



Vermont Employment Growth Incentive Program

Annual Report
2014

VERMONT ECONOMIC PROGRESS COUNCIL

VERMONT DEPARTMENT OF TAXES



VEGI Program Summary

ACTUAL ECONOMIC IMPACT TO DATE

(January 1, 2007 - December 31, 2012)

New Qualifying Jobs Created	3038
Total New Jobs (Direct & Indirect).....	4448
New Qualifying Payroll Created	\$ 187,097,847
New Qualifying Capital Investments	\$ 495,413,446
Incentives Paid	\$ 6,452,010
Estimated Net Revenue Benefit	\$ 25,937,000

APPLICATION VOLUME

(January 1, 2007—December 31, 2013)

	<u># of Applications</u>	<u>Incentive Value</u>
Applications Considered	79	\$ 60,219,551
Applications Denied	5	\$ 2,198,190
Applications Rescinded/Terminated.....	37	\$ 22,979,982
Net Approved-Active Applications	37	\$ 35,041,379

Table of Contents

VEGI PROGRAM SUMMARY	2
TABLE OF CONTENTS	3
I. INTRODUCTION.....	4
II. APPLICATION ACTIVITY.....	5
Table 1: Incentive Applications Considered	8
Table 2: Incentive Authorization Data Summary	10
Table 3: Annual Authorization and Cap	11
Table 4: Application Status Analysis	12
III. ACTUAL ECONOMIC ACTIVITY.....	13
Table 5: Projected and Actual Activity Summary	15
Table 6: Projected and Actual Activity - By Class.....	16
IV. SUPPLEMENTAL DATA: ACTIVE APPLICATIONS	19
Charts 1 & 2: Projected Jobs—Wage Levels and Job Types.....	21
Charts 3 & 4: Health Care Percent Paid by Employer and Size of Business	22
Charts 5 & 6: Type of Economic Development Project and Type of Facility Expansion.....	23
Charts 7 & 8: Population and Personal Income by County	24
Charts 9, 10 & 11: Regional Distribution of Incentives and Jobs.....	25
V. PERFORMANCE MEASURES	26
VI. ENDNOTES	27

Introduction

In January 2007, the Vermont Employment Growth Incentive (VEGI) program began offering new incentives for business recruitment, growth and expansion in Vermont. The VEGI program provides cash payments paid from the incremental tax revenues generated by the incremental jobs and investments made because the incentive was authorized, only after the incremental jobs are actually created and investments made. To be authorized, a company must apply to the Vermont Economic Progress Council (VEPC), a citizen board that determines:

- Whether the economic activity would not occur or would occur in a significantly different and/or less desirable manner without the incentive (But For);
- Whether the economic activity will generate more incremental tax revenue for the state than is foregone through the incentive (cost-benefit modeling); and
- Whether the company and economic activity are consistent with a set of nine program guidelines.

VEGI incentives are earned over a period of up to five years and paid out over a period of up to nine years. The incentives are earned only if payroll, employment, and capital investment performance requirements are met by the company each year. If the company earns the incentive by meeting performance requirements in a particular year, the incentive

earned that year is then paid out in five annual installments, if the new jobs and payroll are maintained. Once authorized by VEPC, claims for VEGI incentive installments are examined annually by the Vermont Department of Taxes.

In early 2012, *Good Jobs First*, a national policy resource center for grassroots groups and public officials that promotes corporate and government accountability in economic development, rated Vermont's VEGI program as the best in the United States for enforcement, safeguarding the taxpayer, and ensuring good job creation.

This 2014 annual report on the VEGI program presents information on all applications considered by VEPC through December 2013, the economic activity *projected* by the active projects from the start of the program on January 1, 2007 through December 31, 2018, and the actual economic activity that has occurred from January 2007 through December 31, 2012, as reported on claims filed and examined by the Tax Department.

Further information on VEPC and the VEGI program is available at: accd.vermont.gov/business/start/vegi. Further information on the Department of Taxes is available at: www.state.vt.us/tax. Statutory information on the program is contained in [32 V.S.A. 5930a and 5930b](#).

Vermont Statute (32 V.S.A. §5930(b)(e) requires the following information about the program to be reported annually. The table in which each requirement is addressed in this report is noted below:

1. Total authorized amount of incentives during preceding year (Table 3)
2. Date and amount of each authorization (Table 1)
3. Expected years in which the authorization will be exercised (Table 1)
4. Whether the authorization is currently active (Table 1)
5. Date the authorization will expire (Table 1)
6. Aggregate number claims and incentives paid (Table 5)
7. The balance of incentives not allocated (Table 3)
8. Aggregate qualifying jobs created (Tables 2, 5 and 6)
9. Aggregate qualifying payroll created (Tables 2, 5 and 6)
10. Aggregate capital investments (Tables 2, 5, and 6)

Application Activity

Table 1 shows every application that has been considered by the Vermont Economic Progress Council (VEPC) since the January 1, 2007 inception of the Vermont Employment Growth Incentive (VEGI) program. It includes the name of the applicant company, the date the Final Application was considered (or the date the Initial Application was considered if a Final Application has not yet been filed), the authorization (or earning) period, the status of the authorization as of December 31, 2013 and a number indicating one of four reasons for the status (see Endnote 2 for explanation of each number), the maximum level of incentives considered, the estimated minimum amount of net revenues that will be generated to the State of Vermont, the location of the project, the type of economic development project, and any statutory enhancement considered for the application.

The application consideration date listed is the date a Final Application was considered if the company filed both an Initial and Final Application. If a Final Application has not yet been filed, the applicant's status is listed as "Active-Initial." Incentives are not considered authorized until a Final Application has been approved. However, the amount of incentives listed when an application has received Initial Approval is booked against the cap for the calendar year in which the project commences.

The maximum incentive amount considered is the maximum level of incentives the company could possibly earn if the project occurs. If the project status indicates a rescission or termination, the maximum incentive amount is listed for reference only in this report but the incentive is no longer available to the company.

Table 2 summarizes the application volume, application status, the total amount of incentives considered and authorized, and the total amount and impact of incentive enhancements. It also shows the direct and indirect fiscal and economic impacts estimated by the VEGI cost-benefit model for all the economic activity projected to be undertaken by the authorized pro-

jects between 2007-2018 and the estimated incentive payments from 2008-2022.

Table 3 summarizes the amount authorized each year against the annual program cap. It also shows the level of utilization of the authority given to the VEPC Board to increase incentive levels under 32 V.S.A. 5930b(b)(5), known as Subsection 5, which is also capped annually.

Table 4 provides an analysis of application status and a breakdown of reasons for rescission and termination.

VEPC has considered 157 applications (Initial and Final) since the inception of the VEGI program in January 2007, an average of 23 per year. The 79 applications summarized in this report are the Final Applications submitted and considered by each company (unless a Final application has not yet been submitted). Statute allows a company to file an Initial Application followed later by a Final Application. Both are formal applications considered and either approved or denied by VEPC. A company may file a Final Application without filing an Initial Application.

As of December 31, 2013, of the 79 projects considered, 37 (47%) are active, 37 (47%) have been rescinded/terminated, and 5 (6%) were denied. The rescissions and terminations are due primarily to projects not going forward because of the economic downturn. As the data in Table 4 shows, 30 of the 49 projects authorized to begin in 2007-2010 (61%) have been terminated or rescinded. But only 7 of the 30 projects authorized between 2011-2014 (23%) have been rescinded or terminated. An indication that the economy is improving and more projects are progressing.

QUICK DATA FACT #1

HOW MUCH NET TAX REVENUE HAS THE VEGI PROGRAM
GENERATED FOR VERMONT TO DATE?

\$ 25,937,000

Application Activity

In 2007, the General Assembly approved an enhancement to the VEGI program for companies that will create jobs in certain environmental technology sectors. Since its passage, 17 applications have been considered for the “Green VEGI” enhancement, 7 of which remain active. These companies plan to employ over 436 Vermonters to design, research, develop, and produce wind turbines, capacitors for electric vehicles, and environmentally-friendly cleaning products. Due to this enhancement, incentives authorized were \$1.4 million higher and the net return to the State was decreased by \$1.2 million

Statute also allows an enhancement for projects that will occur in areas of the State that have above average unemployment and lower than average incomes. The Council has utilized this authority for nine applications, seven of which are active. This enhancement has increased incentives by \$972,266 and decreased the net return by \$746,211.

QUICK DATA FACT #2

HOW MANY NEW JOBS HAVE VEGI COMPANIES ACTUALLY CREATED TO DATE? (2007-2012)

Direct and Indirect New Jobs:	4,448
New Qualifying Jobs:	3,038

As the summary data in **Table 2** show, the net (not including denied and rescinded/terminated) incentives authorized through December 2013 total just over \$35 million. These incentives will be earned by 33 companies for 37 projects planned to occur between 2007 and 2018 *only if* payroll, employment and capital investment performance requirements are met. Incentives are not paid out on a pro-rata basis if annual performance requirements are not met.

