Corporate Headquarters Incentives Subgroup Meeting

August 8, 2011

Jobs Tax and Headquarters Tax Credit Portability

Discussion Points:

- We will add this concept of passing both job creation tax credits and headquarters jobs tax credits through to employees into the existing structure of Miss. Code Ann. 57-73-21
- The credit will likely be able to be passed through to any employee holding a "headquarter job" which has been fairly broadly defined in the DOR Regs to include most centralized functions (basically any position other than manufacturing line workers and cleaning staff)
- May need to revisit the definition of headquarter job to make sure we have agreement amongst DOR, MDA and SOS' office about who this will pass through to
- Some concerns raised about the income tax implications for the employees who receive the credit

Action Points:

- Jan Craig will research the initial structure of the RED Credit to determine how the income tax implications to employees who received the credit as a pass through was handled
- Mark Hosemann, Ryan Pratt and Justin Fitch will work on incorporating language into 57-73-21 to establish the pass through and will consider the definition of "headquarter jobs" and whether that needs to be addressed in the statute or left to the DOR and MDA interpretation under the Regs as it has been in the past

Dividends Paid Deduction

Discussion Points:

- The deduction can not be limited to dividends paid to MS shareholders as this would discriminate against out of state shareholders in violation of the Commerce Clause
- Economic impact in terms of an influx of capital into the MS economy could be diminished by the fact that a lot of the dividends paid out could flow out of the state and, in addition, corporations still may not be incentivized to pay out dividends due to the impact of federal taxes
- Could still be a valuable recruiting tool to draw in and retain corporations if not economically infeasible for the state; we don't want to over-incentivize to the economic detriment of the state

Action Points:

- DOR will contact Ryan Pratt and Justin Fitch with the SOS office to give some estimation of what the economic impact of allowing a dividend paid deduction to MS corporations would be

Monetization of Credits

Discussion Points:

- The best approach may be a system under which the state guarantees a loan from a private financial institution to the taxpayer in an amount equal to the present value of the tax credits that would be received by the taxpayer
- The state will need to protect itself like any other private guarantor, taking a first lien on assets
- May want to limit this to loans used to purchase tangible personal property and real property

<u>Action Points</u>:

- MDA will contact Ryan Pratt and Justin Fitch with the SOS office with a list of currently available credits which would be the best candidates for this monetization structure

Corporate Headquarters Incentives

Competitive Gap

1. Quick Action Closing Fund: *Florida*
   a. The state has the ability to provide a discretionary grant to close a competitive gap for projects creating jobs and investment.
2. Regional Economic Business Assistance Program: *Georgia*
   a. The state has the ability to provide cash grants to projects to close competitive gaps
3. Governor's Opportunity Fund: *Virginia*
   a. A discretionary grant controlled by the Governor's office to serve as a "deal closing" fund.
   b. Depending on the size of the community, eligible projects must create a minimum of 25 and investment of at least $2.5 million.

Income Tax

1. Headquarters Grants Program – *Louisiana*
   a. Eliminates the taxes on interest and dividends for companies locating their headquarters in the state.
2. Kentucky Business Investment Program: *Kentucky*
   a. Income tax credits and wage assessments available to all new and existing regional and national headquarters that locate or expand operations in Kentucky.
3. Oregon Investment Advantage
   a. This income tax exemption program helps businesses start or locate in most Oregon counties with a 10-year income tax holiday.
   b. Companies setting up operations in a qualifying county are eligible for a 10-year waiver on all income/excise taxes related to those operations, potentially avoiding state business tax liability for that period.

