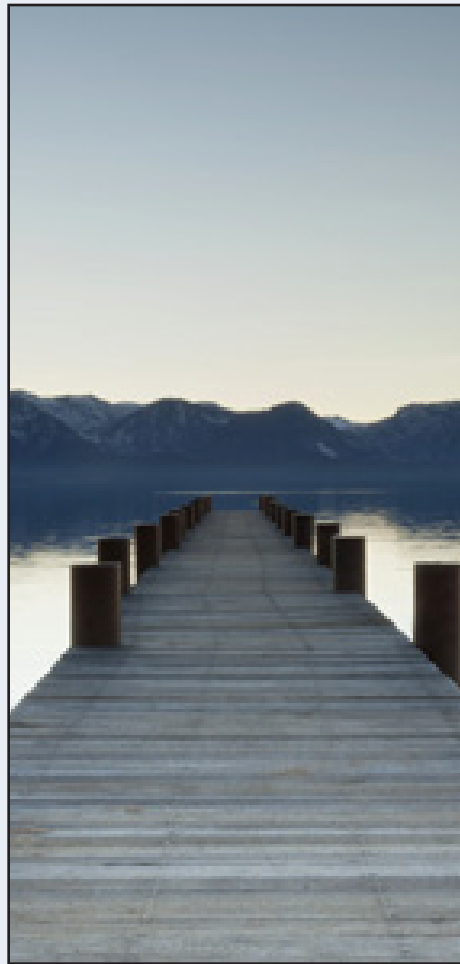
Reno-Sparks MSA Manufacturing (31-33) Wages

Occ Code	Occupation	No. of Employees	Response	Mean Wages	Pct10 Wages	Pct25 Wages	Median Wages	Pct 75 Wages	Pct90 Wages
519196	Paper Goods Machine Setters, Operators, & Tenders	220	80	\$14.70	\$10.49	\$12.29	\$14.19	\$16.95	\$19.36
519198	Helpers--Production Workers	860	65	\$12.25	\$8.39	\$9.68	\$11.85	\$14.79	\$17.28
519199	Production Workers, All Other	170	71	\$18.24	\$8.57	\$11.64	\$18.29	\$22.32	\$29.17
530000	Transportation and Material Moving Occupations	3,260	69	\$16.56	\$9.11	\$11.42	\$15.51	\$20.48	\$25.89
531021	First-Line Supervisors/Managers of	60	69	\$25.49	\$16.31	\$19.45	\$22.74	\$31.14	\$40.57
531031	First-Line Supervisors/Managers of	90	59	\$26.91	\$17.76	\$20.99	\$26.26	\$33.06	\$38.30
533031	Driver/Sales Workers	120	73	\$15.54	\$10.18	\$12.01	\$14.09	\$19.49	\$22.62
533032	Truck Drivers, Heavy and Tractor-Trailer	510	68	\$20.79	\$15.32	\$17.64	\$20.53	\$23.50	\$28.24
533033	Truck Drivers, Light or Delivery Services	170	71	\$13.91	\$9.23	\$10.44	\$12.70	\$16.21	\$20.37
537011	Conveyor Operators and Tenders	70	50	\$17.21	\$12.26	\$13.50	\$15.84	\$19.47	\$26.21
537051	Industrial Truck and Tractor Operators	660	58	\$19.24	\$11.47	\$14.17	\$18.36	\$22.60	\$31.07
537062	Laborers & Freight, Stock & Material Movers, Hand	820	65	\$14.54	\$8.74	\$10.50	\$13.65	\$17.92	\$21.91
537063	Machine Feeders and Offbearers	200	60	\$12.92	\$9.91	\$10.99	\$12.69	\$14.32	\$16.91
537064	Packers and Packagers, Hand	520	82	\$11.76	\$7.96	\$8.88	\$10.93	\$14.66	\$17.34

Source: BLS Occupational Employment Statistics Survey, 2014 Wages

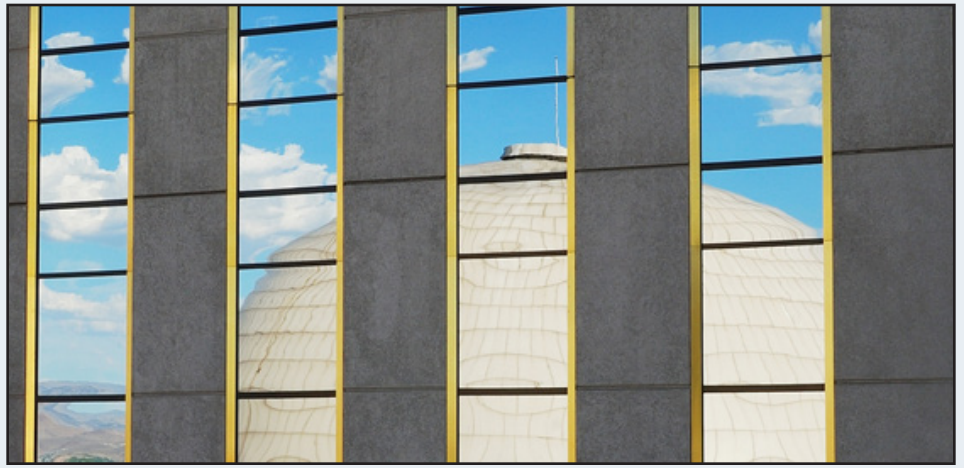


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This document is a result of a collaboration between EDAWN and NV Energy Economic Development



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