

ImagiNE Nebraska Act
and
Key Employer and Jobs Retention Act

Joint Report to the Legislature,
October 31, 2025

Nebraska Department of Economic Development
and
Nebraska Department of Revenue

ImagiNE Nebraska Act Reporting Requirements

[Neb. Rev. Stat. § 77-6837](#) provides:

Reports; contents; joint hearing.

(1) Beginning in 2021, the director and the Tax Commissioner shall jointly submit electronically an annual report for the previous fiscal year to the Legislature no later than October 31 of each year. The report shall be on a fiscal year, accrual basis that satisfies the requirements set by the Governmental Accounting Standards Board. The Department of Economic Development and the Department of Revenue shall together, on or before December 15 of each even-numbered year, appear at a joint hearing of the Appropriations Committee of the Legislature and the Revenue Committee of the Legislature and present the report. Any supplemental information requested by three or more committee members shall be presented within thirty days after the request.

(2) The report shall list

- (a) the agreements which have been signed during the previous year,
- (b) the agreements which are still in effect,
- (c) the identity of each taxpayer who is party to an agreement, and
- (d) the qualified location or locations.

(3) The report shall also state, for taxpayers who are parties to agreements, by industry group

- (a) the specific incentive options applied for under the ImagiNE Nebraska Act,
- (b) the refunds and reductions in tax allowed on the investment,
- (c) the credits earned,
- (d) the credits used to reduce the corporate income tax and the credits used to reduce the individual income tax,
- (e) the credits used to obtain sales and use tax refunds,
- (f) the credits used against withholding liability,
- (g) the credits used for job training,
- (h) the credits used for infrastructure development,
- (i) the number of jobs created under the act,
- (j) the expansion of capital investment,
- (k) the estimated wage levels of jobs created under the act subsequent to the application date,
- (l) the total number of qualified applicants,
- (m) the projected future state revenue gains and losses,
- (n) the sales tax refunds owed,
- (o) the credits outstanding under the act,
- (p) the value of personal property exempted by class in each county under the act,
- (q) the total amount of the payments,
- (r) the amount of workforce training and infrastructure development loans issued, outstanding, repaid, and delinquent, and
- (s) the value of health coverage provided to employees at qualified locations during the year who are not base-year employees and who are paid the required compensation.

The report shall include the estimate of the amount of sales and use tax refunds to be paid and tax credits to be used as were required for the October forecast under section 77-6839.

(4) In estimating the projected future state revenue gains and losses, the report shall detail the methodology utilized, state the economic multipliers and industry multipliers used to determine the amount of economic growth and positive tax revenue, describe the analysis used to determine the percentage of new jobs attributable to the ImagiNE Nebraska Act, and identify limitations that are inherent in the analysis method.

(5) The report shall provide an explanation of the audit and review processes of the Department of Economic Development and the Department of Revenue, as applicable, in approving and rejecting applications or the grant of incentives and in enforcing incentive recapture. The report shall also specify the median period of time between the date of application and the date the agreement is executed for all agreements executed by June 30 of the current year.

(6) The report shall provide information on agreement-specific total incentives used every two years for each agreement. The report shall disclose

- (a) the identity of the taxpayer,
- (b) the qualified location or locations, and
- (c) the total credits used and refunds approved during the immediately preceding two years expressed as a single, aggregated total.

The incentive information required to be reported under this subsection shall not be reported for the first year the taxpayer attains the required employment and investment thresholds. The information on first-year incentives used shall be combined with and reported as part of the second year. Thereafter, the information on incentives used for succeeding years shall be reported for each agreement every two years containing information on two years of credits used and refunds approved. The incentives used shall include incentives which have been approved by the director or Tax Commissioner, as applicable, but not necessarily received, during the previous two years.

(7) The report shall include an executive summary which shows aggregate information for all agreements for which the information on incentives used in subsection (6) of this section is reported as follows:

- (a) The total incentives used by all taxpayers for agreements detailed in subsection (6) of this section during the previous two years;
- (b) the number of agreements;
- (c) the new jobs at the qualified location or locations for which credits have been granted;
- (d) the average compensation paid to employees in the state in the year of application and for the new jobs at the qualified location or locations; and
- (e) the total investment for which incentives were granted.

The executive summary shall summarize the number of states which grant investment tax credits, job tax credits, sales and use tax refunds for qualified investment, and personal property tax exemptions and the investment and employment requirements under which they may be granted.

(8) No information shall be provided in the report or in supplemental information that is protected by state or federal confidentiality laws

Summary Description

Program Overview

The ImagiNE Nebraska Act (Act) seeks to grow Nebraska by incentivizing businesses to create and retain high-paying jobs in Nebraska, invest capital in Nebraska, and develop the Nebraska workforce. See Neb. Rev. Stat. §§ 77-[6801](#) through [6843](#).

Process and Timeline

The Act allows a taxpayer to earn and use tax benefits based on investment and employment growth at their qualified business location or locations. The first step is to [apply electronically](#) and submit an application fee to the Department of Economic Development (DED). Upon receipt of the complete application, an application date is established. Investment is counted from the application date and it establishes the base year against which the number of new employees is measured. Once the DED Director approves the application, a written agreement will be produced and presented to the taxpayer for the taxpayer's signature. The Act sets clear deadlines for achieving these milestones.

The ramp-up period begins at the established application date and goes through the end of the fourth year after the year in which the complete application was filed. The taxpayer has until the end of ramp-up period to meet the new employment and investment requirements under the agreement. The performance period begins the year in which the company meets the required employment and investment levels. This is when the taxpayer receives credits and benefits under the Act. The performance period continues until the end of the sixth year after the year the required increases were met or exceeded. There is a three-year carryover period following the performance period which allows additional time for the use of remaining credits.

Application Levels

There are eight application levels that have varying requirements for investment and employment. Each offers its own set of benefits for obtaining and maintaining the required employment and investment levels at the taxpayer's qualified location(s). To be considered a qualified location, the majority of business activities conducted at a location must fall under one or more eligible NAICS codes or activities listed in the Act. Equivalent employees are calculated based on the requirements and computation formulas in the Act. Investment is calculated based on the value of qualified property, as defined in the Act, incorporated into or used at the taxpayer's qualified location or locations. For the list of qualified activities, relevant definitions and other information on the ImagiNE Nebraska Act, visit imagine.nebraska.gov.

Tax Benefits and Use of Credits by Application Level

When taxpayers meet and maintain required employment and investment levels, they are entitled to the following tax credits and exemptions depending on their application level: wage credits; investment credits; direct refund or exemption of sales and use taxes for qualified property; and personal property tax exemption.

There are many options for using the credits and benefits available under the Act. Wage credits may be used against relevant withholding liabilities. Both wage credits and investment credits may be used to offset income tax, refund sales and use taxes paid, repay infrastructure or job training loans made through the ImagiNE revolving loan program, reimburse qualifying recruitment expenses that result in new employees, and reimburse qualifying expenses for job training and taxpayer-sponsored childcare expenses.

Department of Economic Development

The Act outlines all application requirements. DED, in conjunction with the Nebraska Department of Revenue (DOR), developed an online application where taxpayers can apply. Taxpayers must submit the application and all required information through the online portal. Applicants must also pay the statutorily required application fee for the application to be considered complete. The online application is the first audit measure, as incomplete applications are not accepted.

After submission, DED reviews all application information for completeness and compliance with the program requirements. If DED identifies incomplete or inconsistent information, the taxpayer is given an opportunity to amend the application to ensure compliance with the Act. When the information is complete and all statutory requirements have been met, the application is approved by the DED Director. DED then prepares an agreement to be signed by the director and taxpayer as set forth by statute.

Principal Business Activity and Type of Agreement of Applicants with Signed Agreements, as of June 30, 2025

[\(Reporting Required by Neb. Rev. Stat. § 77-6837\(3\)\)](#)

Business Activity (under § 77-6818)	Application Type	Number of Companies
(1)(a) Manufacturing	Economic Redevelopment Area [5 FTE / \$250,000]	2
	Growth and Expansion [10 FTE / \$1M]	4
	Manufacturing Growth and Expansion-Rural [5 FTE / \$1M]	27
	Manufacturing Growth and Expansion-Urban [10 FTE / \$1M]	16
	Modernization [\$50M]	1
	Quality Jobs [20 FTE]	1
	Quality Jobs Investment [30 FTE / \$5M]	16
(1)(b) Testing Laboratories	Economic Redevelopment Area [5 FTE / \$250,000]	1
	Quality Jobs Investment [30 FTE / \$5M]	1
(1)(d) Truck Transportation	Growth and Expansion [10 FTE / \$1M]	1
(1)(e) Insurance Carriers	Quality Jobs Investment [30 FTE / \$5M]	1
	Modernization [\$50M]	2
(1)(i) Data Processing, Hosting, and Related Services	Growth and Expansion [10 FTE / \$1M]	2
	Quality Jobs Investment [30 FTE / \$5M]	1
(1)(k) Warehousing and Storage	Economic Redevelopment Area [5 FTE / \$250,000]	1
	Quality Jobs [20 FTE]	1
	Quality Jobs Investment [30 FTE / \$5M]	2
(1)(l) Administrative Management	Growth and Expansion [10 FTE / \$1M]	1
	Quality Jobs [20 FTE]	3
	Quality Jobs Investment [30 FTE / \$5M]	3
(1)(m) Logistics Facilities	Quality Jobs Investment [30 FTE / \$5M]	1
(1)(n) Services on Aircraft	Quality Jobs [20 FTE]	1
(1)(p) Production of Electricity	Modernization [\$50M]	1

Business Activity (under § 77-6818)	Application Type	Number of Companies
(1)(q) Computer Systems Design and Related Services	Economic Redevelopment Area [5 FTE / \$250,000]	1
	Growth and Expansion [10 FTE / \$1M]	1
	Quality Jobs [20 FTE]	4
(1)(r) Financial Services	Growth and Expansion [10 FTE / \$1M]	3
	Quality Jobs Investment [30 FTE / \$5M]	2
(2)(a) 75% Exported Sales	Growth and Expansion [10 FTE / \$1M]	1
	Manufacturing Growth and Expansion-Urban [10 FTE / \$1M]	1
	Quality Jobs [20 FTE]	6
	Quality Jobs Investment [30 FTE / \$5M]	3
Total Active Signed Agreements		112

ImagiNE Nebraska Revolving Loan Fund

DED administers a revolving loan program for workforce training and infrastructure development expenses to be incurred by applicants for incentives under ImagiNE. Through the fiscal year ending June 30, 2025, DED has \$9,552,408 in issued and outstanding infrastructure development loans. To date, DED has not issued any job training loans under the ImagiNE Nebraska Revolving Loan Fund. Based on the limited number of loans and applicants, the loan information by industry group is not provided to maintain confidentiality.

