

HAAKON INDUSTRIES

and

BUNCOMBE COUNTY, NORTH CAROLINA

INCENTIVE AGREEMENT

Dated as of February ____, 2019

INCENTIVE AGREEMENT

THIS INCENTIVE AGREEMENT (“**Agreement**”) is dated as of ____ day of February, 2019 (“**Effective Date**”), and is between **HAAKON INDUSTRIES** (hereinafter sometimes “Haakon”), and **BUNCOMBE COUNTY**, a public body politic and a political subdivision of the State of North Carolina (“**County**”).

RECITALS:

- WHEREAS, Haakon is a world leader in custom designed and manufactured air handling units;
- WHEREAS, Haakon Industries manufactures custom air handling units using the highest quality components and achieves best-in-class performance in efficiency, flexibility, sound levels, and long life products;
- WHEREAS, Engineering is the backbone of the company; Haakon has an experienced team including specialists in applications, structural, seismic, software, acoustic, fabrication, production, and manufacturing engineering;
- WHEREAS, Manufacturing is conducted in three factories: Cheney, Washington, Kingston, Ontario, and Richmond, British Columbia;
- WHEREAS, Haakon Industries plans to invest \$17.9 million in new operations at Enka Commerce Park; the custom HVAC manufacturer plans to invest \$12.5M in a new 140,000 square foot manufacturing plant and an additional \$5.4M in machinery and equipment for the facility that will serve customers across the United States (the "Project");
- WHEREAS, This company expansion will create up to 100 new jobs in its first five years of operations including positions in assembly and production, machining and engineering, management, and administration;
- WHEREAS, Haakon requested that the County provide economic development incentives to induce it to make these capital investments for the Project and for the creation of these new full time jobs in Buncombe County;
- WHEREAS, Haakon informed the County that if the County did not promise such economic development incentives, then Haakon may not complete the Project;
- WHEREAS, In exchange for the capital investment in new construction and improvements to real property as well as new machinery and equipment having a property tax value (before depreciation) of at least \$17.9 and 100 new full time jobs as described above, the County proposes to pay Haakon grants in the total cumulative amount of \$192,298.00 to be paid once its Performance Commitments are met; and
- WHEREAS, Confirmations of the capital investment and improvements will be determined by the Buncombe County Tax Department and jobs and wages will be confirmed by the figures shown on filings by Haakon with the N.C. Employment Security Commission as to unemployment compensation taxes.

NOW, THEREFORE, for and in consideration of the mutual promises and covenants contained in this Agreement, the parties hereby agree as follows:

ARTICLE I

DEFINITIONS; RULES OF CONSTRUCTION

1.1 Definitions. For all purposes of this Agreement, unless the context requires otherwise, the following terms shall have the following meanings:

“Abandonment of Operations” means that for a period in excess of four continuous months Haakon ceases manufacturing operations at the Facility.

“Business Day” means any day that is not a Saturday or a Sunday, or a day on which banks in the State of North Carolina are required by law to be closed.

“Confirmation Date” means the scheduled future dates when Haakon will submit a certified confirmation letter to the County stating that all investment and job creation commitments have been met or maintained during the Retention Period as defined below. The Incentive Confirmation Date for this agreement is April 30, 2024, and follow up Confirmation Dates will be due on April 30th of each succeeding calendar year during the said Retention Period.

“Confirmation Letter” means a letter submitted by Haakon to the County certifying that commitments have been met and requesting release of incentive grants, or that commitments have been maintained during the said Retention Period. Each such letter must specifically state that Haakon meets or exceeds the applicable Jobs Minimum and that it meets or exceeds the Direct Investment requirements on or before the Incentive Confirmation Date and each succeeding Confirmation Date during the said Jobs Retention Period.

“Direct Investment” means the increase in property tax value attributable to property (before depreciation) in the County owned by Haakon after the effective date of this Incentive Agreement as determined by the Buncombe County Tax Department in accordance with applicable law, regardless of the funding sources for said property. Direct investment may include facilities and business personal property, but does not include land acquisition. Per NCGS 105-308, Haakon must file Business Personal Property listings with the Buncombe County Tax Department by January 31st. Haakon may only claim those direct investments that are reported in such filings. Direct Investment in this agreement refers to the capital investment in new construction and improvements to real property as well as new machinery and equipment having a property tax value (before depreciation) of at least \$17.9M.

