

	Incentive Details					Job & Wage Projections									
Company	Start Year	End Year	Years Incented	Current Incentive Year	Gross Incentive Benefit	Base FTE's	Year 1	Year 2	Year 3	Year 4	Year 5	Reported FTE's	Average Wage (BIA)	Average Wage Reported	
Responded															
Border States Electric	2019	2028	10	5	\$ 1,726,650	320	345	370	410	450	490	325	\$ 80,000	\$ 75,941	
Border States Electric	2016	2025	9	9	\$ 733,005	70	90	90	90	90	90	81	\$ 58,650	\$ 67,018	
CI Apparel	2020	2024	5	5	\$ 284,516	83	98	107	116	125	134	118	\$ 30,400	\$ 50,460	
Corvent	2025	2029	5	1	\$ 96,271	5	27	38	56	73	90	42	\$ 97,510	\$ 140,595	
Dakota Specialty Milling	2017	2026	10	9	\$ 139,654	84	96	97	98	99	100	118	\$ 35,000	\$ 51,688	
Dakota Specialty Milling	2023	2027	5	3	\$ 284,790	0	14	14	14	14	14	18	\$ 49,900	\$ 51,688	
Financial Bus. Systems	2022	2026	5	4	\$ 277,818	124	128	131	136	141	146	129	\$ 82,665	\$ 116,130	
Packet Digital #1	2022	2026	5	4	\$ 62,113	18	31	34	43	52	61	52	\$ 67,254	\$ 97,446	
Packet Digital #2	2024	2028	5	2	\$ 185,114	31	36	44	55	66	70	52	\$ 83,539	\$ 97,446	
PRX	2022	2031	10	4	\$ 1,946,210	50	73	96	117	138	149	55	\$ 35,600	\$ 67,684	
Tecton (Marvin Composites)	2023	2032	10	3	\$ 1,732,566	239	255	274	289	303	320	286	\$ 41,600	\$ 60,745	
Voxtelesys	2020	2024	5	5	\$ 38,600	11	19	22	27	32	40	37	\$ 61,880	\$ 69,400	
Aldevron - 2016	2019	2028	10	6	\$ 837,720	51	60	63	67	70	73	473	\$ 52,000	\$ 78,500	
Aldevron - 2019	2022	2031	10	3	\$ 4,653,675	298	348	378	403	403	403	605	\$ 53,500	\$ 77,338	
Aldevron - University	2022	2031	10	3	\$ 684,981	416	427	437	447	457	467	605	\$ 61,968	\$ 77,338	
Appareo	2016	2025	10	10	\$ 777,041	171	191	209	225	234	241		\$ 31,200		
DigiKey	2016	2025	10	10	\$ 250,206	94	5	9	8	8	10		\$ 32,747		
FedEx	2017	2026	10	9	\$ 245,661	0	25	25	25	25	25		\$ 50,000		
Red E LLC	2021	2025	5	5	\$ 33,631	6	8	10	11	12	13	32	\$ 61,300	\$ 68,000	
Standard Industries	2023	2027	5	3	\$ 409,340	38	50	56	64	72	80	48	\$ 47,000	\$ 58,240	
CoSchedule	2023	2027	5	3	\$ 127,654	48	50	53	56	60	65	9	\$ 89,211	\$ 83,537	
Weather Modification	2025	2029	5	1	\$ 1,697,870	54	62	68	72	76	80	58	\$ 58,240	\$ 98,910	
Anvil Design	2025	2029	5	1	\$ 40,229	4	9	12	13	16	20	11	\$ 52,000	\$ 58,454	

TOTALS & Averages

\$ 17,265,315

2215

3154

\$ 57,094

\$ 77,328

\$ 20,234

de-duplicated #s

2,166

2,056

110