Investment/Jobs Based

1. Super Job Tax Credit for Qualified Headquarters: *Tennessee*
   a. If a taxpayer meets the $10 million capital investment and creates the minimum 100 headquarters jobs paying 150% of the average occupational wage in establishing or expanding a qualified headquarters facility, the taxpayer will also qualify for a Super Credit of $5,000 per job that can be used to offset up to 100% of the taxpayer's F&E liability each year for 3 years with no carry-forward.
   b. The Commissioner of Revenue may lower the wage requirement and investment criteria for a qualified headquarters facility if the headquarters locates in a Central Business District or Economic Recovery Zone.

c. The investment period for the Super Job Tax Credit is 3 years, but may be expanded to 5 years with approval from the Commissioner of Economic and Community Development
d. The taxpayer must file and receive approval of the Qualified Headquarters Business Plan and the Job Tax Credit Business Plan before taking the Super Job Tax Credit.

2. Economic Opportunity Tax Credit: *West Virginia*
   a. A Taxpayer that moves its corporate headquarters to West Virginia from a location outside of West Virginia may be entitled to an Economic Opportunity Tax Credit, if the relocation creates at least fifteen (15) new West Virginia jobs.
   b. If the relocation creates at least 15, but less than 20 new jobs, then the amount of credit is equal to 10% of the Taxpayer's adjusted qualified investment. The "adjusted qualified investment" means the qualified investment of the Taxpayer in real and tangible personal property purchased for the corporate headquarters, plus the cost of the reasonable and necessary expenses incurred by the taxpayer to relocate the corporate headquarters from its out of state location to West Virginia.
   c. Generally, the credit may be used to offset tax liabilities in the same manner as described above for the general Economic Opportunity Tax Credit. The only significant difference concerns a slightly different application against the Corporation Net Income Tax.
   d. Taxpayers must complete and file both Application Form WV/EOTC-A no later than due date of the Taxpayer's Annual State Income Tax Return (corporate or personal) for the tax year the investment was placed into service or use, including lawful extensions of time to file, and Schedule EOTC-1 when claiming this credit on an annual return.
3. Economic Development Tax Credit: *Wisconsin*
   a. Tax credits may be earned by businesses locating global, national divisional or regional headquarters operations to Wisconsin or by businesses whose existing Wisconsin headquarters are at risk of leaving the state.
   b. Credits will be allocated on a per-job basis.

<u>Sales/Use Tax</u>

1. Sales and Use Tax Credit for Qualified Headquarters: *Tennessee*
   a. For taxpayers meeting the minimum investments for a qualified headquarters facility in Tennessee the State provides for a credit of 6.5% of the 7% state sales and use tax paid on qualified tangible personal property purchased for the headquarters during the investment period.
   b. The investment period for the sales and use tax credit begins one year prior to construction or expansion and ends one year after construction or expansion is substantially complete and cannot exceed 6 years.

c. The taxpayer must file and receive approval of the Qualified Headquarters Business Plan with the Department of Revenue before taking the sales and use tax credits.

<u>Relocation</u>

1. Headquarters Relocation Expense Credit: *Tennessee*
    a. Companies establishing a qualified headquarters facility may also qualify for credits against their F&E tax liability based on the amount of qualified relocation expenses incurred in the establishment of a headquarters facility. This is a fully refundable tax credit.
    b. "Qualified headquarters relocation expenses" are those expenses that both the Commissioner of Revenue and Commissioner of Economic and Community Development determine, in their sole discretion, are necessary to relocate headquarters staff employees to a qualified headquarters facility in conjunction with the initial establishment of such facility.
    c. The taxpayer must file and receive approval of the Qualified Headquarters Business Plan with the Department of Revenue before claiming Headquarters Relocation Expense Credit.
    d. Relocation Expense Credits are limited to the qualified expenses actually incurred. The Company may start to take Relocation Expense Credits in the first year it incurs qualified relocation expenses up to the amount allowed as a Relocation Expense Credit for that year.
2. Headquarters Relocation Tax Credit: *Indiana*
    a. Companies relocating to Indiana which create a minimum of 75 jobs are eligible for a tax credit equal to 50% of its cost of relocating.
4. *South Carolina*
    a. In an effort to offset the cost associated with relocating or expanding a corporate headquarters facility, South Carolina provides a generous 20% credit based on the cost of the actual portion of the facility dedicated to the headquarters operation or directed lease costs for the first five years of operations.
    b. The credit can be applied against either corporate income tax or the license fee. These credits are not limited in their ability to eliminate corporate income taxes and can potentially eliminate corporate income taxes for as long as 10 years from the year earned.
5. Additional Tax Incentives for Qualified Headquarters: *Tennessee*
    a. Companies with a regional, national or international qualified headquarters facility in Tennessee may, with approval from the Commissioner of Revenue and the Commissioner of Economic and Community Development, convert unused net operating losses (NOL) to a credit against F&E tax liability.
    b. The NOL credit is available only if the company is unable to use the NOL to offset net income during the current tax year.

