



Oklahoma Quality Jobs Program

2020 Guidelines

900 N. Stiles Ave.
Oklahoma City, OK 73104



OKLAHOMA
DEPARTMENT of COMMERCE

Oklahoma's Quality Jobs Program cash back incentive has placed the State at the forefront as a location for new or expanding businesses. The business incentive gives qualifying enrolled companies quarterly cash rebates, of up to five percent of newly created taxable payroll, for 10 years. Since inception, the state has enrolled more than 844 companies that have received over \$1.2 billion in wage rebates.

The program, targeted to manufacturers and certain service companies that project having a new payroll investment of \$2.5 million or more, is a valuable asset to improving a company's bottom line and a primary reason why Oklahoma ranks high in incentives. A fully executed contract, with the Department of Commerce, must be in place before any new jobs can be included in the new taxable payroll.

THRESHOLD REQUIREMENTS

The following requirements must be met before an application will be reviewed:

BASIC INDUSTRY

All applicants must be within a qualifying basic industry in order to receive benefits (see Attachment A). Regardless of a company's overall North American Industry Classification System number (NAICS No.), the activities and functions of new direct jobs must be within a qualifying basic industry.

NEW PAYROLL THRESHOLD

A qualified company must achieve \$2.5 million in new annualized payroll, for new fulltime employees, during any four consecutive quarters in its first 12 quarters in the program. If the payroll threshold is not achieved, payments cease. Payments received to date, however, do not have to be paid back to the State. These new positions must be located within the state of Oklahoma.

A lower payroll threshold of \$1.5 million is available for certain food processing and research and development projects or to firms that locate on certain former military bases.

A no payroll threshold is available to businesses locating within 10 acres that are on Superfund sites or the National Priorities List. Sites may still qualify if not on the list, if they have been formally deferred to the State, or if they are being remediated pursuant to a clean-up plan approved by the Department of Environmental Quality.

HEALTH INSURANCE COVERAGE

All businesses must offer basic health insurance coverage to all employees working 30 hours or more per week, whose pay is included in the payroll for qualification.

Employees must pay no more than 50% of the premium cost. Employees must be allowed access to the coverage within 180 days of employment.

AVERAGE WAGE REQUIREMENT

Minimum average wage requirements, based on the Average County Wage where the jobs are located, apply (see Attachment B). The maximum required in any county, regardless of the average county wage, is \$34,966.

Applicants located in Opportunity Zones, designated by the Department of Commerce, are exempted from the requirement. Eighty percent of employees, whose pay is included in the new payroll, must work at least 30 hours per week. Under certain circumstances, leased employees may be included in payroll calculations. While a company has three years to ramp up to the \$2.5 million payroll threshold, they must meet the average wage requirement quarter by quarter. New jobs and wages are tracked beginning with the first quarter after the company enters the program.

APPLICATION REQUIREMENTS

APPLICATION

Applicants must provide responses to all application form questions and satisfy all documentation requirements. An original must be signed by an officer of the company and submitted to the Department of Commerce prior to hiring any new employees whose payroll will be claimed for benefits. Note: the application packet provides a line by line instruction sheet to assist in preparation of the form.

Technical assistance in completing the application and other necessary documents is provided at no charge by persons associated with the Oklahoma Department of Commerce.

NEW HIRE SUMMARY

Applications must include a breakdown of the proposed new hires by job title and average wage for both first and third year. Only eligible new direct jobs and average taxable wages should be used in the calculation. Even though jobs may be projected for a total of five years, only the 3rd year projected average wage is shown on the application and used to base benefits on.

OES-3 REPORTS

OES-3 reports are filed with the Oklahoma Employment Security Commission each quarter. The reports list the number of employees on the payroll of a business as of the 12th of each month during a calendar quarter and the dollar amount of payroll for those employees during that time period. Along with the Application, the most recent four quarterly reports must be provided. The average number of employees, for the three months reported on each of the four quarterly summary reports, should be the numbers used on the Application.

MAJOR MEDICAL EMPLOYEE HEALTH PLAN

Along with the Application, a current copy of the company's health benefits plan must be included. A statement, indicating the percentage paid for the employee's portion of the plan, the waiting period before the plan is offered, and the number of hours worked per week to be eligible for coverage should be attached. Additionally, applicants are required to indicate that some coverage for basic hospital care, physician care, mental health care, substance abuse treatment, maternity and prescription drugs is provided.