As **Table 2** indicates, the projects approved through December 2013 are projected to create **3,107 new, direct, qualifying jobs** (full-time, permanent, paying over 160% of Vermont minimum wage), over **\$144 million in new qualifying payroll** (above and beyond “background growth” payroll), and

over \$621 million in capital investments in machinery and equipment and building construction and renovation. The new jobs to be created are projected to have a weighted average wage of \$46,538 and **average total compensation of \$56,812** (including benefits). This economic activity, scheduled to occur between 2007 and 2018, is the basis for the incentives calculated and the incremental revenue projected to be generated.

The incentives will be paid out between 2008 and 2022, only if performance requirements are met and maintained. The dollars to pay these incentives come from the incremental tax revenue these companies generate to the state when the economic activity summarized in Table 2 occurs. Each company was approved only because a determination was made that the activity would not occur, or would occur in a materially different and less desirable manner, unless the incentive was authorized (But For). Therefore, the tax revenue to pay the incentive to the companies are generated by the authorized companies and are revenues that would never have occurred, except for the incentive being approved.

In addition to the But For criteria, application consideration includes an extensive and detailed modeling of the economic and fiscal (revenue) benefits and costs to the State of Vermont. Net new revenues are generated primarily by payroll withholding taxes. But new revenues are also generated from new personal and corporate income taxes, sales and use taxes on machinery and equipment and building materials, transportation fees, property taxes, and other fees and taxes paid by the company, employees, contractors and their employees, and other companies involved in the project. The model also accounts for economic and fiscal costs to the State such as the costs of new students attending school and other additional state services that will be required.

As **Table 2** summarizes, the projects that have been approved will generate estimated new revenues to the State totaling \$87.5 million, and the revenue costs, including the incentive payments will be about \$62.4 million. In addition to the new jobs, payroll and capital investments, the State of Ver-

(Continued on page 7)

Application Activity

(Continued from page 6)

mont will realize net new tax revenues totaling **\$25 million**. The VEGI program is a net revenue producer for the State of Vermont.

The fiscal estimates included in this report cover only the five-year earning period (revenue benefits, job creation, payroll generation, capital investments) and the nine year incentive payment period (revenue costs, incentive costs) that are included in the cost-benefit model. New revenues will continue to be generated to the State after this modeling period and jobs may continue to be created that are not accounted for in the modeling.

Table 2 also includes summary data on related and indirect economic activity that is projected to occur because of the incentives. The VEGI program is not a job retention program. However, the expansion projects approved will mean that an estimated 4,763 existing jobs will be retained. The projects will also create about 412 “non-qualifying” full-time jobs (pay below 160% of Vermont minimum wage) and over 3,545 indirect jobs throughout the state.

The projects will also generate almost \$38.5 million in new payroll that is considered “background” or “organic” growth payroll. The calculation of the incentive for *all* applications includes the discounting of a certain level of the new payroll that will be generated. This is considered background growth payroll or payroll that would have occurred anyway. This is done even for applications from new or start-up companies and companies that are being recruited to Vermont, neither of which ever had payroll in Vermont before the application date.

In addition to the But For and cost-benefit criteria for approval, applications are also considered against a set of nine program guidelines. One of the guidelines (Guideline 7) involves the interaction of the applicant with other Vermont companies in customer, supplier, and vendor relationships. The greater these interactions, the more indirect economic impact the incentives will have. Table 2 shows that the expected business-to-business relationships of applicants is estimated at over \$99.6 million each year.

Also summarized in **Table 2** is the median level of employee health care costs that are paid by the employers approved for VEGI incentives, at 76%. Further detail on this and other data related to the Program Guidelines are contained in Charts 1-11.



Scott Geno of Guilford, Dairy Processing Machine Operator at Commonwealth Dairy, Brattleboro

“With the help of the VEGI program, we were able to construct a state-of-the-art class II dairy facility in Brattleboro and hire 30 employees who meet the VEGI wage threshold in our first year alone. We are well positioned to achieve our goal to become the premier private label producer of yogurt and other dairy-based products in the United States.”

Thomas Moffitt, CEO, Commonwealth Dairy

TABLE 1: INCENTIVE APPLICATIONS CONSIDERED
FOR APPLICATIONS CONSIDERED THROUGH DECEMBER 31, 2013

Company Name	Date Application Considered	Authorization (Earning) Period	Status	Reason ²	Maximum Incentive Considered	Minimum Net Revenue Benefit	Green, Subsection 5 Lookback Waived ³	Location	Type of Project
Ink Jet Machinery of Vermont	25-Jan-07	n/a	Terminated Jan 24, 2008	4	\$ 336,055	\$ -	n/a	Dorset	Startup
Olympic Precision, Inc/WIC/Town of Windsor	25-Jan-07	n/a	Terminated Sept 6, 2007	4	\$ 474,428	\$ -	n/a	Windsor	Recruitment
Monahan SFI, LLC	15-Feb-07	n/a	Term.-Recap. Sept 28, 2009	3	\$ 791,277	\$ -	n/a	Middlebury	Plant Restart
Qimonda North America Corp.	15-Feb-07	n/a	Rescinded Mar 27, 2008	1	\$ 229,672	\$ -	n/a	So. Burl	Ret./Expansion
Rehab Gym, Inc.	22-Mar-07	n/a	Denied	5	\$ 255,439	\$ -	n/a	Colchester	Ret./Expansion
Applejack Art Partners	3-May-07	n/a	Terminated Oct 25, 2007	4	\$ 85,539	\$ -	n/a	Manchester	Recruitment
Omni Measurement Systems	3-May-07	n/a	Terminated Mar 25, 2010	4	\$ 677,944	\$ -	n/a	Milton	Ret./Expansion
Vermont Timber Frames	3-May-07	n/a	Terminated Jan 16, 2013	2	\$ 156,126	\$ -	n/a	Bennington	Recruitment/Exp.
Battenkill Technologies, Inc.	28-Jun-07	n/a	Terminated Jun 26, 2008	4	\$ 79,054	\$ -	n/a	Manchester	Recruitment
Burton Corporation	28-Jun-07	n/a	Terminated Mar 25, 2010	4	\$ 1,653,965	\$ -	n/a	Burlington	Ret./Expansion
Energizer Battery Manufacturing, Inc.	26-Jul-07	n/a	Terminated May 28, 2009	4	\$ 607,347	\$ -	n/a	St Albans	Ret./Expansion
NEHP, Inc.	25-Oct-07	n/a	Terminated Dec 8, 2011	2	\$ 182,396	\$ -	n/a	Williston	Ret./Expansion
Green Mountain Coffee Roasters, Inc.	25-Oct-07	2007 - 2011	Active-Final	N/A	\$ 1,786,828	\$ 2,129,672	n/a	Waterbury/Essex	Ret./Expansion
Know Your Source, LLC	6-Dec-07	n/a	Denied	5	\$ 71,302	\$ -	n/a	Burlington	Start-up
Mascoma Corporation	25-Oct-07	n/a	Rescinded Jun 26, 2008	1	\$ 1,942,989	\$ -	Green	WRJ	Recruitment/Exp.
CNC North, Inc.	6-Mar-08	n/a	Terminated Mar 25, 2010	4	\$ 70,533	\$ -	n/a	Springfield	Ret./Expansion
Vermont College of Fine Arts	27-Mar-08	2008-2012	Active-Final	N/A	\$ 206,737	\$ 126,260	n/a	Montpelier	Start-up
Isovolta, Inc.	26-Jun-08	n/a	Terminated May 28, 2009	4	\$ 568,330	\$ -	n/a	Rutland	Ret./Expansion
Vermont Castings Holding Company	18-Sep-08	n/a	Terminated May 28, 2009	4	\$ 488,000	\$ -	Green	Bethel	Ret./Expansion
New England Precision, Inc./Clifford Properties, Inc.	18-Sep-08	n/a	Terminated April 28, 2011	2	\$ 241,236	\$ -	n/a	Randolph	Ret./Expansion
Utility Risk Management Corp	23-Oct-08	n/a	Term - Recap November 25, 2013	3	\$ 377,371	\$ -	n/a	Stowe	Recruitment/Relocation
Helix Global Solutions, Inc.	4-Dec-08	n/a	Rescinded Dec 4, 2008	1	\$ 53,739	\$ -	n/a	Burlington Area	Recruitment/Exp.
Vermont Wood Energy Corp	4-Dec-08	n/a	Denied	5	\$ 293,967	\$ -	Green	Rutland	Start-up
Tata's Natural Alchemy	4-Dec-08	n/a	Terminated Mar 25, 2010	4	\$ 231,531	\$ -	n/a	Whiting/Shoreham	Start-up
BioTek Instruments, Inc./Lionheart Technologies, Inc.	4-Dec-08	2009-2013	Active-Final	N/A	\$ 692,854	\$ 1,059,543	n/a	Winooski	Ret./Expansion
Dominion Diagnostics, LLC	22-Jan-09	n/a	Terminated April 28, 2011	2	\$ 103,300	\$ -	n/a	Williston	Recruitment/Exp.
Albany College of Pharmacy	22-Jan-09	2009-2013	Active-Final	N/A	\$ 630,859	\$ 345,717	n/a	Colchester	Recruitment/Exp.
ASK-intTag, LLC	26-Mar-09	n/a	Terminated December 5, 2013	2	\$ 553,722	\$ -	n/a	Essex	Recruitment/Start-up
Vermont Transformers, Inc.	26-Mar-09	n/a	Terminated May 25, 2011	3	\$ 267,569	\$ -	Green	St. Albans	Recruitment/Exp.
Project Graphics, Inc.	30-Apr-09	n/a	Terminated May 24, 2012	2	\$ 230,414	\$ -	n/a	So. Burlington	Recruitment
Durasol Awnings, Inc.	28-May-09	n/a	Terminated Mar 25, 2010	4	\$ 245,795	\$ -	n/a	Middlebury	Ret./Expansion
Commonwealth Yogurt, Inc.	25-Jun-09	2009-2013	Active-Final	N/A	\$ 1,201,154	\$ 614,505	n/a	Brattleboro	Recruitment/Start-up
AirBoss Defense USA, Inc.	24-Sep-09	2009 -2013	Active-Final	N/A	\$ 243,279	\$ 116,725	n/a	Milton	Recruitment/Exp.
Maple Mountain Woodworks. LLC	17-Dec-09	n/a	Terminated February 15, 2013	3	\$ 143,436	\$ -	n/a	Richford	Start-up
Terry Precision Bicycles for Women, Inc.	17-Dec-09	n/a	Terminated December 5, 2013	2	\$ 126,296	\$ -	n/a	Burlington	Recruitment/Relocation
Northern Power Systems, Inc.	17-Dec-09	2009-2013	Active-Final	N/A	\$ 808,104	\$ 235,796	Green	Barre	Ret./Expansion
Green Mountain Coffee Roasters, Inc. II	17-Dec-09	2009-2013	Active-Final	N/A	\$ 292,307	\$ 1,736,611	n/a	Chittenden County	Ret./Expansion