Agreements Signed, as of June 30, 2025

(Reporting Required by Neb. Rev. Stat. § 77-6837(2))

The median period between the date of application and the date of agreement is 313.5 days. This includes days that were statutorily tolled due to time where requests for information were pending with the applicant. The average period between the date of application and the date DED issues an agreement, excluding any tolling period, for all fiscal years is 57.56 days. For the fiscal year ending June 30, 2025 the average period between the date of application and the date DED issued the agreement, excluding any tolling period, is 19.30 days.

Name	Location(s)	Projected FTEs	Projected Investment	Year Signed (Fiscal Year Ending June 30)
3M Company and Subsidiaries	600 East Meigs Street Valley	45	\$ 76,700,000	2023
Adams Industries, Inc.	1655 Industrial Avenue Sidney	30	\$ 30,000,000	2023
Ag Processing Inc a cooperative	1257 37th Rd. 3653 'M' Rd. Not Yet Assigned (Olive) 2801 E. 7th Street 12700 W. Dodge Rd David City David City David City Hastings Omaha	83	\$ 760,000,000	2024
All Pallets, Inc.	208 E. Jackson St. 601 E. Dodge St. 830 S. Main St. Fremont Fremont Fremont	41	\$ 2,000,000	2023
Alliance Steel, Inc.	111 N. Hastings Avenue Hastings	10	\$ 250,000	2022
Alpaca, Inc.	1229 Millwork Ave., Suite 1104 (aka 1104 N. 12th St.) Omaha	20	0	2024
Alpha Brewing Operations, LLC	5401 Alvo Road Lincoln	16	\$ 500,000	2024
Anderson Industrial Engines Company, Inc.	13423 Lynam Drive Omaha	10	\$ 1,000,000	2025
Nourish Holdco I Inc. & Subs	805 West Omaha Avenue Norfolk	15	\$ 5,000,000	2023
Automatic Equipment Manufacturing Co	One Mill Road Pender	5	\$ 1,000,000	2023
Bankers Trust Company	14301 FNB Parkway, Suite 200 19202 Davenport Street Omaha Omaha	10	\$ 1,000,000	2025
BCTO CC BSI Holdings Inc	11818 I Street Omaha	30	0	2024
CapStone Technologies LLC	826 P Street, Floor 3 Lincoln	10	\$ 1,000,000	2022
CommuteAir, LLC	3801 NW 34th Street, Bldg. 998 Lincoln	20	0	2024
Chief Industries, Inc.	4265 & 4245 Piper Ave. 4280 Airport Rd. 4400 E 39th St. 4615 & 4715 Aeronca St. Kearney Kearney Kearney Kearney	19	\$ 55,380,000	2025
Chief Industries, Inc.	4225 E South St 1111 E Industry Dr Hastings Lexington	5	\$ 80,000,000	2025
Citroniq Chemicals LLC	10,000 Block US Highway 75 7264 L Road Blair Nebraska City	80	\$ 1,300,000,000	2024
Clean Harbors Environmental Services, Inc.	1680 S Highway 71 2247 S Highway 71 32 14 55 N 1/2 AND SW 1/4 32-14-55 Kimball Kimball Kimball	80	\$ 180,000,000	2023
Community Health Development Partners	2027 Dodge Street Omaha	30	\$ 25,000,000	2024
CompanyCam, Inc	300 Canopy St., Ste. 200 Lincoln	20	0	2024
Copperstone Foods, LLC	101 North Wright Street Eustis	5	\$ 1,000,000	2025
Coreslab Structures (Omaha) Inc.	802 Allied Road Bellevue	10	\$ 1,000,000	2022
DAIPE Inc	105 N. 31st Ave., #210 Omaha	5	\$ 550,000	2024
Design Plastics, Inc.	9330 Highway 133 Blair	5	\$ 10,000,000	2025
Don't Panic Labs LLC	1317 Q Street Suite 150 330 South 21st Street, Ste 200 Lincoln Lincoln	20	0	2025
Douglas Holdings, LLC	2500 E. 23rd Street Columbus	5	\$ 1,000,000	2022
Eilers Machine & Welding, Inc.	600 E. Commerce Rd. Lexington	5	\$ 1,150,000	2021
Elliott Equipment Company, Inc.	3514 S. 25th St. Omaha	10	\$ 1,000,000	2023
Empirical Foods, Inc.	370 164th Street 6001 Dakota Ave South Sioux City South Sioux City	30	\$ 5,000,000	2023
Endicott Clay Products Company	57120 707th Road Endicott	5	\$ 1,000,000	2024
Fabrication Holdings, LLC	1400 Railroad St. 2263 Business Park Dr. Fremont Fremont	5	\$ 1,000,000	2025

Name	Location(s)	Projected FTEs	Projected Investment	Year Signed (Fiscal Year Ending June 30)
Fiserv, Inc.	1345 Old Cheney Rd. Lincoln 10910 Mill Valley Rd. Omaha 1118 S 72nd St. Omaha 1126 S 72nd St. Omaha 1200 S 72nd St. Omaha 4444 S 94th St. Omaha 6855 Pacific St. Omaha 7007 N. 97th Cir. Omaha 7301-7305 Pacific St. Omaha 7302-7330 Pacific St. Omaha 7397 Pacific St. Omaha 805 Crown Point Ave. Omaha 9090 'F' St. Omaha	30	\$ 50,000,000	2023
Foundry Fabrication & Supply, LLC	6000 N. 60th St. Lincoln	10	\$ 1,500,000	2022
Franchise Fastlane Holdings LLC	16934 Frances St., Ste. 105 Omaha	15	\$ 1,000,000	2021
Fusion Ranch, Inc.	250521 Skyport Dr. Scottsbluff	5	\$ 1,000,000	2024
GA Crossings & Railroad Products, Inc	435 164th St. South Sioux City	20	\$ 8,000,000	2023
GetMed Staffing, Inc.	11840 Nicholas St., Ste. 220 Omaha	20	0	2023
GoodLife Agriculture	32-9-14 TRACT 32-A IN SW1/4 SW1/4 10.01 AC WYOMING Nebraska City 3489 SEC 32 Nebraska City 3709 SEC 5 Nebraska City 6219 G Rd Nebraska City 630 N 64th Road Nebraska City 750 S 64th Road Nebraska City PT GOV LOT 1(5-8-14) IN CLIFTON LAWN ANNEX TO NEBRASKA CITY 7.5 AC Nebraska City	52	\$ 174,000,000	2025
Graepel North America Inc	13220 Lynam Drive Omaha	10	\$ 5,000,000	2025
Great Dane LLC	1200 N Centennial Road Wayne	5	\$ 1,000,000	2025
Green Plains Inc.	214 20th St. Central City 214 20th Str. Central City 1811 Aksarben Dr. Omaha 4500 S 76th Cir. Omaha	12	\$ 65,000,000	2023
H & M Trucking, Inc.	2505 Edward Babe Gomez Ave. Omaha 2522 Edward Babe Gomez Ave. Omaha 4723 S. 36th St. Omaha 5035 S. 36th St. Omaha 5155 S. 36th St. Omaha	20	\$ 5,000,000	2024
Haleon US Holdings LLC	10401 Highway 6 Lincoln 6500 Fletcher Ave Lincoln	30	\$ 5,000,000	2025
Hornady Manufacturing Company	108 Apollo Ave. Alda 8318 W. Old Potash Hwy. Alda 8350 W. Old Potash Hwy. Alda 3625 W. Old Potash Hwy. Grand Island	5	\$ 1,000,000	2023
Hughes Brothers, Inc.	210 North 13th Street Seward	5	\$ 1,000,000	2023
Hughes Mulch Products, LLC	15604 Fairview Rd. Gretna 15802 Fairview Rd. Gretna 3211 Keystone Dri. Omaha	10	\$ 1,000,000	2023
IMSCORP & Subsidiaries	1100 SW 6th St. Lincoln 522 W. 'B' St. Lincoln 524 W. 'B' St. Lincoln 534 W. 'B' St. Lincoln 538 W. 'B' St. Lincoln Plot Connected to 1100 SW 6th St. Lincoln	10	\$ 1,000,000	2024
JEZ Investments, LLC	9061 S. 126th St. La Vista 10820 Harney St. Omaha 2525 N. 117th Ave., Ste. 300 Omaha 7811 S. 134th St. Omaha	120	0	2024
JST Global, LLC	1800 Pine St. Dakota City	5	\$ 1,000,000	2023
JWC Gburg LLC	Land for development (multiple parcels) Gothenburg	30	\$ 5,000,000	2025

