

Vermont Employment Growth Incentive Program

1

Published:
August 2019

Prepared by:
Megan Sullivan,
Executive Director
Vermont Economic
Progress Council

Abbie Sherman,
Grant Programs Manager
Vermont Economic
Progress Council

Daegan Goodman,
Economic Devel. Specialist II
Vermont Department of
Economic Development

Brian Poulin,
Tax Examiner III
Vermont Department of Taxes
brian.poulin@vermont.gov
802-828-6804

From:
Michael Schirling,
Secretary
Vermont Agency of Commerce
and Community Development

Joan Goldstein,
Commissioner
Vermont Department of
Economic Development

Megan Sullivan,
Executive Director
Vermont Economic
Progress Council

Annual Report
2019

About the Vermont Employment Growth Incentive Program

The Vermont Economic Growth Incentive (VEGI) program provides incentives from the State of Vermont to businesses to encourage prospective economic activity in Vermont that is beyond an applicant's "organic" or background growth. The incentive is provided for growth that would not occur, would not occur in Vermont, or would occur in a significantly different and less desirable manner, except for the incentive provided. The economic activity can be generated by a Vermont company or a Vermont division adding new qualifying employees, a company that is considering Vermont to locate a new business or division, or start-up business activity. Once authorized, the incentives are earned and installments paid when performance requirements are met and maintained.

The Vermont Economic Progress Council serves as the approval and authorization body for the VEGI program. The Department of Tax receives, and audits Incentive Claims made by participants in the VEGI program and issues any earned incentive payments.

Further information on VEPC and the VEGI program is available at:
<http://accd.vermont.gov/economic-development/funding-incentives/vegi>.

CONTENTS

| | |
|--|----|
| Reporting Requirement | 3 |
| VEGI Program Impact Summary..... | 4 |
| NEW VERMONT EMPLOYEE STORY | 4 |
| Location Map of Active Applications..... | 5 |
| Summary | 6 |
| Tables 1A–1E: Applications Reviewed | 8 |
| NEW VERMONT EMPLOYEE STORY | 8 |
| Tables 2A–2B: Summary of Incentives Authorization Data | 12 |
| Table 3: Annual Authorization and LMA Enhancement Caps..... | 13 |
| Tables 4A-4B: Claims and Actual Activity Summary | 14 |
| Table 5: Summary of Benefits Offered | 15 |

REPORTING REQUIREMENT

Vermont Statute (32 V.S.A. §3340):

“(a) On or before September 1 of each year, the Vermont Economic Progress Council and the Department of Taxes shall submit a joint report on the incentives authorized in this subchapter to the House Committees on Ways and Means, on Commerce and Economic Development, and on Appropriations, to the Senate Committees on Finance, on Economic Development, Housing and General Affairs, and on Appropriations, and to the Joint Fiscal Committee.

(b) The Council and the Department shall include in the joint report:

- (1) the total amount of incentives authorized during the preceding year;
- (2) with respect to each business with an approved application:
 - (A) the date and amount of authorization;
 - (B) the calendar year or years in which the authorization is expected to be exercised;
 - (C) whether the authorization is active; and
 - (D) the date the authorization will expire; and
- (3) the following aggregate information:
 - (A) the number of claims and total incentive payments made in the current and prior claim years;
 - (B) the number of qualifying jobs; and
 - (C) the amount of new payroll and capital investments.

(c) The Council and Department shall present data and information in the joint report in a searchable format.

(d) Notwithstanding any provisions of law to the contrary, an incentive awarded pursuant to this subchapter shall be treated as a tax expenditure for purposes of chapter 5 of this title.”

The required information may be found in this report in the following tables:

- (1) The total amount of incentives authorized (Tables 2A-2C)
- (2) Date and amount of each authorization (Tables 1A-1E)
- (3) Expected years in which the authorization will be exercised (Tables 1A-1E)
- (4) Whether the authorization is currently active (Tables 1A-1E)
- (5) Date the authorization will expire (Tables 1A-1E)
- (6) Aggregate number claims and incentives paid (Tables 4A-4B)
- (7) Aggregate jobs, payroll and capital investment (Tables 4A-4B)

VEGI PROGRAM IMPACT SUMMARY

Actual Economic Impact to Date

(January 1, 2007 – December 31, 2017)

| | |
|------------------------------------|---------------|
| New Qualifying Jobs Created | 6,795 |
| New Qualifying Payroll Created | \$397,015,360 |
| Average Wage | \$58,427 |
| New Qualifying Capital Investments | \$896,741,057 |
| Incentives Paid | \$25,614,424 |

NEW VERMONT EMPLOYEE Commonwealth Dairy, Brattleboro

Started in 2009 with the help of the Vermont Employment Growth Incentive Program, Commonwealth employs about 150 to 160 people in Brattleboro. CEO Darcy Zbinovec says the company's rapid success is due to a "scrappy, can-do, hard-working" team but also to their origins in Vermont.



