

# Vermont Employment Growth Incentive Program

1

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## 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

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Reporting Requirement .....	3
VEGI Program Impact Summary.....	4
<b>VEGI PARTICIPANTS HELPING IN COVID19</b>	
<b>Caledonia Spirits, Montpelier .....</b>	
	4
Location & Demographics of Active & Complete Applications.....	5
Summary .....	7
<b>APPLICATION PIPELINE .....</b>	
	7
Tables 1A–1E: Applications Reviewed .....	9
<b>VEGI PARTICIPANTS HELPING IN COVID19</b>	
<b>Twincraft Skincare, Winooski &amp; Essex .....</b>	
	9
Tables 2A–2B: Summary of Incentives Authorization Data .....	14
Table 3: Annual Authorization and LMA Enhancement Caps.....	15
Tables 4A-4B: Claims and Actual Activity Summary .....	16
Table 5: Summary of Benefits Offered .....	18

## REPORTING REQUIREMENT

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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, 2018)

New Qualifying Jobs Created	7,465
New Qualifying Payroll Created	\$427,317,778
Average Wage	\$57,243
New Qualifying Capital Investments	\$962,826,861
Incentives Paid	\$27,739,868

### VEGI PARTICIPANTS HELPING IN COVID19

#### Caledonia Spirits, Montpelier

Caledonia Spirits, founded in 2009 by a beekeeper, moved to a beautiful new facility in Montpelier in June of 2019 after being approved in the VEGI Program in 2016. The 27,000 square foot location has allowed the company to have its manufacturing facilities as well as a full-service bar, retail, and hospitality business under one roof. Employee numbers have doubled during this time period.



Since early March of 2020, the Barr Hill team has worked diligently to make hand sanitizer for healthcare workers and its customers. Distillers have learned to formulate a completely new product. Packaging engineers have had to think outside the gin bottle. Bartenders have become sanitizer storekeepers. It has taken a tremendous amount of effort, learning, and most importantly, teamwork. Knowing that this sanitizer is in the hands of those who need it makes it all worthwhile to the company.

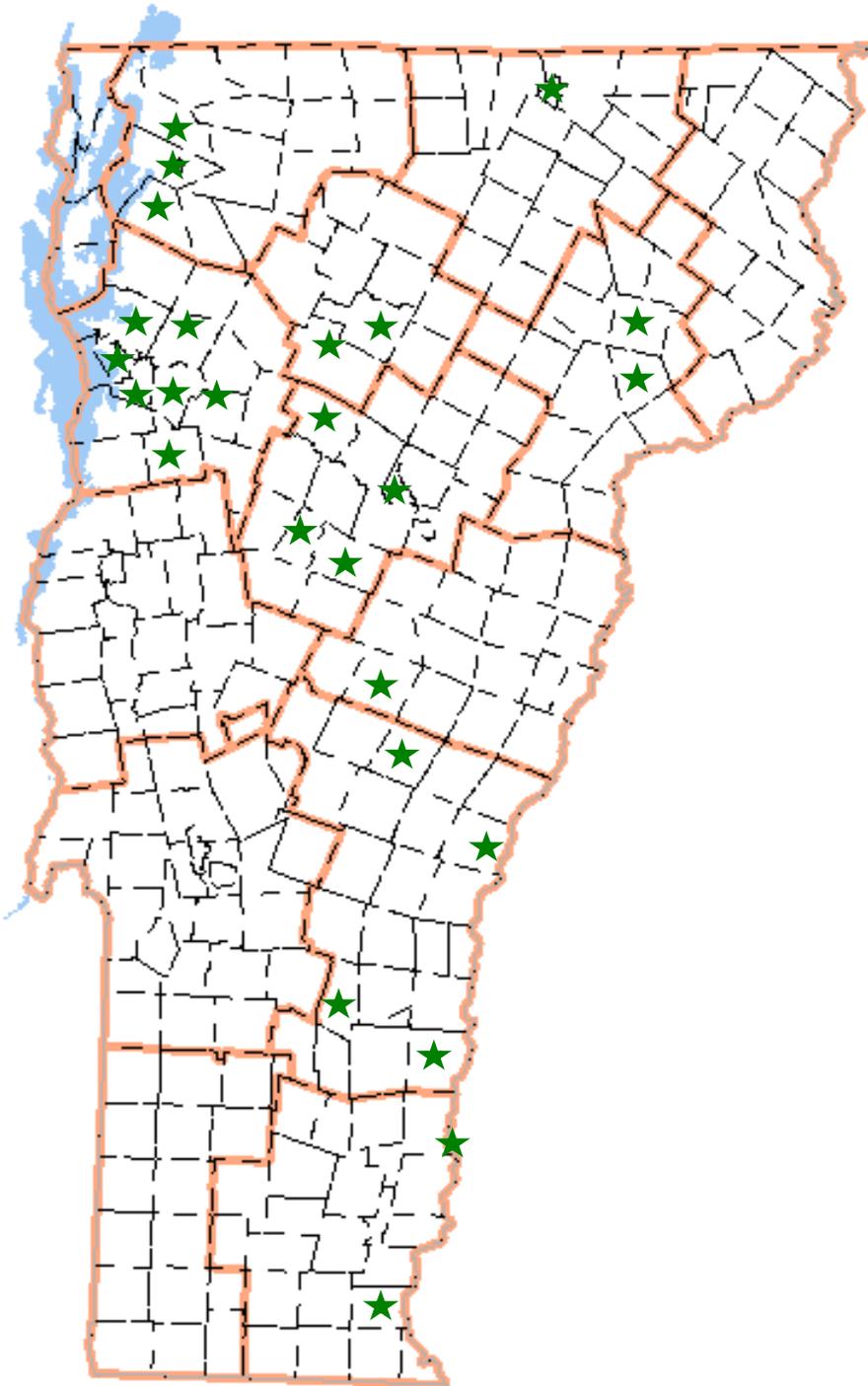
Hand sanitizer production has also kept Caledonia Spirit's stills running and the team busy during a very difficult time. The project has given them the chance to forge new partnerships with other Vermont companies. For example, the alcohol used in their sanitizer is either a kombucha byproduct made by Aqua ViTea in Middlebury or beer that was going to be discarded sent their way from Farrell Distributing. It is then distilled and blended by Barr Hill in Montpelier, and then packaged by the team at Runamok Maple in Fairfax.