Name	Location(s)	Projected FTEs	Projected Investment	Year Signed (Fiscal Year Ending June 30)
KAAPA Ethanol Holdings, LLC	1205 S. 'O' Rd. 1220 Lincoln Ave. 1639 Harvest Dr. 2103 Harvest Dr. 6 10 6 Lot 4 Pacific Aurora Sub. 6 10 6 Outlot 1 Pacific Aurora Sub. 6 10 6 Outlot 2 Pacific Aurora Sub. 681 'K' Rd. 970 25th Rd. 4270 Turkey Creek Rd. 15 South Central Ave. 8450 KAAPA Ln. 35955 Navaho Rd.	Aurora Aurora Aurora Aurora Aurora Aurora Aurora Axtell Axtell Elm Creek Kearney Minden Ravenna	0 \$ 70,000,000	2024
Kawasaki Motors Manufacturing Corp U.S.A.	6500 & 6600 NW 27th Street	Lincoln	10 \$ 1,000,000	2025
Kelley Engineered Equipment, LLC	22010 Fowler Dr.	Gretna	10 \$ 2,000,000	2024
Kodiak Building Partners, Inc & Subsidiaries	201 S Main St. 205 S Main St. & Railyard 500 S Main St. 714 S Main St. 715 S Main St. 801 E Dodge St. 13632 S 220th St., 13625 S 220th St. B-3 Bay	Fremont Fremont Fremont Fremont Fremont Fremont Gretna	10 \$ 1,000,000	2025
Lawson Cryogenic Manufacturing & Repair, LLC	204th & Platteview Road	Gretna	35 \$ 17,190,000	2025
Layer Platform, Inc.	440 N. 8th St.	Lincoln	25 \$ 260,000	2023
Lincoln Industries, Inc.	1030 SW 6th St. 3801 NW 34th S., Bldg. 998 3901 W. Kearney St. 525 Garfield St. 530 Sumner St. 600 W. 'E' St.	Lincoln Lincoln Lincoln Lincoln Lincoln Lincoln	30 \$ 5,000,000	2023
Lincoln Tool & Design Co.	5801 N. 57th St. Cir.	Lincoln	15 \$ 6,000,000	2024
Manna Pro Products, LLC	11902 S 150th Street	Omaha	30 \$ 5,000,000	2025
Marble, Inc.	1901 North 21st Street 2021 Transformation Drive 2125 Transformation Drive	Lincoln Lincoln Lincoln	50 \$ 1,000,000	2025
Marvel Medical Staffing LLC	9394 W. Dodge Rd., Ste. 300	Omaha	550 0	2023
McArthur Sheet Metal Works	501 W. 9th St.	South Sioux City	4 \$ 2,000,000	2024
Med-Den Funding, LLC	2700 Fletcher Ave. 4701 Innovation Dr., Ste. 200 425 Fallbrook Blvd.	Lincoln Lincoln Lincoln	20 0	2024
Meridian Clinical Research LLC	2444 W. Faidley Ave. 3537 W. 13th St. 2115 N. Kansas Ave. 4600 Valley Rd. 1410 N. 13th St. 3400 W. Norfolk Ave. 3319 N.107th St. 3325 N. 107th St. 3345 N. 107th St.	Grand Island Grand Island Hastings Lincoln Norfolk Norfolk Omaha Omaha Omaha	20 0	2022
Metalworks, Inc.	301 P St. (200 N 3rd St in County Records) 3401 NW 39th St. 3721 W. Mathis St. 4720 NW 38th St. (4715 NW 36th St in County Records) 5150 NW 40th St.	Lincoln Lincoln Lincoln Lincoln Lincoln	10 \$ 1,000,000	2023
Mid America Agri Products/Wheatland, LLC	76080 Co Rd 338	Madrid	5 \$ 25,000,000	2025

Name	Location(s)		Projected FTEs	Projected Investment	Year Signed (Fiscal Year Ending June 30)
Midwest Bank NA	606 Main St., P.O. Box 60 701 4th St., P.O. Box 646 2655 Jamie Ln. 2501 W. Benjamin Ave. 2601 W. Cooper Dr. 114 W. Main St., P.O. Box 219 149 N. Main St, 302 E. Park Ave., P.O. Box 189 105 W. Elm St., P.O. Box 545	Creighton Deshler Lincoln Norfolk Norfolk Pierce Pilger Plainview York	10	\$ 13,000,000	2023
Milan Parent, LLC & Subsidiaries	17645 Wright St. 15950 W. Dodge Rd, Ste. 100 4526 S. 140th Street 13801 Industrial Rd.	Omaha Omaha Omaha Omaha	30	\$ 5,000,000	2023
Mutual of Omaha Insurance Company	9330 State Hwy. 133 6940 'O' St. 110 N. 33rd St. 1111 N. 102nd Ct. 115 S. 35th St. 11837 Miracle Hills Dr. 1302 Farnam St. 215 S. 15th St. 3300 Mutual of Omaha Plaza 3301 Farnam St. 3565 Dodge St. 6805 Pine St.	Blair Lincoln Omaha Omaha Omaha Omaha Omaha Omaha Omaha Omaha Omaha Omaha	0	\$ 473,000,000	2023
NatureWorks, LLC	650 Industrial Park Dr.	Blair	5	\$ 1,000,000	2024
Nebraska Plastics, Inc.	309-509 W. Hwy. 30 600 W. Hwy. 30 601 W. Hwy. 30 716 W. Hwy. 30 800 'M' St. N 335.51(AVE) OF LOT 4 TR F 6-1-23 (1.20) ACREAGE PART OF LOT 2 N175 FT OF E200 FT EXC 25X25 IN NW COR PT SE1/4 LYING BETWEEN HWY 30 & UPRR EXC	Cozad Cozad Cozad Cozad Cozad Cozad Cozad Cozad	10	\$ 6,000,000	2024
Neogen Corporation	4131 N. 48th St. 4616 Pierce Dr.	Lincoln Lincoln	30	\$ 5,000,000	2024
Nestle Purina PetCare Company	2305 State Hwy. 33 340 Co. Rd. 2300	Crete Crete	5	\$ 1,000,000	2024
NewStar Sourcing and Service, LLC.	805 S. Union St.	Fremont	6	\$ 1,500,000	2024
Nixers Distilled Spirits, LLC	2201 'M' Ave.	Wisner	5	\$ 1,000,000	2024
Norfolk Crush, LLC	Land for development (multiple parcels)	Norfolk	30	\$ 5,000,000	2023
Norland International, Inc.	1921 SW 6th St. 1941 SW 6th St. 2001 SW 6th St. 600 W. South St.	Lincoln Lincoln Lincoln Lincoln	10	\$ 1,000,000	2024
Nova-Tech, Inc	4705 Gold Core Dr.	Grand Island	5	\$ 7,860,000	2022
Novozymes Blair, Inc.	600 S. 1st St.	Blair	50	\$ 262,700,000	2023
ORI Great West Holdings, Inc.	1719 S. Locust St. 1100 W. 29th St. 1309 W. 29th St.	Grand Island South Sioux City South Sioux City	30	\$ 5,000,000	2022
Pacific Life Insurance Company	6750 Mercy Rd	Omaha	30	\$ 5,000,000	2025
Perfect Day, Inc.	650 Industrial Park Dr.	Blair	70	\$ 275,000,000	2023
Phibro Animal Health Corporation	4771 'G' St. 4805 'G' St.	Omaha Omaha	10	\$ 11,000,000	2024
Phillips Manufacturing Company	4949 South 30th Street 2420 Z St	Omaha Omaha	10	\$ 1,000,000	2025
Pierce County Energy Center, LLC	84793 543 Ave Land for Development in Rural Pierce County (multiple parcels)	Pierce Pierce	0	\$ 50,000,000	2025
Premier Claims, LLC	11010 Burdette St.	Omaha	35	\$ 7,400,000	2024

Name	Location(s)	Projected FTEs	Projected Investment	Year Signed (Fiscal Year Ending June 30)
Purac America Inc	650 Industrial Park Dr. Blair	5	\$ 2,130,000	2021
Quality Clinical Research, Inc	7909 N. 30th St. Omaha	5	\$ 250,000	2022
Real Estate Equity Exchange, Inc.	1299 Farnam St. Omaha	750	\$ 23,200,000	2022
Reinhart Foodservice, LLC	6720 N. 9th St. Omaha	42	\$ 39,810,000	2024
Reinke Management Company, Inc. & Subsidiaries	1040 Rd. 5300 4740 Ed 39th St. Deshler Kearney	5	\$ 1,000,000	2024
Retire SMART LLC	13710 FNB Pkwy Omaha	10	\$ 1,000,000	2025
Rotella's Italian Bakery, Inc.	6949 S. 108th St. LaVista 15705 Windsor Dr. Papillion	30	\$ 8,000,000	2024
Sandhills Global, Inc.	100 W. Grand Dr. Lincoln 111 W. Harvest Dr. Lincoln 123 W. Harvest Dr. Lincoln	15	\$ 5,000,000	2023
Schneider Electric USA, Inc.	1717 Centerpark Rd Lincoln	170	\$ 15,000,000	2025
Skillwork LLC	3738 S. 149th St., Ste. 111 Omaha	78	\$ 1,000,000	2022
Smithfield Packaged Meats Corp.	5015 S 33 St Omaha	16	\$ 26,000,000	2025
Source Medical Staffing, LLC	4509 S. 143rd St., Ste. 12 & 13 Omaha	20	0	2023
Specialty Ag Formulations LLC	1658 Mission Ave Aurora	5	\$ 1,000,000	2024
Speedway Motors, Inc.	1401 W. Bond Cir. Lincoln 151 N. 8th St. Lincoln 201 & 121 Oakcreek Dr. Lincoln 300 & 350 Speedway Cir. Lincoln 340 Victory Lane Lincoln 531 Westgate Blvd. Lincoln 545 W. 'O' St. Lincoln 599 Oakcreek Dr. Lincoln 610 'L' St. Lincoln	30	\$ 5,000,000	2023
Strobel Fabrication LLC	913 17th Ave. Central City	50	\$ 3,000,000	2022
Summit Medical Staffing LLC	916 E. 23rd St. Fremont	20	0	2024
Superior Industries, Inc.	3330 23rd Street East Columbus	5	\$ 1,000,000	2025
Syngenta Crop Protection LLC	4111 Gibson Rd. Omaha	15	\$ 17,000,000	2023
Talent Plus, Inc.	5270 NW 84th St. Lincoln 6700 Pioneers Blvd. Lincoln Not Yet Assigned Lincoln Not Yet Assigned Lincoln One Talent Plus Way Lincoln	10	\$ 1,000,000	2023
TELCOR Topco	1001 Fort Crook Rd. N. Bellevue 7121 'A' St., Ste. 200 Lincoln	10	\$ 1,000,000	2024
Telesis, Inc.	300 S. 7th St. Lincoln 700 'M' St. Lincoln 729 'Q' St. Lincoln	10	\$ 4,000,000	2024
The Strawhecker Group, LLC	11605 Miracle Hills Dr., Ste. 302 Omaha	20	0	2024
Wearparts Tillage Tools, LLC	121 6th Street (aka 29 5th Street) Gothenburg 405 Lake Avenue (aka 521 5th Street) Gothenburg 806 8th Street Gothenburg Land at 415th & 765th Gothenburg	5	\$ 1,000,000	2023
West Gate Banshares Inc	1004 Cornhusker Rd. Bellevue 1204 W. O St. Lincoln 2021 S. 17th St. Lincoln 2037 S. 17th St. Lincoln 2662 Cornhusker Hwy., Ste. 3 Lincoln 4955 'O' St. Lincoln 5555 S. 27th St. Lincoln 6003 Old Cheney Rd. Lincoln 8400 Eagle Crest Rd. Lincoln 1020 S. 179th Ct. Omaha 17617 Manderson St. Omaha 9775 'Q' St. Omaha	30	\$ 5,000,000	2023
Wholestone Farms Cooperative, Inc.	900 South Platte Avenue Fremont	30	\$ 5,000,000	2025
Total Active Signed Agreements	112	3,719	\$ 4,317,330,000	

Department of Revenue

The Act requires an approved applicant to file a return annually, reporting job and investment growth. DOR has developed [Form 1107N](#) and supporting investment and employment workbooks which are required for the annual filing. Reported information can be verified from other data, including other records of DOR and the Department of Labor. The applicant will establish that it has qualified for benefits and, if applicable, failed to maintain minimum levels through the 1107N and verification process. If necessary, DOR can audit the qualified applicant to establish or ensure that the minimum levels are met or maintained.

