

## **INCENTIVE AGREEMENT**

This Incentive Agreement is effective May 14<sup>th</sup>, 2025, and is entered into between the following parties:

GO TOPEKA: GROWTH ORGANIZATION OF TOPEKA/SHAWNEE COUNTY, INC.

719 S. Kansas Ave., Suite 100  
Topeka, KS 66603  
Phone: (785) 234-2644  
Fax: (785) 234-8656  
Contact Person/Title: Molly Howey, President, GO Topeka

RESER'S FINE FOODS, INC.

Reser's Fine Foods, Inc.  
PO Box 8  
Beaverton, OR 97075  
Phone (503) 643-6431

**WHEREAS**, RESER'S FINE FOODS, INC. is a corporation that is in good standing and qualified to do business under the laws of the state of Kansas; and

**WHEREAS**, RESER'S FINE FOODS, INC. is contemplating investing approximately Thirty-Four Million Dollars (\$34,000,000) to construct improvements and equip additional production space in Shawnee County, Kansas; and

**WHEREAS**, RESER'S FINE FOODS, INC. intends to expand its operations and, in the process, create Sixty (60) full-time jobs over the next approximately five (5) years; and

**WHEREAS**, GO TOPEKA desires to assist and promote RESER'S FINE FOODS, INC. by offering up to One Million Seven Four Thousand Dollars (\$1,074,000) in employment, training, investment incentives and state incentive application fee reimbursement; and

**WHEREAS**, RESER'S FINE FOODS, INC. acting in reliance upon the incentives set forth in this Agreement, has decided to maintain and expand its operations in Shawnee County, Kansas; and

**WHEREAS**, the parties wish to memorialize their understanding regarding the details of the incentive package through this legally enforceable contract.

**WITNESSETH:**

**NOW, THEREFORE,** in consideration of such mutual benefits and the mutual covenants and agreements expressed herein, the parties covenant and agree as follows:

1. **Local Employment Incentive.** GO TOPEKA agrees to provide to RESER'S FINE FOODS, INC. an employment incentive of up to Three Hundred Ninety-One Thousand Dollars (\$391,000) (the "Employment Incentive") for net new Full Time Employment Positions created by RESER'S FINE FOODS, INC. over five (5) years, subject to the limitations and requirements outlined herein. The eligibility for Employment Incentive of a new Full Time Employment Position is based on annual employee compensation as follows:

<b><u>Annual Compensation</u></b>	<b><u>Total Employment Incentive</u></b>	<b><u>Per Year</u></b>
• \$50,000 - \$59,999	\$5,000	\$1,000
• \$60,000 - \$69,999	\$6,000	\$1,200
• \$70,000 - \$79,000	\$7,000	\$1,400
• \$80,000 - \$89,999	\$8,000	\$1,600
• \$90,000 - \$99,999	\$9,000	\$1,800
• \$100,000 - \$109,999	\$10,000	\$2,000

A Full Time Employment Position receiving compensation of less than \$50,000 annually is not eligible for an Employment Incentive.

As used in this agreement, a "Full Time Employment Position" is an employee position that includes approximately 2080 paid hours of service in Shawnee County, Kansas, during each calendar year. For purposes of determining eligibility for Employment Incentives (and the amount thereof), compensation includes salary, bonuses or other cash incentives paid by RESER'S FINE FOODS, INC. to a full-time employee in a calendar year but does not include benefits. Each position shall be eligible to receive health insurance benefits, at least part of the premiums of which are paid by RESER'S FINE FOODS, INC., and paid time off. Nothing herein shall require that a Full Time Employment Position be held by the same person, nor shall this Agreement preclude RESER'S FINE FOODS, INC. from changing the title, purpose or utility of a position (as long as it meets the other requirements identified herein, including compensation). Each Full Time Employment Position must be one in which RESER'S FINE FOODS, INC. withholds and pays all federal, state and local employment taxes attributable to the employee. More than one position cannot be aggregated to qualify for an Employment Incentive.