Application Activity

**TABLE 1 Continued: INCENTIVE APPLICATIONS CONSIDERED
FOR APPLICATIONS CONSIDERED THROUGH DECEMBER 31, 2013**

Company Name	Date Application Considered	Authorization (Earning) Period	Status	Reason ²	Maximum Incentive Considered	Minimum Net Revenue Benefit	Green, Subsection 5 Lookback Waived ³	Location	Type of Project
MyWebGrocer, Inc.	22-Oct-09	2010-2014	Active-Final	N/A	\$ 453,475	\$ 286,567	n/a	Colchester	Ret./Expansion
SBE, Inc.	17-Dec-09	2010-2014	Active-Final	N/A	\$ 3,048,671	\$ 817,673	Green	Barre	Ret./Expansion
Seldon Technologies, Inc.	17-Dec-09	n/a	Terminated June 27, 2013	2	\$ 478,396	\$ -	Green	Windsor	Ret./Expansion
Business Financial Publishing, Inc.	28-Jan-10	n/a	Denied	5	\$ 162,473	\$ -	n/a	Burlington	Start-up
New England Supply, Inc.	25-Mar-10	2010-2014	Active-Final	N/A	\$ 67,953	\$ 36,088	n/a	Williston	Start-up
The Original Vermont Wood Products, Inc.	27-May-10	n/a	Terminated Dec 8, 2011	3	\$ 100,604	\$ -	Sub 5	Pittsfield	Start-up/Plant Restart
Westminster Cracker Company, Inc.	22-Jul-10	2010-2014	Active-Final	N/A	\$ 236,246	\$ 96,361	Sub 5	Rutland	Ret./Expansion
Revision Eyewear, Ltd.	28-Oct-10	2010-2014	Active-Final	N/A	\$ 552,193	\$ 449,056	n/a	Essex	Ret./Expansion
Organic Trade Association	28-Oct-10	n/a	Terminated May 24, 2012	4	\$ 75,569	\$ -	n/a	Brattleboro	Recruitment/Relocation
Dealer.com, Inc.	16-Dec-10	2010-2014	Active-Final	N/A	\$ 4,929,487	\$ 2,644,928	n/a	Burlington	Ret./Expansion
Pinnacle Sales Accelerators, LLC	16-Dec-10	2010-2014	Term.-Recap. Jan 16, 2013	3	\$ 111,635	\$ -	n/a	Burlington	Recruitment/Start-up
Swan Valley Cheese Company of Vermont	16-Dec-10	2010-2014	Active-Final	N/A	\$ 305,830	\$ -	Sub 5	Swanton	Plant Restart/Start-up
Alpla, Inc.	16-Dec-10	2011-2015	Active-Final	N/A	\$ 654,438	\$ 181,570	Green	Essex	Recruitment/Exp.
Bariatric Nutrition Corp	27-Jan-11	2011-2015	Active-Final	N/A	\$ 135,653	\$ 92,251	n/a	Georgia	Ret./Expansion
eCorporate English, Ltd.	25-May-11	n/a	Terminated Sept 27, 2012	3	\$ 464,731	\$ -	n/a	Middlebury	Recruitment/Exp.
WCW, Inc.	27-Oct-11	2011-2015	Active-Final	N/A	\$ 512,449	\$ 202,024	n/a	Manchester	Recruitment/Relocation
VSC Holdings, Inc.	27-Oct-11	2011-2015	Active-Final	N/A	\$ 156,913	\$ 86,727	n/a	Hinesburg	Ret./Expansion
Carbon Harvest Energy, LLC/Brattleboro Carbon Harvest, LLC	8-Dec-11	n/a	Terminated Dec 13, 2012	3	\$ 568,913	\$ -	Green	Burl/Brattleboro	Ret./Expansion
Concepts ETI, Inc	8-Dec-11	2011-2015	Active-Final	N/A	\$ 290,335	\$ 117,880	Green/LBW	Wilder	Ret./Expansion
SOH Wind Engineering, LLC	8-Dec-11	2011-2015	Active-Final	N/A	\$ 153,994	\$ 41,793	Green	Williston	Recruitment/Start-up
Green Mountain Coffee Roasters, Inc. III	8-Dec-11	2011-2015	Active-Final	N/A	\$ 4,696,809	\$ 6,297,553	n/a	Essex	Ret./Expansion
Ellison Surface Technologies, Inc.	8-Dec-11	2011-2015	Active-Final	N/A	\$ 688,462	\$ 289,406	Sub 5	Rutland	Ret./Expansion
Skypoint Solar	8-Dec-11	n/a	Rescinded Dec 8, 2011	1	\$ 7,900,114	\$ -	Green	Burlington	Recruitment/Start-up
Transcend Quality Manufacturing, Inc.	8-Dec-11	n/a	Rescinded Dec 6, 2012	1	\$ 246,941	\$ -	Sub 5/Green	TBD	Recruitment/Start-up
Plasan Carbon Composites, Inc.	8-Dec-11	n/a	Rescinded Aug 30, 2012	1	\$ 516,395	\$ -	Green	Bennington	Ret./Expansion
Vermont Hard Cider Company, LLC	26-Jan-12	n/a	Rescinded Dec 6, 2012	1	\$ 260,176	\$ -	n/a	Middlebury	Ret./Expansion
Commonwealth Dairy, LLC II	25-May-12	2012-2016	Active-Final	N/A	\$ 303,004	\$ 277,714	n/a	Brattleboro	Ret./Expansion
Performa Limited, LLC	25-Oct-12	2012-2016	Active-Final	N/A	\$ 133,618	\$ 62,088	n/a	Burlington	Ret./Expansion
Dynapower	13-Dec-12	n/a	Denied	5	\$ 1,415,009	\$ -	Green	So. Burlington	Ret./Expansion
Mylan Technologies, Inc	13-Dec-12	2012-2016	Active-Final	N/A	\$ 5,733,506	\$ 2,786,740	n/a	St. Albans	Ret./Expansion
Revision Ballistics	13-Dec-12	2012-2016	Active-Final	N/A	\$ 734,081	\$ -	Sub 5	Newport	Plant Restart/Start-up
Seventh Generation	13-Dec-12	2012-2016	Active-Final	N/A	\$ 454,728	\$ 233,150	Green	Burlington	Ret./Expansion
AFCell Medical	24-Mar-11	n/a	Rescinded December 5, 2013	1	\$ 1,338,444	\$ -	n/a	TBD	Recruitment/Start-up
Freedom Foods	24-Oct-13	2013-2017	Active-Final	N/A	\$ 267,762	\$ 128,639.00	Educ Tax Stabil	Randolph	Ret./Expansion
Logic Supply, Inc.	24-Oct-13	2013-2017	Active-Final	N/A	\$ 352,912	\$ 219,038	n/a	South Burlington	Ret./Expansion
BioTek Instruments, Inc./Lionheart Technologies, Inc.	5-Dec-13	2013-2017	Active-Final	N/A	\$ 325,111	\$ 675,788	n/a	Winooski	Ret./Expansion
Dealer.com II	5-Dec-13	2013-2017	Active-Final	N/A	\$ 1,201,851	\$ 1,970,120	n/a	Burlington	Ret./Expansion
Farmer Mold & Machine	5-Dec-13	2013-2017	Active-Final	N/A	\$ 258,518	\$ -	Sub 5	No. Clarendon	Recruitment/Relocation
JBM Sherman Carmel	5-Dec-13	2013-2017	Active-Final	N/A	\$ 136,746	\$ 15,938	Sub 5	Bennington	Ret./Expansion
NEWCO (Earth Bros/Lorentz Meats)	25-Jul-13	2014-2018	Active-Initial	N/A	\$ 244,100	\$ 125,404	Sub 5	No. Springfield	Recruitment/Start-up
Cambridge Valley Machining, Inc.	28-Mar-13	2014-2018	Active-Initial	N/A	\$ 140,048	\$ 65,594	n/a	Bennington	Recruitment/Expansion
AEG Holdings, LLC	26-Sep-13	2014-2018	Active-Initial	N/A	\$ 2,010,364	\$ 534,494	Green	TBD	Recruitment/Start-up