ImagiNE Nebraska Act Summary of Qualified Activity

Reporting Required by Neb. Rev. Stat. §77-6837

Category	FY 2023-2024	FY 2024-2025	Total
Number of Qualified Applicants	5	10	N/A
Tax Credits Earned:			
Investment Credits Earned	N/A ¹	\$ 20,651,131	N/A
Wage Credits Earned	N/A ¹	3,896,174	N/A
Total Tax Credits Earned:	\$ 7,630,516 ²	\$ 24,547,305	\$ 32,177,821
Tax Credits Used:			
Income Tax Withholding	\$1,845,509	\$1,548,317	\$ 3,393,826
Corporation Income Tax	0	658,535	658,535
Individual Income Tax	0	0	0
Sales/Use Tax Refunds	0	1,114,224	1,114,224
Job Training Expense Reimbursement	0	0	0
Job Recruitment Expense Reimbursement	0	0	0
Child Care Expense Reimbursement	0	0	0
Infrastructure & Workforce Loan Repayment	0	0	0
Total Tax Credits Used	\$ 1,845,509	\$ 3,321,076	\$ 5,166,585
Tax Credits Outstanding	\$ 5,785,007	\$ 21,226,229	\$ 27,011,236
Expansion of Capital Investment	\$ 151,698,988 ²	\$ 382,518,869	\$ 534,217,857
Direct Sales/Use Tax Refunds on Investment	0 ³	\$8,095,857 ³	\$8,095,857
Sales/Use Tax Refunds Pending Approval	N/A	\$8,560,170	\$8,560,170
Increase in New Full-Time Equivalent (FTE) Jobs by Qualified Applicants	147 ²	346	493
Estimated Wage of New FTE Employees	\$ 77,330	\$ 84,278	\$ 81,069
Value of Health Coverage Provided to New FTE Employees	\$ 2,803,805	\$ 7,559,392	\$ 10,363,197
¹ To maintain confidentiality, Investment Credits Earned and Wage Credits Earned in FY 2023-2024 are not reported separately. ² Correction to prior report, which stated "As of June 30, 2024, taxpayers with agreements have reported earning \$8,133,602 in investment and employment credits, creating 246 qualified jobs, and expanding qualified capital investment by \$151,698,715." ³ To maintain confidentiality, Direct Sales/Tax Refunds on Investment approved in FY 2023-2024 are reported combined with FY 2024-2025			

ImagiNE Nebraska Act
Project-specific Benefits Approved
July 1, 2023, through June 30, 2025

[Reporting Required by Neb. Rev. Stat. § 77-6837\(6\)](#)

Company Name	Incentives Used	Project Location
CommuteAir, LLC	\$133,538	3801 NW 34th Street, Bldg. 998, Lincoln

Personal property tax has been exempted for the value and type of personal property and the business activity of the taxpayers in the counties detailed below.

ImagiNE Nebraska Act
Personal Property Value Exempted
by Class, by County

[Reporting Required by Neb. Rev. Stat. §77-6837\(3\)\(p\)](#)

Property Class and Business Activity (under § 77-6818)	Fiscal Year ending June 30		Total
	2024	2025	
Ag Processing Equipment (1)(a) Manufacturing			
Buffalo	\$ 951,309	\$ 1,769,554	\$ 2,720,863
Hamilton	31,923,798	47,148,162	79,071,960
Kearney	3,148,400	6,072,669	9,221,069
Washington	<u>137,768,858</u>	<u>110,296,473</u>	<u>248,065,331</u>
Total	\$ 173,792,365	\$ 165,286,858	\$ 339,079,223
Data Center Equipment (1)(i) Data Processing, Hosting, & Related Services			
Douglas	\$ 0	\$ 39,535,931	\$ 39,535,931
Lancaster	<u>0</u>	<u>141,315</u>	<u>141,315</u>
Total	\$ 0	\$ 39,677,246	\$ 39,677,246
Data Center Equipment (1)(e) Insurance Carriers			
Douglas	\$ 2,811,583	\$ 1,994,204	\$ 4,805,787
Total Property Exempted	\$ 176,603,948	\$ 206,958,308	\$ 383,562,256

ImagiNE Nebraska Act Estimates

DOR estimated sales and use tax refunds to be paid and tax credits to be used for all Nebraska tax incentive programs for the October 31, 2025, meeting of the Nebraska Economic Forecasting Advisory Board are:

Fiscal Year	Refunds and Tax Credits Used for All Nebraska Incentive Programs
FY 2025-2026	\$105 million
FY 2026-2027	\$257 million

Of these amounts, DED estimates the total refunds to be paid, and tax credits used under the ImagiNE Act for the current and next two fiscal years as follows:

Fiscal Year	Refunds of Sales and Use Tax	Tax Credits Used	Total
FY 2025-2026	\$ 15,224,000	\$ 20,991,000	\$ 36,215,000
FY 2026-2027	\$ 21,441,000	\$ 25,743,000	\$ 47,184,000
FY 2027-2028	\$ 32,012,000	\$ 37,837,000	\$ 69,849,000

ImagiNE Nebraska Act Projected Investment and Credits for Fiscal Years 2025-2026 through 2034-2035

Reporting Required by Neb. Rev. Stat. § 77-6837(3)(m) and (4)

For the ImagiNE Nebraska Act, the Nebraska Department of Revenue (DOR) Research Section reports on the projected future amounts of:

- Investment credits earned
- Wage credits earned
- Direct refund of sales and use tax
- Qualified investment
- Qualified jobs

DOR utilizes data from the [Nebraska Advantage Act](#) (LB 312, 2006-2023) and the [Employment and Investment Growth Act](#) (LB 775, 1998-2005), along with economic trends and macroeconomic outlook forecasts, to analyze and project qualified capital investment, tax credits earned, and qualified new jobs created in Nebraska under the ImagiNE Act.

To capture the long-term outlook of the Nebraska economy - which significantly impacts total business investment - DOR incorporates economic data from the Bureau of Economic Analysis (BEA) and projections from Regional Economic Models Inc. (REMI). The REMI model provides a 20-year economic outlook for Nebraska. Using this data, DOR projects the amount of qualified investment and jobs over the next ten years. These projections are then used to estimate credits and refunds.

DOR compiled a comprehensive set of data from the Employment and Investment Growth Act (LB 775) and the Nebraska Advantage Act (LB 312) to analyze the patterns of how companies earned and used

credit over time. The patterns become the base parameters used to estimate the future amount of investment credits and direct refund of sales and use tax from projected investment. Note that the historical data from both programs illustrates a stable long-term trend despite the erratic nature of credits earned from year to year.

Since the ImagiNE Nebraska Act significantly amends previous incentive programs to allow for more efficient tax credit allocation, DOR has adjusted the estimates to account for this amendment.

The table below shows the projected amounts of investment credits earned, compensation credits earned, direct refunds of sales and use tax, qualified investment, and qualified jobs under the ImagiNE Nebraska Act for Fiscal Year (FY) 2025-26 through FY 2035-36.

Fiscal Analysis of the ImagiNE Nebraska Act						
	FY 2024-2025 ¹	FY 2025-2026	FY 2026-2027	FY 2027-2028	FY 2028-2029	FY 2029-2030
Tax Credits Earned						
Investment Credits Earned	\$ 20,651,131	\$ 32,968,000	\$ 62,541,000	\$ 81,383,000	\$ 90,996,000	\$ 95,210,000
Wage Credits Earned	3,896,174	16,423,000	26,719,000	33,224,000	36,364,000	37,953,000
Total Tax Credits Earned	24,547,305	49,391,000	89,261,000	114,607,000	127,360,000	133,163,000
Direct Sales/Use Tax Refunds on Investment	\$ 8,095,857	\$ 10,601,000	\$ 20,110,000	\$ 26,168,000	\$ 29,259,000	\$ 30,614,000
Expansion of Capital Investment	\$ 382,518,869	\$ 530,028,000	\$ 1,005,488,000	\$ 1,308,409,000	\$ 1,462,957,000	\$ 1,530,712,000
Increase in New Full-Time Equivalent (FTE) Jobs	346	961	1,257	1,478	1,560	1,574
¹ Figures for FY 24-25 are actual amounts.						
	FY 2030-2031	FY 2031-2032	FY 2032-2033	FY 2033-2034	FY 2034-2035	
Tax Credits Earned						
Investment Credits Earned	\$ 98,407,000	\$ 101,317,000	\$ 104,192,000	\$ 107,053,000	\$ 116,571,000	
Wage Credits Earned	39,261,000	40,425,000	41,678,000	43,098,000	44,688,000	
Total Tax Credits Earned	137,668,000	141,742,000	145,870,000	150,151,000	161,259,000	
Direct Sales/Use Tax Refunds on Investment	\$ 31,642,000	\$ 32,578,000	\$ 33,502,000	\$ 34,422,000	\$ 37,483,000	
Expansion of Capital Investment	\$ 1,582,107,000	\$ 1,628,891,000	\$ 1,675,107,000	\$ 1,721,112,000	\$ 1,874,137,000	
Increase in New Full-Time Equivalent (FTE) Jobs	1,572	1,566	1,557	1,549	1,648	

Nebraska Advantage Act

Summary of Tax Incentive Programs in Other States

[Reporting Required by Neb. Rev. Stat. §§ 77-5731\(7\) and 77-6837\(7\)](#)

States offer many types of tax incentives for businesses. This report summarizes other states' tax incentives that are similar to the Nebraska model of granting tax incentives. For example, qualifying for tax incentives under the Nebraska Advantage Act or the ImagiNE Nebraska Act is not dependent on the location of a project in an enterprise zone or other limited geographic area. Thus, tax incentives that provide jobs or investment credits to businesses, but only to those who locate in a limited area, are not listed. States that offer tax incentives, but have different qualification levels depending upon geography, are listed provided that a project could qualify, at some level, in every part of the state.