Only new Full-Time Employment Positions shall be eligible for the Employment Incentive. A “new” Full Time Employment Position is an otherwise eligible Full Time Employment Position that is in excess of and in addition to the 95 Full Time Employees employed by RESER’S FINE FOODS, INC. as of May 14th, 2025.

A Full Time Employment Position shall not fail to qualify for the Employment Incentive if the position is vacated (voluntarily or otherwise) and RESER’S FINE FOODS, INC. is undertaking an open and active search and such position is filled within one hundred eighty (180) days after the vacancy during the calendar year. If unfilled for longer than one hundred eighty (180) days during a calendar year, the position will cease to qualify as a Full Time Employment Position and will not be eligible for an Employment Incentive for that year.

Notwithstanding anything to the contrary herein, a maximum Employment Incentive available hereunder shall not exceed Three Hundred Ninety-One Thousand Dollars (\$391,000) in the aggregate. Generally, the maximum annual Employment Incentive payment shall be Seventy-Eight Thousand Two Hundred Dollars (\$78,200); however, if RESER’S FINE FOODS, INC. is experiencing faster than anticipated growth and the GO TOPEKA budget allows, the yearly Employment Incentive may exceed the noted maximum at the direction of the President of GO TOPEKA.

Installments of the Employment Incentive shall be available to be earned for up to five (5) consecutive years, with the first qualifying year beginning on May 14th, 2025 (with the Employment Incentive installment relating to Full Time Employment Positions established in 2025 paid in 2026), and the last qualifying year (depending when a position was added) ending on May 13th, 2030 (with the first Employment Incentive installment relating thereto paid in the third quarter of 2029).

GO TOPEKA will endeavor to make incentive payments according to the following schedule:

- New Full Time Employment Positions hired between May 14, 2025 and December 31, 2025 will be eligible to receive the first incentive payment installment in 2026;
- New Full Time Employment Positions hired between January 1, 2026 and December 31, 2026 will be eligible to receive the first incentive payment installment in 2027;
- New Full Time Employment Positions hired between January 1, 2027 and December 31, 2027 will be eligible to receive the first incentive payment installment in 2028;

- New Full Time Employment Positions hired between January 1, 2028 and December 31, 2028 will be eligible to receive the first incentive payment installment in 2029;
- New Full Time Employment Positions hired between January 1, 2029 and December 31, 2029 will be eligible to receive the first incentive payment installment in 2030;
- New Full Time Employment Positions hired between January 1, 2030 and May 13, 2030 will be eligible to receive the first incentive payment installment in the third quarter of 2030;

provided, however, that RESER'S FINE FOODS, INC. must first provide GO TOPEKA with sufficient documentation relating to such employment levels (as required elsewhere herein). GO TOPEKA shall make all reasonable efforts to complete payment of all incentive payments within sixty (60) days of the receipt of such sufficient documentation relating to employment levels.

The parties recognize there may be some turnover and fluctuations in RESER'S FINE FOODS, INC.'s employment levels. Therefore, a position may qualify for an Employment Incentive in one year after failing to qualify in a prior year.

For purposes of illustration, if RESER'S FINE FOODS, INC. hires throughout the period between January 1, 2026 and December 31, 2026 three (3) new Full Time Employment Positions receiving compensation of at least \$60,000.00 and one (1) new Full Time Employment Positions receiving compensation in excess of \$100,000.00, it would be eligible to receive an Employment Incentive installment in the amount of \$5,600  $[(3 \times 1,200) + (1 \times 2,000)]$  in 2026 upon receipt and verification of appropriate documentation.