**TABLE 2: INCENTIVE AUTHORIZATION DATA SUMMARY
FOR APPLICATIONS CONSIDERED THROUGH DECEMBER 31, 2013
TOTAL PROJECTED ECONOMIC ACTIVITY, 2007 - 2018**

Application Count	Total Considered	Approved - Active⁴	Rescinded/ Terminated⁵	Denied
Total Applications Considered⁶:	79	37	37	5
Percent of Total Applications	N/A	47%	47%	6%
Regular VEGI Applications:	62	30	29	3
"Green VEGI" Applications ⁷ :	17	7	8	2
Subsection 5 Applications:	9	7	2	0
Lookback Waived Applications:	1	1	0	0
Authorization Summary:		Direct Estimated Economic Impact:		
Total Incentives Considered To Date:	\$ 60,219,551	New Qualifying FT Jobs Projected:		3,107
Total Incentives Denied To Date:	\$ 2,198,190	New Qualifying FT Payroll Projected:		\$ 144,593,048
Total Incentives Rescinded/Terminated to Date:	\$ 22,979,982	Weighted Average Wage of New Qualifying Jobs:		\$ 46,538
Net Incentives Authorized to Date:	\$ 35,041,379	Average Total Compensation for New Qualifying Jobs:		\$ 56,812
Incentive Enhancements:		New Qualified Capital Investment Projected:		\$ 621,034,606
Increase in Incentives Due to Enhancements:		Related Estimated Economic Activity:		
Green VEGI	\$ 1,454,678	Retained Full-time Jobs ⁸ :		4,763
Subsection 5	\$ 972,266	Full-time Non-Qualifying Job Creation ⁹ :		412
Total	\$ 2,426,944	Indirect Job Creation ¹⁰ :		3,545
Decrease in Net Revenue Return Due to Enhancements:		Total Full-time Job Creation:		7,064
Green VEGI	\$ 1,277,915	New Payroll Considered Background Growth ¹¹ :		\$ 38,495,485
Subsection 5	\$ 746,211	Average Health Care Premium Paid by Employer ¹² :		76%
Total	\$ 2,024,126	Approximate Value of VT Biz-to-Biz Interactions ¹³ :		\$ 99,671,593
		Direct Estimated Fiscal Impact¹⁴		
		Total Revenue Benefits to the State:		\$ 87,553,594
		Total Revenue Costs to the State, Including Incentives:		\$ 62,454,181
		Net Fiscal Return to the State:		\$ 25,099,413

TABLE 3: ANNUAL AUTHORIZATION AND CAP - SUMMARY

FOR APPLICATIONS CONSIDERED THROUGH DECEMBER 31, 2013

TOTAL PROJECTED INCENTIVE PAYMENTS, 2008 - 2023

Authorizations, by Year/Cap Balances ¹⁵ :			Annual SubSection 5 Cap:		
2007	Cap	\$ 10,000,000	2007	Cap Per Year	\$ 1,000,000
	Authorizations (Earned 2007 - 2011; Paid out 2008 - 2016)	\$ 1,786,828		SubSection 5 Utilization	\$ -
	Cap Balance	\$ 8,213,172		Cap Balance	\$ 1,000,000
2008	Cap	\$ 10,000,000	2008	Cap Per Year	\$ 1,000,000
	Authorizations (Earned 2008 - 2012; Paid out 2009 - 2017)	\$ 206,737		SubSection 5 Utilization	\$ -
	Cap Balance	\$ 9,793,263		Cap Balance	\$ 1,000,000
2009	Cap	\$ 10,000,000	2009	Cap Per Year	\$ 1,000,000
	Authorizations (Earned 2009 - 2013; Paid out 2010 - 2018)	\$ 3,868,557		SubSection 5 Utilization	\$ -
	Cap Balance	\$ 6,131,443		Cap Balance	\$ 1,000,000
2010	Cap	\$ 23,000,000	2010	Cap	\$ 1,000,000
	Authorizations (Earned 2010 - 2014; Paid out 2011 - 2019)	\$ 9,593,855		SubSection 5 Utilization	\$ 198,805
	Cap Balance	\$ 13,406,145		Cap Balance	\$ 801,195
2011	Cap	\$ 18,000,000	2011	Cap	\$ 1,000,000
	Authorizations (Earned 2011 - 2015; Paid out 2012 - 2020)	\$ 7,289,053		SubSection 5 Utilization	\$ 322,655
	Cap Balance	\$ 10,710,947		Cap Balance	\$ 677,345
2012	Cap	\$ 12,000,000	2012	Cap	\$ 1,000,000
	Authorizations (Earned 2012 - 2016; Paid out 2013 - 2021)	\$ 7,358,937		SubSection 5 Utilization	\$ 247,632
	Cap Balance	\$ 4,641,063		Cap Balance	\$ 752,368
2013	Cap	\$ 10,000,000	2013	Cap	\$ 1,000,000
	Authorizations (Earned 2013-2017; Paid out 2014-2022)	\$ 2,542,900		SubSection 5 Utilization	\$ 139,822
	Cap Balance	\$ 7,457,100		Cap Balance	\$ 860,178
2014	Cap	\$ 10,000,000	2014	Cap	\$ 1,000,000
	Authorizations (Earned 2014-2018; Paid out 2015-2023)	\$ 2,394,512		SubSection 5 Utilization	\$ 63,352
	Cap Balance	\$ 7,605,488		Cap Balance	\$ 936,648

TABLE 4: APPLICATION STATUS ANALYSIS
FOR APPLICATIONS CONSIDERED THROUGH DECEMBER 31, 2013

APPLICATION STATUS:

TOTAL APPLICATIONS: 79
Average per year: 10

Annual Breakdown:

2007	13
2008	11
2009	13
2010	12

Four Year Sub Total: 49

2011	11
2012	9
2013	7
2014	3

Four Year Subtotal: 30

Total:	37	37	5
Total:	47%	47%	6%

Terminated		
Active	Rescinded	Denied
1	11	1
1	8	2
6	7	0
7	4	1
15	30	4
31%	61%	8%

8	3	0
5	3	1
6	1	0
3	0	0
22	7	1
73%	23%	3%

REASONS FOR TERMINATION/RESCISSION:

Number Reason

8	No Final Application submitted. Initial application rescinded. No incentives authorized.
8	Project commenced, but for a certain year, Performance Requirements were never met. Incentives terminated.
9	Project commenced, but company closed or reduced employment below 90%. Incentives terminated.
12	Project commenced, but in a subsequent year company failed to file a VEGI claim. Incentives terminated.
37	Total

Detail of Rescissions:

3	Project occurred in another state
1	Project did not occur at all
2	Project could not find capital
2	No Final Application, but project started in Vermont anyway
8	Total

Detail of Terminations:

8	Did not meet Performance Requirements by end of grace period
3	Earned incentives
5	No Incentives earned
9	Closure
4	Earned incentives/Full Recapture
5	No Incentives earned
12	Failed to file claim
0	Earned Incentives
12	No Incentives earned
29	Total

Actual Economic Activity

Table 5 summarizes, by calendar year, the number of claims expected and filed, the projected *and actual* qualifying job creation, qualifying payroll generation, capital investments made, incentive payments made, and the actual net revenue benefit for the State for activity that has actually occurred between January 1, 2007 and December 31, 2012.

Table 6 details the same information by “class” or “cohort.” This data breaks down the projected and actual activity and incentives earned for each group of companies by their earning period. The earning period is the five-year period during which the economic activity is projected to occur and incentives earned. For example, all companies whose projects occur from 2007–2011 are in the Class of 2007.

VEGI claims must be filed each year for the economic activity that occurred during the previous calendar year. For example, claims for activity in 2011 were filed in 2012 and examined by the Tax Department during 2012 and incentive payments, if earned, were paid in late 2012. Therefore, there is a one year delay before the claim and actual activity data is available. This is why this report includes application data through December 2013, but actual earning and economic activity for 2007–2012.

The following details the number of claims filed for each year and the number of claims approved or delayed:

	Filed	Approved	Delayed
2007	7	4 (57%)	3 (43%)
2008	10	4 (40%)	6 (60%)
2009	18	12 (66%)	6 (44%)
2010	23	16 (70%)	7 (30%)
2011	28	19 (57%)	9 (43%)
2012	30	18 (60%)	12 (40%)

Only the companies that met performance requirements were paid the \$6.4 million incentive payments shown in **Tables 5 and 6**. But the pro-

jected and actual economic activity data detailed in **Table 6** and summarized in **Table 5** are for the companies that both met and did not meet targets. Data for companies are not included once their incentives are rescinded or terminated in subsequent years. Data for companies that did not meet performance requirements are included because a company is not removed from the program if they do not meet their requirements by the due date (December 31 of each year). These companies created jobs, generated payroll, and made capital investments, but not to the extent that met the performance measures. No incentive is paid to such a company until and unless the requirements are met. This economic activity, however, must be counted and is included in the calculation of the actual net revenue benefit to the State. If a company does not meet performance requirements after 24 months, no incentive for that year is earned and any future incentives are terminated.