States may also limit qualification for incentives to targeted industries. Nebraska does this, and the report lists those states where incentives are limited to targeted activities. Finally, Nebraska refunds the sales and use tax on qualified investments, but some states refund only a portion of the tax; these states are listed as having a refund. Some states have broader sales and use tax exemptions than Nebraska but do not provide a refund of any taxes paid. Tax exemptions are outside the scope of this comparison, and tax incentives are not listed if they do not provide at least a partial refund of sales and use taxes paid on qualified investment or if they have a threshold for the number of jobs created or the amount of investment required to qualify for the exemption.

The review of tax incentive programs in other states is current as of July 2025. The Nebraska Department of Revenue (DOR) makes every effort to review the current incentive information from other states; however, the DOR is not liable for any use of the information in this section for private or public purposes.

Number of states which grant tax credits and exemptions

- **Job credit:** 41 states
 - **Investment credit:** 38 states
 - **Sales/use tax refund on qualified investment:** 25 states
 - **Personal property tax abatement:** 11 states
-

[Alabama](#)

Job credit: The [Alabama Jobs Act](#) allows a 3% refund or credit of prior-year wages paid to eligible employees with an additional 0.5% credit if 12% or more of the project workforce are veterans. A project must create at least 50 new jobs in a non-targeted county; or 10 new jobs in a targeted county, technology company, or underrepresented company; or create new jobs in certain industries that are not subject to the minimum job creation requirements.

Investment credit: The same number of jobs are required as for the Job credit. The investment incentive is a credit up to 1.5% of the qualified capital investment expenses.

Sales/use tax refund on qualified investment: There is no minimum investment threshold for a new [sales tax abatement project](#) in Alabama. However, for expanding industries, the additional capital investment must be equal to the lesser of 30% of the original cost of the existing industrial property or \$2 million. Data processing centers are eligible for sales tax abatements as well: projects that invest up to \$200 million may receive a sales tax abatement for 10 years, while projects that invest more than \$200 million but less than \$400 million within 10 years may qualify for sales and use tax abatements for up to 20 years.

Personal property tax abatement: Qualifying projects can receive an abatement of real and personal property tax for up to 20 years; data centers may be eligible for abatements of up to 30 years.

Alaska

Job credit: None

Investment credit: None

Sales/use tax refund on qualified investment: None

Personal property tax abatement: None

Arizona

Job and investment credit:

- The [Quality Jobs tax credit](#) provides tax credits to employers creating a minimum number of net new qualifying jobs and making a minimum capital investment in Arizona. In metro areas, at least 25 jobs must be created with a minimum capital investment of \$500,000, while in rural areas, the requirement is at least 5 jobs and a \$100,000 investment. In both cases, the jobs must pay at least 100% of the median county wage.
- The [Qualified Facility tax credit](#) provides a refundable tax credit to taxpayers who are expanding or locating a Qualified Facility in Arizona. Firms must make a capital investment of at least \$250,000 to establish or expand a facility that devotes at least 80% of its space and payroll to manufacturing, research and development, or corporate headquarters operations. They must also create net new jobs, of which at least 51% are paid 125% of the state's annual median wage if located in an urban area, or 100% of the state's annual median wage if located in a rural area. In addition, the employer must offer to pay at least 65% of health insurance premiums for all new net full-time positions.

Sales/use tax refund on qualified investment: Firms investing in [data centers](#) may be eligible for this. They can get an exemption from the Transaction Business Privilege Tax and Use Tax when investing at thresholds of \$25 million, \$50 million, \$200 million, or \$250 million in a data center.

Personal property tax abatement: None

Arkansas

Job credit: The [Advantage Arkansas Income Tax Credit](#) provides state income tax credits for job creation based on the payroll of new full-time, permanent employees. Eligibility depends on meeting regional payroll thresholds—

\$125,000 in Tier 1, \$100,000 in Tier 2, \$75,000 in Tier 3, and \$50,000 in Tier 4. Jobs must pay at least \$15.99 per hour and be in a qualifying industry.

Investment credit: The [ArkPlus](#) Investment Credit offers 10% credit against state income tax for qualifying investments in highly competitive situations. Eligibility is based on regional tiers with minimum investment and payroll requirements: Tier 1 requires \$5 million investment and \$2 million payroll; Tier 2, \$3.75 million investment and \$1.5 million payroll; Tier 3, \$3 million investment and \$1.2 million payroll; and Tier 4, \$2 million investment and \$0.8 million payroll.

Sales/use tax refund on qualified investment: The [Tax Back Sales and Use Tax Refund](#) program provides sales and use tax refunds for building materials and taxable machinery and equipment associated with an approved project.

Personal property tax abatement: None

California

Job credit:

- The [California Competes Tax Credit](#) is based on the number of jobs created, the opportunity for future growth, compensation paid to employees, and a number of other factors.
- The [New Employment Credit](#) requires the employer to hire a qualified employee and pay qualified wages.

Investment credit: None

Sales/use tax refund on qualified investment: None

Personal property tax abatement: None

Colorado

Job credit: The [Job Growth Incentive Tax Credit](#) is available for businesses creating at least 20 new jobs with wages equal to 100% of the county's average wage.

Investment credit: The [Advanced Industries Investment Credit](#) encourages investments in Colorado advanced industries businesses by providing tax credits to investors. To qualify, an investor must invest at least \$10,000.

Sales/use tax refund on qualified investment: None

Personal property tax abatement: None

Connecticut

Job credit: None

Investment credit: The [Machinery and Equipment Expenditure Tax Credit](#) allows a 10% credit for increased investment in machinery and equipment for companies with 250 or fewer employees, and a 5% credit for companies with 251 to 800 employees in Connecticut. In addition, a 5% credit is available for [fixed capital investments](#) in tangible personal property.

Sales/use tax refund on qualified investment: None

Personal property tax abatement: The [Electronic Data Processing Equipment Property Tax Credit](#) provides a 100% credit for personal property tax paid on electronic data processing equipment.

Delaware

Job and investment credit:

- The [Blue Collar Job Act](#) – Eligible businesses must (1) Be engaged in a qualified activity; (2) Hire five or more qualified employees; and (3) make an investment of at least \$200,000 (or \$40,000 per qualified employee) in a qualified facility. For qualified investments of at least \$1 million in manufacturing, wholesaling, or aviation services, an alternative investment tax credit is available. For telecommunications services and banking, businesses are required to hire 50 employees and make an investment of \$15,000.
- The [New Economy Jobs Tax Credit](#) is available for Delaware employers who create between 50 and 200 new jobs. The credit may be worth up to 40% of the withholding taxes from those new employees.

Sales/use tax refund on qualified investment: None

Personal property tax abatement: None

Florida

Job and investment credit:

- [The Capital Investment Tax Credit](#) is available for specific industries that create at least 100 jobs and invest at least \$25 million in capital costs.
- [The Rural Job Tax Credit Program](#) and the [Urban Job Tax Credit Program](#) are also available for eligible businesses located within designated qualified areas to create new jobs.

Sales/use tax refund on qualified investment: None

Personal property tax abatement: None

Georgia

Job credit:

- The Job Tax Credit is available for firms in specific industries, requiring job creation based on tier: 2 jobs in Tier 1, 10 in Tier 2, 15 in Tier 3, and 25 in Tier 4. The credit can offset up to 100% or 50% of income tax liability depending on the tier and is refundable for up to ten years. Firms creating higher-wage jobs may also qualify for the Quality Jobs Tax Credit, with job requirements varying by tier and location.
- The [Quality Jobs Tax Credit](#) is available to firms that create higher-than-average wage jobs, with the credit amount varying by wage level. Eligibility requires creating at least 10, 25, or 50 jobs, depending on the firm's tier and location.

Investment credit:

- The Investment Tax Credit is available to manufacturers and telecommunications companies that have operated in the state for at least three years and made qualified capital investments of \$100,000 or more. The credit amount varies based on the company's tier status.
- The [Mega Project Tax Credit](#) is available to firms with a minimum payroll of \$150 million, or those that make a minimum investment of \$450 million and hire at least 1,800 net new employees. Companies meeting both requirements may claim a tax credit of \$5,250 per job per year for the first five years for each net new position.

Sales/use tax refund on qualified investment: Data centers may be eligible for a sales tax exemption if they create a specified number of new high-paying jobs and meet a minimum qualified investment threshold. The minimum investment threshold varies depending on the county where the investment is made. Additionally, the sale of certain computers is exempt when a high-tech company's total qualifying purchases exceeds \$15 million.

Personal property tax abatement: None

[Hawaii](#)

Job credit: None

Investment credit: None

Sales/use tax refund on qualified investment: None

Personal property tax abatement: None

[Idaho](#)

Job credit: The [Idaho Tax Reimbursement Incentive](#) is available for a broad range of industries, to be qualified, 20 jobs must be created for rural areas and 50 jobs for urban centers.

Investment credit:

- The [Idaho Business Advantage](#) program requires a \$500,000 investment in new facilities and the creation of at least 10 new jobs paying an average of \$40,000 annually.
- The [3% Investment Tax Credit](#) is available to firms that make qualifying new investments and may offset up to 50% of their income tax liability.

Sales/use tax refund on qualified investment: The [Idaho Business Advantage](#) offers up to a 25% rebate on sales taxes paid for qualifying firms. New [data centers](#) are eligible for a sales tax exemption on qualified equipment and construction materials if they create 30 new jobs and invest \$250 million within 5 years.

Personal property tax abatement: The [3% Investment Tax Credit](#) allows for a personal property tax exemption on the first \$250,000 of personal property, such as equipment and furnishings.