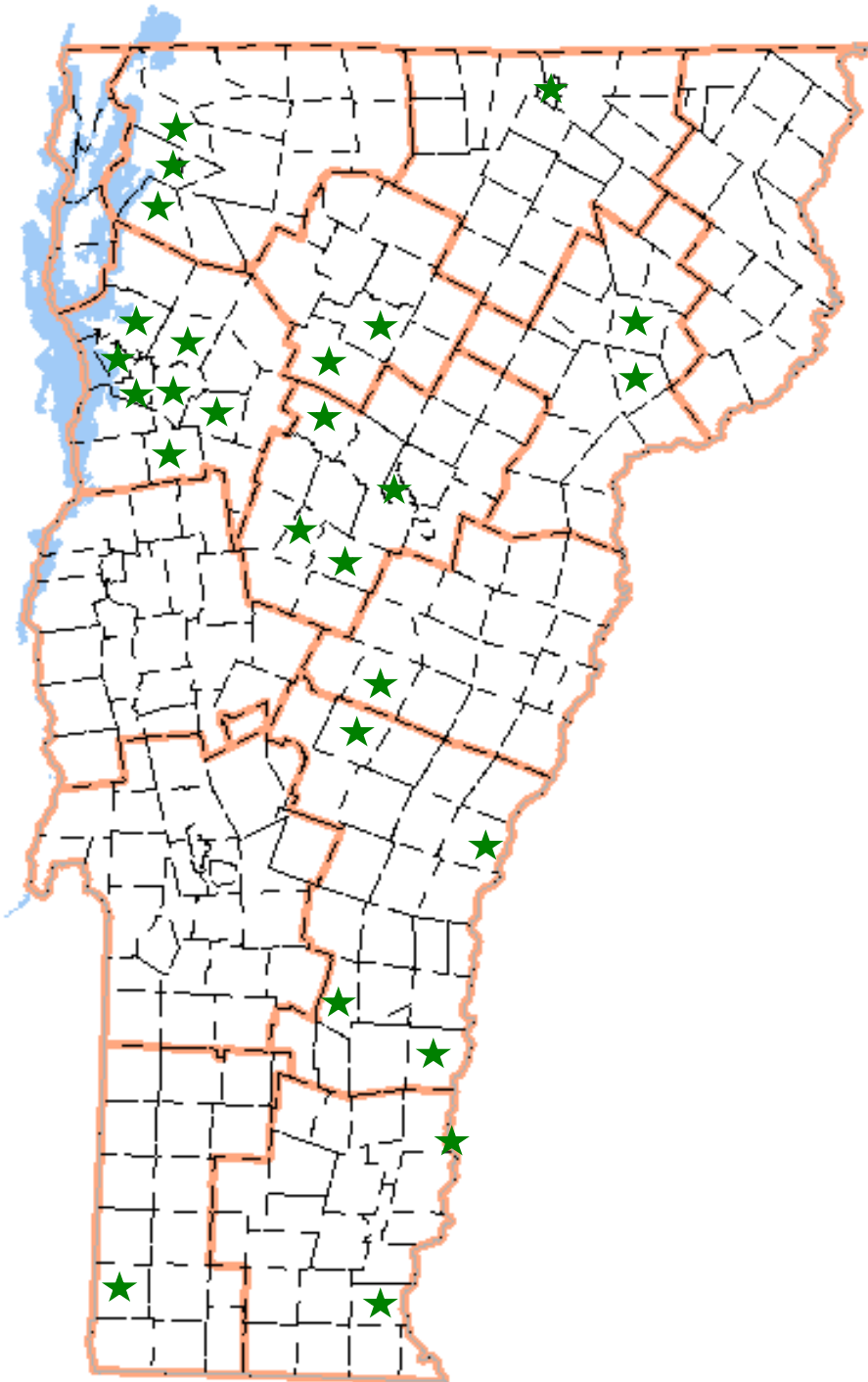
With the approval to earn VEGI payments, a 2017 expansion brought new HR Director Stephanie Castine, a yogurt connoisseur who is as passionate about Vermont's success as she is about the company's. "I don't think we get enough exposure about what a great place this is to live, work, and raise kids," she says. As for Commonwealth? "We're all working toward the same thing – building this company that has this fantastic product. We all want to see it flourish."

Born in Brattleboro, Castine had left the area years before, holding several human resources positions across New England. After seven years at The Timken Company in Keene, New Hampshire, she was excited to move to a smaller, younger organization – one where a position as HR Director would mean building the department from the ground up and helping to shape future policies and procedures.

Castine finds the job fulfilling not just because she's passionate about the product but also because she loves Vermont. Castine appreciates the opportunity to work with the Brattleboro Area Chamber of Commerce on initiatives to attract more workers to the area.

LOCATION MAP OF ACTIVE APPLICATIONS

The map depicts the locations of the active applications for which a VEGI Incentive has been approved. The number of applications in each location is listed in the table at right. Active applications include those with initial approval, final approval, and those that have completed the VEGI program and maintained their targets for follow-up years. For more detail on individual applications, refer to Tables 1A (Approved and Active) and 1B (Complete) on page 9.



| Town | Active Applications |
|----------------------|---------------------|
| Bellows Falls | 1 |
| Bennington | 1 |
| Bethel | 1 |
| Brattleboro | 6 |
| Burlington | 3 |
| Colchester | 3 |
| Essex | 9 |
| Georgia | 1 |
| Hinesburg | 1 |
| Ludlow | 1 |
| Lyndon | 1 |
| Montpelier | 2 |
| Morristown | 1 |
| Newport | 2 |
| Northfield | 1 |
| Randolph | 1 |
| Richmond | 1 |
| South Burlington | 2 |
| Springfield | 1 |
| St. Albans | 2 |
| St. Johnsbury | 1 |
| Stowe | 1 |
| Swanton | 2 |
| Waitsfield | 1 |
| Waterbury | 1 |
| White River Junction | 1 |
| Williston | 3 |

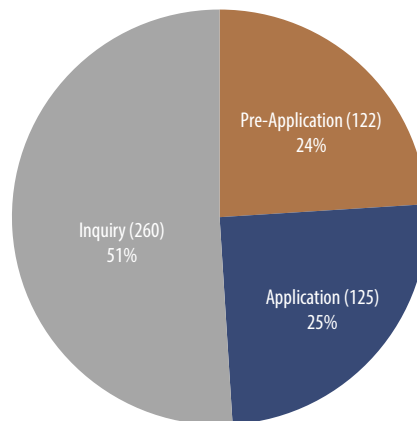
SUMMARY

In January 2007, the Vermont Employment Growth Incentive (VEGI) program began offering incentives for business recruitment, growth and expansion in Vermont. The VEGI program provides a cash incentive paid from the incremental tax revenues generated to the State by the new economic activity occurring. A company must apply to the Vermont Economic Progress Council (VEPC), a citizen board which, for each application, determines:

- Whether the economic activity would not occur at all or would occur in a significantly different and/or less desirable manner except for the incentive (“But For” requirement);
- 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 host municipality welcomes the company and project, the proposed activity conforms to applicable town and regional plans, and the company does not operate in a limited, local market.

Application Pipeline

From All Inquiries to Active Projects
January 2007-June 2019
Total: 507



Application consideration includes an extensive and detailed modeling of the economic and estimated fiscal (revenue) benefits and costs to the State of Vermont. Net new revenues are generated primarily from payroll income taxes. But new revenues are also generated from new business 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.

The calculation of the incentive for all applications includes the discounting of a certain level of the new payroll that will be generated, considered background growth payroll or payroll assumed to grow at same level in projected years. 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.

VEPC also considers the applicant and project interaction with other Vermont companies in customer, supplier, and vendor relationships. The greater these interactions, the more indirect economic impact the incentives will have.

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, 21 applications have been considered for the “Green VEGI” enhancement, 3 of which remain active as of December 31, 2018.

Statute also allows an enhancement for projects that will occur in areas of the State, defined by Labor Market Areas (LMAs) that have above average unemployment and lower than average incomes. VEPC has utilized this authority for 25 applications, 13 of which are active as of December 31, 2018.

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. Claims for VEGI incentive installments are submitted and examined annually by the Vermont Department of Taxes.

VEGI claims must be filed each year for the economic activity that occurred during the previous calendar year. For example, claims for activity in 2017 were filed in April 2018 and examined by the Tax Department during 2018 and 2019. Incentive payments, if earned, were paid after examination. Therefore, there is a one year delay before the claim and actual activity data is available. Incentives are not paid out on a pro-rata basis if annual performance requirements are not met and maintained.