Table 6 is a breakdown of the data summarized in Table 5 for each class. Note that detailed information is not shown in the class breakdown if the data is for three or less companies in order to protect the confidentiality of taxpayer information in accordance with statute and Tax Department policy.

QUICK DATA FACT #3

HOW MUCH HAVE VEGI COMPANIES INVESTED IN VERMONT TO DATE? (2007 – 2012)

New Qualifying Payroll:	\$187.1 Million
New Qualifying Capital Investments:	\$495.4 Million

Actual Economic Activity

As Table 5 indicates, actual new job creation, payroll creation and capital investments outpaced projections in each year. As a result, the projected net revenue benefit to the State from economic activity and incentive payments expected to be made through December 2012 is much higher than projected. The net revenue benefit was estimated at about \$9 million. The economic activity that has actually occurred, and the incentives installments actually paid were re-modeled using the same cost-benefit model used for the application approval process. The model estimates a **net revenue benefit to the State of \$25,937,000** for the activity that has actually occurred between 2007-2012.

This means that the State has made \$8,538 in new tax revenue for each new qualifying job created by the VEGI program.

It should be noted that once a company is rescinded or terminated their economic activity is no longer included in the modeling of the revenue impact, but those companies may have contributed jobs and investments during this period. For example, a company was authorized for incentives to move from another state to Vermont and create more jobs. The move occurred, jobs were created, but not at a level that met performance requirements to earn the incentive. Therefore, economic activity occurred and new tax revenues were generated to the State, but no incentives were ever paid. There are 19 such companies that had levels of economic activity insufficient to meet performance requirements but still generating tax revenues to the state. Seven of which did not operate in Vermont when approved for incentives.

QUICK DATA FACT #4

WHAT IS THE PROJECTED AND ACTUAL AVERAGE WAGE OF THE JOBS CREATED BY VEGI COMPANIES THROUGH 2012?

Projected Average Wage: **\$46,538**

Actual Average Wage: **\$56,030**

“The State of Vermont has been an incredible resource to Logic Supply and assisted our growth over the years. We are thrilled to be approved for VEGI incentives as we continue to add new high tech jobs and contribute to Vermont's overall economic expansion.”

Lisa Groeneveld,
Co-Founder and Chief Operating Officer, Logic Supply



Alexander Sylvester, a Computer Production Technician is building a custom computer. Alexander is a resident of Burlington, VT.

TABLE 5: PROJECTED AND ACTUAL ACTIVITY - SUMMARY

FOR APPLICATIONS CONSIDERED THROUGH DECEMBER 31, 2013

Claim Activity:	2007	2008	2009	2010	2011	2012	
Claims Expected:	7	14	22	29	34	32	
Completed Claims Filed:	7	10	18	23	28	30	
Incomplete Claims:	0	0	0	1	6	2	
Claims Approved:	4	4	12	16	19	18	
Claims Delayed:	3	6	6	7	9	12	
Removed from Program:	0	4	4	5	7	3	
Net Claims Included in Projected and Actual Data:	7	10	18	23	28	30	
Projected Activity:	2007	2008	2009	2010	2011	2012	TOTALS
New Qualifying Employees:	101	213	120	319	482	695	1829
New Qualifying Payroll:	\$ 3,438,000	\$ 6,942,837	\$ 6,776,677	\$ 17,816,864	\$ 22,494,397	\$ 32,788,184	\$ 86,818,959
New Qualifying Capital Investments:	\$ 13,677,077	\$ 11,786,270	\$ 16,943,242	\$ 36,043,667	\$ 91,542,810	\$ 176,963,369	\$ 333,279,358
Est. Incentive Installments to be Paid:	\$ 41,237	\$ 215,379	\$ 468,782	\$ 1,042,098	\$ 1,825,491	\$ 3,173,536	\$ 6,725,286
Net Revenue Benefit:	\$ 76,493	\$ 293,319	\$ 769,927	\$ 1,467,135	\$ 2,358,582	\$ 4,019,114	\$ 8,984,569
Actual Activity:	2007	2008	2009	2010	2011	2012	TOTALS
New Qualifying Employees:	262	255	265	606	844	806	3038
New Qualifying Payroll:	\$ 10,621,976	\$ 9,214,052	\$ 16,137,468	\$ 34,555,726	\$ 54,269,760	\$ 62,298,865	\$ 187,097,847
New Qualifying Capital Investments:	\$ 22,546,350	\$ 13,388,586	\$ 28,100,875	\$ 47,475,449	\$ 121,412,913	\$ 262,489,273	\$ 495,413,446
Incentives Paid to Companies:	\$ 208,653	\$ 544,110	\$ 654,370	\$ 1,249,733	\$ 1,756,686	\$ 2,038,458	\$ 6,452,010
Net Revenue Benefit:	\$ 912,900	\$ 1,263,700	\$ 1,676,700	\$ 3,539,900	\$ 6,964,900	\$ 11,578,800	\$ 25,936,900

Actual Economic Activity

TABLE 6: PROJECTED AND ACTUAL ACTIVITY - BY CLASS

FOR APPLICATIONS CONSIDERED THROUGH DECEMBER 31, 2013

YEAR:	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
CLASS OF 2007: (Incentives earned between 2007 and 2011 and paid out between 2008 and 2016)															
YEAR:	1	2	3	4	5	6	7	8	9	10					
Claim Activity:															
Claims Expected:	7	7	6	3	2	1									
Completed Claims Filed:	7	6	3	2	2	1									
Incomplete Claims:	0	0	0	0	0	0									
Claims Approved:	4	2	1	1	1	1									
Claims Delayed:	3	4	2	1	1	0									
Removed from Program:	0	1	3	1	1	0									
Net Included in Projected and Actual Data:	7	6	3*	2*	2*	1*									
Projected Activity:															
New Qualifying Employees:	101	189													
New Qualifying Payroll:	\$ 3,438,000	\$ 5,877,000													
New Qualifying Capital Investments:	\$ 13,677,077	\$ 11,786,270													
Est. Incentive Installments to be Paid:	\$ 41,237	\$ 201,597													
Actual Activity:															
New Qualifying Employees:	262	214				* Note: Per statute and Tax Department policy, detailed									
New Qualifying Payroll:	\$ 10,621,976	\$ 7,202,637				data is not included when there are three or less companies									
New Qualifying Capital Investments:	\$ 22,546,350	\$ 12,445,210				in order to protect the confidentiality of taxpayer information.									
Incentives Paid to Companies:	\$ 208,653	\$ 510,621				However, data is rolled into the Table 5 Summary.									
CLASS OF 2008: (Incentives earned between 2008 and 2012 and paid out between 2009 and 2017)															
YEAR:		1	2	3	4	5	6	7	8	9	10				
Claim Activity:															
Claims Expected:		7	4	3	2	2									
Completed Claims Filed:		4	3	2	2	1									
Incomplete Claims:		0	0	0	0	1									
Claims Approved:		2	2	2	2	1									
Claims Delayed:		2	1	0	0	0									
Removed from Program:		3	1	1	0	1									
Net Included in Projected and Actual Data:		4	3*	2*	2*	1*									
Projected Activity:															
New Qualifying Employees:		24				* Note: Per statute and Tax Department policy, detailed									
New Qualifying Payroll:		\$ 1,065,837				data is not included when there are three or less companies									
New Qualifying Capital Investments:		\$ -				in order to protect the confidentiality of taxpayer information.									
Est. Incentive Installments to be Paid:		\$ 13,782				However, data is rolled into the Table 5 Summary.									
Actual Activity:															
New Qualifying Employees:		41													
New Qualifying Payroll:		\$ 2,011,415													
New Qualifying Capital Investments:		\$ 943,376													
Incentives Paid to Companies:		\$ 33,489													