[Illinois](#)

Job and Investment credit:

- The [EDGE Agreements](#) offer tax credits to firms investing at least \$2.5 million in capital improvements. Companies with over 100 employees must create either 10% of worldwide employment or at least 50 jobs, while those with 100 or fewer employees must create the lesser of 50 full-time jobs or 5% of the employment in Illinois.
- Qualification for a [High Impact Business Tax Credit](#) requires that a business invest a minimum of \$12 million in capital investment causing the creation of 500 full-time jobs, or an investment of \$30 million causing the retention of 1,500 full-time jobs, or be involved in one of the following: a qualified new electric generating facility; production operations at a new coal mine; a new or upgraded transmission facility supporting the creation of 150 Illinois coal-mining jobs; a newly constructed gasification facility; or certain wind energy facilities.

Sales/use tax refund on qualified investment: The [High Impact Business Program](#) allows a state sales tax exemption on building materials and/or utilities, a state sales tax exemption on purchases of personal property used or consumed in the manufacturing process or in the operation of a pollution control facility if eligible projects meet investment and job creation thresholds.

Personal property tax abatement: None

Indiana

Job and Investment credit:

- The [Economic Development for a Growing Economy \(EDGE\) program](#) provides a corporate income tax credit to businesses to support job creation and capital investment.
- The [Headquarters Relocation Tax Credit](#) allows a credit against the corporation's state tax liability for costs incurred in relocating the headquarters. The annual worldwide revenue must be at least \$50 million, and the corporation must employ at least 75 employees in Indiana.
- The [Hoosier Business Investment Tax Credit](#) provides a credit against corporate income tax based on an analysis of the economic benefits of the proposed investment, and the applicant must demonstrate net new jobs created.
- The [Economic Development for a Growing Economy Tax Credit](#) provides tax credits for creating net new jobs performing tasks in Indiana that were not previously performed by the applicant, using similar criteria to judge eligibility..

Sales/use tax refund on qualified investment: Refund of sales and use tax paid on qualified [R&D equipment](#) only.

Personal property tax abatement: None

[Iowa](#)

Job credit:

- The [High Quality Jobs Program](#) requires businesses to meet wage threshold requirements, and the size of the credit depends on factors such as the quality of the job and the generosity of health insurance benefits.
- [The New Jobs Tax Credit](#) is available to companies that expand their Iowa employment base by 10% or more and participate in the New Jobs Training Program. This one-time credit depends on the wages a

company pays and the year the credit is first claimed, with a maximum of \$2,292 per new employee in 2024 and \$2,370 per new employee in 2025.

Investment credit: The [High Quality Jobs Program](#) requires businesses to meet investment threshold requirements, which are bracketed as follows: less than \$100,000; \$100,000 to \$499,999; \$500,000 and over. Additionally, there is a separate threshold for investments of \$10 million or more.

Sales/use tax refund on qualified investment: Sales tax refunds are associated with the [High Quality Jobs Program](#).

Personal property tax abatement: None

[Kansas](#)

Job credit:

- The [Promoting Employment Across Kansas program](#) allows firms to retain income tax withholding by creating at least ten jobs within two years in urban areas or five new jobs elsewhere.
- The [High impact projects](#) that create at least 100 new jobs may be eligible for payroll withholding tax savings.

Investment credit: The [High Performance Incentive Program](#) allows for a 10% corporate income tax credit. Firms must invest at least \$1 million in five metro counties or \$50,000 elsewhere.

Sales/use tax refund on qualified investment: The [High Performance Incentive Program](#) offers sales tax exemption on the purchase of materials and services related to capital investment at the worksite.

Personal property tax abatement: None

[Kentucky](#)

Job and investment credit:

- The [Kentucky Business Investment](#) program requires participants to create a minimum of 10 new jobs subject to wage and benefit requirements and invest a minimum of \$100,000.
- The [Kentucky Small Business Tax Credit Program](#) provides for a tax credit to small businesses that hire at least one person and invest at least \$5,000 in qualifying equipment/technology.
- The [Kentucky Reinvestment Act](#) provides tax credits to firms that are engaged in manufacturing and related functions investing at least \$1 million for leased projects and \$2.5 million for all other projects and maintaining 85% of the full-time employment level at the facility.

Sales/use tax refund on qualified investment: Available to participants of the [Kentucky Enterprise Initiative Act](#) who invest at least \$500,000.

Personal property tax abatement: None

Louisiana

Job credit: The [Quality Jobs Program](#) requires employers to meet a minimum annual payroll threshold for new direct jobs of \$225,000 for firms with 50 or fewer employees or \$675,000 for firms with more than 50 employees, create a minimum of 5 net new jobs for firms with 50 or fewer employees or 15 new jobs for firms with more than 50 employees, and provides a cash rebate of up to 6% of annual gross payroll for up to 10 years.

Investment credit: None

Sales/use tax refund on qualified investment: Sales and use tax rebates are associated with the [Quality Jobs Program](#) on capital expenses or a 1.5% investment tax credit for qualifying expenses.

Personal property tax abatement: The [Industrial Tax Exemption](#) allows property tax abatement for industries in certain NAICS codes who engage in new capital investments in the state.

Maine

Job and investment Tax credit: The [Major Business Headquarters Expansion Program \(MBHQ\)](#) allows a credit of 2% of the qualified investment for a period of up to 20 years if business headquarters are or will be located in Maine and the business makes a qualified investment of \$35 million and employs at least 5,000 full-time employees worldwide, of which at least 25% are or will be based in Maine.

Sales/use tax refund on qualified investment: None

Personal property tax abatement: None

Maryland

Job credit: The [Job Creation Tax Credit](#) provides a per-job tax credit of up to \$3,000 to businesses that create new jobs, and up to \$5,000 for jobs created in revitalization areas. Businesses must create at least 60 full-time jobs within 24 months, or 10 new jobs in certain counties, or 25 jobs in Priority Funding Areas. Qualified positions must be full-time and pay at least 120% or 150% of the state minimum wage. Additionally, the business must be engaged in an eligible activity.

Investment credit:

- The [Biotechnology Investment Incentive Tax Credit](#) is allowed to individuals or entities that invest at least \$25,000 in a qualified Maryland biotechnology company.
- The [Cybersecurity Investment Incentive Tax Credit](#) is allowed to firms that have fewer than 50 employees and are required to file an income tax return in Maryland.

Sales/use tax refund on qualified investment:

- The [More Jobs for Marylanders – Manufacturing Tax credit](#) allows a refund of sales and use tax to new manufacturers who locate in Maryland and existing manufacturers to expand their workforce. New and existing manufacturers in Tier 1 counties create 5 jobs; existing manufacturers in Tier 2 counties create 10 jobs.

- The [Data Center Maryland Sales and Use Tax Exemption Incentive Program](#) is available for data center's that locate or expand in Maryland and create new full-time positions and meet minimum investment level.

Personal property tax abatement: None

Massachusetts

Job credit:

- The [Economic Development Incentive Program](#) provides tax credits to firms that commit to retaining and/or creating jobs.
- Under the [Life Science Refundable Jobs Tax Credit](#), a business in the life sciences industry that creates at least 50 new jobs may be eligible for a corporate income tax credit. If the value of the jobs credit exceeds tax liability, up to 90% of the remaining credit will be refunded.

Investment credit: The [Massachusetts Investment Tax Credit](#) offers a 3% credit for qualifying businesses for Massachusetts corporate excise tax used during the purchase or lease of a property.

Sales/use tax refund on qualified investment: None

Personal property tax abatement: None

Michigan

Job and Investment credit: The [Michigan Business Development Program](#) is available to eligible businesses that create at least 50 qualified new jobs or create at least 25 qualified new jobs if a project is in a rural county or qualifies as a high technology activity or provides investment.

Sales/use tax refund on qualified investment: None

Personal property tax abatement: The [Personal Property Tax Relief in Distressed Communities](#) allows distressed communities, county seats and certain border county communities to abate personal property taxes on new investments made by eligible businesses.

Minnesota

Job credit: None

Investment credit:

- The [Research and Development Tax Credit](#) allows qualified businesses to claim 10% of eligible R&D expenses up to \$2 million, and 4% on amounts above that.
- The [SEED Capital Investment Credit Program](#) allows a 45% tax credit to investors who fund qualifying businesses located in Minnesota's border cities.

Sales/use tax refund on qualified investment:

- The [Greater MN Job Expansion Program](#) offers sales tax refunds on qualified equipment purchases to businesses that increase employment by at least 10% or add a minimum of two full-time equivalent employees, meet compensation requirements, and operate within a traded sector.
- Additionally, businesses that construct data or network operation centers of at least 25,000 square feet and invest a minimum of \$30 million within four years may qualify for a sales tax exemption under the [Data Center Sales Tax Incentive](#).

Personal property tax abatement: None

Mississippi

Job credit:

- The [Jobs Tax Credit](#) offers tax credits ranging from 2.5% to 10% of payroll for eligible firms in specific industries that create 10, 15, or 20 new jobs, depending on the Tier ranking of the region.
- The [Advantage Jobs Incentive Program](#) provides rebates of a portion of income tax withholdings to companies in targeted industries that hire employees earning above the average county wage and offer basic health benefit plans.
- Additionally, qualified businesses may be eligible for incentives if they provide an average wage equal to at least 110% of the county or state average and create a minimum of 25 full-time jobs. Data and information processing firms may qualify if they pay at least 100% of the county or state average wage and create 200 or more new jobs.

Investment credit: The [Manufacturing Investment Tax Credit](#) allows existing participating manufacturers to receive a tax credit equal to 5% of eligible investments in buildings and/or equipment, provided they invest a minimum of \$1 million.

Sales/use tax refund on qualified investment: Certain industries in Mississippi may qualify for sales and use tax exemptions when specific criteria are met. The [Mississippi Aerospace Industry Enterprises Program](#) applies to companies that create at least 25 full-time jobs and invest a minimum of \$25 million. [Data centers](#) may qualify if they create at least 20 new jobs, invest \$20 million or more, and ensure that jobs pay at least 125% of the state's average wage. [New headquarters](#) are eligible when they create 20 new headquarters jobs. Additionally, [Clean Energy](#) businesses may qualify if they create 250 new full-time jobs and invest \$50 million. These incentives are designed to encourage substantial investment and job growth in key sectors across the state.