Companies that do not meet performance requirements by the due date (December 31 of each year) are allowed a “grace period” as defined by Statute¹. The company is not immediately removed from the program if they do not meet their requirements. These companies may have created jobs, generated payroll, and made capital investments, but not to the extent that met the performance measures. However, no incentive is paid to such a company until and unless the requirements are met. A company that does not meet performance requirements by the end of the grace period does not earn incentives for that performance year and any future incentives are terminated.

¹ Refer to 32 VSA § 3337, Earning an incentive.

TABLES 1A-1E presents information on all applications considered by VEPC through December 31, 2018.

For Active Applications, if a Final Application has not yet been filed, the applicant's status is listed as "Active-Initial." If a Final Application has been approved, the applicant's status is listed as "Active-Final." Initial approval of incentives provides applicants with enough information to determine if they could commence the project.

Incentives are not authorized until a Final Application has been submitted by the applicant and approved by VEPC.

The incentive 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 incentive considered is listed for reference only in this report, but the total incentive is no longer available to be earned by the company.

If an authorization has been terminated and the "Incentive Earned" column contains a "Y" meaning "Yes, incentives have been earned." The code in the terminated column indicates whether the earned incentives were recaptured or were partially paid. Statute provides for recapture under certain specific circumstances. In some cases, an incentive authorization can be terminated, usually due to not meeting performance requirements for a particular year, but incentives earned by activity in previous years is earned and paid if the performance requirements are maintained.

NEW EMPLOYEE STORY

Dealer Policy, Winooski

Dealer Policy was approved for a VEGI award in 2017 to create an auto insurance search engine company in Vermont. The company partners with Vermont HiTec, a workforce training group, to recruit and train the workforce they need to fill the positions. One of these recruits that became a licensed Insurance broker and has begun her fulltime career with DealerPolicy shared her story.

"For a long time, I didn't think much of myself. I am 38 years old and a single mom of 3 kids. During the past couple of years, I have been in between jobs, living at my parent's house, helping my dad take care of my mom who has dementia and MS. All I want in life is to be able to give my kids the life they deserve and be someone they can be proud of.

I signed up for updates from the DOL and received an email about HiTec's program. After the first orientation I knew I wanted this opportunity. I worked hard to make it through and cried after I received the call saying I was chosen. I didn't have experience. I would never have dreamed of being able to work in insurance without this chance.

I will continue to work hard to do well and succeed at this job. This is a life changing opportunity for me, and I won't waste this chance I was given. I am proud of how far I have come. I finally see myself for how strong, smart, and determined I am. I would never have made it this far without everyone believing in me even when I had a hard time believing in myself."

TABLE 1A

Applications Approved and Active

| Company Name | Date Initial Application Considered | Date Final Application Considered ² | Authorization Period | Status | Date of Status Change | Term. Reason ³ | Incentive Earned Yes/No | Incentive Considered | Minimum Net Revenue Benefit | Ed Tax Stabiliz ⁴ | Green ⁵ | Labor Market Areas (LMA) ⁶ | Look Back Waiver (LBW) ⁷ |
|--|-------------------------------------|--|----------------------|----------------|-----------------------|---------------------------|-------------------------|----------------------|-----------------------------|------------------------------|--------------------|---------------------------------------|-------------------------------------|
| NuHarbor Security | 4/26/18 | N/A | 2019–2023 | Active-Initial | | — | N | \$202,644 | \$147,232 | | | | |
| GLAVEL | 4/26/18 | N/A | 2019–2023 | Active-Initial | | — | N | \$313,556 | \$56,372 | • | | | |
| Twincraft | 6/28/18 | N/A | 2019–2023 | Active-Initial | | — | N | \$180,746 | \$239,956 | | | | |
| DSD International | 12/14/17 | N/A | 2019–2023 | Active-Initial | | — | N | \$63,215 | \$33,518 | | | | |
| Culturemade (Project Xanadu) | 12/14/17 | N/A | 2019–2023 | Active-Initial | | — | N | \$1,377,752 | \$- | | | • | |
| Long Falls Paperboard | N/A | 12/14/18 | 2018–2022 | Active-Final | | — | N | \$1,148,098 | \$- | | | • | |
| Greensea Systems, Inc. | 7/26/18 | 12/14/18 | 2018–2022 | Active Final | | — | N | \$103,505 | \$51,957 | | | | |
| Gordini USA | 3/29/18 | 12/14/18 | 2018–2022 | Active-Final | | — | N | \$228,922 | \$288,073 | | | | |
| Inntopia | 2/22/18 | 12/14/18 | 2018–2022 | Active-Final | | — | N | \$221,168 | \$678,749 | | | | |
| MSI | 12/14/17 | 12/14/18 | 2018–2022 | Active-Final | | — | N | \$928,824 | \$- | | | • | |
| Bedford | 12/14/17 | 12/14/18 | 2018–2022 | Active-Final | | — | N | \$1,422,679 | \$914,521 | | | | |
| LED Dynamics, Inc./Green Mtn. Econom. Devel. Corp. | 10/26/17 | 12/14/18 | 2018–2022 | Active-Final | | — | N | \$614,917 | \$- | • | • | | |
| Winooski, LLC/DealerPolicy, LLC | 8/31/17 | 12/14/17 | 2017–2021 | Active-Final | | — | N | \$92,529 | \$45,881 | | | | |
| Lawson's Finest Liquids | 2/23/17 | 12/14/17 | 2017–2021 | Active-Final | | — | N | \$1,420,630 | \$- | | | • | |
| Commonwealth Dairy, LLC | 12/8/16 | 12/14/17 | 2017–2021 | Active-Final | | — | Y | \$307,407 | \$660,140 | | | | |
| Vermont Precision Tool | 11/3/16 | 12/14/17 | 2017–2021 | Active-Final | | — | N | \$333,263 | \$279,254 | | | | |
| Logic Supply, Inc./Greenfield Capital, LLC | 8/31/17 | 10/26/17 | 2017–2021 | Active-Final | | — | N | \$757,684 | \$365,913 | | | | |
| GS Blodgett Corp | 6/19/17 | 10/26/17 | 2017–2021 | Active-Final | | — | Y | \$643,469 | \$875,060 | | | | |
| Bariatrx Nutrition Corp II | 6/23/16 | 12/8/16 | 2016–2020 | Active-Final | | — | Y | \$152,843 | \$83,813 | | | | |
| Caledonia Spirits/Lineage Realty | 6/23/16 | 12/8/16 | 2016–2020 | Active-Final | | — | Y | \$402,673 | \$191,953 | | | | |
| Chroma Technology Corp | 6/23/16 | 12/8/16 | 2016–2020 | Active-Final | | — | Y | \$596,297 | \$612,342 | | | | |
| Vermont Aerospace-AIAC | 5/5/16 | 12/8/16 | 2016–2020 | Active-Final | | — | Y | \$328,841 | \$29,592 | | | • | |
| Imerys Talc Vermont, Inc. | 1/28/16 | 11/3/16 | 2016–2020 | Active-Final | | — | Y | \$696,332 | \$398,820 | | | | |
| LTK Consulting Services, Inc. | 1/28/16 | 11/3/16 | 2016–2020 | Active-Final | | — | Y | \$184,683 | \$76,325 | | | | |
| Composites BHS, Inc. | 10/22/15 | 11/3/16 | 2016–2020 | Active-Final | | — | N | \$512,145 | \$- | | | • | |
| GS Precision, Inc. | 6/23/15 | 11/3/16 | 2016–2020 | Active-Final | | — | Y | \$1,154,702 | \$- | | | • | |
| Autumn Harp | N/A | 5/26/16 | 2016–2020 | Active-Final | | — | Y | \$570,225 | \$525,444 | | | | |
| GW Plastics, Inc. | 7/23/15 | 12/3/15 | 2015–2019 | Active-Final | | — | Y | \$977,364 | \$349,170 | | | • | |
| Cabot Hosiery Mills, Inc | 12/17/14 | 12/3/15 | 2015–2019 | Active-Final | | — | Y | \$1,336,191 | \$543,354 | | | | |
| Flex-A-Seal, Inc | 12/17/14 | 12/3/15 | 2015–2019 | Active-Final | | — | Y | \$144,998 | \$208,891 | | | | |
| Revision Ballistics, LTD | 5/28/15 | 10/27/15 | 2015–2019 | Active-Final | | — | Y | \$619,007 | \$- | | | • | |
| Revision Military, LTD | 4/6/15 | 10/27/15 | 2015–2019 | Active-Final | | — | Y | \$167,295 | \$57,308 | | | | |
| National Hanger Company, Inc | 12/17/14 | 9/22/15 | 2015–2019 | Active-Final | | — | Y | \$272,369 | \$41,557 | | | • | |
| G.S. Blodget Corp. | 3/19/14 | 12/17/14 | 2014–2018 | Active-Final | | — | Y | \$754,104 | \$410,685 | | | | |
| Vermont Packinghouse | 7/25/13 | 12/17/14 | 2014–2018 | Active-Final | | — | Y | \$233,252 | \$- | | | • | |
| Twincraft, Inc | 7/24/13 | 12/17/14 | 2014–2018 | Active-Final | | — | Y | \$532,584 | \$512,840 | | | | • |
| Dealer.com II | 4/25/13 | 12/5/13 | 2013–2017 | Active-Final | | — | Y | \$1,201,850 | \$1,970,120 | | | | |
| Logic Supply, Inc. | 4/25/13 | 10/24/13 | 2013–2017 | Active-Final | | — | Y | \$352,912 | \$219,038 | | | | |
| Seventh Generation | 4/26/12 | 12/13/12 | 2012–2016 | Active-Final | | — | Y | \$454,728 | \$233,150 | | | • | |
| Commonwealth Dairy, LLC | 1/26/12 | 5/25/12 | 2012–2016 | Active-Final | | — | Y | \$303,004 | \$277,714 | | | | |
| VSC Holdings, Inc. | 2/24/11 | 10/27/11 | 2011–2015 | Active-Final | | — | Y | \$156,913 | \$86,727 | | | | |
| New England Supply, Inc. | N/A | 3/25/10 | 2010–2014 | Active-Final | | — | Y | \$67,953 | \$36,088 | | | | |
| MyWebGrocer, Inc | N/A | 10/22/09 | 2010–2014 | Active-Final | | — | Y | \$453,475 | \$286,567 | | | | |