“Facility” the Property and improvements located at at Enka Commerce Park, Asheville, North Carolina.

“Full-Time Project Related Jobs” means the total number of new full time employees employed by Haakon in connection with the Project as of the Confirmation Date. Such employees may be hired at any time on or prior to the Confirmation Date so long as Haakon hires the required number of new full time employees as specified herein being paid at the average wages as set forth herein. “Part-Time” or “Temporary” employees may not be counted towards the “Full-Time Project Related

Jobs” commitment. Full-Time Project Related Jobs in this agreement refers to Haakon’s creation of 100 new full-time jobs that pay an average wage of \$39,900, not including benefits.

“Incentive” means the incentive payment referred to in this Agreement that the County will pay to Haakon provided the performance commitments are achieved.

“Project” has the meaning specified in the Recitals.

“Retention Period” is the period of time that the Haakon must maintain jobs and investment commitments. For this agreement, the Retention Period is May 1, 2024 through April 30, 2029.

“State” means the State of North Carolina.

1.2 Rules of Construction. Unless the context otherwise indicates:

(a) Words importing the singular shall include the plural and vice versa, and words importing the masculine gender shall include the feminine and neuter genders as well;

(b) All references to Articles, Sections or Exhibits are references to Articles, Sections and Exhibits of this Agreement;

(c) All references to officers are references to County officers; and

(d) The headings herein are solely for convenience of reference and shall not constitute a part of this Agreement nor shall they affect its meanings, construction or effect.

ARTICLE II

2. The Recitals set forth above, along with the definitions of certain terms, are incorporated herein by reference as if fully restated.

ARTICLE III

HAAKON’S COMMITMENTS

3.1 In return for the Incentives set forth herein, which are a competitive necessity for Haakon to undertake its planned Project and operations in the County, Haakon commits to certain Performance Commitments related to the creation of new full-time jobs as well as increased taxes in the County ("**Performance Commitments**"). The parties acknowledge and agree that the consideration for the County to enter into this Agreement is the expectation that Haakon will meet or exceed the Performance Commitments.

Specifically, Haakon agrees to meet or exceed the following Performance Commitments:

(a) Haakon will create One Hundred (100) new Full-Time Project Related Jobs by the Confirmation Date. The job creation schedule is provided below.

Fiscal Year	Annual
2019	0
2020	14
2021	16
2022	20
2023	25
2024	25
TOTAL	100

- (b) The New Jobs created by Haakon will meet the below average wages. At minimum, the Company must meet or exceed 20 New Jobs at the hourly wage of \$21.63.

Number of Jobs	Hourly Wage	Annual Wage
1	\$40.00	\$83,200.00
1	\$30.00	\$62,400.00
5	\$30.00	\$62,400.00
1	\$30.00	\$62,400.00
2	\$28.00	\$58,240.00
7	\$26.78	\$55,700.49
2	\$24.00	\$49,920.00
2	\$21.63	\$44,988.86
2	\$20.60	\$42,846.53
9	\$18.54	\$38,561.88
5	\$18.54	\$38,561.88
1	\$18.00	\$37,440.00
5	\$17.51	\$36,419.55
2	\$16.48	\$34,277.23
55	\$16.30	\$33,904.00
100		

- (c) Haakon will maintain at the Facility for a five (5) year period running from May 1, 2024 through April 30, 2029 (“**Retention Period**”), the One Hundred (100) new Full-Time Project Related Jobs in Buncombe County (collectively, “**Jobs Minimum**”). Haakon must submit an annual Confirmation Letter certifying that it meets or exceeds the required Jobs Minimum on or before April 30 of each year during the Jobs Retention Period. This will be determined based on the Statement of Deposits and Filings provided by Haakon to the N.C. Employment Security Commission.
- (d) Haakon agrees that for the length of the Retention Period, the average wage level of the Full-Time Project Related Jobs specified in Section 3.1(a) above shall be at least Thirty-Nine Thousand Nine Hundred Ninety Dollars (\$39,900.00), not including benefits. The calculation of the average wages for Full-Time Project Related Jobs shall be done as of April 30 of each year during the Retention Period. This will be determined based on the

Statement of Deposits and Filings provided by Haakon to the N.C. Employment Security Commission.

