

PART I: APPENDICES

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Appendix I

Corporate Income Tax Nexus Creating Activities

Below is a summary of SC Revenue Ruling #16-11 and the Department's guidance concerning corporate income tax nexus creating activities. (A complete copy of SC Revenue Ruling #16-11 is available on the Department's website at www.dor.sc.gov.) Initially, this project began as an informal response to a Bureau of National Affairs, Inc., survey covering types of business activities or relationships that, by themselves, may or may not create corporate income tax nexus. The survey contained the following categories of questions:

- A. General Activities
- B. Registration with State Agencies/Departments
- C. Ownership/Leasing of In-State Property
- D. Ownership Interest of In-State Pass-Through Entities
- E. Licensing Intangibles
- F. Employee Activities – Sales Related
- G. Employee Activities – Non-Sales Related
- H. Activities of Unrelated Parties
- I. Distribution and Delivery
- J. Financial Activities/Transactions
- K. Transactions with South Carolina Printers
- L. Cloud Computing or Software as a Service (SaaS) Transactions
- M. Internet-Based Activities

Each response is based upon the specific facts described in the survey and necessary assumptions were made to answer each question. For example, the Department assumed that each specific survey question by itself was the only possible nexus creating activity or relationship a business has in South Carolina. Also, the Department assumed that the activities described are not “de minimis” unless the question or answer specifically states otherwise.

Each response refers only to income tax nexus. Activities that create nexus for income tax purposes differ somewhat from those that create nexus for other tax purposes. Further, the Department did not address the imposition of any license fee, filing requirements, withholding responsibilities, or the consequences of unity and foreign commerce.

A “yes” or “no” response to the survey question indicates whether each of the following activities or relationships will, by themselves, create corporate income tax nexus. In some instances, if the survey question was ambiguous or there were insufficient facts to accurately answer the question, the Department either provided a qualified response or did not provide a response to the question. Such questions have a “note” appended to them. Since developments in this area are constantly taking place, any response is subject to change due to a future statute, court decision, or advisory opinion.

CAUTION: Since a thorough review of the facts and circumstances of each taxpayer’s situation is required to make a nexus determination, additional facts not considered in answering the questions below may change the result.

A. General Activities

	YES	NO
1. The out-of-state corporation is doing business in South Carolina.	☒	☐
2. The out-of-state corporation makes sales to customers in South Carolina by means of an 800-telephone order number and advertises in South Carolina.	☐	☒
3. The out-of-state corporation is listed in the local telephone books of cities in South Carolina. The phone is not answered in South Carolina.	☐	☒
4. The out-of-state corporation uses local phone numbers in South Carolina, which are forwarded to the corporation’s headquarters located in another state.	☐	☒
5. The out-of-state corporation maintains a bank account at a bank located in South Carolina.	☐	☒
6. The out-of-state corporation provides consulting services in South Carolina during the year. The services are not <i>de minimis</i> .	☒	☐
7. The out-of-state corporation, through a third party, provides warranty services on goods sold in South Carolina. Note: If not <i>de minimis</i> and if the services are conducted on behalf of the out-of-state corporation. Generally, services will be considered as conducted on behalf of the out-of-state company if that company contracts for or controls the services.	☒	☐
8. The out-of-state corporation sends catalogs to residents in South Carolina.	☐	☒

	YES	NO
9. Does South Carolina have a <i>de minimis</i> standard? Note: South Carolina has a <i>de minimis</i> standard and follows the principles defined by case law. See <i>Wisconsin Department of Revenue v. William Wrigley, Jr., Co.</i> , 505 U.S. 214 (1992), SC Revenue Ruling #97-15, SC Private Letter Ruling #94-8, and S.C. Code Ann. § 12-6-4920.	☒	☐
10. Does South Carolina conform to the Multistate Tax Commission's Nexus Bulletin 95-1 "Computer Company's Provision of In-State Repair Services Creates Nexus?" Note: South Carolina has not adopted MTC's Nexus Bulletin, but South Carolina generally, considers services conducted by a third party to be on behalf of the out-of-state company if that company contracts for or controls the services.	☐	☐

B. Registration with State Agencies/Departments

	YES	NO
1. The out-of-state corporation is registered, authorized, certified, or qualified by the Secretary of State, or other similar agency, to transact business in South Carolina as a foreign corporation.	☐	☒
2. The out-of-state corporation holds a general business license issued by South Carolina.	☐	☒
3. The out-of-state corporation holds a specialty license issued by South Carolina.	☐	☒
4. The out-of-state corporation is registered with South Carolina as a government vendor or contractor.	☐	☒