TABLE 1B

Applications Complete

| Company Name | Date Initial Application Considered | Date Final Application Considered ² | Authorization Period | Status | Date of Status Change | Term. Reason ³ | Incentive Earned Yes/No | Incentive Considered | Minimum Net Revenue Benefit | Ed Tax Stabiliz ⁴ | Green ⁵ | Labor Market Areas (LMA) ⁶ | Look Back Waiver (LBW) ⁷ |
|--------------------------------------|-------------------------------------|--|----------------------|----------|-----------------------|---------------------------|-------------------------|----------------------|-----------------------------|------------------------------|--------------------|---------------------------------------|-------------------------------------|
| Mylan Technologies | 1/26/12 | 12/13/12 | 2012–2016 | Complete | | — | Y | \$5,733,506 | \$2,786,740 | | | | |
| Revision Ballistics | 4/18/12 | 12/13/12 | 2012–2016 | Complete | | — | Y | \$734,081 | \$- | | | • | |
| Dealer.com, Inc. | 1/28/10 | 12/16/10 | 2010–2014 | Complete | | — | Y | \$4,929,487 | \$2,644,928 | | | | |
| Green Mountain Coffee Roasters, Inc. | 7/23/09 | 12/17/09 | 2009–2013 | Complete | | — | Y | \$292,307 | \$1,736,611 | | | | |
| Commonwealth Yogurt, Inc. | 6/26/08 | 6/25/09 | 2009–2013 | Complete | | — | Y | \$1,201,154 | \$614,505 | | | | |
| Albany College of Pharmacy | 12/6/07 | 1/22/09 | 2009–2013 | Complete | | — | Y | \$630,859 | \$345,717 | | | | |

TABLE 1 B

Applications Complete

| Company Name | Date Initial Application Considered | Date Final Application Considered ² | Authorization Period | Status | Date of Status Change | Term. Reason ³ | Incentive Earned Yes/No | Incentive Considered | Minimum Net Revenue Benefit | Ed Tax Stabiliz ⁴ | Green ⁵ | Labor Market Areas (LMA) ⁴ | Look Back Waiver (LBW) ⁴ |
|--------------------------------------|-------------------------------------|--|----------------------|----------|-----------------------|---------------------------|-------------------------|----------------------|-----------------------------|------------------------------|--------------------|---------------------------------------|-------------------------------------|
| Vermont College of Fine Arts | N/A | 3/27/08 | 2008–2012 | Complete | | — | Y | \$206,737 | \$126,260 | | | | |
| Green Mountain Coffee Roasters, Inc. | 5/24/07 | 10/25/07 | 2007–2011 | Complete | | — | Y | \$1,786,828 | \$2,129,672 | | | | |