The community has also heard the call to help and has donated nearly 12,000 ounces of sanitizer, which the company delivered to healthcare organizations and first responders throughout the state. This has been a bright spot during a tough time.

Caledonia Spirits plans to grow substantially over the next ten years into a nationwide brand.

## LOCATION & DEMOGRAPHICS OF ACTIVE & COMPLETE APPLICATIONS

The map depicts the locations of the active and complete applications for which a VEGI Incentive has been approved. The number of applications in each location is listed in the table at right. 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	Applications
Bellows Falls	1
Brattleboro	5
Burlington	3
Colchester	3
Essex/Essex Junction	11
Georgia	1
Hinesburg	1
Ludlow	1
Lyndon	1
Montpelier	2
Morristown	1
Newport	2
Northfield	1
Randolph	2
Richmond	1
Royalton	1
South Burlington	2
Springfield	1
St. Albans	2
St. Johnsbury	1
Stowe	1
Swanton	1
Waitsfield	1
Waterbury	1
White River Junction	1
Williston	4

The analysis below does not include businesses that received incentive payments and met early targets but have been concluded. Those participants are considered terminated and not active or complete. In those cases, Vermont benefited from additional jobs and capital investment that has been included in earlier year reports.

### Projected Activity Summary for Active & Complete Applications By County

For All Active & Complete Applications Considered Through December 31, 2019  
Total Projected Economic Activity, 2007 – 2023

County	Projected New Qualifying Employees	Projected New Qualifying Payroll	Projected Average Wage	Projected New Qualifying Capital Investments
Addison	0	\$0	\$0	\$0
Bennington	0	\$0	\$0	\$0
Caledonia/Essex/Orleans	207	\$7,886,507	\$38,099	\$8,590,445
Chittenden	1693	\$107,792,886	\$63,670	\$202,424,827
Franklin/Grand Isle	236	\$9,623,654	\$40,778	\$103,862,385
Lamoille	168	\$7,784,400	\$46,336	\$6,243,000
Orange	53	\$2,198,306	\$41,477	\$6,125,000
Rutland	0	\$0	\$0	\$0
Washington	562	\$19,623,181	\$34,917	\$75,970,918
Windham	251	\$12,021,467	\$47,894	\$111,817,000
Windsor	89	\$4,364,157	\$49,035	\$29,015,350
<b>Summary Total</b>	<b>3,259</b>	<b>\$171,294,558</b>	<b>\$52,560</b>	<b>\$544,048,925</b>

### Demographics

For All Active and Complete Applications Considered Through December 31, 2019  
Total Projected Economic Activity, 2007 – 2023