Actual Economic Activity

TABLE 6: PROJECTED AND ACTUAL ACTIVITY - BY CLASS

FOR APPLICATIONS CONSIDERED THROUGH DECEMBER 31, 2013

YEAR:	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
CLASS OF 2009: (Incentives earned between 2009 and 2013 and paid out between 2010 and 2018)															
YEAR:			1	2	3	4	5	6	7	8	9	10			
Claim Activity:															
Claims Expected:			12	12	10	8									
Completed Claims Filed:			12	9	8	8									
Incomplete Claims:			0	1	2	0									
Claims Approved:			9	6	5	3									
Claims Delayed:			3	3	3	5									
Removed from Program:			0	2	2	0									
Net Included in Projected and Actual Data:			12	9	8	8									
Projected Activity:															
New Qualifying Employees:			98	111	73	61									
New Qualifying Payroll:			\$ 6,116,677	\$ 6,578,952	\$ 4,557,494	\$ 3,693,322									
New Qualifying Capital Investments:			\$ 11,601,242	\$ 13,472,825	\$ 2,696,050	\$ 3,638,042									
Est. Incentive Installments to be Paid:			\$ 70,069	\$ 357,314	\$ 556,406	\$ 661,029									
Actual Activity:															
New Qualifying Employees:			128	140	169	231									
New Qualifying Payroll:			\$ 8,641,559	\$ 9,345,823	\$ 16,590,866	\$ 29,991,679									
New Qualifying Capital Investments:			\$ 15,421,347	\$ 25,857,656	\$ 31,203,738	\$ 34,507,503									
Incentives Paid to Companies:			\$ 190,239	\$ 483,083	\$ 465,319	\$ 122,398									
CLASS OF 2010: (Incentives earned between 2010 and 2014 and paid out between 2011 and 2019)															
YEAR:				1	2	3	4	5	6	7	8	9	10		
Claim Activity:															
Claims Expected:				11	10	8									
Completed Claims Filed:				10	8	7									
Incomplete Claims:				0	2	1									
Claims Approved:				7	4	4									
Claims Delayed:				3	4	3									
Removed from Program:				1	2	2									
Net Included in Projected and Actual Data:				10	8	7									
Projected Activity:															
New Qualifying Employees:				174	194	194									
New Qualifying Payroll:				\$ 10,306,162	\$ 10,231,653	\$ 10,474,824									
New Qualifying Capital Investments:				\$ 19,485,842	\$ 12,611,760	\$ 19,231,487									
Est. Incentive Installments to be Paid:				\$ 286,071	\$ 816,621	\$ 1,354,577									
Actual Activity:															
New Qualifying Employees:				231	308	242									
New Qualifying Payroll:				\$ 12,967,531	\$ 17,226,766	\$ 14,140,888									
New Qualifying Capital Investments:				\$ 21,191,253	\$ 17,389,398	\$ 6,848,481									
Incentives Paid to Companies:				\$ 293,793	\$ 756,857	\$ 1,097,236									

Actual Economic Activity

TABLE 6: PROJECTED AND ACTUAL ACTIVITY - BY CLASS

FOR APPLICATIONS CONSIDERED THROUGH DECEMBER 31, 2013

YEAR:	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
CLASS OF 2011: (Incentives earned between 2011 and 2015 and paid out between 2012 and 2020)															
YEAR:					1	2	3	4	5	6	7	8	9	10	
Claim Activity:															
Claims Expected:					10	8									
Completed Claims Filed:					8	8									
Incomplete Claims:					2	0									
Claims Approved:					7	5									
Claims Delayed:					1	3									
Removed from Program:					2	0									
Net Included in Projected and Actual Data:					8	8									
Projected Activity:															
New Qualifying Employees:					181	374									
New Qualifying Payroll:					\$ 6,773,500	\$ 15,017,730									
New Qualifying Capital Investments:					\$ 75,750,000	\$ 111,646,400									
Est. Incentive Installments to be Paid:					\$ 53,751	\$ 741,239									
Actual Activity:															
New Qualifying Employees:					337	255									
New Qualifying Payroll:					\$ 18,770,191	\$ 12,731,675									
New Qualifying Capital Investments:					\$ 71,090,833	\$ 187,784,733									
Incentives Paid to Companies:					\$ 60,322	\$ 665,943									
CLASS OF 2012: (Incentives earned between 2012 and 2016 and paid out between 2013 and 2021)															
YEAR:						1	2	3	4	5	6	7	8	9	10
Claim Activity:															
Claims Expected:						5									
Completed Claims Filed:						5									
Incomplete Claims:						0									
Claims Approved:						4									
Claims Delayed:						1									
Removed from Program:						0									
Net Included in Projected and Actual Data:						5									
Projected Activity:															
New Qualifying Employees:						66									
New Qualifying Payroll:						\$ 3,602,308									
New Qualifying Capital Investments:						\$ 42,347,440									
Est. Incentive Installments to be Paid:						\$ 141,690									
Actual Activity:															
New Qualifying Employees:						72									
New Qualifying Payroll:						\$ 5,095,551									
New Qualifying Capital Investments:						\$ 33,229,724									
Incentives Paid to Companies:						\$ 111,534									

Supplemental Data: Active Applications

Charts 1 through 11 illustrate several interesting data points about the 37 active projects in the program. Note that the data presented in charts 1-6 and 9-11 is generated *only* by the 37 approved-active applications (not all applications ever considered) and are based on the application projections.

Charts 1 - 3 cover issues related to the program guidelines. **Charts 4 - 6** show data that counters some assumptions that are often made about the program applicants and the projects that are approved. **Charts 7 - 11** are related to regional distribution of incentives and jobs.

Chart 1 shows the wage ranges of the projected 3,107 new, qualifying jobs to be created, in \$10,000 increments. This data relates to Guideline 2, regarding wages and benefits. While the largest segment of jobs, at 36% of total, are in the \$25,000 - \$29,000 range, the chart shows that half of the jobs will pay above \$40,000 per year. Additionally, the companies project creating only 412 jobs that will pay wages at or below the VEGI Wage Threshold (160% of Vermont minimum wage; these jobs cannot be used to calculate the VEGI incentive). This data shows that the applicants to this program are creating very well-paying jobs, the majority of which far exceed the VEGI Wage Threshold. None of the applicants projected the creation of jobs at or even near the Vermont minimum wage.

Chart 2 shows the breakdown of jobs projected to be created by various job categories. Predictably, the largest category of jobs is production, at 54% of the total. Other jobs are about equally divided between management, IT, R&D, engineering, and administration/support.

Chart 3 illustrates one aspect of the fringe benefits that are and/or will be offered by the applicant companies (related to Guideline 2). The average of the benefits ratios (benefits as percentage of total compensation) for applicants is 22%. This means that the weighted average wage paid, \$46,538, is supplemented by an average benefits package valued at \$10,238 for a total compensation of \$56,812. All approved applicant com-

panies in the VEGI program pay some portion of employee health care costs. Only one company offers less than 50% coverage by the employer. All other companies offer 50% or more coverage. The majority of the companies (67%) cover 76% or more of health care costs for their employees.

Chart 4 shows the size of the company, by number of full-time employees, at the time of application. As the chart illustrates, the majority of the applicant companies are small- to medium-size companies, by Vermont standards. In fact, 27 (73%) of the companies had under 100 employees at the time of application, with 17 (or 46%) of those companies actually having under 20 employees. Only four applicants had 500 or more employees at the time of application. Sixty-eight percent of the applicants are Vermont-based/owned companies. These are companies that were started by, and are owned by Vermonters and their families.

Chart 5 illustrates the types of economic development projects applying for incentives. It shows 27% of companies are recruitment types that are starting, expanding into or relocating to Vermont. Of these recruitments, 4 were start-ups, 4 were expansions and 2 were relocations. Sixty-two percent of all projects were retention/expansion of existing Vermont companies or divisions. Another 5% were start-ups by Vermont entrepreneurs and 6% were re-starts of previously closed companies. This data, when viewed together with **Chart 4**, indicates that the VEGI program is now providing almost equal incentive percentages to the retention and expansion of small, Vermont companies as to the recruitment of small and medium-size companies to Vermont.

QUICK DATA FACT #5

HOW MUCH HAS ACTUALLY BEEN PAID BACK TO COMPANIES
IN VEGI INCENTIVES TO DATE (2007-2012)?

\$6,452,010

Supplemental Data: Active Applications

Chart 6 summarizes the type of facility expansions occurring because of the incentives. As the data shows, the program has been very successful in providing incentives for the acquisition and/or re-use of existing buildings in Vermont that are un- or under-utilized. This type of project represents 54% of the active projects. Another 14% did not involve any facility expansion and 24% will expand the facility they currently occupy. A total of 92% of the projects will *not* involve building new facilities. Most will involve substantial investment in renovations to facilities, having a very positive impact on local construction companies. Three companies (8%) proposed projects that will involve new construction, but all of them will occur within existing industrial or commercial parks or within sites zoned for that purpose.

Charts 7 and 8 show the distribution of population and personal income tax by county in Vermont. These charts are included to provide some perspective to the data shown in **Charts 9 -11**, which show the regional distribution of the incentives by the number of active-approved applications per region (**Chart 9**) and by incentive dollars per region (**Chart 10**). There are active projects in every region of the state except Addison and Lamoille Counties. The largest number of applications are from Chittenden County, which is expected as this is the economic engine of the state, the current location of most applicants, and the desired location for most companies recruited to Vermont. VEPC staff makes every effort to educate all regional economic development practitioners about the VEGI program. VEPC staff visits all regions regularly and VEGI informational seminars were conducted in every region at the start of the program. Additionally, in accordance with Program Guideline 1, applications from outside Chittenden County can be authorized for additional incentives. However, the Council and staff have no control over where existing Vermont companies (who represent the largest pool of applicants) are located, where new companies want to locate, or from which regions

applications are submitted. Additionally, regional boundaries are meaningless to employment at a company. While most employees will come from the immediate area, many Vermonters cross county and regional borders for employment. The extensive business-to-business relationships, exceeding \$99 million in value each year, also occur regardless of regional boundaries.

Chart 11 shows the regional distribution of the direct, new, qualifying jobs that are projected to be created. As with Charts 9 and 10, there is direct impact in all regions except for Addison and Lamoille Counties. However, Vermonters from all regions will fill these jobs and all regions will benefit from the job creation and capital investments. The projects that have been authorized for incentives will generate an estimated 3,545 indirect jobs all around the State and the companies estimate over \$99 million in annual business-to-business (vendor, supplier, customer, and client) interactions with other Vermont companies.