- (e) Haakon shall make Direct Investment in new construction and improvements for the new Facility as well as new machinery and equipment having a property tax value (before depreciation) of at least Seventeen Million Nine Hundred Thousand and No/100 Dollars (\$17,900,000.00).
- (f) Direct Investment (or replacement property of equal or greater value for property tax purposes before depreciation) shall remain in the County subject to ad valorem property tax assessments through the end of the Retention Period. Haakon must submit an annual Confirmation Letter certifying that it meets or exceeds the Direct Investment requirements. This will be determined based on filings by Haakon with the Buncombe County Tax Department as to business personal property listings
- (g) Prior to the Confirmation Date, Haakon will provide to the County an annual update on New Job creation and Investments. This update will be sent by April 30th of each year preceeding the Confirmation Date. The annual update may take the form the Confirmation Letter described in 3.2.

3.2 Haakon recognizes that incentive grants can only be awarded if Haakon submits a signed, notarized Confirmation Letter by the Confirmation Date. The Confirmation Letter must certify that all goals have been met and provides adequate supporting documentation for these targets. Haakon further understands that all supporting documentation is subject to review by County staff. Haakon acknowledges that the definition and requirements for adequate supporting documentation are documented in this Agreement. A Sample Confirmation Letter and Supporting Documentation is provided in Article XII.

3.3 Confirmations. Haakon will submit a confirmation letter on the Incentive Confirmation Date, and on an annual recurring basis Haakon will submit follow up confirmation letters on April 30 of each succeeding calendar year during the said Retention Period.

The confirmation letter must confirm that Haakon has met and/or maintained the Performance Commitments as follows: (1) the amount of Direct Investment shall be the amount of the new and additional property tax value (before depreciation) as determined by the Buncombe County Tax Department in accordance with applicable law attributable to Direct Investment related to the Project for property owned by Haakon in the County as shown on its Business Real and Personal Property Tax Listings for the applicable year; and (2) the number of Full-Time Jobs that Haakon has as of each Confirmation Date shall be the number shown on filings by Haakon with the N.C. Employment Security Commission as to unemployment compensation taxes. The County shall have reasonable access to other documentation to verify the attainment of these Performance Commitments.

3.4 Direct Investment and Jobs Minimum.

- (a) If Haakon does not make the Direct Investment on or before the scheduled Incentive Confirmation Date, then no incentive grants will be awarded for the Direct Investment portion of the incentive grant.

- (b) If Haakon does not maintain the amount of investment throughout the retention period, then Haakon will be subject to recapture as provided in **Article V**.
- (c) If Haakon does not create One Hundred (100) new Full-Time Project Related Jobs, the Jobs Minimum, on or before the scheduled Incentive Confirmation Date, then no incentive grants will be awarded for the Job Creation portion of the incentive grant.
- (d) If Haakon does not maintain the Jobs Minimum throughout the Retention Period, then Haakon will be subject to recapture as provided in **Article V**.

ARTICLE IV

FUTURE INCENTIVE PAYMENTS

To induce Haakon to make the Direct Investment associated with the Project, to locate its new operations and new employee base at its Facility, and to achieve the Jobs Minimum, the County commits to pay to Haakon grants as specified below (“Future Incentive Payments”). These Future Incentive Payments shall be limited to a total of One Hundred Ninety-Two Thousand Two Hundred Ninety-Eight and No/100 (\$192,298.00) Dollars. The County attributes 50%, or \$96,149.00, to Direct Investment and the other 50%, or \$96,149.00, to the Jobs Minimum. No Future Incentive Payment will be made to Haakon for either the Direct Investment or Jobs Minimum unless 100% of the respective commitments are met. The incentive payment schedule and performance commitments are provided below.