Corporate Tax Incentives

Sales/Use Tax

1. Sales and Use Tax Deferment: *Nevada*
    a. New and expanding business that purchase a minimum of $100,000 in capital equipment can defer sales and use taxes without interest for up to five years on certain capital goods purchases that are consistent with Nevada's plan for industrial development.
2. InvestArk: *Arkansas*
    a. Sales and use tax credits to businesses established in Arkansas for at least 2 years that invest $5 million or more in construction.
3. Sales Tax Exemption: *Connecticut*
    a. Exemption from sales tax on the purchase of construction materials and furniture, fixtures, and equipment for projects resulting in high levels of capital investment and job creation or retention

Payroll Tax

1. Payroll Tax Abatement: *Nevada*
    a. Provides for a partial exemption of payroll taxes for companies that meet wage requirements and a minimum number of full-time workers.
    b. If locating in counties with a population greater than 60,000, a $1M capital investment is required ($250,000 capital investment required for county with fewer than 60,000 population).
2. New Economy Jobs Program: *Delaware*
    a. An employer adding at least 50 new jobs with at least a salary of $100,000 receive a withholding tax rebate of up to 65%.
3. Promoting Employment Across Kansas (PEAK): *Kansas*
    a. Qualified companies relocating jobs to Kansas are given the ability to retain 95% of the payroll withholding tax of the relocated jobs.
    b. Must create 10 or more new jobs within 2 years in metro areas or 5 new jobs in all other areas of the state.
    c. High impact projects that create 100 new jobs within 5 years can retain the credits for 7-10 years.
    d. All others can retain the credit for 5 years.

Investment Based Tax Credit

1. Business Retention and Relocation Assistance Grant (BRRAG): *New Jersey*
    a. Recently amended by the State Legislature, the BRRAG provides a one time state corporate income tax credit to companies relocation from one location to another in New Jersey or making capital investment equal to the value of the tax credits.

    b. Tax credit increases with the scale of the jobs (maximum credit is $13,500 per employee).
2. Hoosier Business Investment Tax Credit: *Indiana*
    a. A credit award of up to 10% of the qualified capital investment a company makes in Indiana.
3. Reinvestment Tax Credit: *Kansas*
    a. Provides a 1% corporate income tax credit on the qualified capital investment of an eligible company.
    b. Those businesses which pay above average wages and invest in employee training are able to increase the credit to 10%
4. Kentucky Reinvestment Act: *Kentucky*
    a. Provides tax credits to existing KY companies engaged in manufacturing and related functions on a permanent basis which invests at least $2,500,000 in eligible equipment and related costs.
5. Kentucky Enterprise Initiative Act: *Kentucky*
    a. Provides refunds of sales and use tax for building and construction materials permanently incorporated as an improvement to real property and for eligible equipment used for research and development or data processing.
6. Sales and Use Tax Exemptions: *Washington*
    a. Exempts sales and use tax on machinery and equipment used directly in data centers, manufacturing, research operations, in generating electricity using fuel cells, wind, solar or landfill gas energy, and for the labor and services necessary to install such equipment.