Governor Shumlin joins Mylan Technologies officials for a ribbon-cutting to celebrate their expansion in St Albans.

Supplemental Data: Active Applications

Chart 1
Wage Levels for Projected Jobs
(Wage Ranges in 000's)

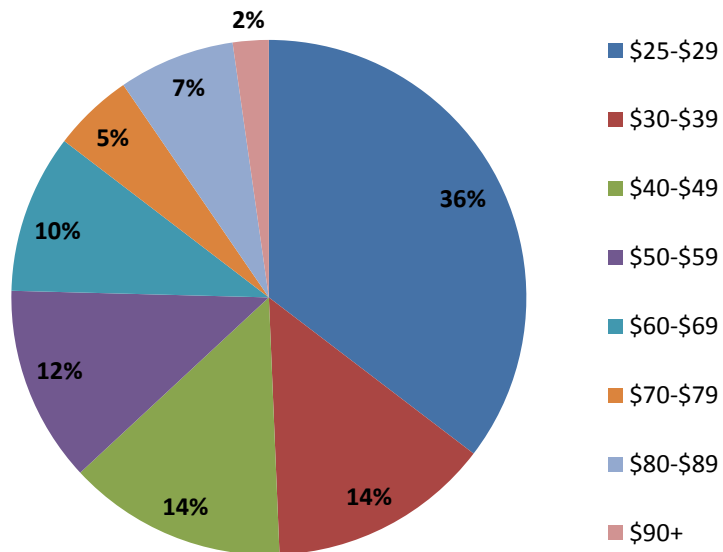
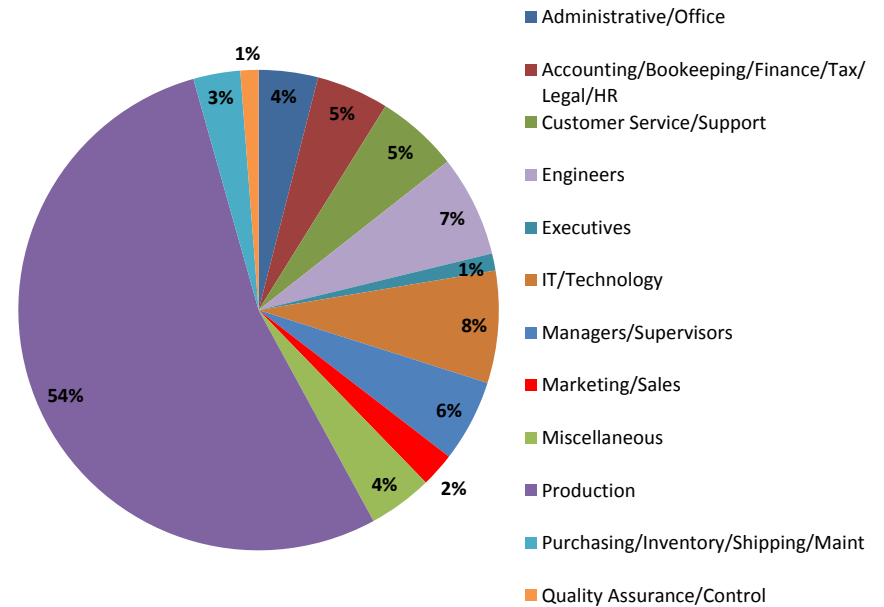


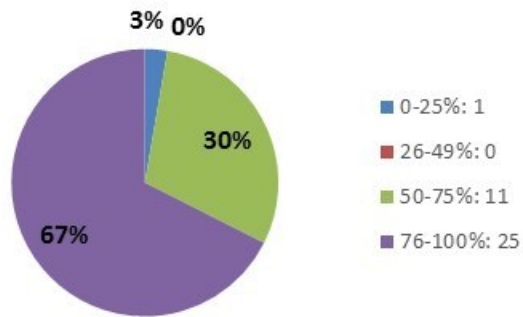
Chart 2
Projected Job Types



Data includes 37 Approved, Active applications only.

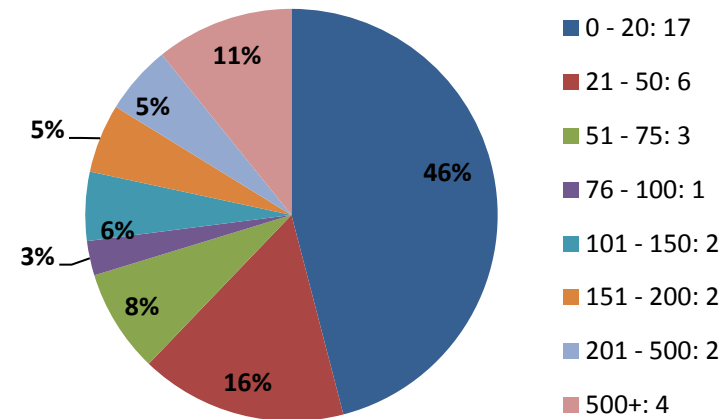
Supplemental Data: Active Applications

CHART 3
Percent of Health Care Paid by Employer
(By Percent of Total Companies in Each Range)



Data includes 37 Approved, Active applications only.

Chart 4
Size of Business
(By # of FT Employees at Time of Application)



Supplemental Data: Active Applications

Chart 5
Type of Economic Development Project
(Percentage of Total Number of Projects)

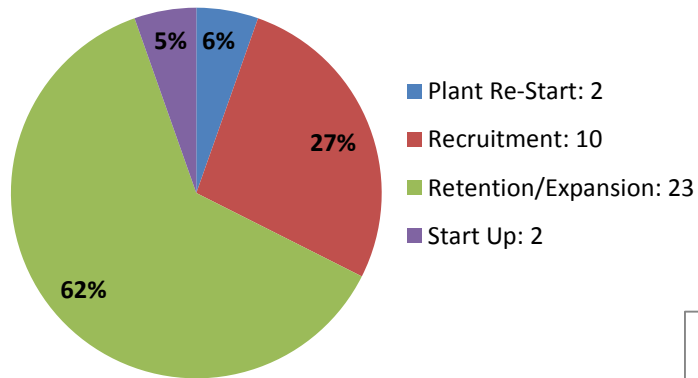
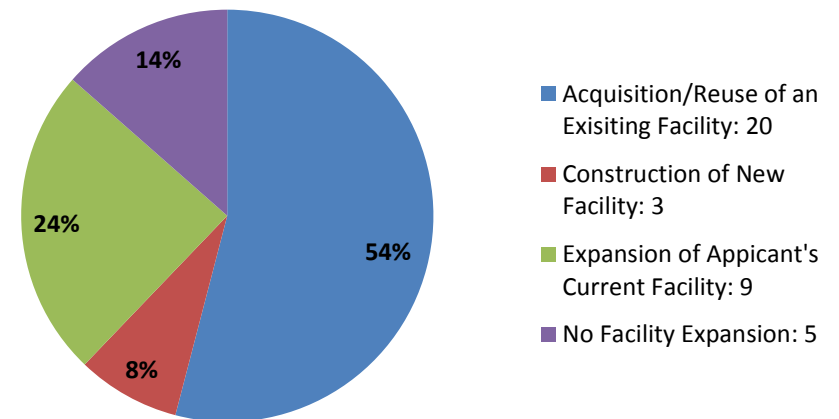


Chart 6
Type of Facility Expansion
(Percentage of Total Number of Projects)



Data includes 37 Approved, Active applications only.

Supplemental Data: Active Applications

Chart 7
2010 Population Census Data

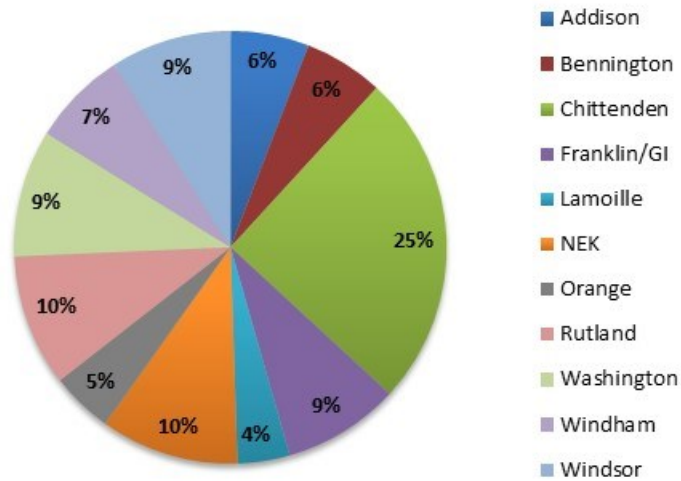
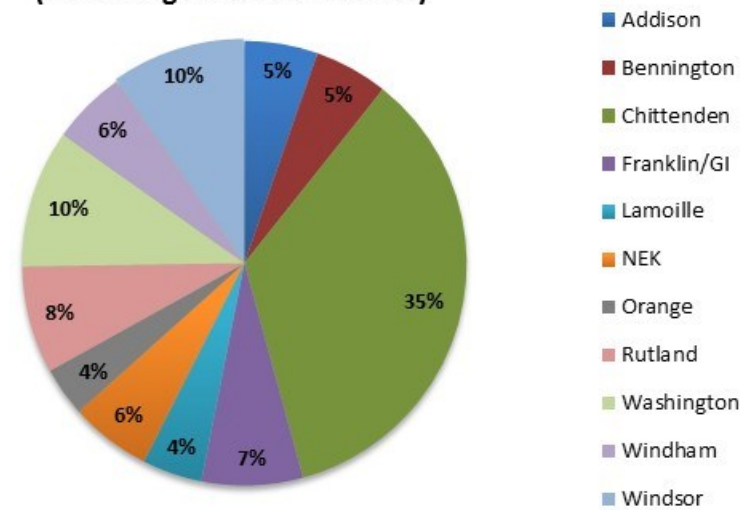


Chart 8
2011 Personal Income Tax
(Percentage of State revenue)



Data includes 37 Approved, Active applications only.