C. Ownership/Leasing of Property in South Carolina

	YES	NO
1. The out-of-state corporation owns raw land.	☒	☐
2. The out-of-state corporation stores inventory or other goods in a public warehouse for fewer than 30 days per year. Note: Except for independent contractors under Public Law 86-272 and persons storing material in connection with a printing contract under S.C. Code Ann. § 12-6-555.	☒	☐
3. The out-of-state corporation ships in-process inventory to an unrelated party in South Carolina solely for processing. Note: Except for processing in connection with a printing contract under S.C. Code Ann. § 12-6-555.	☒	☐

	YES	NO
4. The out-of-state corporation consigns goods to vendors, independent contractors, or other parties. Note: Except for independent contractors under Public Law 86-272.	☒	☐
5. The out-of-state corporation owns display racks. Note: Furnishing and setting up display racks and advising customers on the display of the company's products without charge or other consideration is a protected activity under SC Revenue Ruling #97-15. The answer assumes that the corporation does not sell or lease the racks and the racks do not operate to prepare the product for use or as vending machines.	☒	☐
6. The out-of-state corporation owns tooling, molds, dies, etc., located at a manufacturing facility in South Carolina.	☒	☐
7. The out-of-state corporation leases (as lessor) real estate in South Carolina to an unrelated third party.	☒	☐
8. The out-of-state corporation leases (as lessor) rented mobile property such as rail cars, planes, and trailers, which the lessee may use in South Carolina. The use is not <i>de minimis</i> . Note: See SC Private Letter Ruling #94-8 concluding leasing airplanes landing in SC three times per year was <i>de minimis</i> .	☒	☐
9. The out-of-state corporation owns, or leases automobiles provided to salespersons.	☐	☒
10. The out-of-state corporation owns, or leases trucks or automobiles used by non-salespersons.	☒	☐
11. The out-of-state corporation owns or leases other machinery or equipment.	☒	☐
12. The out-of-state corporation holds title to property located in South Carolina until the contract price has been paid. Note: Assuming ownership has not passed, and that holding title does not serve merely as a security interest.	☒	☐
13. The out-of-state corporation files a security interest on inventory sold until the contract price has been paid.	☐	☒
14. The out-of-state corporation owns or leases a place for company employees, directors, and officers. Note: Assuming ownership or long-term rental of real property in South Carolina.	☒	☐

D. Ownership Interest of In-State Pass-Through Entities

	YES	NO
1. The out-of-state corporation owns an interest in an investment partnership or LLC taxed as a partnership that has operations in South Carolina. Note: Although the income may not be taxed in SC. See SC Commission Decision #92-58 and SC Private Letter Ruling #95-2.	☒	☐

	YES	NO
2. The out-of-state corporation owns a general interest in a partnership that is doing business in South Carolina.	☒	☐
3. The out-of-state corporation owns a limited interest in a partnership that is doing business in South Carolina.	☒	☐
4. The out-of-state corporation owns an interest in an LLC that is doing business in South Carolina and is involved in managing the LLC. Note: Assuming the LLC is taxed as a partnership or S Corporation.	☒	☐
5. The out-of-state corporation owns an interest in an LLC that is doing business in South Carolina, but is not the managing member or otherwise involved in managing the LLC. Note: Assuming the LLC is taxed as a partnership or S Corporation.	☒	☐
6. The out-of-state corporation owns an interest in an entity located in South Carolina that is disregarded for federal income tax purposes. Note: Assuming the entity is doing business or owns property in South Carolina.	☒	☐
7. The out-of-state corporation has an ownership interest or a beneficial interest in a flow-through entity, directly or indirectly through one or more other flow-through entities, that has substantial nexus in South Carolina.	☒	☐

E. Licensing Intangibles¹

	YES	NO
1. The out-of-state corporation licenses trademarks or trade names to related entities with locations in South Carolina.	☒	☐
2. The out-of-state corporation licenses trademarks or trade names to unrelated entities with locations in South Carolina.	☒	☐
3. The out-of-state corporation sells/licenses franchises (such as fast-food franchises) to residents of South Carolina. Note: Assuming this does not mean the sale of an entire business, e.g., not an outright sale of a restaurant and not a sale of all of franchisor's interest in the franchise.	☒	☐
4. The out-of-state corporation licenses canned software to consumers in South Carolina.	☒	☐
5. The out-of-state corporation sells/licenses the right to use a patent or copyright to related entities with locations in South Carolina.	☒	☐
6. The out-of-state corporation sells/licenses the right to use a patent or copyright to unrelated entities with locations in South Carolina.	☒	☐

¹ See *Geoffrey, Inc. v. South Carolina Tax Commission*, 437 S.E.2d 13 (S.C. 1993).

