



- Facility is located in an LMI zone and 65% of the workforce is LMI
- 74% of the workforce is minority
- 73 new jobs created since investment (over 100% job growth)
- Offers company stock options to all full-time employees
- Culture of internal promotion

NORIBACHI

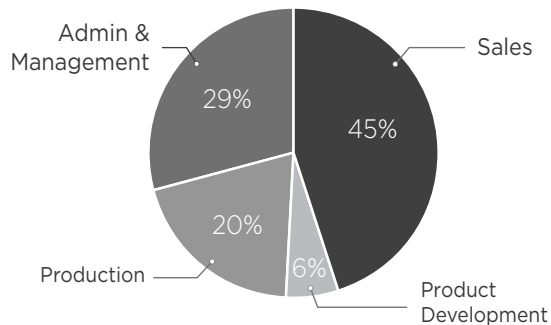
Founded in 2008 by Farzad and Rhonda Dibachi, Noribachi is a leading US-based, LED light manufacturer for high output commercial and industrial applications based in Los Angeles. Noribachi is the only custom manufacturer of controllable LED lights in the industry.

BROAD BASED OWNERSHIP: Educating Employees on the Value of Stock Options

Noribachi actively fosters a culture of ownership by offering stock options to all full time employees, including factory staff, as well as through ongoing employee education. Each month, Bruce Wiggins, Senior Vice President and Legal Counsel at Noribachi holds a seminar to teach all employees about stock options. The primary objectives of the seminar are to:

- ☑ Convey to employees that as stockholders, they own a portion of the company and that their actions directly influence the performance and financial of the company.
- ☑ Explain the mechanics of stock options and the financial value of this employee benefit.
- ☑ Share the company's growth strategy and long term vision.

Stock option ownership by employee type.



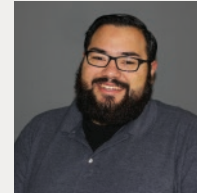
Noribachi has been featured on Forbes' List of America's Most Promising Companies for two years in a row (2014, 2015) as well as named to Inc. Magazine's Exclusive Annual List of America's Fastest-Growing Private Companies (Top 5 in Manufacturing) and is number 7 on the Los Angeles Business Journal's 100 Fastest Growing Private Companies List.

EMPLOYEE STORIES



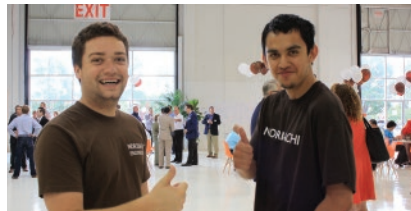
Christy Anderson
VP of Marketing

Noribachi's Equity Incentive Plan unifies us as owners, from Production to Executive Management. As co-owners we have the rare opportunity to share in something greater than the hours we spend at work. Noribachi not only provides the pathway to success but also helps its employees to achieve it. Our daily, weekly, monthly and quarterly successes are an investments in our future. **For me personally, it gives me a greater sense of purpose, pride, motivation and obligation to the role I play within the company far beyond my job description.**



David Ferrel
Sales Associate

I have now worked at Noribachi for two years. I have been promoted numerous times and held many positions during my two years. **I started my journey as an entry level employee, and now I am a full-time Sales Associate.** When I joined Noribachi I was introduced to the Equity Incentive Plan. I jumped at the opportunity. Not only was I excited but **I was proud to become a shareholder.** Noribachi has truly given me an opportunity for growth and success.



Broad based participation is critical to increasing retention and reducing attrition costs.