TYPE OF PROJECT	
Start Up	7
Acquisition/Plant Re-Start	4
Recruitment	3
Expansion	38

TYPE OF EXPANSION	
No Facility Expansion	4
Expansion of Current, Existing Facility	17
Acquisition/Reuse of Existing Facility	22
Construction of New Facility	9

BUSINESS SIZE BY NUMBER OF EMPLOYEES AT APPLICATION		
0-20	21	40%
21-50	6	12%
51-75	5	10%
76-100	5	10%
101-150	4	7%
151-200	4	7%
201-500	4	7%
500+	3	6%

VERMONT DOMICILE	
Vermont- Based	39
Not Vermont-Based	13

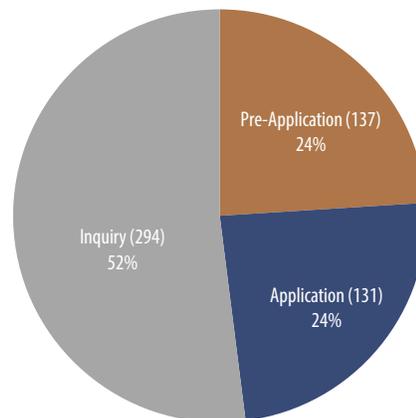
## SUMMARY

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 2020  
Total: 562



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, 2019.

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 26 applications, 12 of which are active as of December 31, 2019.

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 2018 were filed in April 2019 and examined by the Tax Department during 2019 and 2020. 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 Statute<sup>1</sup>. 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.

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<sup>1</sup> Refer to 32 VSA § 3337, Earning an incentive.

## **TABLES 1A-1E presents information on all applications considered by VEPC through December 31, 2019.**

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 cancelled 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.

### **VEGI PARTICIPANTS HELPING IN COVID 19**

#### **Twincraft Skincare, Winooski & Essex**

Twincraft Skincare has manufactured premium bar soap at its Winooski, Vermont factory for almost 50 years. Market demand for bar soap has gradually declined over time due to the rise of body wash and shower gel as convenient alternatives. In the mid-2010s, Twincraft

Skincare saw an opportunity in the personal care marketplace to lend its decades of soap expertise to the liquid cleansing space. Because of a 2015 VEGI incentive, Twincraft Skincare was able to invest in additional manufacturing space and equipment to expand its capabilities beyond bar soap.

Today, Twincraft Skincare is the manufacturer of choice for premium personal care brands, specializing in the natural and sustainable space. The company manufactures bar soap, body wash, clay masks, body butters, natural deodorants, and other essential personal care products. When the COVID-19 pandemic hit the United States earlier this year, Twincraft continued to manufacture bar soap and liquid cleansers that, when used properly, help to stop the spread of the virus.

Twincraft increased soap donations to local organizations that need hygiene supplies to help keep our community safe and healthy. They also partnered with Clean the World to turn soap waste from the manufacturing facility into new soap that is distributed globally to promote hygiene and prevent the spread of illness. In 2019 alone, Twincraft Skincare donated a total of 436,515 pounds of soap to this organization, which were reconfigured into 1,760,141 total soap bars for global distribution and 243,456 soap bars for domestic hygiene kits.