Fiscal Year	Investment (Annual)	Jobs (Annual)	Incentive (Investment)	Incentive (Jobs)
2018	\$0.00	0	\$0.00	\$0.00
2019	\$700,000	0	\$0.00	\$0.00
2020	\$16,700,000	14	\$0.00	\$0.00
2021	\$0.00	16	\$0.00	\$0.00
2022	\$500,000.00	20	\$0.00	\$0.00
2023	\$0.00	25	\$0.00	\$0.00
2024	\$0.00	25	\$96,149.00	\$96,149.00
TOTAL	\$17,900,000.00	100	\$96,149.00	\$96,149.00

Haakon must submit a Confirmation Letter by the Confirmation Date in order to be eligible for the incentive grants. The Confirmation Letter will include employment and investment filings the N.C. Employment Security Commission and Buncombe County Tax Department respectively. The County shall review those filings and, if confirmed, pay the the Future Incentive Payment by June 30, 2024.

Provided however, that if Haakon for any reason fails to file its Business Real and Personal Property Tax Listings in a timely manner then such Future Incentive Payment will not be made until these Listings are properly filed and accepted.

Further, in order to qualify for the incentive grant, Haakon must comply with all Federal, State and Local laws. Further if Haakon is in default on its obligation to pay property taxes to the County, the County will not be required to make any Future Incentive Payment to Haakon until Haakon pays the amount of such property taxes it owes the County, unless Haakon is in a bona fide dispute with a governmental taxing authority as to the value of some or all of its property. Nothing herein shall preclude County and the Buncombe County Tax Collector from seeking to recover any such unpaid property taxes in accordance with applicable laws.

ARTICLE V

REFUNDS

Should the levels of Direct Investment be withdrawn or be reduced for any business reason, other than depreciation, OR should Haakon fail to maintain the Jobs Minimum during the Jobs Retention Period then Haakon shall refund to the County all Future Incentive Payments the County has already paid Haakon within 60 days after receiving the County's invoice. In the event of such a refund, there shall be no additional costs, interest, fees or any additions whatsoever imposed on Haakon above and beyond the refund amount due.

ARTICLE VI

ABANDONMENT OF OPERATIONS

If an Abandonment of Operations occurs at any time prior to the end the Retention Period, Haakon shall refund to the County all Future Incentive Payments the County has already paid Haakon within 60 days after receiving the County's invoice. In the event of such a refund, there shall be no additional costs, interest, fees or any additions whatsoever imposed on Haakon above and beyond the refund amount due.

ARTICLE VII

TEMPORARY REDUCTIONS IN PERFORMANCE COMMITMENTS

Notwithstanding anything herein to the contrary, if Haakon shall be prevented or delayed from fulfilling, or continuing to fulfill, either or both of the Performance Commitments as set forth in herein, by reason of a:

- (a) government moratorium;
- (b) delay in obtaining any governmental or quasi-governmental approvals, permits or certificates, despite reasonable efforts by Haakon to obtain same;
- (c) enemy or hostile governmental or terrorist action;

(d) act of God, including but not limited to hurricane, tornado, snowstorm, windstorm, earthquake or flood, fire or other extreme weather conditions or other casualty;

(e) strike, lockout or a labor dispute involving entities other than Haakon which causes Haakon an inability to obtain labor or materials;

(f) delay in funding from any state or local government incentive to or for the benefit of Haakon, or;

(g) any other event, other than normal business exigencies, which is beyond the reasonable control of Haakon.

then the Performance Commitments and the Future Incentive Payment for the year(s) in which such event occurred shall be equitably reduced to reflect the effect of such event.

The parties shall negotiate in good faith to make an equitable reduction in the Performance Commitments for any affected year(s). However, if the parties cannot in good faith reach an agreement as to such adjustment, all parties agree to submit this issue to mediation to be conducted in accordance with local rules of the General Court of Justice of Buncombe County, North Carolina.

ARTICLE VIII

ASSIGNMENT

Haakon will have the right to assign this Agreement, and any rights, privileges, or claims under this Agreement, to any future purchaser or lessee of the Facility without the consent of the County. If the assignee agrees in writing to assume Haakon's obligations under this Agreement, then Haakon will be relieved of its obligations under this Agreement. Haakon will give the County written notice of any such assignment and assumption.