<u>Large Business/High Impact</u>

1. Capital Investment Tax Credit: *Florida*
    a. A corporate income tax credit of up to 100% of investment on eligible projects in high impact sectors that create a minimum of 100 jobs and invest at least $25 million in eligible capital.
2. Business Advantage Tax Credit: *Idaho*
    a. Those investing a minimum of $500,000 and creating 10 new jobs are eligible to receive corporate income tax credits
    b. Are also eligible for property and sales tax credits.
3. Large Business Property Tax Cap: *Idaho*
    a. Businesses that invest at least $1 billion in capital improvements are eligible to receive property tax exemption on all property valued in excess of $400 million.
4. Large Employer Property Tax Cap: *Idaho*
    a. Businesses that employee at least 1,500 employees within an Idaho county and make a yearly capital investment of $25 million within that county are eligible to receive property tax exemption on property values in excess of $800 million.

5. High Impact Business Tax Exemption: *Illinois*
    a. The state has the authority to provide an array of tax credits and exemptions to stimulate large scale economic development projects to companies making a $12 million investment in capital improvements and creating a minimum of 500 full time jobs.
    b. Or, to companies who invest $30 million and cause the retention of 1,500 full-time jobs.

<u>Job Training</u>

1. Louisiana FastStart: *Louisiana*
    a. Provides workforce recruitment, screening and training to new and expanding Louisiana companies at no cost.
    b. Globalstar relocated its headquarters from Silicon Valley, California to Covington Louisiana through Louisiana FastStart whereby the Louisiana Economic Development (LED) will provide customized workforce support to Globalstar.
2. Governor's Training Initiative: *Maine*
    a. Provides training assistance for employers paying at least 85% the average wage in the occupation.
    b. Develops and coordinates training for firms intending to expand or locate in Maine, reorganize a workplace to remain competitive, or upgrade worker skills.
3. Economic Development Job Training (EDJT) Program: *Michigan*
    a. Reimbursements grants are available to new or expanding companies to help offset employee training (averaging $1,000 per new employee and $500 for each existing employee)
4. Minnesota Job Skills Partnership program: *Minnesota*
    a. Grants, up to $400,000, are available to educational institutions that partner with businesses to develop new-job training or retraining for existing employees.
5. Primary Sector Workforce Training Grant program: *Montana*
    a. Provides grant funds to businesses for training new and existing full-time workers (max of $5,000 per full-time employee.) Specific guidelines must be met and companies must provide $1 of match for every $3 of grant funds.
6. The Customized Job Training Program: *Nebraska*
    a. Provides employee training assistance to companies who engage in activities that sell goods/services primarily to a non-Nebraska market: manufacturing, processing, warehousing, and headquarter facilities are some examples.
    b. The training assistance must be used for full-time employees not involved in administrative support, management or facility maintenance.
7. Customized Training: *New Jersey*
    a. The State can provide grants to reimburse up to 50% of the cost of employee training.

8. Job Training Fund: *New Hampshire*
    a. Private business located in New Hampshire and businesses intending to locate in the State, and who elect to pay into the unemployment trust fund are eligible for the Job Training Fund.
    b. Training programs may include, but shall not be limited to: structured, on-site laboratory or classroom training; basic skills; technical skils; quality improvement; safety management and supervision; English as a Second Language.
    c. Training funds are distributed on a cost-reimbursement basis
    d. A minimum 1:1 cash match is required
9. Job Training Incentive Program: *New Mexico*
    a. Provides companies with reimbursement for training costs associated for newly created jobs
    b. Reimbursements typically range from 50%-80% of employee wages and travel expenses.
    c. Eligibility for JTIP funds depends on the company's business, the role of the newly created positions in that business, and the trainees themselves.
10. Nevada's Train Employees Now (TEN) Program: *Nevada*
    a. Assists new and expanding business to train new or potential employees.
    b. Training ranges from recruitment to classroom and on-the-job training.
    c. Participating businesses contribute 25% of the total training costs.
11. Customized Industrial Training: *North Dakota*
    a. The state provides a variety of training programs in the form of loans and grants.
    b. Loans are repaid through state income tax withholding credits and direct grants requires a match from the employer
    c. The state also assists firms in recruiting, screening, and testing potential trainees.
12. Employer Education Credit: *Alabama*
    a. Provides a tax credit of 20% of the actual training costs to employers who provide basic skills education to Alabama resident employees.
13. AZ Job Training Program: *Arizona*
    a. Grants for 75% of the cost to train a new hire.
    b. Grants for 50% of the cost to train an existing employee.
14. Employment Training Panel: *California*
    a. Provides reimbursement for workforce training expenses (up to $1,800 per trained employee)
15. Colorado First/Existing Industry Job Training Grant: *Colorado*
    a. Grants of up to $800 per employee are available for specific businesses.
    b. A minimum of 40% of the total training costs must be covered by the company.
16. Customized Industrial Training: *Georgia*