Personal property tax abatement: Various property tax exemptions may be available at the local level, granted by county or municipal governments.

Missouri

Job credit:

- The [Missouri Works Program](#) offers income tax withholding credits for new job creation, with varying thresholds: creating 2 jobs and investing \$100,000 at 80% or 90% of the county average wage; 10 jobs at 90% of the county average wage; or 100 jobs at 120% or 140% of the county average wage.
- The [Missouri Quality Jobs Program](#) provides benefits for companies that create at least 20 new jobs in rural counties or 40 new jobs in non-rural counties within two years. Technology business projects must create at least 10 jobs, while high impact projects are required to create at least 100 jobs.

- The [Business Facility Tax Credit Program](#) supports the expansion of headquarters in the state, requiring facilities to create at least 25 new jobs and invest \$1 million, specifically targeting certain employee-owned businesses.

Investment credit: The [Missouri BUILD Program](#) provides a tax credit for firms in eligible industries that invest a minimum of \$15 million, or \$10 million for an office industry. To qualify, firms must create at least 100 jobs, 500 jobs if the project is an office industry, or 200 new jobs for an “office industry” located in a distressed area.

Sales/use tax refund on qualified investment: Businesses may receive a 15-year exemption from sales and utility taxes by creating at least 10 full-time jobs at 150% of the county average wage and investing \$25 million in a new data center within 36 months. A 10-year exemption is available for expanding existing data centers with a \$5 million investment within 12 months and the creation of 5 full-time jobs at the same wage threshold within 24 months.

Personal property tax abatement: None

[Montana](#)

Job credit: The [Job Growth Incentive Tax Credit](#) encourages the creation of high-paying, Montana-based jobs in certain industries by offering a tax credit equal to 50% of employer-paid payroll taxes for qualifying new employees.

Investment credit: None

Sales/use tax refund on qualified investment: None

Personal property tax abatement: [Property tax abatements](#) reduce the taxable value of personal property. A variety of incentives are available, including reduced taxable values or the application of lower tax rates, depending on the type of investment and local government approval.

[Nevada](#)

Job and Investment credit: The [Modified Business Tax Abatement](#) provides up to a 50% reduction of the 1.17% rate on quarterly wages exceeding \$50,000 for businesses that meet specific job creation and minimum capital investment requirements.

Sales/use tax refund on qualified investment: [Sales and Use Tax abatement](#) is available for approved businesses that meet at least two of the following three criteria: a capital investment of \$5 million in equipment for industrial or manufacturing facilities (or \$1 million for other facility types) in urban areas; a capital investment of \$1 million in equipment for industrial or manufacturing facilities (or \$250,000 for other facility types) in rural areas; or the creation of at least 50 jobs in urban areas or 10 jobs in rural areas, with certain wage requirements.

Personal property tax abatement: [Data Center and Aviation abatements](#) are available for qualifying projects that meet specific job creation, capital investment, and wage requirements.

[New Hampshire](#)

Job credit: The [Coos County Job Creation Tax Credit](#) is available to businesses that create at least one new full-time position paying wages at least 150% of the current state minimum wage.

Investment credit: None

Sales/use tax refund on qualified investment: None

Personal property tax abatement: None

[New Jersey](#)

Job credit: The [Emerge Program](#) offers businesses annual tax credits ranging from \$500 to \$4,000 per job, depending on the location, for creating new jobs and meeting specific capital investment and job creation requirements.

Investment credit: The [Angel Investor Tax Credit Program](#) provides businesses with a tax credit equal to 20% of qualified investments made in New Jersey emerging technology companies, up to \$500,000 per qualified investment.

Sales/use tax refund on qualified investment: None

Personal property tax abatement: None

[New Mexico](#)

Job credit:

- The [High Wage Jobs Tax Credit](#) provides employers with a credit equal to 8.5% of wages and benefits paid for each job created, for jobs paying at least \$60,000 in urban communities and \$40,000 in rural areas.
- The [Rural Job Tax Credit](#) is available to manufacturers and non-retail service companies that locate in rural communities and create new jobs.

Investment credit: The New Mexico [Investment Tax Credit for manufacturers](#) has no specified minimum investment threshold, but companies must meet the applicable employment requirements to qualify.

Sales/use tax refund on qualified investment: None

Personal property tax abatement: Firms may receive personal property tax abatements through [industrial revenue bonds](#), subject to local government discretion.

[New York](#)

Job and investment credit: The [Excelsior Jobs Program](#) allows firms to qualify for refundable tax credits, including the Excelsior Jobs Tax Credit, which provides up to 6.85% of wages per new job, and the Excelsior Investment Tax Credit, valued at 2% of qualified investments. To be eligible, certain types of firms must create between 5 and 100 new jobs, while others are required to create at least 150 new jobs and invest a minimum of \$3 million.

Sales/use tax refund on qualified investment: None

Personal property tax abatement: None

North Carolina

Job credit:

- The [Job Development Investment Grants](#) (JDIG) program is available for firms creating new employment opportunities with no specified minimum investment or job creation thresholds.
- JDIG also includes a [High-Yield Project provision](#) for firms that create at least 1,750 jobs and invest \$500 million.
- The [Transformative Project](#) provision applies to firms that create 3,000 jobs and invest \$1 billion.

Investment credit: The [Job Maintenance and Capital Development fund](#) allows grants for businesses that have at least 2,000 employees, and invest at least \$200 million in capital improvements, or have 320 employees, and invest \$65 million for large manufacturing employers.

Sales/use tax refund on qualified investment: None

Personal property tax abatement: None

North Dakota

Job credit: None

Investment credit:

- The [Agricultural Commodity Processing Facility Investment Tax Credit](#) provides a 30% credit on investments in equipment, property, and related assets.
- The [Seed Capital Investment Tax Credit Program](#) offers an income tax credit equal to 45% of the investment made in a qualified business.

Sales/use tax refund on qualified investment: A sales and use tax exemption and refund may be granted for machinery or equipment used in [coal](#) production.

Personal property tax abatement: North Dakota exempts all personal property from property taxation, with the exception of certain oil and gas refineries and utility properties.

Ohio

Job credit: The [Ohio Job Creation Tax Credit](#) is available to businesses that create at least 10 new full-time jobs at a facility in Ohio and pay wages at least 150% of the federal minimum wage.

Investment credit: The [Research and Development Investment Tax Credit](#) provides a credit equal to 7% of qualified research expenses.

Sales/use tax refund on qualified investment: The [Data Center Tax Abatements](#) offer partial or full sales tax exemptions on eligible data center equipment purchases. To qualify, projects must meet minimum investment and payroll thresholds.

Personal property tax abatement: None

Oklahoma

Job credit:

- The [Quality Jobs Program](#) offers incentives to manufacturers and select service firms creating at least \$2.5M in new payroll (\$1.5M for food processors and R&D). Minimum wage and health coverage are required.
- The [Small Employer Quality Jobs Program](#) provides a 5% cash-back incentive for up to 7 years to businesses with 500 or fewer employees that create 5–15 new jobs. Minimum wage and health coverage apply.
- The [21st Century Quality Jobs](#) requires the creation of at least 10 new positions that meet county-specific wage thresholds. Minimum wage and health coverage are required.

Investment credit:

- The [Investment/New Jobs Tax Credit](#) allows qualifying businesses to choose between a tax credit based on either new jobs or capital investment, with a minimum investment of \$50,000 in depreciable property.
- The [Quality Jobs + Investment Tax Credit](#) is available for manufacturers that invest at least \$40 million and create skilled jobs, combining job creation incentives with capital investment benefits.
- The [Business Expansion Incentive Program](#) provides annual cash payments to Oklahoma companies making significant qualified capital investments to support major expansion efforts.

Sales/use tax refund on qualified investment: Sales tax refunds are available for qualified investments, including purchases of computers and data processing equipment, as well as construction materials for certain new or expanding manufacturing facilities. To qualify, a project must meet one of the following criteria: construction costs over \$5 million with 100 new jobs; total costs exceeding \$50 million with 75 new jobs; construction costs over \$300 million with at least 1,750 employees maintained; or at least \$5 million in construction costs and 250 new jobs for qualified aircraft maintenance and overhaul facilities.

Personal property tax abatement: None

Oregon

Job credit:

- The [Oregon Investment Advantage](#) provides a credit against income tax liability for firms that establish operations in eligible counties and create at least 5 jobs in an industry that is “first of its kind” and does not compete with existing local firms.
- The [Business Expansion Program](#) is available for companies with 150 or more employees that create at least 50 new jobs, subject to certain annual wage requirements.

Investment credit: None

Sales/use tax refund on qualified investment: None

Personal property tax abatement: None

Pennsylvania

Job credit: The [Manufacturing Tax Credit](#) provides tax credits to taxpayers who increase their annual taxable payroll by \$1 million through the creation of new jobs.

Investment credit:

- The [Qualified Manufacturing Innovation & Reinvestment Deduction](#) allows eligible manufacturing firms to deduct 5% of their private capital investment from corporate net income tax liability when investing at least \$100 million in new or refurbished manufacturing capacity.
- The [Rural Jobs and Investment Tax Credit Program](#) is available if firms invest at least \$100 million in rural areas of the commonwealth or other states.

Sales/use tax refund on qualified investment: The [Computer Data Center Equipment Exemption Program](#) provides a sales and use tax exemption on qualified computer data center equipment used in facilities certified by the Department of Revenue.

Personal property tax abatement: None

Rhode Island

Job credit: The [Qualified Jobs Incentive Tax Credit](#) offers firms tax credits for up to 10 years. The minimum number of new jobs required varies by industry and company size, with some qualifying at as few as 10 new jobs.

Investment credit: The [10 Percent Investment Tax Credit](#) provides a 10% credit based on the business's NAICS code, contingent upon meeting specific wage levels or investment thresholds.

Sales/use tax refund on qualified investment: None

Personal property tax abatement: None

South Carolina

Job credit:

- The [Job Tax Credit](#) is available to qualified firms that create a monthly average of 175 jobs, or fewer jobs if the average compensation meets higher thresholds—100 jobs at 1.5 times, 50 jobs at 2 times, or 25 jobs at 2.5 times the county or state average wage (whichever is lower). Additional credits apply for creating 150 jobs in a building vacant for at least 12 months or 10 jobs in a Tier IV county. Certain industries may also qualify for the Small Business Job Tax Credit with as few as two new jobs.
- The [Corporate Headquarters Tax Credit](#) requires a firm to hire at least 40 employees in corporate headquarters or research and development roles, with at least 20 classified as staff employees.