Haakon may, without the consent of the County, pledge, mortgage, grant a security interest in, and collaterally assign this Agreement, and any rights, privileges or claims under this Agreement, to any person or entity, including a collateral agent acting on behalf of lenders providing financing for the Facility (collectively, "Financing Parties"). The County will cooperate with Haakon, its affiliates, any assignee of this Agreement, and any Financing Parties from time to time, including by entering into a consent to assignment or other agreements in connection with any collateral assignment on such terms as may be customary under the circumstances and shall be reasonably required by such Financing Parties.

ARTICLE IX

REPRESENTATIONS AND WARRANTIES

Haakon represents and warrants to the County that as of the Effective Date: (i) it is a corporation duly organized and existing under the laws of the State of North Carolina; (ii) it has the power and authority to own its properties and assets and to carry on its business as now being conducted and has the power and authority to execute and perform this Agreement; (iii) this Agreement (A) is the legal, valid and binding agreement of Haakon, enforceable against Haakon in accordance with

its terms, (B) does not violate any order of any court or other agency of government binding on Haakon or the charter documents of Haakon, and (C) does not conflict with, result in a breach of, or constitute an event of default under any material indenture, agreement or other instrument to which Haakon is a party; and (iv) Haakon has not received written notice of any action or proceeding that challenges the validity of this Agreement or Haakon's right and power to enter into and perform this Agreement.

The County represents and warrants to Haakon that: (i) the County is a political subdivision and body politic of the State of North Carolina with power and authority to enter into and perform this Agreement; (ii) the County has taken all action necessary to authorize the execution, delivery and performance of this Agreement; (iii) this Agreement is a legal, valid, and binding obligation of the County, enforceable against the County in accordance with its terms; and (iv) the County has not received written notice of any action or proceeding that challenges the validity of this Agreement or the County's right and power to enter into and perform this Agreement.

ARTICLE X

CONTINUING CONTRACT

The parties hereto understand that this Agreement is and shall be construed as a continuing contract pursuant to N.C.G.S. §153A-13.

ARTICLE XI

MISCELLANEOUS

Governing Law. The parties intend that this Agreement shall be governed by the law of the State of North Carolina as follows:

Mediation

- Any claim, dispute, or other matter in question arising out of or related to this Agreement shall be subject to voluntary non-binding mediation as a condition precedent to the institution of legal or equitable proceedings by either party. If the parties are unable to agree upon a certified mediator to hear their dispute, the Buncombe County Resident Superior Court Judge shall name a mediator to hear the matter.
- The parties shall equally share the mediator's fee. The mediation shall be held in Asheville at a location designated by the mediator selected to hear the matter.

Legal Proceedings

- Claims, disputes and/or other matters in question between the parties that are not resolved by mediation shall be heard in the North Carolina General Courts of Justice in Asheville, Buncombe County, North Carolina, which said Court shall have jurisdiction to hear any dispute between the parties arising out of this agreement. The Parties hereby agree that this paragraph establishes exclusive and sole jurisdiction for any legal proceeding in Buncombe County, North Carolina.

Notices. Any notice permitted or required under this Agreement from one party to the other

must be in writing and will be effective (a) on the date it was actually delivered to the addressee if delivered personally, or sent by a nationally recognized courier (such as FedEx or United Parcel Service) or sent by facsimile, or (b) three days after having been deposited in the United States mail, if sent by certified mail, return receipt request, in each case to the respective addresses of Haakon and the County listed below, or those other addresses of which either party gives the other party written notice:

If to Haakon, to:

Haakon

If to the County, to:

Timothy T. Love
Inter-governmental Projects Director
200 College Street, Suite 300
Asheville, NC 28801

With copy to:

Michael C. Frue
Buncombe County
Senior Staff Attorney
200 College Street, Suite 400
Asheville, NC 28801

Any addressee may designate additional or different addresses for communications by notice given under this Section to each of the others.

Non-Business Days. If the date for making any payment or the last day for performance of any act or the exercising of any right shall not be a Business Day, such payment shall be made or act performed or right exercised on or before the next preceding Business Day.

Severability. Each provision in this Agreement is severable. If any provision of this Agreement will be determined to be invalid or unenforceable by a court of competent jurisdiction, then: (a) such determination will not invalidate or render unenforceable any other provision of this Agreement; (b) such provision will be construed as closely as possible to the parties' original intent in order to render such provision valid or enforceable, as applicable; and (c) the remaining terms of this Agreement, together with such reconstructed provision, will constitute the parties' entire agreement.