Supplemental Data: Active Applications

Chart 9
Regional Distribution of Incentives
(By Number of Applications)

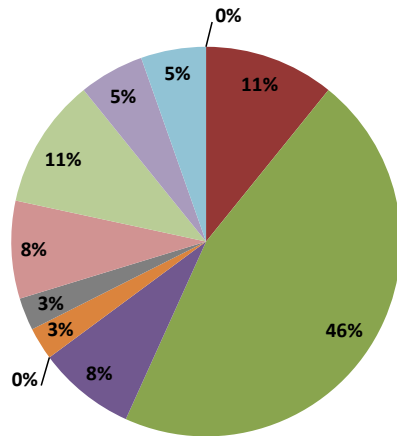


Chart 10:
Regional Distribution of Incentives
(By Dollar Value of Incentives Authorized)

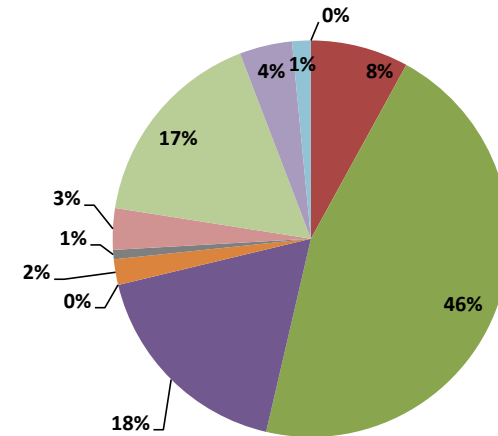
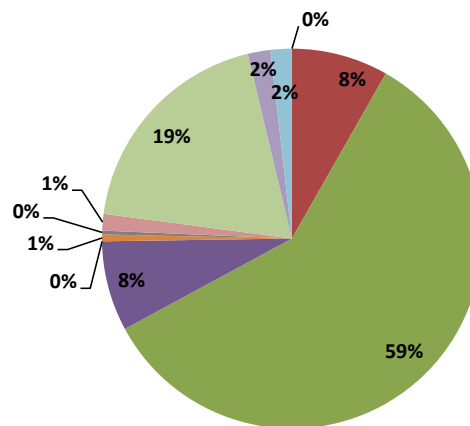


Chart 11
Regional Distribution of Jobs
(By Percentage of Total Jobs Created per Region)



Data includes 37 Approved, Active applications only.

Performance Measures

AS OF DECEMBER 31, 2012	2010		2011		2012		2013	
	Benchmark	Actual	Benchmark	Actual	Benchmark	Actual	Benchmark	Actual ¹⁶
OUTCOME:	(All outcome measures are set by aggregated data of all active authorized VEGI applications)							
For Incentive Level of:	\$ 1,042,098	\$ 1,249,733	\$ 1,825,491	\$ 1,756,686	\$ 3,173,536	\$ 2,038,458	\$ 4,715,911	
New Qualifying Employees (NQE):	319	606	482	844	695	806	514	
New Qualifying Payroll:	\$ 17,816,864	\$ 34,555,726	\$ 22,494,397	\$ 54,269,760	\$ 32,788,184	\$ 62,298,865	\$ 23,570,988	
New Qualifying Capital Investments	\$ 36,043,667	\$ 47,475,449	\$ 91,542,810	\$ 121,412,913	\$ 176,963,369	\$ 262,489,273	\$ 154,127,490	
Net New Revenues to State	\$ 1,467,135	\$ 3,539,900	\$ 2,358,582	\$ 6,964,900	\$ 4,019,114	\$ 11,578,800	\$ 6,177,141	
OUTPUT:								
Net Revenue Generated Per NQE	\$ 4,599	\$ 5,841	\$ 4,893	\$ 8,252	\$ 5,783	\$ 14,366	\$ 12,018	
Number of Applications Considered	22	23	25	22	30	14	20	7
EFFICIENCY:								
Modeling Cost Per Application (FY)	\$ 365	\$ 322	\$ 350	\$ 620	\$ 325	\$ 1,086	\$ 716	N/A
Budgetary Cost Per NQE	\$ 509	\$ 380	\$ 476	\$ 213	\$ 422	\$ 223	\$ 300	

NATIONAL ACCOLADES FOR VEGI PROGRAM

GOOD JOBS FIRST

Independent studies: “Money For Something” and “Money-Back Guarantees for Taxpayers,” ranked the VEGI program #1 in US for enforcement, safeguards and job creation and job quality standards.

Endnotes

1	The date indicated is the date the Final Application was considered. An Initial Application may have been considered at an earlier date.
2	1 =No final application was submitted, the initial application was rescinded and no incentives were authorized. 2 =Project commenced, but for a certain year, performance requirements were never met and incentives were terminated. 3 =Project commenced, but company closed or reduced employment below 90% and incentives were terminated. 4 =Project commenced, but in a subsequent year company failed to file a VEGI claim and incentives were terminated. 5 =Project denied and no incentives were authorized.
3	"Green" indicates incentive enhancement for environmental technology companies. See 32 VSA 5930b(g). Sub.5 indicates incentive enhancement for projects in high unemployment, low economic activity areas. See 32 VSA 5930b(b)(5). LBW or Look Back Waived indicates a waiver of adjustment due to drop in employment. See 32 VSA 5930a(c)(1). Ed Tax Stabil indicates applicant chose stabilization of incremental Education Property Tax as incentive instead of, or in addition to, cash
4	Includes Initial and Final Applications
5	Rescinded: Initial Application approval was rescinded; no Final Application filed. No incentives ever authorized, earned or paid. Terminated: Authority to earn authorized incentives has been revoked.
6	Breakdown by Green VEGI, Subsection 5 and Lookback Waived categories may not equal Total Applications Considered because applications may fit into more than one category.
7	"Green VEGI" authorizations are those approved for environmental technology companies in accordance with 32 VSA Section 5930b(g).
8	The VEGI program cannot provide incentives for job retention. However, if a Vermont company receives incentives to expand in Vermont, an additional benefit to the State is the retention of current employment.
9	VEGI incentives can only be authorized for new jobs that exceed a statutory wage threshold (160% of Vermont minimum wage). This number represents the new full-time jobs projected which will pay a wage at or under the VEGI wage threshold. The jobs occur because of the incentive, but cannot be counted toward the incentive calculation.
10	Indirect jobs are estimated by the VEGI cost-benefit model according to a multiplier factor for the particular region and sector of the project. These are the jobs created at other businesses in Vermont because of the project receiving the incentive.
11	All new payroll projected as new to Vermont due to the incentive, including for companies recruited to Vermont, is subject to a background growth calculation. This calculation discounts a portion of the new payroll that will be generated because of the incentive according to a factor for each business sector, thereby reducing the level of new payroll that is used to calculate the amount of incentive the applicant can earn. This payroll is considered "background" or "organic" or payroll that would have been created anyway. This number represents the amount of new payroll projected to be created in Vermont because of the incentive program, but for which no incentive will be earned or paid.
12	See Chart 3 for more detail on the level of health care paid by employers. This number represents the percentage of the health care costs for employees that are paid by the applicant companies.
13	This represents an estimate of the level of interaction by applicant companies with other Vermont companies as vendors, suppliers, and customers.
14	Fiscal benefits and costs are estimated by an economic model. Majority of costs and benefits occur during the first five years of each project. The costs include not only the cost of the incentive, but also other revenue costs to the state such as new students in school and other services incurred by adding new people and buildings. Cost to pay incentive, if earned, continues for four years after the incentives are earned. Therefore, State of Vermont receives the benefit of each project before all incentive costs are incurred. The revenue benefits of the new jobs and payroll continue to accrue to the state after the five year earning period, but that benefit is not accounted for in the modeling. Therefore, the net revenue benefit is conservative.
15	Cap is \$10,000,000 for each calendar year, unless increased by a vote of the Emergency Board. Cap balances do not carry forward to the next year.
16	Most data not available until next year.

Contact Us

Fred Kenney
Vermont Economic Progress Council
Executive Director
Ph: (802) 777-8192
fred.kenney@state.vt.us

Brian Poulin
Vermont Department of Taxes
Tax Examiner III
Ph: (802) 828-6804
brian.poulin@state.vt.us



Jamie Eaton of Arlington and Christine Griffin of Dorset, RF Assemblers in the WCW, Inc. assembly plant in Manchester, VT.

*Report Produced in-house by the staff of the
Vermont Economic Progress Council
and Vermont Department of Taxes
© 2014 State of Vermont*