COMPANY BACKGROUND FORM

At a minimum, company background information must consist of product/service descriptions, a projected growth explanation, a listing of other locations, a corporate family organizational chart, annual sales figures and investment projections (see Attachment C). The information, used as an indication of a company's preparedness to create the new jobs projected, is confidential.

OUT-OF-STATE SALES VERIFICATION

Companies required to provide proof of out-of-state sales may do so by submitting a breakdown of annual sales by state, delineating the Oklahoma percentage of total sales. Sales to the federal government and to in-state customers who resell to an out-of-state consumer may be included. The applicant will be required to sign an affidavit asserting that the out-of-state sales requirement will be achieved and maintained throughout the life of the contract. Only sales associated with Oklahoma operations are applicable.

TECHNICAL ASSISTANCE

Technical assistance regarding program concepts, eligible companies, application guidelines and other information pertaining to the Quality Jobs Program is available upon request and encouraged. Questions may be directed to representatives within the Department of Commerce's National Recruiting and Business Customer Services Teams at (405) 815-5227. The Oklahoma Department of Commerce offers a free service to assist companies in completing the Quality Jobs Program application.

APPLICATION SUBMISSION

Applications are submitted via a Department of Commerce Quality Jobs representative. This person will assist you with the application process. To contact a representative to assist you please call the Quality Jobs Program office at 405-815-5227, or toll free at 800-879-6552, x5227. The Department of Commerce accepts Quality Jobs Program Applications throughout the year since there are no specific deadlines. Applications are evaluated and acted upon as expeditiously as possible, depending upon their satisfactory completion.

APPROVAL PROCESS

Once an application is returned to the Department of Commerce with the required documentation, program administrators will verify eligibility and prepare a final cost/benefit analysis to determine the percentage of new Oklahoma payroll that will be rebated and a maximum amount for the applicant's project. The information is then presented to an internal review team that makes a recommendation, for approval or denial, to forward the application to the next level of review. If the applicant passes the first internal review, a representative from the company will be required to attend an external hearing of the Incentive Approval Committee, consisting of representatives from the Tax Commission, Office of Management and Enterprise Services and Department of Commerce. The committee will make a recommendation, for approval or denial, to the Executive Director of the Oklahoma Department of Commerce.

Once approved, an incentive offer, in contractual form, is issued to the company for acceptance. A corporate official, who is authorized to bind the company contractually, must sign the contract. At this point, only the company's name, municipality location, number of projected new jobs, NAICS No., benefit rate and maximum benefit amount become public information. All approved companies must be registered to do business in Oklahoma and in good standing with the Secretary of State's Office, Tax Commission, and Employment Security Commission.

CLAIMS FOR PAYMENT

The Oklahoma Tax Commission is the primary contact for submitting benefit claims under the contract. Once a contract is returned to the Department of Commerce it is forwarded to the Tax Commission to set up a reimbursement account in order to monitor jobs, payroll and pay qualifying claims. The company will be proactively contacted regarding reporting arrangements.

Claims are made quarterly for three years. If threshold is achieved, they may extend for an additional seven years. Note: while the company has three years to reach the \$2.5 million threshold, the company must meet the average wage requirement quarter by quarter. At the time the first incentive payment is made, the Department of Commerce is paid a \$1000 origination fee.

INCENTIVES EXCLUDED

Companies enrolled in the Quality Jobs Program may not be eligible to receive certain credits or exemptions in conjunction with the same activity. They include the following:

- Sales of Electronics to Qualified Aircraft Maintenance Facilities
- Sale of Property to Qualified Manufacturer
- Investment/New Jobs Tax Credit
- Investment in Qualified Venture Capital Companies
- Recycle, Reuse, Source Reduction Tax Credits
- Investment in Clean Burning Motor Vehicle
- Tax Credit for Employer Provided Health Plans
- Purchase of Equipment when primary activity is Computer/Data Processing
- Income Tax Credit for net Increase in Computer and R&D jobs
- Insurance Premium Tax Credit
- Tax Credit for Recycling Facility
- Tax Credit for Commercial Space Operations
- Oklahoma Quality Investment Act
- Business Expansion Incentive Program

All applicants should consult with a tax advisor to determine the most appropriate incentive plan based on value and financial goals. Additionally, a comparative estimate is available from Department of Commerce representatives.

DISCLAIMER

The materials contained in this document have been prepared by the Oklahoma Department of Commerce for informational purposes only and do not constitute legal or tax advice. This information is subject to change based on judicial interpretation and legislative action. The application of the information is subject to your unique facts and circumstances.