Entire Agreement; Amendments. This Agreement constitutes the entire contract between the parties, and this Agreement shall not be changed except in writing signed by both parties.

Binding Effect. Subject to the specific provisions of this Agreement, this Agreement shall be binding upon and inure to the benefit of and be enforceable by the parties and their respective successors and assigns.

Time. Time is of the essence in this Agreement and each and all of its provisions.

Liability of Directors, Officers and Agents. No director, officer, agent or employee of the

County or Haakon shall be subject to any personal liability or accountability by reason of the execution of this Agreement or any other documents related to the transactions contemplated hereby. Such officers, agents, or employees shall be deemed to execute such documents in their official capacities only, and not in their individual capacities. This Section shall not relieve any such officer, agent or employee from the performance of any official duty provided by law.

Confidentiality. The County will keep confidential and will not disclose or publish any of Haakon’s trade secrets as defined in Section 132-1.2(1) of the North Carolina General Statutes, will keep all records evidencing such trade secrets marked as “confidential trade secrets”, and will keep all such records segregated in the County’s files. If the County receives a request, subpoena or court order to disclose any information or records Haakon or its representatives have provided or provide in the future relating to this Agreement or the project described in this Agreement, the County will give Haakon prompt written notice of the request, subpoena or court order and will discuss any proposed disclosure of such information or records with Haakon (and, to the extent possible, give Haakon the opportunity to contest any disclosure of information or records Haakon believes should not be disclosed) before making any such disclosure.

Counterparts. This Agreement may be executed in several counterparts, including separate counterparts. Each shall be an original, but all of them together constitute the same instrument.

ARTICLE XII

CONFIRMATION LETTER AND DOCUMENTATION

Haakon agrees to submit a Confirmation Letter with Supporting Documentation when requesting disbursement of incentive grants, or when certifying that performance commitments have been maintained. A sample confirmation letter is provided below. Acceptable forms of documentation are filings by Haakon with the N.C. Employment Security Commission as to unemployment compensation taxes, and filings by Haakon with the Buncombe County Tax Department as to business personal property listings. The below confirmation letter and associated language are for illustrative purposes and do not reflect any agreement between Haakon and County.

Sample Confirmation Letter

To Whom It May Concern,

This statement made as of the ____ day of _____, 20## by _____ (“Company”) is intended to certify that Company has [achieved / not achieved, maintained / not maintained] the investment, job creation, and average wage goals identified in the Economic Development Agreement (EDA) with Buncombe County. If any of the goals are not met, the exceptions are documented in this letter. Where all goals have been achieved, this letter serves as Company’s request for disbursement based on the grant incentive schedule defined in the EDA.

Company recognizes that incentive grants can only be awarded if Company certifies that all goals have been met and provides adequate supporting documentation for these targets. Company further realizes that all supporting documentation is subject to review by County staff. Company acknowledges that the definition and requirements for adequate supporting documentation are documented in the EDA.

Below is a summary of EDA goals and actual performance.

Type	Goal (for Year Requesting Disbursement)	Actual Performance (for Year Requesting Disbursement)	Goal Status (Achieved, Not Achieved)	Prior Year	Total (since EDA Award)
Investment	\$5,000,000.00	\$5,123,987.00	Achieved	\$1,234,698.15	\$8,000,000
Jobs (Full-Time)	47	47	Achieved	12	64
Average Wage	\$25.97	\$32.23	Achieved	\$15.05	\$29.00
Health Insurance (Full-Time Employees)	50% cost covered	50% cost covered	Achieved	50% cost covered	50% cost covered

Enclosed please find supporting documentation for the data provided above.

BY: _____
[Chief Executive Officer/Chief Financial Officer/President]

ATTEST:

NAME, COMPANY NAME

STATE OF NORTH CAROLINA
COUNTY OF BUNCOMBE

I, _____, a Notary Public of the County and State aforesaid, certify that _____ personally appeared before me this day and acknowledged that s/he is the **TITLE of COMPANY NAME** a North Carolina for profit corporation, and that as **TITLE**, being authorized to do so, voluntarily executed the foregoing instrument on behalf of the corporation, as its act and deed.