    a. Provides companies with a tax credit of up to 50% of the employer's direct cost of training.

17. Employer Training Investment Program: *Illinois*
    a. Grants to reimburse new or expanding companies for up to 50% of the cost of training their employees.
18. Customized Training: *Indiana*
    a. Special funds for training new and existing Indiana resident workers
19. New Jobs Training Program: *Iowa*
    a. Provides reimbursement grants to new or expanding companies for some of the cost of training their employees.

<u>Job Creation</u>

1. Quality Jobs (QJ): *Louisiana*
    a. Cash rebates up to 6% annual gross payroll for new direct jobs for up to 10 years.
    b. The state also has the ability to rebate the state's 4% sales/use tax on capital expenditures.
2. Businesses that Create New Jobs Tax Credit: *Maryland*
    a. Businesses located in Maryland that create new positions and establish or expand business facilities in the state may be entitled to a tax credit.
    b. To be eligible for the tax credit, businesses must first have been granted a property tax credit by a local government of Maryland for creating the new jobs.
    c. The credit may be taken against corporate income tax, personal income tax or insurance premiums tax. The credit may be applied to only one of these tax types in addition to the property tax.
    d. Sole proprietorships, corporations and pass-through entities, such as partnerships, subchapter S corporations, limited liability companies and business trusts may claim the tax credit.
3. Job Creation Incentive Program: *Massachusetts*
    a. Biotechnology and medical device manufacturing companies are eligible to receive incentive payments for new job creation.
    b. To qualify, the company must create 10 or more eligible jobs during a single calendar year to be entitled to an incentive payment equal to 50% of the eligible jobs' salary multiplied by the applicable income tax rate of the newly hired persons.
4. Michigan Economic Growth Authority Standard Job Creation Tax Credits (MEGA)
    a. Provides tax credits for new or expanding business
    b. To qualify, companies must create at least 50 new jobs (high-tech companies must create 25 new full-time jobs) within 5 years

c. Each credit may be awarded for up to 20 years and up to 100% of the wages and employer-paid health care benefits multiplied by the personal income tax rate in effect at the beginning of the company tax year
d. Credits are refundable.

5. Business Employment Incentive Program (BEIP): *New Jersey*
   a. The State has the discretionary authority to provide annual cash grants to projects relocating or hiring new jobs in the State.
   b. The grants are calculated as a percentage of the net increase in personal income taxes associated with new employment, with a maximum aggregate grant of $50,000 per job over 10 years.
6. High-wage Jobs Tax Credit: *New Mexico*
   a. Provides a tax credit equal to 10% of the combined value of salaries and benefits for each new job paying a minimum of $28,000 per year in areas with populations less than 40,000 persons.
   b. Companies locating in larger areas must pay salaries of $40,000 to receive credit.
   c. Credit is for up to four years and any excess credit will be refunded to the business.
   d. The credit shall not exceed $12,000 per year, per job
   e. The credit is applied against the business tax liability, including the state portion of gross receipts tax, compensating tax and withholding tax.
7. Capital Grant: *New York*
   a. State has provided cash grants to projects resulting in net job creation. Grants range based on location and quality of employment.
8. Excelsior Jobs Program: *New York*
   a. Newly enacted program provides job creation and investment incentives to companies in select industries.
   b. This program is comprised of four incentives:
      i. New Jobs Credit provides for up to $5,000 per new job, per year for five years (maximum of $25,000);
      ii. Investment Tax Credit provides for up to 2% of total qualified investments;
      iii. Research & Development Tax Credit provides credit on 10% of new investments attributed to R&D expenditures eligible for federal tax credit;
      iv. Real Property Tax Credit for projects deemed regionally significant OR locating within an Investment Zone.
   c. Property tax credit starts at 50% and then reduces 10% every year for five years
   d. All tax credits are fully refundable.
9. One North Carolina Fund: *North Carolina*
   a. The state has the discretionary authority to award grants for job creation within high value-added, knowledge-driven industries.