TABLE 1 C

Applications Reviewed and Denied

| Company Name | Date Initial Application Considered | Date Final Application Considered ² | Authorization Period | Status | Date of Status Change | Term. Reason ³ | Incentive Earned Yes/No | Incentive Considered | Minimum Net Revenue Benefit | Ed Tax Stabiliz ⁴ | Green ⁵ | Labor Market Areas (LMA) ⁴ | Look Back Waiver (LBW) ⁴ |
|-------------------------------------|-------------------------------------|--|----------------------|--------|-----------------------|---------------------------|-------------------------|----------------------|-----------------------------|------------------------------|--------------------|---------------------------------------|-------------------------------------|
| Business Financial Publishing, Inc. | 1/28/10 | N/A | — | Denied | | 5 | N | \$162,473 | \$- | | | | |
| Know Your Source, LLC | 12/6/07 | N/A | — | Denied | | 5 | N | \$71,302 | \$- | | | | |
| Dynapower | 3/22/12 | 12/13/12 | — | Denied | | 5 | N | \$1,415,009 | \$- | | | | |
| Vermont Wood Energy Corp | 7/24/08 | 12/4/08 | — | Denied | | 5 | N | \$293,967 | \$- | | | | |
| Rehab Gym, Inc. | N/A | 3/22/07 | — | Denied | | 5 | N | \$255,439 | \$- | | | | |

TABLE 1 D

Applications Approved and Rescinded

| Company Name | Date Initial Application Considered | Date Final Application Considered ² | Authorization Period | Status | Date of Status Change | Term. Reason ³ | Incentive Earned Yes/No | Incentive Considered | Minimum Net Revenue Benefit | Ed Tax Stabiliz ⁴ | Green ⁵ | Labor Market Areas (LMA) ⁴ | Look Back Waiver (LBW) ⁴ |
|---------------------------------------|-------------------------------------|--|----------------------|-----------|-----------------------|---------------------------|-------------------------|----------------------|-----------------------------|------------------------------|--------------------|---------------------------------------|-------------------------------------|
| Carlson Management Consulting | 10/25/18 | N/A | — | Rescinded | 12/13/18 | 1 | N | \$316,602 | \$- | | | | |
| Soya Canfralia | 6/1/17 | N/A | — | Rescinded | 8/13/18 | 1 | N | \$580,995 | \$- | | | | |
| Westminster Cracker Company | 11/17/16 | N/A | — | Rescinded | 4/27/17 | 1 | N | \$194,485 | \$- | | | | |
| Britton Lumber Company, Inc. | 12/3/15 | N/A | — | Rescinded | 5/26/16 | 1 | N | \$784,862 | \$- | | | | |
| Triad Design Services, Inc. | 2/26/15 | N/A | — | Rescinded | 9/22/16 | 1 | N | \$968,657 | \$- | | | | |
| AGrown (AEG Holdings, LLC) | 9/26/13 | N/A | — | Rescinded | 12/17/14 | 1 | N | \$2,010,364 | \$- | | | | |
| Cambridge Valley Machining, Inc. | 3/28/13 | N/A | — | Rescinded | 12/17/14 | 1 | N | \$140,049 | \$- | | | | |
| Vermont Hard Cider Company, LLC | 1/26/12 | N/A | — | Rescinded | 12/6/12 | 1 | N | \$260,176 | \$- | | | | |
| Plasan Carbon Composites, Inc. | 12/8/11 | N/A | — | Rescinded | 8/30/12 | 1 | N | \$516,395 | \$- | | | | |
| Transcend Quality Manufacturing, Inc. | 10/27/11 | N/A | — | Rescinded | 12/6/12 | 1 | N | \$246,941 | \$- | | | | |
| AFCell Medical | 3/24/11 | N/A | — | Rescinded | 12/5/13 | 1 | N | \$1,338,444 | \$- | | | | |
| Skypoint Solar | 12/16/10 | N/A | — | Rescinded | 12/8/11 | 1 | N | \$7,900,114 | \$- | | | | |
| Helix Global Solutions, Inc. | 3/6/08 | N/A | — | Rescinded | 12/4/08 | 1 | N | \$53,739 | \$- | | | | |
| Mascoma Corporation | 10/25/07 | N/A | — | Rescinded | 6/26/08 | 1 | N | \$1,942,989 | \$- | | | | |

TABLE 1 E

Applications Approved and Terminated

| Company Name | Date Initial Application Considered | Date Final Application Considered ² | Authorization Period | Status | Date of Status Change | Term. Reason ³ | Incentive Earned Yes/No | Incentive Considered | Minimum Net Revenue Benefit | Ed Tax Stabiliz ⁴ | Green ⁵ | Labor Market Areas (LMA) ⁴ | Look Back Waiver (LBW) ⁴ |
|---|-------------------------------------|--|----------------------|------------|-----------------------|---------------------------|-------------------------|----------------------|-----------------------------|------------------------------|--------------------|---------------------------------------|-------------------------------------|
| Kingdom Pellets, LLC | 12/3/15 | 12/14/17 | — | Terminated | 4/30/18 | 2 | N | \$276,290 | \$- | | | | |
| Maponics, LLC | 5/28/15 | 12/3/15 | — | Term-Recap | 5/8/19 | 4 | Y | \$156,490 | \$- | | | | |
| Vermed | 4/26/15 | 12/3/15 | — | Terminated | 5/1/17 | 4 | N | \$292,421 | \$- | | | | |
| Precyse Solutions, LLC | 12/17/14 | 12/3/15 | — | Terminated | 5/1/17 | 4 | N | \$378,703 | \$- | | | | |
| Keurig Green Mountain | 3/19/14 | 4/24/14 | — | Terminated | 2/26/18 | 2 | N | \$971,028 | \$- | | | | |
| Farmer Mold & Machine | 7/25/13 | 12/5/13 | — | Terminated | 6/23/15 | 4 | N | \$258,518 | \$- | | | | |
| JBM Sherman Carmel | 8/22/13 | 12/5/13 | — | Terminated | 5/29/19 | 2 | Y | \$136,744 | \$- | | | | |
| Freedom Foods | 12/13/12 | 10/24/13 | — | Terminated | 5/18/18 | 2 | Y | \$267,762 | \$- | | | | |
| BioTek Instruments, Inc./Lionheart Technologies | 3/28/13 | 12/5/13 | — | Terminated | 11/20/17 | 2 | Y | \$325,111 | \$- | | | | |
| Performa Limited, LLC | N/A | 10/25/12 | — | Terminated | 9/8/17 | 2 | Y | \$133,617 | \$- | | | | |
| Green Mountain Coffee Roasters, Inc. | 7/28/11 | 12/8/11 | — | Terminated | 6/12/18 | 3 | Y | \$4,696,809 | \$- | | | | |
| Concepts ETI, Inc | 5/25/11 | 12/8/11 | — | Terminated | 9/1/16 | 2 | Y | \$290,335 | \$- | | | | |