**2. Employment Incentive Calculation Documentation.** When and as reasonably requested by GO TOPEKA, RESER'S FINE FOODS, INC. shall provide GO TOPEKA with state and federal employment tax returns and/or other information reasonably necessary to establish employment levels in Shawnee County, Kansas, for purposes of calculating Employment Incentives and monitoring RESER'S FINE FOODS, INC.'s performance hereunder. GO TOPEKA is granted the right to audit payroll and human resources records at any time during the term of this Agreement. GO TOPEKA is granted the right to reduce payments made to RESER'S FINE FOODS, INC. by amounts found to be improper, unauthorized or unsubstantiated. GO TOPEKA shall have sole authority in this regard and shall base its decision upon information submitted, including absence of documents to substantiate expenditure.

3. **Employee Training Incentive.** RESER'S FINE FOODS, INC. may earn an Employee Training Incentive in an amount not to exceed Sixty Thousand Dollars (\$60,000.00) (the "Employee Training Incentive").

GO Topeka shall reimburse RESER'S FINE FOODS, INC. for verifiable training costs including, but not limited to, tuition, registration fees, computer software for in-house training and other direct training costs incurred from May 14th, 2025 to May 13th, 2030 in accordance with the following provisions. RESER'S FINE FOODS, INC. shall be eligible for up to One Thousand Dollars \$1,000 in Employee Training Incentive for up to Sixty (60), net new Full Time Employment Position (as defined in Section 1 "Local Employment Incentive"), created by RESER'S FINE FOODS, INC.. Thus, for RESER'S FINE FOODS, INC. to receive all Sixty Thousand Dollars (\$60,000) in Employee Training Incentive the company's full-time employment would need to increase to at least 155.

An Employee Training Incentive payment may be made to RESER'S FINE FOODS, INC. starting in 2026 for training costs incurred by any full-time employee (new or existing) at RESER'S FINE FOODS, INC. in 2025 upon proof of approved training expenses in the form of paid invoices, or other verifiable records confirming payment for approved training expenses. The amount of Employee Training Incentive available in 2026 will be based on net new Full Time Employment Positions created by RESER'S FINE FOODS, INC. in 2025. For example, if RESER'S FINE FOODS, INC. created twenty-five (25) new Full Time Employment Positions in 2025, increasing the company's full time employee count to 120 RESER'S FINE FOODS, INC. could receive a reimbursement of up to \$25,000 in 2025, for expenses incurred to train any existing or new full-time employee. Payment for training expenses incurred shall be available on a yearly basis thereafter through 2030 based on the previous year's job creation and verifiable training costs. GO TOPEKA shall not reimburse RESER'S FINE FOODS, INC. wages paid to an employee while they are in training or incidental costs associated with training such as travel expenses, meals, and lodging.

4. **Real Estate and Equipment Investment Incentive.** For each One Million Dollars (\$1,000,000) in expenditure made by RESER'S FINE FOODS, INC. between May 14th, 2025 and May 13th, 2030 for the improvement of its real property located at 3728 SE 6<sup>th</sup> St., Topeka in Shawnee County, Kansas GO TOPEKA shall pay an incentive to PROJECT B of Twenty Thousand Dollars (\$20,000) (The "Real Estate Investment Incentive"). The aggregate of

said real estate investment incentive payments shall not exceed Five Hundred Sixty Thousand Dollars (\$560,000). RESER'S FINE FOODS, INC.'s investment in its real property in Shawnee County is expected to be Twenty-Eight Million Dollars (\$28,000,000). The Real Estate Incentive payments shall be made to RESER'S FINE FOODS, INC. upon GO TOPEKA's receipt of documentary evidence showing the investment and improvement (construction/remodel) in the real property.