TABLE 1A

## Applications Approved and Active

Company Name	Date Initial Application Considered	Date Final Application Considered <sup>2</sup>	Authorization Period	Status	Date of Status Change	Term. Reason <sup>3</sup>	Incentive Earned Yes/No	Incentive Considered	Minimum Net Revenue Benefit	Edi Tax Stabiliz <sup>4</sup>	Green <sup>5</sup>	Labor Market Areas (LMA) <sup>6</sup>	Look Back Waiver (LBW) <sup>7</sup>
<b>KAD Models &amp; Prototyping</b> 313 VT Route 14S, East Randolph	9/26/19	12/19/19	2019–2023	Active-Final		—	N	\$112,515	\$-			•	
<b>DealerPolicy</b> 2300 St. George Road, Williston	7/25/19	12/19/19	2019–2023	Active-Final		—	N	\$270,481	\$142,837				
<b>GLAVEL</b> Saint Albans Industrial Park, Saint Albans	4/26/18	11/21/19	2019–2023	Active-Final		—	N	\$400,138	\$95,513			•	
<b>Marvell</b> 1000 River Street, Essex Junction	N/A	10/31/19	2019–2023	Active-Final		—	N	\$5,351,024	\$1,899,935				
<b>Twincraft</b> 36 River Road, Essex Junction	N/A	10/31/19	2019–2023	Active-Final		—	N	\$54,815	\$39,580				
<b>GS Blodgett Corp</b> 30 Allen Martin Drive, Essex Junction	3/28/19	10/31/19	2019–2023	Active-Final		—	N	\$1,859,343	\$952,666				
<b>NuHarbor Security</b> 39 River Road, Essex Junction	4/26/18	02/28/19	2019–2023	Active-Final		—	N	\$202,644	\$147,232				
<b>Long Falls Paperboard</b> 161 Wellington Road, Brattleboro	N/A	12/14/18	2018–2022	Active-Final		—	N	\$1,148,098	\$-			•	
<b>Greensea Systems, Inc.</b> 10 East Main Street, Richmond	7/26/18	12/14/18	2018–2022	Active Final		—	N	\$103,505	\$51,957				
<b>Gordini USA</b> 6 Thompson Drive, Essex Junction	3/29/18	12/14/18	2018–2022	Active-Final		—	Y	\$228,922	\$288,073				
<b>Inntopia</b> 782 Mountain Road, Stowe	2/22/18	12/14/18	2018–2022	Active-Final		—	N	\$221,168	\$678,749				
<b>MSI</b> 153 Stafford Avenue, Morrisville	12/14/17	12/14/18	2018–2022	Active-Final		—	N	\$928,824	\$-			•	
<b>Bedford</b> 687 Marshall Avenue, Suite 101, Williston	12/14/17	12/14/18	2018–2022	Active-Final		—	N	\$1,422,679	\$914,521				
<b>LED Dynamics, Inc./GMEDC</b> 300 Beanville Road, Randolph	10/26/17	12/14/18	2018–2022	Active-Final		—	Y	\$614,917	\$-			•	•
<b>Winooski, LLC/DealerPolicy, LLC</b> 553 Roosevelt Highway, Suite 201, Colchester	8/31/17	12/14/17	2017–2021	Active-Final		—	Y	\$92,529	\$45,881				
<b>Lawson's Finest Liquids</b> 155 Carroll Road, Waitsfield	2/23/17	12/14/17	2017–2021	Active-Final		—	Y	\$1,420,630	\$-			•	
<b>Commonwealth Dairy, LLC</b> 3 Omega Drive, Brattleboro	12/8/16	12/14/17	2017–2021	Active-Final		—	Y	\$307,407	\$660,140				
<b>Vermont Precision Tool</b> 10 Precision Lane, Swanton	11/3/16	12/14/17	2017–2021	Active-Final		—	Y	\$333,263	\$279,254				
<b>Logic Supply, Inc./Greenfield Capital, LLC</b> 35 Thompson Street, South Burlington	8/31/17	10/26/17	2017–2021	Active-Final		—	Y	\$757,684	\$365,913				
<b>GS Blodgett Corp</b> 42 Allen Martin Drive, Essex Junction	6/19/17	10/26/17	2017–2021	Active-Final		—	Y	\$643,469	\$875,060				
<b>Bariatric Nutrition Corp II</b> 308 Industrial Park Road, Georgia	6/23/16	12/8/16	2016–2020	Active-Final		—	Y	\$152,843	\$83,813				
<b>Caledonia Spirits/Lineage Realty</b> Barre Street, Montpelier	6/23/16	12/8/16	2016–2020	Active-Final		—	Y	\$402,673	\$191,953				
<b>Chroma Technology Corp</b> 10 Imtec Lane, Bellows Falls	6/23/16	12/8/16	2016–2020	Active-Final		—	Y	\$596,297	\$612,342				
<b>Vermont Aerospace-AIAC</b> 966 Industrial Park, Lyndonville	5/5/16	12/8/16	2016–2020	Active-Final		—	Y	\$328,841	\$29,592			•	
<b>Imerys Talc Vermont, Inc.</b> 73 East Hill, Ludlow	1/28/16	11/3/16	2016–2020	Active-Final		—	Y	\$696,332	\$398,820				
<b>LTK Consulting Services, Inc.</b> 35 Railroad Row, White River Junction	1/28/16	11/3/16	2016–2020	Active-Final		—	Y	\$184,683	\$76,325				
<b>Composites BHS, Inc.</b> 1227 Industrial Parkway, Saint Johnsbury	10/22/15	11/3/16	2016–2020	Active-Final		—	Y	\$512,145	\$-			•	
<b>GS Precision, Inc.</b> John Seitz Drive, Brattleboro	6/23/15	11/3/16	2016–2020	Active-Final		—	Y	\$1,154,702	\$-			•	
<b>Autumn Harp</b> 26 Thompson Drive, Essex Junction	N/A	5/26/16	2016–2020	Active-Final		—	Y	\$570,225	\$525,444				
<b>GW Plastics, Inc.</b> 272 Waterman Road, Royalton	7/23/15	12/3/15	2015–2019	Active-Final		—	Y	\$977,364	\$349,170			•	