YOU SHOULD NOT ACT UPON ANY INFORMATION CONTAINED IN THESE MATERIALS WITHOUT SEEKING YOUR OWN PROFESSIONAL LEGAL AND TAX ADVICE.

OKLAHOMA QUALITY JOBS PROGRAM QUALIFYING INDUSTRIES

BASIC INDUSTRIES

Manufacturing

Industries classified under NAICS Manual Nos. 31, 32, 33, 5111 or 11331.

Research and Development and Testing Laboratories

See NAICS Manual Nos. 541711, 541712 and 541380.

Central Administrative Offices, Corporate Offices and Technical Services

See NAICS Manual Nos. 5611, 5612, 51821, 519130, 52232, 56142, 524291, 551114.

Certain jobs related to the mining of oil and gas

See NAICS No. 2111, 213111 and 213112; 486

Certain Warehouse/Distribution Operations

See NAICS manual 42 where 40% of inventory is shipped out of state.

Transportation by Air

See NAICS Manual No. 4811 if corporate headquarters and some reservation activities are within the state or 75% of air transport sales are to out-of-state consumers.

Flight Training Services

See NAICS No. 611512

Federal Civilian Workforce of the Federal Aviation Administration

Where jobs are migrating to Oklahoma from other Federal sites, or expansion here

Other Support Activities for Air Transportation

See NAICS Manual No. 488190

Wind Power Electric Generation Equipment Repair & Maintenance

See NAICS Manual No. 811310

Support Activities for Rail and Water Transport

See NAICS Manual Nos. 4882, 4883

Sports Teams & Clubs

See NAICS Manual No. 711211

SERVICE INDUSTRIES

The program also covers the following service companies, if 75% of sales are out-of-state:

Rail Transportation

See NAICS Nos. 482

Motor Freight Transportation and Warehousing

See NAICS Nos. 493, 484, 4884-4889

Arrangement of Passenger Transportation

See NAICS Nos. 561510, 561599

Transportation of Freight or Cargo

See NAICS No. 541614

Certain Communications Services

See NAICS Nos. 517110, 51741 and 51791

Certain Refuse Systems that distribute methane gas

See NAICS No. 5622

Grocery Wholesale Distributing

See NAICS Nos. 4244 and 4245

Securities, Commodities, Investments

See NAICS No. 523

Insurance Carriers

See NAICS No. 5241

Insurance Claims Processors Only

Included in NAICS Nos. 524210 and 524292

Adjustment and Collection Services

See NAICS No. 561440 (75% of loans to out-of-state debtors)

Miscellaneous Equipment Rental

See NAICS Nos. 5324

Computer Programming, Data Processing and Other Computer Related Services

See NAICS Nos. 5112, 5182, 5191, 519130, and 5415

Miscellaneous Business Services

See NAICS Nos. 561410, 56142, and 51911

Offices of Real Estate Agents & Brokers

See NAICS No. 53120 (and 75% of transactions are out of state)

Medical and Diagnostic Laboratories

See NAICS No. 6215

Engineering, Management and Related Services

See NAICS Nos. 5412, 5414-5417, 54131, 54133, 54136, 54137, and 541990

Agricultural Production

See NAICS Nos. 112120

Professional Organizations

See NAICS No. 813920

Alternative Energy Structure Construction

See NAICS No. 237130

Alternative Energy Equipment Installation

See NAICS Nos. 238160, 238220

Electric Service Companies

The program also applies to electric services companies within NAICS Nos. 221111-221122 - Exempt Electric Wholesale Generators, if 90% of energy input is consumed from in-state sources and 90% of sales are out-of-state.