TABLE 1 E

Applications Approved and Terminated - continued

| Company Name | Date Initial Application Considered | Date Final Application Considered ² | Authorization Period | Status | Date of Status Change | Term. Reason ³ | Incentive Earned Yes/No | Incentive Considered | Minimum Net Revenue Benefit | Ed Tax Stabil ⁴ | Green ⁴ | Labor Market Areas (LMA) ⁴ | Look Back Waiver (LBW) ⁴ |
|---|-------------------------------------|--|----------------------|------------|-----------------------|---------------------------|-------------------------|----------------------|-----------------------------|----------------------------|--------------------|---------------------------------------|-------------------------------------|
| SOH Wind Engineering, LLC | 5/25/11 | 12/8/11 | — | Terminated | 9/22/16 | 2 | Y | \$153,994 | \$- | • | | | |
| Carbon Harvest Energy/Brattleboro Carbon Harvest | 3/24/11 | 12/8/11 | — | Terminated | 12/13/12 | 3 | N | \$568,913 | \$- | • | | | |
| Ellison Surface Technologies, Inc. | 8/26/10 | 12/8/11 | — | Terminated | 9/22/16 | 2 | Y | \$688,462 | \$- | | • | | |
| WCW, Inc. | 7/28/11 | 10/27/11 | — | Terminated | 10/22/15 | 2 | N | \$512,449 | \$- | | | | |
| eCorporate English, Ltd. | 8/26/10 | 5/25/11 | — | Terminated | 9/27/12 | 3 | N | \$464,731 | \$- | | | | |
| Bariatix Nutrition Corp | 1/27/11 | 3/24/11 | — | Terminated | 9/22/16 | 2 | Y | \$135,653 | \$- | | | | |
| Alpla, Inc. | 12/16/10 | 3/24/11 | — | Terminated | 7/24/14 | 4 | N | \$654,438 | \$- | • | | | |
| Swan Valley Cheese Company of Vermont | 7/22/10 | 12/16/10 | — | Terminated | 12/17/14 | 2 | Y | \$305,830 | \$- | | • | | |
| Pinnacle Sales Accelerators, LLC | 5/27/10 | 12/16/10 | — | Term-Recap | 1/16/13 | 3 | Y | \$111,635 | \$- | | | | |
| Organic Trade Association | 7/27/10 | 10/28/10 | — | Terminated | 5/24/12 | 4 | N | \$75,569 | \$- | | | | |
| Revision Eyewear, Ltd. | N/A | 10/28/10 | — | Terminated | 6/23/16 | 2 | Y | \$552,193 | \$- | | | | |
| Westminster Cracker Company, Inc. | N/A | 7/22/10 | — | Terminated | 1/22/14 | 2 | N | \$236,246 | \$- | | • | | |
| The Original Vermont Wood Products, Inc. | N/A | 5/27/10 | — | Terminated | 12/8/11 | 3 | N | \$100,604 | \$- | | • | | |
| Seldon Technologies, Inc. | 8/27/09 | 12/17/09 | — | Terminated | 6/27/13 | 2 | N | \$478,396 | \$- | • | | | |
| Northern Power Systems, Inc. | 7/23/09 | 12/17/09 | — | Terminated | 12/17/14 | 2 | Y | \$808,104 | \$- | • | | | |
| SBE, Inc. | 6/25/09 | 12/17/09 | — | Terminated | 12/17/14 | 2 | Y | \$3,048,671 | \$- | • | | | |
| TERRY Precision Bicycles for Women, Inc. | 6/25/09 | 12/17/09 | — | Terminated | 12/5/13 | 2 | Y | \$126,296 | \$- | | | | |
| Maple Mountain Woodworks, LLC | 2/26/09 | 12/17/09 | — | Term-Recap | 2/15/13 | 3 | Y | \$143,436 | \$- | | | | |
| AirBoss Defense USA, Inc. | 5/28/09 | 9/24/09 | — | Terminated | 7/24/14 | 2 | Y | \$243,279 | \$- | | | | |
| Durasol Awnings, Inc. | 3/26/09 | 5/28/09 | — | Terminated | 3/25/10 | 4 | N | \$245,795 | \$- | | | | |
| Project Graphics, Inc. | 1/22/09 | 4/23/09 | — | Terminated | 5/24/12 | 2 | N | \$230,414 | \$- | | | | |
| ASK-intTag, LLC | 12/4/08 | 3/26/09 | — | Terminated | 12/5/13 | 2 | Y | \$553,722 | \$- | | | | |
| Vermont Transformers, Inc. | 12/4/08 | 3/26/09 | — | Terminated | 5/25/11 | 3 | N | \$267,569 | \$- | • | | | |
| Dominion Diagnostics, LLC | 10/23/08 | 1/22/09 | — | Terminated | 4/28/11 | 2 | N | \$103,300 | \$- | | | | |
| Tata's Natural Alchemy | 12/6/07 | 12/4/08 | — | Terminated | 3/25/10 | 4 | N | \$231,531 | \$- | | | | |
| BioTek Instruments, Inc./Lionheart Technologies | N/A | 12/4/08 | — | Terminated | 12/17/14 | 2 | Y | \$692,854 | \$- | | | | |
| Utility Risk Management Corp | 6/26/08 | 10/23/08 | — | Term-Recap | 11/25/13 | 3 | Y | \$377,371 | \$- | | | | |
| New England Precision, Inc./Clifford Properties, Inc. | N/A | 9/18/08 | — | Terminated | 4/28/11 | 2 | N | \$241,236 | \$- | | | | |
| Vermont Castings Holding Company | N/A | 9/18/08 | — | Terminated | 5/28/09 | 4 | N | \$488,000 | \$- | • | | | |
| Isovolta, Inc. | 3/27/08 | 6/26/08 | — | Terminated | 5/28/09 | 4 | N | \$568,330 | \$- | | | | |
| CNC North, Inc. | 1/24/08 | 3/6/08 | — | Terminated | 3/25/10 | 4 | N | \$70,533 | \$- | | | | |
| NEHP, Inc. | 2/15/07 | 10/25/07 | — | Terminated | 12/8/11 | 2 | N | \$182,396 | \$- | | | | |
| Energizer Battery Manufacturing, Inc. | N/A | 7/26/07 | — | Terminated | 5/28/09 | 4 | N | \$607,347 | \$- | | | | |
| Burton Corporation | 2/15/07 | 6/28/07 | — | Terminated | 3/25/10 | 4 | N | \$1,653,965 | \$- | | | | |
| Battenkill Technologies, Inc. | N/A | 6/28/07 | — | Terminated | 6/26/08 | 4 | N | \$79,054 | \$- | | | | |
| Applejack Art Partners | N/A | 5/3/07 | — | Terminated | 10/25/07 | 4 | N | \$85,539 | \$- | | | | |
| Omni Measurement Systems | N/A | 5/3/07 | — | Terminated | 3/25/10 | 4 | Y | \$677,944 | \$- | | | | |
| Vermont Timber Frames | N/A | 5/3/07 | — | Terminated | 1/16/13 | 2 | Y | \$156,126 | \$- | | | | |
| Monahan SFI, LLC | 1/25/07 | 2/15/07 | — | Term-Recap | 9/28/09 | 3 | Y | \$791,277 | \$- | | | | |
| Qimonda North America Corp. | N/A | 2/15/07 | — | Terminated | 3/27/08 | 4 | N | \$229,672 | \$- | | | | |
| Ink Jet Machinery of Vermont | N/A | 1/25/07 | — | Terminated | 1/24/08 | 4 | N | \$336,055 | \$- | | | | |
| Olympic Precision, Inc/WIC/Town of Windsor | N/A | 1/25/07 | — | Terminated | 9/6/07 | 4 | N | \$474,428 | \$- | | | | |