For each One Million Dollars (\$1,000,000) in expenditure made by RESER'S FINE FOODS, INC. between May 14th, 2025 and May 13th, 2030 for the purchase of equipment to be housed at its real estate located in Shawnee County, Kansas GO TOPEKA shall pay an incentive to RESER'S FINE FOODS, INC. of Ten Thousand Dollars (\$10,000) (The "Equipment Investment Incentive"). The aggregate of said equipment investment incentive payments shall not exceed Sixty Thousand Dollars (\$60,000). RESER'S FINE FOODS, INC.'s investment in its equipment is expected to be Six Million Dollars (\$6,000,000). The Equipment Investment Incentive payments shall be made to RESER'S FINE FOODS, INC. upon GO TOPEKA's receipt of documentary evidence showing the purchase of said equipment.

**5. Incentive Program Application Fee Reimbursement.** In the event RESER'S FINE FOODS, INC. applies for incentive programs through the state of Kansas, GO TOPEKA shall reimburse RESER'S FINE FOODS, INC. for any actual expenditures for application fees paid to the state of Kansas up to a total of Three Thousand Dollars (\$3,000.00). This incentive payment shall be made to RESER'S FINE FOODS, INC. upon GO TOPEKA's receipt of documentary evidence showing the payment of said fees.

**6. Use of Funds.** The funds received by RESER'S FINE FOODS, INC. pursuant hereto shall be used for the purpose of purchasing and improving real estate and equipment in Shawnee County, Kansas and for the employment and training of persons to be employed in Shawnee County, Kansas.

**7. Notices.** Any notices required or permitted to be given pursuant to this Agreement may be delivered in person or mailed, certified mail, return receipt requested, to the addresses identified above.

**8. Miscellaneous.** The following miscellaneous provisions shall apply to this Agreement:



a. RESER'S FINE FOODS, INC. agrees to make every reasonable effort to use, if qualified, Shawnee County residents to fill the new Full Time Employment Positions in Shawnee County, Kansas.

b. RESER'S FINE FOODS, INC. shall provide prompt advance notice to GO TOPEKA of any material change in RESER'S FINE FOODS, INC.'s ownership, control or management, including issues of insolvency or bankruptcy, or other material changes that could reasonably result in a default by RESER'S FINE FOODS, INC. under any agreement to which it is a party related to the matters set forth herein, or a change in the Full Time Employment Positions maintained in Shawnee County, Kansas.

c. RESER'S FINE FOODS, INC. agrees to participate in a public event with GO TOPEKA in Shawnee County, Kansas, celebrating the employment expansion contemplated by this Agreement. Such event would include general recognition of JEDO's and GO TOPEKA's involvement in the project.

d. This writing contains the entire agreement reached between the parties hereto with respect to the subject matter hereof, and may be amended only in writing, duly executed by all parties concerned.

e. This Agreement shall be interpreted under the laws of the State of Kansas, with venue being solely in the state District Court of Shawnee County, Kansas. In the event any provision is found to be unenforceable or unconstitutional, all other provisions shall remain in full force and effect.

f. Time is of the essence of this Agreement. RESER'S FINE FOODS, INC. agrees to provide written documentation demonstrating proof of performance within two (2) years of the effective date of this Agreement. This documentation must be submitted regardless of whether any qualifying performance activity has occurred. In the event no such activity has taken place, RESER'S FINE FOODS, INC. shall still submit a written statement affirming that no qualifying performance has been achieved during the period.

g. By signing this Agreement, the parties affirm that they have the authority of their respective corporations to enter into this Agreement and bind their respective entities.

h. This Agreement shall bind and inure to the benefit of the parties to this Agreement, their heirs, legal representatives, assignees, transferors and successors.

i. No failure by a party to insist on prompt performance by the other party of its obligations hereunder shall constitute a waiver of rights under the Agreement. Similarly, the waiver by a party of any breach of any provision of this Agreement shall not operate or be construed as a waiver of any subsequent breach of that same or any other provision.

j. This Agreement may be executed in counterparts, each counterpart shall be deemed an original, and, when taken together with other signed counterparts, shall constitute one agreement, which shall be binding upon and effective as to all parties.