    b. The fund is competitive, and the location or expansion must be in competition with another location outside the state.
    c. Payments are made on an incremental basis as performance targets are met.
10. North Carolina's Industrial Training Program: *North Carolina*
    a. Provides financial assistance to new or expanding industries that create at least 12 new jobs.
    b. Eligible expenses include instructors' wages, travel expenses, classroom materials and suitable training facilities.
11. Advantage Arkansas Tax Credit
    a. Income tax credits of up to 4% of the payroll for new, full time, permanent employees hired as the result of a project
    b. Can be carried for 9 years
12. Job Creation Performance Incentive Fund: *Colorado*
    a. Provides a performance based incentive payment to qualifying companies that have created and hired new full time permanent jobs paying above average wages.
    b. $1,500-$4,500 per new job.
13. Job Growth Incentive Tax Credit: *Colorado*
    a. State has discretionary authority to provide a state income tax credit to businesses undertaking job creation projects that would not occur in Colorado without this program that have met certain requirements.
14. Job Creation Tax Credit: *Connecticut*
    a. Tax Credit equal to a percentage of the personal income tax withholding associated with new job creation. The credit is up to 60% for up to 5 years.
15. Corporate Income Tax Credits: *Delaware*
    a. Firms within targeted industries qualify for corporate income tax credits of $400 for each new employee and $400 for each new $100,000 investment.
    b. Firms in a targeted industry and a targeted area are eligible for $650 for each new employee and $100,000 investment.
    c. Firms must create 5 jobs and invest a minimum of $200,000.
16. High Impact Performance Incentive Grants: *Florida*
    a. Grants to companies in high impact sectors that create at least 50 new full time jobs, and make a cumulative investment in the state of at least $50 million within a 3 year period.
17. Quality Jobs Tax Credit: *Georgia*
    a. Companies creating at least 50 jobs paying wages at least 110% over the county average are given tax credits
18. Job Tax Credit: *Georgia*
    a. Provides qualified companies with up to $3,500 in tax credits for each new job created.
19. Mega Project Tax Credit: *Georgia*

a. Provides a tax credit to companies that employ at least 1,800 new employees or invest a minimum of $450 million.
b. Credits are first applied to corporate income tax.
c. Excess credits are use against payroll withholding.