Witness my hand and official stamp or seal, this the ____ day of _____, ____.

Notary Public

My Commission Expires:

IN WITNESS WHEREOF, the Grantor executes the foregoing instrument in the ordinary course of its business by the signature(s) below of its duly authorized representative(s) and as the act of such entity.

COMPANY NAME

By: _____
NAME / TITLE

STATE OF NORTH CAROLINA
COUNTY OF BUNCOMBE

I, _____, a Notary Public of the County and State aforesaid, certify that _____ personally appeared before me this day and acknowledged his due execution of the foregoing instrument as a Member/Manager of **COMPANY NAME**, a North Carolina limited liability company, on behalf of said limited liability company, by authority duly vested.

Witness my hand and official stamp or seal, this the ____ day of _____, ____.

NOTARY PUBLIC

My commission expires:

Sample Supporting Investment Documentation
 Example investment documentation with redacted information.

BUNCOMBE COUNTY TAX ASSESSOR
 LISTING DIVISION
 94 COXIE AVENUE
 ASHEVILLE, NC 28801
 (828) 253-4939
 www.buncombecounty.org

Return by
JANUARY 31, 2018
 to avoid a 10% penalty
BUSINESS LISTING FORM



Ext ✓

2018

ABSTRACT NUMBER	OWNER ID	LOCATION	DISTRICT CODES
			BUN, CAS



5732747-6035-1 3 6 6035 2 MB 0.423 37



Bus. Begin Date: 01/01/1957 Bus. Yr End:
 Type of Bus: MANUFACTURING
 Sole Prop: () Partnership: () Corp: () LLP: () LLC: ()
 Person to contact for additional information
 Phone: FAX:
 E-Mail:
 OTHER NC COUNTIES WHERE PERSONAL PROPERTY IS LOCATED

Please make any corrections to name, address and location that are needed

SCHEDULE A PERSONAL PROPERTY - SEE INSTRUCTIONS										
ACQUIRED MACHINERY & EQUIPMENT					ACQUIRED IMPROVEMENTS TO LEASED PROPERTY					
YEAR	PRIOR YR. COST	ADDITIONS	DELETIONS	TOTAL	YEAR	PRIOR YR. COST	ADDITIONS	DELETIONS	TOTAL	
2017					2017					
2016					2016					
2015					2015					
2014					2014					
2013					2013					
2012					2012					
2011					2011					
2010					2010					
2009					2009					
2008					2008					
2007					2007					
2006					2006					
2005					2005					
2004					2004					
2003					2003					
2002					2002					
PRIOR					PRIOR					
TOTAL					TOTAL					
ACQUIRED FURNITURE & FIXTURES					ACQUIRED OTHER					
YEAR	PRIOR YR. COST	ADDITIONS	DELETIONS	TOTAL	YEAR	PRIOR YR. COST	ADDITIONS	DELETIONS	TOTAL	
2017					2017					
2016					2016					
2015					2015					
2014					2014					
2013					2013					
2012					2012					
2011					2011					
2010					2010					
2009					2009					
2008					2008					
2007					2007					
2006					2006					
2005					2005					
2004					2004					
2003					2003					
2002					2002					
PRIOR					PRIOR					
TOTAL					TOTAL					
ACQUIRED COMPUTER EQUIPMENT					CONSTRUCTION IN PROGRESS (PLEASE ATTACH A DETAILED LIST)					
YEAR	PRIOR YR. COST	ADDITIONS	DELETIONS	TOTAL	Report 100% of cost of all personal property carried in a CIP account as of January 1, 2018 \$					
2017										
2016										
2015										
2014										
2013										
2012										
2011										
2010										
2009										
2008										
2007										
PRIOR										
TOTAL										
ACQUIRED EXPENSED ITEMS					SUPPLIES ON HAND JANUARY 1, 2018					
CAPITALIZATION THRESHOLD:					Beauty & Barber, restaurant, hotel & motel items medical, dental & professional, office, maintenance & janitorial, equipment spare parts & tools and fuel of all kinds etc.					
YEAR	PRIOR YR. COST	ADDITIONS	DELETIONS	TOTAL	Prior Year Supplies: Jan. 1 2018 Supplies:					
2017										
2016										
PRIOR										
TOTAL										

