

# Advantage Jobs Incentive Program

The Advantage Jobs Incentive Program is a rebate program designed to encourage businesses that create new quality jobs to locate in the state. Jobs must meet or exceed the average annual wage of the state or the county in which the company locates, whichever is lower.

## Program Facts

The Advantage Jobs Incentive Program provides for a rebate of a percentage of Mississippi payroll to qualified employers for a period of up to 10 years. This incentive is available to businesses that promise significant expansion of the economy through the creation of jobs. The average of all jobs included in the program must meet the minimum **average wage requirements**. Minimum job creation requirements are based on the **level of development of the county**.

The following businesses may qualify for this tax rebate:

- Data or information processing enterprises that provide an average annual wage of 100% of the lesser of the average county or state wage. In Tier I and II counties, 200 new jobs must be created, with 100 new jobs required in Tier III.
- Manufacturers or distributors that provide an average annual wage of 110% of the lesser of the average county or state wage. Additionally, the business must invest at least \$20,000,000 in property, plant, and equipment. In Tier I and II counties, 50 new jobs must be created, with 20 new jobs required in Tier III.
- Any business except retailers, certain services, and gaming establishments that provide an average annual wage of 125% of the lesser of the average county or state wage. In Tier I and II counties, 25 new jobs must be created, with 10 new jobs required in Tier III.
- Research and development enterprises that provide an average annual wage of 150% of the lesser of the average county or state wage. 10 new jobs must be created.
- Technology intensive enterprises that provide an average annual wage of 150% of the state wage. 10 new jobs must be created.

In addition to meeting the above requirements, eligible businesses must also:

- Provide a basic health benefits plan.
- Execute a performance agreement with MDA specifying the manner in which the enterprise will utilize the rebate.

The amount available for rebate is the lesser of:

1. The qualified Mississippi personal income tax withheld;

2. A cost/benefit analysis prepared by MDA (the net benefit rate and the cumulative estimated net direct state benefit); or
3. A legal maximum of 4% of applicable wages

Once the amount available is determined, the eligible company will receive:

- 90% if the annual average wage is at least 175% of the lesser of the average county or state wage;
- 80% if the annual average wage is at least 125% but less than 175% of the lesser of the average county or state wage; or
- 70% if the annual average wage is less than 125% of the lesser of the average county or state wage.

The company will have 24 months from the date that the application is approved by MDA to meet all program requirements, including jobs and salaries.

For further details, see the Mississippi Tax Incentives, Exemptions, and Credits on the State Tax Commission's website <http://www.mstc.state.ms.us/revenue/incentive/2008IncentiveBook.pdf>, or Section 57-62-1 et seq., MS Code 1972, Annotated. To request these documents or for assistance, contact the State Tax Commission at (601)923-7044 or the Financial Resources Division at [financial@mississippi.org](mailto:financial@mississippi.org) or (601)359-3552.