20. New Jobs Income Tax Credit: *Idaho*
    a. Projects that fail the requirements of the BAT program are eligible to receive a $1,000 tax credit for each new job added with hourly wages of $15.50
21. Large Business Development Program: *Illinois*
    a. Grants available for major expansion or relocation projects that create and/or retain a large number of jobs.
22. Economic Development for a Growing Economy: *Indiana*
    a. Credit available to companies that create new or retain existing jobs
    b. Calculated as a percentage of personal withholding tax.
    c. The wages for eligible jobs must be above average.
23. High Quality Jobs Creation Program: *Iowa*
    a. Tax credits and exemptions provided to offset the cost of locating, expanding or modernizing a facility.
    b. Incentives include local property tax exemptions and investment tax credits.
24. New Jobs and Income Program: *Iowa*
    a. Corporate income tax credits equal to 6% of the state unemployment insurance taxable wage base to businesses increasing their workforce by at least 10%.
25. Job Creation Tax Credit: *Ohio*
    a. Provides corporate franchise or state income tax credit for businesses that expand or locate in Ohio for companies that incur tax liability under ORC Sections 5733.06 or 5747.02.
    b. Program will provide a tax credit against the Commercial Activity Tax (CAT) beginning on July 1, 2008.
    c. Insurance companies that pay the annual franchise tax under ORC Sections 5725.18/5729.03 are eligible for the tax credit beginning July 1, 2005.
26. The Job Creation Tax Credit: *Pennsylvania*
    a. Available to qualified businesses and individuals creating and sustaining jobs in Pennsylvania.
    b. Qualified businesses, including pass-through entities, and individuals may claim this credit against the following state taxes:
        i. Capital Stock/Foreign Franchise Tax
        ii. Corporate Net Income Tax
        iii. Mutual Thrift Institutions Tax
        iv. Bank Shares Tax
        v. Gross Premiums Tax
        vi. Gross Receipts Tax

vii. Title Insurance & Trust Company Shares Tax
viii. Personal Income Tax

27. Job Tax Credit: *South Carolina*
    a. The Job Tax Credit (JTC) is a statutory incentive offered to companies, both existing and new, that create new jobs in the state.
    b. The credit is available to companies that establish or expand corporate headquarters, manufacturing, distribution, processing, qualified service-related, research and development facilities.
    c. This credit is extremely beneficial for companies, because it is a credit against corporate income taxes, which can eliminate 50% of a company's liability.
28. Job Development Credit: *South Carolina*
    a. A Job Development Credit (JDC) is a discretionary, performance-based incentive that rebates a portion of new employees' withholding taxes that can be used to address the specific needs of individual companies.
    b. JDCs are approved on a case-by-case basis by the S.C. Coordinating Council for Economic Development (CCED). To qualify, a company must meet certain business requirements and the amount a company receives depends on the company's pay structure and location.
29. Industrial Assistance Fund: *Utah*
    a. Post performance grants are available to companies that create high paying jobs. To qualify, a business must create at least 50 jobs with salaries at or above the average county wage.
    b. Eligible companies must be within the state's targeted industries of life sciences, aerospace, software development/IT, outdoor recreation products, energy and natural resources and financial services.
    c. Corporate headquarters projects are also eligible.
30. Vermont Employment Growth Incentive
    a. To encourage job creation in this state by a Vermont company, a Vermont division of a company that plans to grow and expand in this state, a company considering locating a new business or division in this state, or Vermont start-up business activity.
31. Major Business Facility Tax Credit: *Virginia*
    a. Tax credits equal to $1,000 per job are available to projects creating at least 50 new jobs.
    b. The tax credit, which may be carried forward for up to 10 years, is paid out in equal installments of $500 over two years.
32. Economic Opportunity Credit: *West Virginia*
    a. The State has the authority to offset up to 100% of a company's business and occupation tax for up to 13 years. To qualify, companies must create at least 20 new jobs within certain wage levels.

33. Economic Development Tax Credits: *Wisconsin*
    a. Corporate income tax credits are available for the creation of new full-time jobs and/or significant capital investment.
    b. Tax credits which may be carried forward for up to 15 years, may be earned by businesses locating global, national divisional or regional headquarters operations to Wisconsin or by businesses whose existing Wisconsin headquarters are at risk of leaving the state.
34. The Jobs Development Act: *Rhode Island*
    a. Provides an incremental reduction in the corporate income tax rate (currently 9%) to companies that create new employment in Rhode Island over a three-year period. The reduction equals:
        i. A quarter percentage point (0.25%) for every ten (10) new jobs created, for those companies having a baseline employment below 100; or
        ii. A quarter percentage point (0.25%) for every fifty (50) new jobs created, for those companies having a baseline employment above 100.