TABLE 1A

## Applications Approved and Active

Company Name	Date Initial Application Considered	Date Final Application Considered <sup>2</sup>	Authorization Period	Status	Date of Status Change	Term. Reason <sup>3</sup>	Incentive Earned Yes/No	Incentive Considered	Minimum Net Revenue Benefit	Edi Tax Stabiliz <sup>4</sup>	Green <sup>4</sup>	Labor Market Areas (LMA) <sup>4</sup>	Look Back Waiver (LBW) <sup>4</sup>
<b>Cabot Hosiery Mills, Inc</b> Location Not Determined At Application	12/17/14	12/3/15	2015–2019	Active-Final		—	Y	\$1,336,191	\$543,354				
<b>Flex-A-Seal, Inc</b> 1 Jackson Street, Essex Junction	12/17/14	12/3/15	2015–2019	Active-Final		—	Y	\$144,998	\$208,891				
<b>Revision Ballistics, LTD</b> 7 Corporate Drive, Essex Junction	5/28/15	10/27/15	2015–2019	Active-Final		—	Y	\$619,007	\$-			•	
<b>Revision Military, LTD</b> 30 Industrial Avenue, Newport	4/6/15	10/27/15	2015–2019	Active-Final		—	Y	\$167,295	\$57,308				
<b>G.S. Blodget Corp.</b> 19 Thompson Drive, Essex	3/19/14	12/17/14	2014–2018	Active-Final		—	Y	\$754,104	\$410,685				
<b>Vermont Packinghouse</b> 25 Fairbanks Road, North Springfield	7/25/13	12/17/14	2014–2018	Active-Final		—	Y	\$233,252	\$-			•	
<b>Twincraft, Inc</b> 36 River Road, Essex	7/24/13	12/17/14	2014–2018	Active-Final		—	Y	\$532,584	\$512,840			•	
<b>Dealer.com II</b> 128 Lakeside Avenue, Building 21, Burlington	4/25/13	12/5/13	2013–2017	Active-Final		—	Y	\$1,201,850	\$1,970,120				
<b>Logic Supply, Inc.</b> 35 Thompson Street, South Burlington	4/25/13	10/24/13	2013–2017	Active-Final		—	Y	\$352,912	\$219,038				
<b>Seventh Generation</b> 60 Lake Street, Suite 3N, Burlington	4/26/12	12/13/12	2012–2016	Active-Final		—	Y	\$454,728	\$233,150			•	
<b>Commonwealth Dairy, LLC</b> 3 Omega Drive, Brattleboro	1/26/12	5/25/12	2012–2016	Active-Final		—	Y	\$303,004	\$277,714				
<b>VSC Holdings, Inc.</b> 10516 US Route 116, Hinesburg	2/24/11	10/27/11	2011–2015	Active-Final		—	Y	\$156,913	\$86,727				

TABLE 1B

## Applications Complete

Company Name	Date Initial Application Considered	Date Final Application Considered <sup>2</sup>	Authorization Period	Status	Date of Status Change	Term. Reason <sup>3</sup>	Incentive Earned Yes/No	Incentive Considered	Minimum Net Revenue Benefit	Edi Tax Stabiliz <sup>4</sup>	Green <sup>4</sup>	Labor Market Areas (LMA) <sup>4</sup>	Look Back Waiver (LBW) <sup>4</sup>
<b>Mylan Technologies</b> 110 Lake Street, Saint Albans	1/26/12	12/13/12	2012–2016	Complete		—	Y	\$5,733,506	\$2,786,740				
<b>Revision Ballistics</b> 7 Corporate Drive, Essex Junction	4/18/12	12/13/12	2012–2016	Complete		—	Y	\$734,081	\$-			•	
<b>Dealer.com, Inc.</b> 1 Howard Street, Burlington	1/28/10	12/16/10	2010–2014	Complete		—	Y	\$4,929,487	\$2,644,928				
<b>New England Supply, Inc.</b> 163 Chapin Road, Essex	N/A	3/25/10	2010–2014	Complete		—	Y	\$67,953	\$36,088				
<b>MyWebGrocer, Inc.</b> 354 Mountain View Drive, Colchester	N/A	10/22/09	2010–2014	Complete		—	Y	\$453,475	\$286,567				
<b>Green Mountain Coffee Roasters, Inc.</b> 33 Coffee Lane, Waterbury	7/23/09	12/17/09	2009–2013	Complete		—	Y	\$292,307	\$1,736,611				
<b>Commonwealth Yogurt, Inc.</b> Omega Drive, Delta Campus, Brattleboro	6/26/08	6/25/09	2009–2013	Complete		—	Y	\$1,201,154	\$614,505				
<b>Albany College of Pharmacy</b> 261 Mountain Drive, Colchester	12/6/07	1/22/09	2009–2013	Complete		—	Y	\$630,859	\$345,717				
<b>Vermont College of Fine Arts</b> 36 College Street, Montpelier	N/A	3/27/08	2008–2012	Complete		—	Y	\$206,737	\$126,260				
<b>Green Mountain Coffee Roasters, Inc.</b> 30 Gauthier Drive, Essex Junction	5/24/07	10/25/07	2007–2011	Complete		—	Y	\$1,786,828	\$2,129,672				