k. The parties acknowledge and agree that RESER'S FINE FOODS, INC. shall not assign, transfer, hypothecate or otherwise encumber this Agreement and its rights hereunder, without the prior written approval of GO TOPEKA.

l. Sarbanes-Oxley and similar legislation may have application to, or affect the accounting for, this Agreement by RESER'S FINE FOODS, INC..

m. GO TOPEKA makes no representation as to the taxability or tax effect of this Agreement and the incentive payments hereunder.

n. GO TOPEKA's obligations hereunder are contingent upon approval hereof by the Joint Economic Development Organization ("JEDO") and the continued funding of GO TOPEKA at adequate levels through a portion of the Shawnee County retailer's sales tax and/or by JEDO. GO TOPEKA may unilaterally reduce or eliminate any payments hereunder in the event that sufficient funds are not available (taking into account GO TOPEKA's other obligations). GO TOPEKA will endeavor to give RESER'S FINE FOODS, INC. advance notice of any reduction of funds when practical. RESER'S FINE FOODS, INC. agrees and understands that if there are not sufficient funds appropriated or available to GO TOPEKA to continue to make any payments hereunder (taking into account GO TOPEKA's other obligations), GO TOPEKA may terminate this Agreement with written notice of termination to RESER'S FINE FOODS, INC.. The reduction or elimination of any payments, and/or termination of this Agreement pursuant to this paragraph, shall not cause any penalty or damages to be charged to GO TOPEKA and RESER'S FINE FOODS, INC. waives and releases any rights, causes of action or claims it may have should such insufficiency of funds occur.

o. In carrying out the terms and provisions of this agreement, RESER'S FINE FOODS, INC. shall not unlawfully discriminate against any employee, applicant for employment, recipient of service or applicant to receive or provide services because of race,



color, religion, sex, age, disability, national origin or any other status protected by applicable federal or state law or local ordinance.

p. RESER'S FINE FOODS, INC. agrees to make a good faith effort to provide relocating information to existing employees, and/or new employees with information/relocation materials regarding Topeka and Shawnee County, that support and promote residency within the Topeka/Shawnee County limits. Annual reporting of these efforts shall be provided to GO TOPEKA during the incentivized period defined in this Agreement.

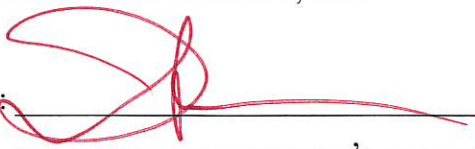
q. Every duty, right, or obligation contained in this Agreement imposes an obligation of good faith in its performance or enforcement. For the purposes of the Agreement, "good faith" dealing means honesty in fact in the conduct or the transaction concerned.

r. Nothing herein contained shall be construed or held to make any party a partner, joint venture or associate of another party in the conduct of its business, nor shall either party be deemed the agent of the other, it being expressly understood and agreed that the relationship between the Parties hereto is and shall at all times remain contractual as provided by the terms and conditions of this Agreement.

s. The parties agree to execute and deliver such other documents, agreements or instruments as may be necessary or convenient to affect the purposes of this Agreement and to comply with any of the terms hereof.

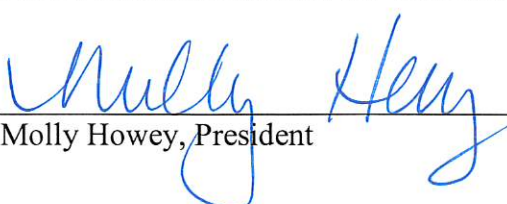
IN WITNESS WHEREOF, the parties hereto have executed this Agreement on the date and year first above written.

"RESER'S FINE FOODS, INC."

By:  \_\_\_\_\_  
\_\_\_\_\_, \_\_\_\_\_

"GO TOPEKA"

GROWTH ORGANIZATION OF TOPEKA/SHAWNEE COUNTY, INC.

By:  \_\_\_\_\_  
Molly Howey, President