

## Summary of Application Levels, Minimum Requirements of Investment and Employment, and Tax Credits Available

| Application Level                          | Minimum Cumulative Investment | Minimum Employment Growth | Wage Threshold <sup>2</sup> | Investment Tax Credit <sup>5</sup> | Employment Tax Credit Based on State Average Wage <sup>6</sup> | Credit for Extremely Blighted Area <sup>7</sup> |
|--|-------------------------------|---------------------------|-----------------------------|------------------------------------|--|---|
| Quality Jobs Investment                    | \$5 Million                   | 30 FTE                    | 100%                        | 7%                                 | 5% if avg. wage ≥ 100%   | 1%  |
|  |                               |                           |                             |                                    | 7% if avg. wage ≥ 150%   |   |
|  |                               |                           |                             |                                    | 9% if avg. wage ≥ 200%   |   |
| Quality Jobs                               | — <sup>1</sup>                | 20 FTE                    | 100%                        | — <sup>1</sup>                     | 5% if avg. wage ≥ 100%   | 1%  |
|  |                               |                           |                             |                                    | 7% if avg. wage ≥ 150%   |   |
|  |                               |                           |                             |                                    | 9% if avg. wage ≥ 200%   |   |
| Mega Project                               | \$250 Million                 | 250 FTE                   | 150%                        | 7%                                 | 9% if avg. wage ≥ 200%   | 1%  |
| Modernization                              | \$50 Million                  | —                         | 150% <sup>3</sup>           | — <sup>4</sup>                     | — <sup>1,5</sup>   | 1%  |
| Growth and Expansion                       | \$1 Million                   | 10 FTE                    | 90%                         | 4%                                 | 4% if avg. wage ≥ 90%  | 1%  |
| Manufacturing Growth and Expansion – Rural | \$1-\$10 Million              | 5 FTE                     | 70%                         | 4%                                 | 6% if avg. wage ≥ 70%  | 1%  |
|  | ≥ \$10 Million                | 5 FTE                     |                             | 7%                                 |  |   |
| Manufacturing Growth and Expansion – Urban | \$1-\$10 Million              | 10 FTE                    | 75%                         | 4%                                 | 4% if avg. wage ≥ 75%  | 1%  |
|  | ≥ \$10 Million                | 10 FTE                    |                             | 7%                                 |  |   |
| Economic Redevelopment Area                | \$250,000-\$1 Million         | 5 FTE                     | 70%                         | 4%                                 | 6% if avg. wage ≥ 70%  | —   |

<sup>1</sup>No minimum investment is required and no investment credit can be earned.

<sup>5</sup>No compensation credit is earned.

<sup>2</sup>Annual wage for a new employee to count in Method 2 calculation.

<sup>6</sup>Additional one percent of investment and compensation credit if the applicant is a benefit corporation the year prior to application.

<sup>3</sup>Average wage of all employees is at least 150% Nebraska average.

<sup>7</sup>Both investment and compensation credit.

<sup>4</sup>No investment credit can be earned

### Summary of Required Wage Levels by Wage Threshold

To determine the minimum wage threshold for the application, see the above chart.

| Application Year | Minimum Average Compensation for Credit Calculation |        |        |        |        |         |
|------------------|---|--------|--------|--------|--------|---------|
|                  | 70%   | 75%    | 90%    | 100%   | 150%   | 200%    |
| 2021             | 33,488  | 35,880 | 43,056 | 47,840 | 71,760 | 95,680  |
| 2022             | 36,005  | 38,563 | 46,280 | 51,438 | 77,147 | 102,856 |