TABLE 1C

## Applications Reviewed and Denied

Company Name	Date Initial Application Considered	Date Final Application Considered <sup>2</sup>	Authorization Period	Status	Date of Status Change	Term. Reason <sup>3</sup>	Incentive Earned Yes/No	Incentive Considered	Minimum Net Revenue Benefit	Ed Tax Stabil <sup>4</sup>	Green <sup>5</sup>	Labor Market Areas (LMA) <sup>4</sup>	Look Back Waiver (LBW) <sup>4</sup>
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 1D

## Applications Approved and Cancelled

Company Name	Date Initial Application Considered	Date Final Application Considered <sup>2</sup>	Authorization Period	Status	Date of Status Change	Term. Reason <sup>3</sup>	Incentive Earned Yes/No	Incentive Considered	Minimum Net Revenue Benefit	Ed Tax Stabil <sup>4</sup>	Green <sup>5</sup>	Labor Market Areas (LMA) <sup>4</sup>	Look Back Waiver (LBW) <sup>4</sup>
Twincraft	6/28/18	N/A	—	Cancelled	06/19/19	1	N	\$180,746	\$-				
DSD International	12/14/17	N/A	—	Cancelled	08/21/19	1	N	\$63,215	\$-				
Culturemade (Project Xanadu)	12/14/17	N/A	—	Cancelled	06/04/19	1	N	\$1,377,752	\$-			•	
Carlson Management Consulting	10/25/18	N/A	—	Cancelled	12/13/18	1	N	\$316,602	\$-			•	
Soya Canfralia	6/1/17	N/A	—	Cancelled	8/13/18	1	N	\$580,995	\$-			•	
Westminster Cracker Company	11/17/16	N/A	—	Cancelled	4/27/17	1	N	\$194,485	\$-			•	
Britton Lumber Company, Inc.	12/3/15	N/A	—	Cancelled	5/26/16	1	N	\$784,862	\$-		•		
Triad Design Services, Inc.	2/26/15	N/A	—	Cancelled	9/22/16	1	N	\$968,657	\$-				
AGrown (AEG Holdings, LLC)	9/26/13	N/A	—	Cancelled	12/17/14	1	N	\$2,010,364	\$-		•		
Cambridge Valley Machining, Inc.	3/28/13	N/A	—	Cancelled	12/17/14	1	N	\$140,049	\$-				
Vermont Hard Cider Company, LLC	1/26/12	N/A	—	Cancelled	12/6/12	1	N	\$260,176	\$-				
Plasan Carbon Composites, Inc.	12/8/11	N/A	—	Cancelled	8/30/12	1	N	\$516,395	\$-		•		
Transcend Quality Manufacturing, Inc.	10/27/11	N/A	—	Cancelled	12/6/12	1	N	\$246,941	\$-		•	•	
AFCCell Medical	3/24/11	N/A	—	Cancelled	12/5/13	1	N	\$1,338,444	\$-				
Skypoint Solar	12/16/10	N/A	—	Cancelled	12/8/11	1	N	\$7,900,114	\$-		•		
Helix Global Solutions, Inc.	3/6/08	N/A	—	Cancelled	12/4/08	1	N	\$53,739	\$-				
Mascoma Corporation	10/25/07	N/A	—	Cancelled	6/26/08	1	N	\$1,942,989	\$-		•		