² The date indicated is the date the Final Application was considered OR the Initial Application if a Final Application has not yet been filed. An Initial Application may have been considered at an earlier date.

³ **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 for that and future years. Some incentives may have been earned and paid out. **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.

⁴ **Green** indicates incentive enhancement for environmental technology companies. See 32 VSA 5930b(g). **LMA Enhancement** 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 was approved of incentive reduction due to drop in employment just prior to approval date. 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 payments.

TABLES 2A-2B summarize, as of December 31, 2018, the application volume, application status, the total amount of incentives considered and authorized, and the total amount and impact of incentive enhancements.

TABLE 2 A

Summary of Incentive Authorization Data

For All Applications Considered Through December 31, 2018
Total Projected Economic Activity, 2007 – 2023

| | TOTAL | VEGI | Green VEGI ⁵ | LMA Enhanced | Lookback Waived |
|---|----------|------|-------------------------|--------------|-----------------|
| Applications Considered ⁶ | 124 | 80 | 21 | 25 | 2 |
| Approved (Complete and Active) ⁷ | 51 (41%) | 35 | 3 | 13 | 1 |
| Rescinded/Terminated ⁸ | 68 (55%) | 42 | 16 | 12 | 1 |
| Denied | 5 (4%) | 3 | 2 | 0 | 0 |

TABLE 2 B

Authorization Summary

For All Applications Considered Through December 31, 2018
Total Projected Economic Activity, 2007 – 2023

| Incentives | |
|--|---------------------|
| Total Incentives Considered | \$84,892,894 |
| Incentives Denied | \$2,198,190 |
| Incentives Rescinded | \$17,484,484 |
| Incentives Forfeited by Terminated Applicants | \$17,678,360 |
| Incentives Paid or Available to Terminated Applicants | \$9,029,153 |
| Net Incentives Authorized (Active or Complete Applicants) | \$38,502,707 |
| Incentive Enhancements – Active Applicants | |
| INCREASE IN INCENTIVES DUE TO ENHANCEMENTS | |
| Green VEGI | \$464,452 |
| LMA Enhancement | \$4,298,023 |
| Total | \$4,762,475 |
| DECREASE IN NET REVENUE RETURN DUE TO ENHANCEMENTS | |
| Green VEGI | \$438,966 |
| LMA Enhancement | \$3,837,124 |
| Total | \$4,276,090 |

⁵ "Green VEGI" authorizations are those approved for environmental technology companies in accordance with 32 VSA Section 5930b(g).

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 Includes Initial and Final Applications.

⁸ **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. Incentives may have been earned.

TABLE 3 summarizes the amount of incentives authorized each year by VEPC against the annual program cap. It also shows the level of utilization of the authority given to VEPC to increase incentive levels under 32 V.S.A. §3334, known as the LMA Enhancement, which is also capped annually.

TABLE 3

Annual Authorization and LMA Enhancement Caps

For All Applications Considered Through December 31, 2018
Total Projected Economic Activity, 2007 - 2023

| Annual Incentives/Caps ⁹ | | | Annual LMA Enhancement Cap ¹⁰ | | |
|-------------------------------------|--------------|-----|--|-------------|------|
| | | % | | | % |
| 2007 Cap | \$10,000,000 | | 2007 Cap | \$1,000,000 | |
| Final Approvals | \$6,830,959 | 68% | Final Approvals | \$- | 0% |
| Net Cap Balance | \$3,169,041 | 32% | Net Cap Balance | \$1,000,000 | 100% |
| 2008 Cap | \$10,000,000 | | 2008 Cap | \$1,000,000 | |
| Final Approvals | \$2,183,738 | 22% | Final Approvals | \$- | 0% |
| Net Cap Balance | \$7,816,262 | 78% | Net Cap Balance | \$1,000,000 | 100% |
| 2009 Cap | \$10,000,000 | | 2009 Cap | \$1,000,000 | |
| Final Approvals | \$5,539,089 | 55% | Final Approvals | \$- | 0% |
| Net Cap Balance | \$4,460,911 | 45% | Net Cap Balance | \$1,000,000 | 100% |
| 2010 Cap ⁹ | \$23,000,000 | | 2010 Cap | \$1,000,000 | |
| Final Approvals | \$10,360,059 | 45% | Final Approvals | \$228,459 | 23% |
| Net Cap Balance | \$12,639,941 | 55% | Net Cap Balance | \$771,541 | 77% |
| 2011 Cap ⁹ | \$18,000,000 | | 2011 Cap | \$1,000,000 | |
| Final Approvals | \$8,322,697 | 46% | Final Approvals | \$322,655 | 32% |
| Net Cap Balance | \$9,677,303 | 54% | Net Cap Balance | \$677,345 | 68% |
| 2012 Cap ⁹ | \$12,000,000 | | 2012 Cap | \$1,000,000 | |
| Final Approvals | \$7,358,936 | 61% | Final Approvals | \$313,144 | 31% |
| Net Cap Balance | \$4,641,064 | 39% | Net Cap Balance | \$686,856 | 69% |
| 2013 Cap | \$10,000,000 | | 2013 Cap | \$1,000,000 | |
| Final Approvals | \$2,542,897 | 25% | Final Approvals | \$133,606 | 13% |
| Net Cap Balance | \$7,457,103 | 75% | Net Cap Balance | \$866,394 | 87% |
| 2014 Cap | \$10,000,000 | | 2014 Cap | \$1,000,000 | |
| Final Approvals | \$2,490,968 | 25% | Final Approvals | \$90,833 | 9% |
| Net Cap Balance | \$7,509,032 | 75% | Net Cap Balance | \$909,167 | 91% |
| 2015 Cap ⁹ | \$15,000,000 | | 2015 Cap ¹⁰ | \$1,200,000 | |
| Final Approvals | \$4,344,838 | 29% | Final Approvals | \$946,733 | 79% |
| Net Cap Balance | \$10,655,162 | 71% | Net Cap Balance | \$253,267 | 21% |
| 2016 Cap | \$10,000,000 | | 2016 Cap ¹⁰ | \$1,500,000 | |
| Final Approvals | \$4,598,741 | 46% | Final Approvals | \$1,359,763 | 91% |
| Net Cap Balance | \$5,401,259 | 54% | Net Cap Balance | \$140,237 | 9% |
| 2017 Cap | \$10,000,000 | | 2017 Cap | \$1,000,000 | |
| Final Approvals | \$3,831,272 | 38% | Final Approvals | \$566,851 | 57% |
| Net Cap Balance | \$6,168,728 | 62% | Net Cap Balance | \$433,149 | 43% |
| 2018 Cap | \$10,000,000 | | 2018 Cap | \$1,000,000 | |
| Final Approvals | \$4,668,113 | 47% | Final Approvals | \$793,829 | 79% |
| Net Cap Balance | \$5,331,887 | 53% | Net Cap Balance | \$206,171 | 21% |
| 2019 Initial Approvals Cap | \$15,000,000 | | 2019 Initial Approvals Cap | \$1,500,000 | |
| Initial Approvals | \$2,173,935 | 14% | Initial Approvals | \$535,825 | 36% |
| Net Initial Approvals Cap Balance | \$12,826,065 | 86% | Net Initial Approvals Cap Balance | \$964,175 | 64% |