Investment credit: [Manufacturers](#) locating or expanding in South Carolina may take a one-time investment credit of up to 2.5% on the purchase of production equipment.

Sales/use tax refund on qualified investment: Companies investing at least \$100 million may receive a sales and use tax exemption on construction materials. In specified industries, technology-intensive materials qualify for exemptions when the investment reaches \$300 million and creates at least 100 new jobs. Data centers are eligible for exemptions if they invest \$50 million and create 25 new jobs.

Personal property tax abatement: None

South Dakota

Job credit: None

Investment credit: None

Sales/use tax refund on qualified investment: None

Personal property tax abatement: None

Tennessee

Job credit:

- The [Job Tax Credit](#) provides \$4,500 per job to offset up to 50% of F&E tax liability, with a 15-year carryforward. Requires 25 new full-time jobs and a \$500,000 investment.
- The [Community Resurgence Job Tax Credit](#) offers \$2,500 per job for creating 10 full-time jobs paying the state's average wage in high-poverty census tracts.
- The [Enhanced Job Tax Credit](#) allows additional annual credits in Tier 2–4 counties and can offset up to 100% of F&E tax liability.

Investment credit: The [Industrial Machinery Tax Credit](#) provides a 1% to 10% credit for the purchase, third-party installation, and repair of qualified industrial machinery. Eligible items include machinery, equipment, parts, accessories, and related repair labor for manufacturing use..

Sales/use tax refund on qualified investment:

- Manufacturing: Exemption on industrial machinery, repair parts, and supplies. Reduced sales tax (0–1.5%) on water, gas, electricity, and energy sources based on use at qualified facilities.
- Headquarters: 6.5% sales tax credit on qualified personal property directly related to new full-time job creation at a certified headquarters facility.
- Warehouse/Distribution: Exemption on material handling and racking systems with a \$10 million+ investment made within a 3-year period.
- Call Centers: Exemption on interstate and international telecom services with at least 250 jobs primarily engaged in call center operations.
- Data Centers: Exemption on qualified hardware and software with a \$100 million investment and 15 new full-time jobs paying at least 150% of the state's average wage, made within 3 years.
- Research and Development: Exemption on equipment primarily used for qualified R&D purposes.

Personal property tax abatement: None

Texas

Job credit: None

Investment credit: None

Sales/use tax refund on qualified investment: The sales tax exemption applies to qualified [Data Centers](#) with at least \$200 million in investment and 20 new jobs created over a five-year period.

Personal property tax abatement: None

Utah

Job credit:

- The [Industrial Assistance Account](#) requires the creation of at least 50 jobs in urban counties, with wages at least 110% of the county average. Rural projects must also meet 110% of the rural county average wage. Local economic development approval is required.
- The [EDTIF Tax Credit](#) offers a refundable credit of 30% to 50% for firms creating new jobs and paying 110% of the average county wage in urban areas or 100% in rural areas.

Investment credit:

- The [Technology and Life Science Tax Credits](#) allows eligible investors to claim a credit equal to 35% of their investment, provided the investment is at least \$25,000 and the investor holds no more than a 30% ownership stake in the business at the time of investment.
- The [New Market Tax Credit program](#) is designed to attract private capital investment and can be used as an effective financing tool for qualifying projects.

Sales/use tax refund on qualified investment: None

Personal property tax abatement: None

Vermont

Job credit: The [Vermont Employment Growth Incentive Program](#) offers cash payments for full-time jobs created that pay at least 140% or 160% of the Vermont minimum wage. This incentive is a direct cash payment rather than a credit against income tax liability.

Investment credit: The [Investment Tax Credit](#) is designed to encourage investment in rehabilitation, energy projects, advanced coal, gasification, and advanced energy projects, providing a credit equal to 24% of the investment attributable to Vermont property.

Sales/use tax refund on qualified investment: None

Personal property tax abatement: None

Virginia

Job credit:

- The [Major Business Facility Job Tax Credit](#) offers \$1,000 per new full-time job. Firms in distressed areas and enterprise zones must create at least 25 jobs; elsewhere, the threshold is 50 jobs.
- The [Green Job Creation Tax Credit](#) provides a credit against Virginia income tax for each new green job created.
- The [Virginia Economic & Infrastructure Development Grant](#) offers cash grants of \$1,000 to \$3,000 per job for creating at least 25 new jobs.
- The [Virginia New Jobs Program](#) requires firms with over 250 employees to create 25 new jobs and invest at least \$1 million.
- The [Small Business New Jobs Program](#) requires firms with 250 or fewer employees to create at least five new jobs and invest \$100,000.
- The [Major Eligible Employer Grant](#) offers grants to employers investing \$100 million or more and creating at least 1,000 jobs—or 400 jobs if average pay is twice the locality's average wage.

Investment credit:

- The [Commonwealth's Opportunity Fund](#) supports highly competitive projects meeting minimum investment, job creation, and wage requirements, with a matching municipal commitment.
- The [Virginia Investment Performance Grant](#) targets firms investing at least \$25 million while maintaining stable employment.
- The [Major Eligible Employer Grant](#) applies to firms investing \$100 million or more and creating at least 1,000 new jobs—or 400 jobs under certain wage conditions.
- The [Virginia Economic Development Incentive Grant](#) is for firms creating 400 jobs paying at least 150% of the local wage or 300 jobs paying double the local wage, with a \$5 million capital investment requirement; metropolitan firms must invest \$6,500 per job, while other areas require 200 jobs at 150% local wage and \$6,000 per job investment.

Sales/use tax refund on qualified investment: A sales and use tax exemption is available for qualified [Data Centers](#) on purchases or leases of computer equipment and enabling software, provided minimum investment and job creation requirements are met.

Personal property tax abatement: Offered at the local level for certain industries and types of equipment ([Page 14-15](#)).

Washington

Job credit: The [Rural County/CEZ Business and Occupation \(B&O\) Tax Credits](#) allows firms in specific industries and located in the rural counties to receive a credit when increasing in-state employment by 15%.

Investment credit: None

Sales/use tax refund on qualified investment: None

Personal property tax abatement: None

West Virginia

Job credit:

- The [High-Tech Manufacturing credit](#) allows firms that manufacture computers and components and create at least 20 new jobs within a year to receive a credit to offset liability in a variety of tax programs.
- The [Corporate Headquarters Credit](#) allows tax credits to a firm that relocates the headquarters to the state and creates 15 new jobs including the relocated employees.
- The [Economic Opportunity Credit](#) allows credit to offset income tax liability for firms creating at least 20 new jobs within specified time limits, or 10 new jobs for smaller businesses.

Investment credit: The [Manufacturing Investment Credit](#) is allowed against up to 60% of corporate income tax based on qualified investment in eligible manufacturing property, with no new job creation required.

Sales/use tax refund on qualified investment: None

Personal property tax abatement: Special real and personal property tax valuations are available to firms in [specified NAICS industries](#).

Wisconsin

Job and Investment credit: The [Business Development Credit](#) supports job creation and capital investment, offering up to 10% of wages, with an additional 5% if the employee works in a distressed area.

Sales/use tax refund on qualified investment: None

Personal property tax abatement: None

Wyoming

Job credit: None

Investment credit: None

Sales/use tax refund on qualified investment: A sales and use tax exemption is available for qualified data centers on the purchase or lease of computer equipment and enabling software, provided minimum investment and job creation requirements are met—either a \$5 million investment in capital infrastructure with an additional \$2 million in data center equipment and software, or a standalone \$50 million capital infrastructure investment.

Personal property tax abatement: None

Key Employer and Jobs Retention Act Reporting Requirements

[Neb. Rev. Stat. § 77-6521](#) provides:

Reports; joint hearing.

(1) The Department of Economic Development and the Department of Revenue shall jointly submit electronically an annual report to the Legislature no later than October 31 of each year. The report shall be on a fiscal year, accrual basis that satisfies the requirements set by the Governmental Accounting Standards Board. The Department of Economic Development and the Department of Revenue shall together, on or before December 15 of each year, appear at a joint hearing of the Appropriations Committee of the Legislature and the Revenue Committee of the Legislature and present the report. Any supplemental information requested by three or more committee members must be provided within thirty days after the request.

(2) The report shall list

- (a) the agreements which have been signed during the previous calendar year,
- (b) the agreements which are still in effect, and
- (c) the identity of each taxpayer that is a party to an agreement.

(3) The report shall provide information on agreement-specific total credits used every two years for each agreement. The report shall disclose the identity of the taxpayer and the total credits used during the immediately preceding two years, expressed as a single, aggregated total. The information required to be reported under this subsection shall not be reported for the first year the taxpayer maintains the required employment threshold. The information on first-year credits used shall be combined with and reported as part of the second year. Thereafter, the information on credits used for succeeding years shall be reported for each agreement every two years containing information on two years of credits used.

(4) No information shall be provided in the report that is protected by state or federal confidentiality laws.

Program Overview

The Key Employer and Jobs Retention Act (Act), Neb. Rev. Stat. §§ [77-6501](#) through [6523](#), provides a wage retention credit to a key employer who:

- 1) employs at least 1,000 equivalent employees in Nebraska during the base year;
- 2) offers full time employees healthcare and benefits;
- 3) has gone through a change in ownership and control within the 24 months immediately prior to the application;
- 4) was at risk of moving more than 1,000 existing equivalent employees from the State;
- 5) retains at least 90% of their base-year employees, and;
- 6) is a qualified business.

The wage retention credit earned is 5% of the total compensation paid to the taxpayer's Nebraska employees who are paid wages of at least 100% of the Nebraska statewide average hourly wage. The amount of credits cannot exceed \$4 million per year, or \$40 million total over ten years. Credits can be used to offset withholding or income tax liabilities.

Program Activity

In 2021, the Department of Economic Development signed an agreement with Fiserv Inc., and the agreement is currently in effect.

The deadline for applications was May 31, 2021; there will be no additional agreements under the Act without further authorization from the Legislature.

In the fiscal year ending June 30, 2025, benefits were approved under the Act, but to maintain confidentiality, are not reported until next fiscal year, as required by §77-6521(3).