2020 QUALITY JOBS AVERAGE COUNTY WAGE

Year 2018 data to be used February 1, 2020 to January 31, 2021

State Threshold Wage: \$34,966. State Average Wage (QJ+ITC): \$47,579

County	100% Wage	110% Wage	125% Wage	County	100% Wage	110% Wage	125% Wage
Adair	\$33,583	\$36,941	\$41,979	Le Flore	\$37,988	\$41,787	\$47,485
Alfalfa	\$43,696	\$48,066	\$54,620	Lincoln	\$38,963	\$42,859	\$48,704
Atoka	\$33,992	\$37,391	\$42,490	Logan	\$35,938	\$39,532	\$44,923
Beaver	\$46,546	\$51,201	\$58,183	Love	\$35,952	\$39,547	\$44,940
Beckham	\$51,265	\$56,392	\$64,081	McClain	\$39,402	\$43,342	\$49,253
Blaine	\$43,650	\$48,015	\$54,563	McCurtain	\$37,986	\$41,785	\$47,483
Bryan	\$39,244	\$43,168	\$49,055	McIntosh	\$31,333	\$34,466	\$39,166
Caddo	\$42,601	\$46,861	\$53,251	Major	\$42,489	\$46,738	\$53,111
Canadian	\$46,885	\$51,574	\$58,606	Marshall	\$38,901	\$42,791	\$48,626
Carter	\$44,747	\$49,222	\$55,934	Mayes	\$45,071	\$49,578	\$56,339
Cherokee	\$36,980	\$40,678	\$46,225	Murray	\$37,440	\$41,184	\$46,800
Choctaw	\$33,706	\$37,077	\$42,133	Muskogee	\$41,421	\$45,563	\$51,776
Cimarron	\$35,057	\$38,563	\$43,821	Noble	\$48,290	\$53,119	\$60,363
Cleveland	\$40,724	\$44,796	\$50,905	Nowata	\$35,529	\$39,082	\$44,411
Coal	\$35,006	\$38,507	\$43,758	Okfuskee	\$33,382	\$36,720	\$41,728
Comanche	\$44,517	\$48,969	\$55,646	Oklahoma	\$53,991	\$59,390	\$67,489
Cotton	\$35,806	\$39,387	\$44,758	Okmulgee	\$38,414	\$42,255	\$48,018
Craig	\$37,245	\$40,970	\$46,556	Osage	\$37,982	\$41,780	\$47,478
Creek	\$44,548	\$49,003	\$55,685	Ottawa	\$33,773	\$37,150	\$42,216
Custer	\$44,518	\$48,970	\$55,648	Pawnee	\$38,110	\$41,921	\$47,638
Delaware	\$34,309	\$37,740	\$42,886	Payne	\$40,297	\$44,327	\$50,371
Dewey	\$49,580	\$54,538	\$61,975	Pittsburg	\$46,240	\$50,864	\$57,800
Ellis	\$40,426	\$44,469	\$50,533	Pontotoc	\$44,245	\$48,670	\$55,306
Garfield	\$45,700	\$50,270	\$57,125	Pottawatomie	\$36,270	\$39,897	\$45,338
Garvin	\$46,996	\$51,696	\$58,745	Pushmataha	\$32,240	\$35,464	\$40,300
Grady	\$40,076	\$44,084	\$50,095	Roger Mills	\$40,687	\$44,756	\$50,859
Grant	\$49,931	\$54,924	\$62,414	Rogers	\$46,868	\$51,555	\$58,585
Greer	\$33,275	\$36,603	\$41,594	Seminole	\$38,596	\$42,456	\$48,245
Harmon	\$34,488	\$37,937	\$43,110	Sequoyah	\$30,163	\$33,179	\$37,704
Harper	\$35,864	\$39,450	\$44,830	Stephens	\$43,198	\$47,518	\$53,998
Haskell	\$32,247	\$35,472	\$40,309	Texas	\$41,622	\$45,784	\$52,028
Hughes	\$32,856	\$36,142	\$41,070	Tillman	\$36,311	\$39,942	\$45,389
Jackson	\$42,625	\$46,888	\$53,281	Tulsa	\$51,945	\$57,140	\$64,931
Jefferson	\$32,554	\$35,809	\$40,693	Wagoner	\$41,327	\$45,460	\$51,659
Johnston	\$29,322	\$32,254	\$36,653	Washington	\$52,164	\$57,380	\$65,205
Kay	\$43,849	\$48,234	\$54,811	Washita	\$38,162	\$41,978	\$47,703
Kingfisher	\$51,046	\$56,151	\$63,808	Woods	\$43,938	\$48,332	\$54,923
Kiowa	\$33,578	\$36,936	\$41,973	Woodward	\$49,921	\$54,913	\$62,401
Latimer	\$41,307	\$45,438	\$51,634				

Source: US Department of Commerce, Bureau of Economic Analysis, Table CAINC30

Note: The 125% wage threshold is used in change-in-control scenarios.

COMPANY BACKGROUND

Please provide detailed information related to the Quality Jobs Program applicant.

1. Describe the company's line(s) of business.
2. Outline the reason for expansion or new lines of business and projected growth.
3. List other locations within and outside Oklahoma.
4. Provide most current fiscal year sales and anticipated growth.
5. Furnish new investment projections applicable to current project.
6. Please furnish a CORPORATE organizational chart showing any sister companies, subsidiaries, parent company, etc. DO NOT provide individual names or job titles, only the parent-subsidary structure if the entity has common ownership.