

CONTRACT AMENDMENT

RECIPIENT: **Zero Zone Refrigeration, LLC, Zero Zone, Inc.,
ZZI Holdings, Inc.**
CONTRACT NUMBER: **22-HQJP-011**
AMENDMENT NUMBER: **Two**
APPROVAL DATE: **December 19, 2025**

THIS CONTRACT AMENDMENT is made by and between the **IOWA ECONOMIC DEVELOPMENT AUTHORITY** (hereafter "**IEDA**"), 1963 Bell Ave, Suite 200, Des Moines, Iowa 50315, an agency of the State of Iowa, **Zero Zone Refrigeration, LLC, Zero Zone, Inc., ZZI Holdings, Inc.** ("**Recipient**"), 6151 140th Ave NW, Ramsey, MN 55303 and the **City of Dyersville** ("**Community**") 340 1st Avenue E, Dyersville, IA 52040.

WHEREAS, the **Recipient** has requested an extension of the Project Completion Date.

WHEREAS, the **IEDA BOARD** approved the request, and

NOW, THEREFORE, the Contract referenced above is amended as follows:

- 1. REVISION OF JOB OBLIGATIONS (EXHIBIT D).** Exhibit D is hereby amended to reflect the amended Project Completion and Maintenance Period Completion Dates. Details of the changes are reflected in the attached revised Exhibit D which is hereby incorporated by this reference and made part of this Contract Amendment.

Except as otherwise revised herein, the terms, provisions, and conditions of Contract Number **22-HQJP-011** and related exhibits shall remain unchanged and are in full force and effect.

FOR RECIPIENT:

Barry DeRousse

Barry DeRousse (Jan 5, 2026 11:00:51 CST)

SIGNATURE

Barry DeRousse

PRINT/TYPE NAME, TITLE

01/05/2026

Date

FOR IEDA:

Debi Durham, Director

Date

FOR THE COMMUNITY:

SIGNATURE

PRINT/TYPE NAME, TITLE

Date

EXHIBIT D – JOB OBLIGATIONS

Revised on 12/19/2025

Recipient: Zero Zone Refrigeration, LLC, Zero Zone, Inc., and ZZI Holdings, Inc.

Community: City of Dyersville

Contract Number: 22-HQJP-011

This Project has been awarded Project Completion Assistance and Tax Incentives from the High Quality Jobs Program (HQJP) – Tax Credit Component, High Quality Jobs Program (HQJP) – Financial Assistance Component. The chart below outline the contractual job obligations related to this Project.

Data in the “Employment Base” column has been verified by IEDA and reflects the employment characteristics of the facility receiving funding before this award was made. Jobs to be retained as a part of this Project must be included in these calculations.

Data in the “Jobs To Be Created” column outlines the new full-time jobs (including their wage characteristics) that must be added to the employment base and, if applicable, statewide employment base as a result of this award.

At the Project Completion Date and through the Maintenance Period Completion Date, the Recipient must achieve, at a minimum, the numbers found in the “Total Job Obligations” column.

HQJP JOB OBLIGATIONS		Employment Base	Jobs To Be Created	Total Job Obligations
Project Completion Date:	September 30, 2025 January 31, 2026			
Maintenance Period Completion Date:	September 30, 2027 January 31, 2028			
Total employment at project location		0	50	50
Average wage of total employment at project location		N/A		
Qualifying Laborshed Wage threshold requirement (per hr)		\$22.63		
Number of jobs at or above qualifying wage		0	34	34
Average Wage of jobs at or above qualifying wage		N/A		

Notes re: Job Obligations

1. When determining the number of jobs at or above the qualifying wage, wages will include only the regular hourly rate that serves as the base level of compensation. The wage will not include nonregular forms of compensation such as bonuses, unusual overtime pay, commissions, stock options, pension, retirement or death benefits, unemployment benefits or other insurance, or other fringe benefits.
2. Employment Base includes 0 “Retained Jobs”.

If the Recipient uses or proposes to use a non-standard work week (8 hours a day, 5 days a week, 52 weeks a year including holidays, vacation and other paid leave), check the box below and describe that alternative schedule. The alternative schedule must meet the requirements of 261 IAC 173.2.) If the box is not checked or if no alternative schedule is provided, IEDA will consider “*Full-time Equivalent (FTE) Job*” to mean the employment of one person for 8 hours per day for a 5-day, 40-hour workweek for 52 weeks per year, including paid holidays, vacations and other paid leave.

The Recipient shall use an alternative work week for purposes of its employees described in the Contract. The alternative work week is as follows: [description].

Sufficient Benefits Deductible Requirements

Recipient shall provide Sufficient Benefits with a maximum deductible of \$1,700 for single coverage or \$3,750 for family coverage.