⁹ Program cap is \$15,000,000 for aggregate initial approvals and \$10,000,000 for aggregate final approvals for each calendar year, unless increased by a vote of the Joint Fiscal Committee (increase requests were previously reviewed by the Emergency Board). Cap balances do not carry forward to the next year. Emergency Board voted to increase the program Cap in 2010, 2011, 2012 and 2015.

¹⁰ LMA Enhancement cap is \$1,500,000 for aggregate initial approvals and \$1,000,000 for aggregate final approvals for each calendar year, unless increased by a vote of the Joint Fiscal Committee (increase requests were previously reviewed by the Emergency Board). Cap balances do not carry forward to the next year. Emergency Board voted to increase the LMA Enhancement Cap in 2015 and 2016.

TABLES 4A-4B aggregates the number of claims expected to be filed, the disposition of claims, and the actual qualifying job creation, qualifying payroll generation, capital investments, and incentive payments that have actually occurred between January 1, 2007 and December 31, 2017.

The \$2.9 million in incentive payments for 2017 shown in Table 4B were paid to the companies that filed a claim and met the performance requirements for 2017 and were paid one-fifth of the earned incentive for that year and/or maintained performance from previous years and were paid the next one-fifth installment for an incentive earned in a previous year

TABLE 4 A

Claims Filed Summary

For All Claims Processed As Of December 31, 2017

| | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 |
|---|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Claims Expected | 7 | 14 | 22 | 28 | 34 | 32 | 34 | 36 | 39 | 43 | 41 |
| Incomplete Claims/Did not file/Closed | 0 | 4 | 4 | 5 | 6 | 2 | 1 | 3 | 1 | 2 | 0 |
| Net Claims Included in Actual Data | 7 | 10 | 18 | 23 | 28 | 30 | 33 | 33 | 38 | 41 | 41 |
| Review Status of Claims: | | | | | | | | | | | |
| Approved | 4 | 4 | 12 | 16 | 19 | 21 | 23 | 25 | 33 | 34 | 30 |
| Delayed | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 8 |
| Rescinded | 3 | 6 | 6 | 7 | 9 | 9 | 10 | 8 | 5 | 5 | 3 |

TABLE 4 B

Activity Summary

For All Claims Processed As Of December 31, 2017

| Claim Activity | New Qualifying Employees | New Qualifying Payroll | Average Wage | New Qualifying Capital Investments | Incentives Paid to Companies |
|----------------------|--------------------------|------------------------|-----------------|------------------------------------|------------------------------|
| 2017 | 579 | \$28,117,980 | \$48,563 | \$66,878,349 | \$2,982,292 |
| 2016 | 693 | \$35,876,896 | \$51,770 | \$58,231,156 | \$3,740,601 |
| 2015 | 773 | \$39,477,270 | \$51,070 | \$88,946,890 | \$3,999,767 |
| 2014 | 853 | \$50,955,135 | \$59,736 | \$59,241,141 | \$4,279,383 |
| 2013 | 859 | \$55,490,232 | \$64,599 | \$128,030,075 | \$3,751,728 |
| 2012 | 806 | \$62,298,865 | \$77,294 | \$262,489,273 | \$2,903,935 |
| 2011 | 844 | \$54,269,760 | \$64,301 | \$121,412,913 | \$1,852,263 |
| 2010 | 606 | \$34,555,726 | \$57,023 | \$47,475,449 | \$1,249,733 |
| 2009 | 265 | \$16,137,468 | \$60,896 | \$28,100,875 | \$654,370 |
| 2008 | 255 | \$9,214,052 | \$36,134 | \$13,388,586 | \$544,110 |
| 2007 | 262 | \$10,621,976 | \$40,542 | \$22,546,350 | \$208,653 |
| Summary Total | 6,795 | \$397,015,360 | \$58,427 | \$896,741,057 | \$25,614,424 |

TABLE 5 aggregates the benefits reported by claimants who are in their first 5 claim years. These benefits are were offered to new qualifying employees during the claim year ending December 31, 2017. The total number of claims in years 1 through 5 is 29.

TABLE 5

Summary of Benefits Offered

For All Claims In Years 1 Through 5 As Of December 31, 2017

| Benefit Type | Number of Claimants Offering Benefit | Percent of Claimants Offering Benefit | Average Percent Paid By Employer |
|---|--------------------------------------|---------------------------------------|----------------------------------|
| Health Care | 27 | 93% | 76% ¹¹ |
| Dental | 20 | 69% | |
| Vision | 14 | 48% | |
| Life Insurance | 21 | 72% | |
| Short-Term/Long-Term Disability Insurance | 20 | 69% | |
| Profit Sharing | 11 | 38% | |
| Retirement Contribution | 22 | 76% | |
| Tuition Assistance | 10 | 34% | |
| Paid Leave (Vacation, Holiday) | 29 | 100% | |
| Other (see details below) | 12 | 41% | |

Other Types of Benefits Offered by Claimants:

- Employee Discounts
- Gym Reimbursement
- Incentive Compensation
- Parental Leave
- Bonus
- Civic Leave
- Bereavement Leave
- Professional Organization Dues
- Safety Gear
- Wellness Program
- Public Transit

¹¹ 32 VSA § 3331(9)(C)(i) For an employer to count health care as a benefit for a qualifying job, employer must pay 50% or more of the premium.