

Ox Manufacturing Incentive Proposal

Incentive:

Grant of up to \$100,000

Performance Term:

Ox Manufacturing must maintain \$750,000 in payroll from January 1, 2025 to December 31, 2025. Ox Manufacturing must produce a payroll report by January 31, 2026 for inspection.

Clawback:

The Incentive is repayable within 30 days of notice of default of the Performance Term on a pro-rata basis of payroll required.

Example: If payroll is 90% of what is required in the Performance Term, then Ox Manufacturing must repay 10% of the Incentive within 30 days of notice of default.

Disbursement Schedule:

Expansion costs will be paid directly to vendors upon receipt of invoices approved by Ox Manufacturing.