SCHEDULE B OTHER EQUIPMENT OWNED AS OF JANUARY 1 BOATS & BOAT MOTORS, AIRCRAFT, MANUFACTURED HOMES (EQUIPMENT ADDED AFTER ORIGINAL PURCHASE SHOULD BE LISTED SEPARATELY) ATTACH ADDITIONAL SCHEDULE IF NECESSARY.		
Property Type	Description: (Make/model/serial #, size, cost, registration #, location, year acquired)	Tax office use

Sample Supporting Job and Wage Documentation

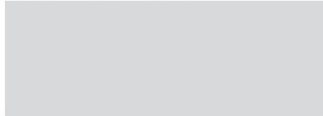
Example job documentation with redacted information. Submitted documentation should redact personal information (e.g., social security numbers), but provide level of detail necessary to calculate number of full-time jobs employed during the period and average wage of full-time jobs in the period.

STATEMENT OF DEPOSITS & FILINGS



TAX FILING SERVICE

** FOURTH QUARTER 2017 **



STATEMENT DATE 01/26/18
 BR/COMPANY ST/SEER
 AGENT 005
 COMBO NO

SIT-ID: 101029871
 SUI-ID: 01-06-748 5

STATE OF NORTH CAROLINA

QUARTER WAGE RECAP:
 SIT TAXL WAGES 169,333.50
 SUI SUBJECT WAGES 174,252.11
 EXCESS SUI WAGES 165,152.11
 SUI TAXABLE WAGES 9,100.00

STATE INCOME TAX WITHHELD 8,623.00

EMPLOYEES: TOTAL MALE FEM NEW
 MONTH 1 7 6 1
 MONTH 2 7 6 1
 MONTH 3 6 6 0

WAGE DTL 8
 SUI PR RATE 1.5800%
 SUI LIMIT 23,100
 SUI DEPOSIT FREQ: ACCELERATED QUARTERLY VIA E

SIT DEPOSIT FREQ: SEMI-WEEKLY VIA EFT

ADF FILING RESPONSIBILITY: SIT QUARTERLY ANNUAL/W2S SUI QUARTERLY IF REQUIRED
 CLIENT FILING RESPONSIBILITY: NONE

DEPOSIT DETAIL

QDC BATCH NUM 17/1/000

DEPOSIT DATE	STATE INCOME TAX	EMPLOYER SUI	TOTAL
10-11-17			
10-17-17			
10-24-17			
10-31-17			
11-07-17			
11-14-17			
11-21-17			
11-28-17			
12-05-17			
12-12-17			
12-19-17			
12-26-17			
01-03-18			
02-02-18			
TOTAL DEPOSITS			
TOTAL LIABILITY			
*ADJUSTMENT			
DIFFERENCE			

We have filed this information with the appropriate agency. We have also filed the annual reconciliation and W-2 Forms required by the state agency.

CONTINUED ON THE NEXT PAGE

THIS STATEMENT SHOULD BE RETAINED AS PART OF YOUR TAX RECORDS.

[Signature Page Follows]

**SIGNATURE PAGE 1 OF 2 TO INCENTIVE AGREEMENT BETWEEN
HAAKON and BUNCOMBE COUNTY**

IN WITNESS WHEREOF, the parties have caused this Incentive Agreement to be executed in their corporate names by their duly authorized officers, all as of the date first above written.

[SEAL]

HAAKON

ATTEST:

By: _____

Printed Name:

Title:

By: _____

Printed Name: _____

Title: _____

**SIGNATURE PAGE 2 OF 2 TO INCENTIVE AGREEMENT BETWEEN
HAAKON HOUSE, INC. and BUNCOMBE COUNTY**

[SEAL]

BUNCOMBE COUNTY

ATTEST:

By: _____

Printed Name: _____

Title: _____

Lamar Joyner, Clerk to the Board

This instrument has been preaudited
in the manner required by The Local
Government Budget and Fiscal Control Act

Name: Eric Hardy
Interim Finance Officer
Buncombe County, North Carolina