TABLE 1E

## Applications Approved and Terminated

Company Name	Date Initial Application Considered	Date Final Application Considered <sup>2</sup>	Authorization Period	Status	Date of Status Change	Term. Reason <sup>3</sup>	Incentive Earned Yes/No	Incentive Considered	Minimum Net Revenue Benefit	Ed Tax Stabil <sup>4</sup>	Green <sup>5</sup>	Labor Market Areas (LMA) <sup>4</sup>	Look Back Waiver (LBW) <sup>4</sup>
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	\$-				
National Hanger Company, Inc	12/17/14	9/22/15	—	Terminated	9/30/19	2	Y	\$272,369	\$-			•	
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	\$-		•	•	
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	\$-				
Bariatric 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	\$-		•		

TABLE 1 E

## Applications Approved and Terminated - continued

Company Name	Date Initial Application Considered	Date Final Application Considered <sup>2</sup>	Authorization Period	Status	Date of Status Change	Term. Reason <sup>3</sup>	Incentive Earned Yes/No	Incentive Considered	Minimum Net Revenue Benefit	Ed Tax Stabil <sup>4</sup>	Green <sup>4</sup>	Labor Market Areas (LMA) <sup>4</sup>	Look Back Waiver (LBW) <sup>4</sup>
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	\$-				

<sup>2</sup> 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.

<sup>3</sup> **1**=Initial application was submitted and approved but the final application was not submitted and the application was cancelled. No incentives ever authorized, earned or paid. **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.

<sup>4</sup> **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-2C summarize, as of December 31, 2019, the application volume, application status, the total amount of incentives considered and authorized, the total amount and impact of incentive enhancements, and the demographics of Active and Complete applications.**

TABLE 2 A

**Summary of Incentive Authorization Data**

For All Applications Considered Through December 31, 2019  
Total Projected Economic Activity, 2007 – 2023

	TOTAL	VEGI	Green VEGI <sup>5</sup>	LMA Enhanced	Lookback Waived
Applications Considered <sup>6</sup>	129	80	21	26	2
Approved (Complete and Active) <sup>7</sup>	52 (40%)	36	3	12	1
Cancelled <sup>8</sup>	17 (13%)	6	6	5	0
Terminated <sup>8</sup>	55 (43%)	35	10	9	1
Denied	5 (4%)	3	2	0	0

TABLE 2 B

**Authorization Summary**

For All Applications Considered Through December 31, 2019  
Total Projected Economic Activity, 2007 – 2023

Incentives	
Total Incentives Considered	\$92,627,654
Incentives Denied	\$2,198,190
Incentives Cancelled	\$18,876,525
Incentives Forfeited by Terminated Applicants	\$19,619,707
Incentives Paid or Available to Terminated Applicants	\$6,406,698
<b>Incentives Authorized (Active or Complete Applicants)</b>	<b>\$44,343,385</b>
Incentive Enhancements – Active Applicants	
INCREASE IN INCENTIVES DUE TO ENHANCEMENTS	
Green VEGI	\$647,960
LMA Enhancement	\$3,519,602
<b>Total</b>	<b>\$4,167,562</b>
DECREASE IN NET REVENUE RETURN DUE TO ENHANCEMENTS	
Green VEGI	\$593,685
LMA Enhancement	\$3,163,601
<b>Total</b>	<b>\$3,757,286</b>

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

<sup>6</sup> 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.

<sup>7</sup> Includes Initial and Final Applications.

<sup>8</sup> **Cancelled:** Initial Application was approved but Final Application was not filed so the application was cancelled. 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, 2019  
Total Projected Economic Activity, 2007 - 2023

Annual Incentives/Caps <sup>9</sup>			Annual LMA Enhancement Cap <sup>10</sup>		
		%			%
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 <sup>9</sup>	\$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 <sup>9</sup>	\$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 <sup>9</sup>	\$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 <sup>9</sup>	\$15,000,000		2015 Cap <sup>10</sup>	\$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 <sup>10</sup>	\$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 Cap	\$10,000,000		2019 Cap	\$1,000,000	
Final Approvals	\$8,250,960	83%	Final Approvals	\$35,064	4%
Net Cap Balance	\$1,749,040	17%	Net Cap Balance	\$964,936	96%

<sup>9</sup> 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.

<sup>10</sup> 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, 2018.**

In Table 4A, applicants who filed incomplete claims or did not file were terminated from the VEGI program. Claims that have a “Delayed” status did not meet the performance requirements in the applicant’s award. These companies are not immediately removed from the program if they do not meet their requirements but are allowed a “grace period” as defined by Statute<sup>11</sup>. 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 will not receive incentives for that performance year and any future incentives are terminated.

Claims with a “Rescinded” status did not meet performance targets by the grace period and authorization of incentives for future award years has been rescinded. These applicants may still earn maintenance incentives for award years where they met and continue to maintain their performance targets.

TABLE 4A

**Claims Filed Summary**

For All Claims Processed As Of December 31, 2018

	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Claims Expected	7	14	22	28	34	32	34	36	39	43	41	44
Incomplete Claims/Did not file/Closed	0	4	4	5	6	2	1	3	1	2	0	1
<b>Net Claims Included in Actual Data</b>	<b>7</b>	<b>10</b>	<b>18</b>	<b>23</b>	<b>28</b>	<b>30</b>	<b>33</b>	<b>33</b>	<b>38</b>	<b>41</b>	<b>41</b>	<b>43</b>
<b>Review Status of Claims:</b>												
Approved	4	4	12	16	19	21	23	25	33	35	36	32
Delayed	0	0	0	0	0	0	0	0	0	0	1	10
Rescinded	3	6	6	7	9	9	10	8	5	6	4	1

<sup>11</sup> Refer to 32 VSA § 3337, Earning an incentive.

The \$1.7 million in incentive payments for 2018 shown in Table 4B were paid to the companies that filed a claim and met the performance requirements for 2018 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 B

**Activity Summary**

For All Claims Processed As Of December 31, 2018

Claim Activity	New Qualifying Employees	New Qualifying Payroll	Average Wage	New Qualifying Capital Investments	Incentives Paid to Companies
2018	670	\$30,302,418	\$45,227	\$66,085,804	\$1,693,120
2017	579	\$28,117,980	\$48,563	\$66,878,349	\$2,835,129
2016	693	\$35,876,896	\$51,770	\$58,231,156	\$3,767,677
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
<b>Summary Total</b>	<b>7,465</b>	<b>\$427,317,778</b>	<b>\$57,243</b>	<b>\$962,826,861</b>	<b>\$27,739,868</b>

Table 4C provides a more in-depth breakdown by County of the performance activity in Claim Year 2018.

TABLE 4 C

**Activity Summary By County**

For the 2018 Claim Year

County	New Qualifying Employees	New Qualifying Payroll	Average Wage	New Qualifying Capital Investments	Incentives Paid to Companies
Addison	0	\$0	\$0	\$0	\$0
Bennington/Windham	112	\$4,806,845	\$42,918	\$13,364,777	\$381,695
Caledonia	24	\$952,684	\$39,695	\$538,218	\$62,652
Chittenden	239	\$11,848,390	\$49,575	\$26,103,149	\$634,490
Essex/Orleans	100	\$3,400,903	\$34,009	\$6,050,695	\$123,801
Franklin/Grand Isle	21	\$711,308	\$33,872	\$565,998	\$30,569
Lamoille	36	\$2,013,206	\$55,922	\$647,245	\$0
Orange/Washington	70	\$3,465,935	\$49,513	\$15,940,973	\$115,732
Rutland	0	\$0	\$0	\$0	\$0
Windsor	68	\$3,103,147	\$45,635	\$2,874,749	\$344,181
<b>Summary Total</b>	<b>670</b>	<b>\$30,302,418</b>	<b>\$45,227</b>	<b>\$66,085,804</b>	<b>\$1,693,120</b>

**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, 2018. The total number of claims submitted for approved applicants in years 1 through 5 for the December 31, 2018 claim year is 31.**

TABLE 5

**Summary of Benefits Offered**

From Claims For Approved Applicants In Years 1 Through 5 As Of December 31, 2018

Benefit Type	Number of Claimants Offering Benefit	Percent of Claimants Offering Benefit	Average Percent Paid By Employer
Health Care	30	97%	77% <sup>12</sup>
Dental	23	74%	
Vision	15	48%	
Life Insurance	26	84%	
Short-Term/Long-Term Disability Insurance	24	77%	
Profit Sharing	13	42%	
Retirement Contribution	25	81%	
Tuition Assistance	13	42%	
Paid Leave (Vacation, Holiday)	31	100%	
Other (see details below)	13	42%	

Other types of benefits offered by Applicants as reported in their claim forms:

- Employee Discounts
- Gym Reimbursement
- Parental Leave
- Bonus
- Bereavement Leave
- Professional Organization Dues
- Safety Gear/PPE
- Wellness Program
- Public Transit
- Employee Assistance Program
- Accident Insurance
- Therapeutic Massage

<sup>12</sup> 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.