F. Employee Activities – Sales Related

	YES	NO
1. Employees, while in South Carolina, accept and approve customer orders.	☒	☐
2. Employees, while in South Carolina, negotiate prices, subject to approval outside South Carolina.	☐	☒
3. Employees, while in South Carolina, investigate credit-worthiness of customers.	☒	☐
4. Employees, while in South Carolina, secure or accept deposits on sales.	☒	☐
5. Employees, while in South Carolina, handle credit disputes.	☒	☐
6. Employees, while in South Carolina, attend trade shows or maintain sample/display rooms for one to 14 days per year.	☐	☒
7. Employees, while in South Carolina, maintain a two-month supply of free samples.	☐	☒
8. Employees, while in South Carolina, check customers' inventories for reorder.	☐	☒
9. An employee, while in South Carolina, makes a single sale on his own initiative and without the company's prior knowledge. The sale is not <i>de minimis</i> .	☒	☐
10. Employees, while in South Carolina, solicit sales of services in South Carolina. The solicitation activity is not <i>de minimis</i> .	☒	☐
11. Employees, while in South Carolina, perform a sales-related function associated with services and are reimbursed for the costs of maintaining a home office.	☒	☐
12. Employees, while in South Carolina, operate mobile stores.	☒	☐

G. Employee Activities – Non-Sales Related

	YES	NO
1. Employees, while in South Carolina, collect delinquent accounts.	☒	☐
2. Employees, while in South Carolina, repossess property.	☒	☐
3. Employees, while in South Carolina, regularly perform installation, repair, maintenance, or warranty services.	☒	☐
4. Employees, while in South Carolina, perform installation, repair, or warranty services one to four times per year. Note: Unless <i>de minimis</i> .	☒	☐
5. Employees, while in South Carolina, set up promotional display of products (e.g., end caps) and inspect inventory. Note: The setting up of promotional displays of products will not create nexus. The inspection of inventory for purposes other than reorder, such as quality control, will create nexus.	☐	☐
6. Employees, while in South Carolina, supervise or inspect installation.	☒	☐

	YES	NO
7. Employees, while in South Carolina, conduct training courses, seminars, or lectures two times per year. Note: Unless sales training.	☒	☐
8. Employees, while in South Carolina, provide engineering or design functions related to customized products.	☒	☐
9. Employees, while in South Carolina, handle customer complaints. Note: Facilitating communications between the company and the customer when the purpose of such mediation is to ingratiate the sales personnel with the customer is a protected activity. See SC Revenue Ruling #97-15.	☒	☐
10. Employees, while in South Carolina, pick up defective merchandise.	☒	☐
11. Employees, while in South Carolina, pick up or replace damaged or returned property.	☒	☐
12. Employees, while in South Carolina, provide shipping information and coordinate deliveries.	☐	☒
13. Employees, while in South Carolina, telecommute from their homes located in South Carolina and perform non-solicitation activities.	☒	☐
14. One employee telecommutes from his home located in South Carolina and performs back-office administrative business functions, such as payroll, as opposed to direct customer service or other activities directly related to the employer's commercial business activities.	☒	☐
15. One employee telecommutes from his home located in South Carolina and performs product development functions such as computer coding.	☒	☐
16. Employees, while in South Carolina, assist the out-of-state corporation in defending a lawsuit (e.g., legal staff and witnesses) while in South Carolina for one to 30 days. Note: See SC Revenue Ruling #08-1 where the Department concluded that the use of the South Carolina court system by an out-of-state company sending various employees to South Carolina to assist its independent legal counsel in defending a lawsuit does not give the out-of-state company nexus with South Carolina. The law firm providing counsel is taxable in South Carolina.	☐	☒
17. Employees fly into South Carolina on a commercial airline for business purposes.	☐	☒
18. Employees, while in South Carolina, purchase raw material and inventory while in South Carolina for 20 or fewer days.	☐	☒
19. Employees, while in South Carolina, attend seminars.	☐	☒
20. Employees, while in South Carolina, attend an annual training seminar, convention, trade show, retreat, or board of directors meeting for up to 14 consecutive days each year. During their stay, employees maintain contact with the out-of-state office, and conduct business over the telephone, computer, etc. in South Carolina.	☐	☒

	YES	NO
21. Employees fly into South Carolina on a company plane to attend a seminar.	☐	☒
22. Employees fly into South Carolina on a company plane to attend sports events as spectators.	☐	☒
23. Employees, while in South Carolina, attend seminars or social functions while staying on a company yacht docked in waters in South Carolina for up to 14 days.	☐	☒
24. Employees, while in South Carolina, hold job fairs, hiring events, or other recruiting activities for the out-of-state office. Note: Unless in the recruiting business.	☐	☒
25. Employees, while in South Carolina, hire, supervise, or train other employees. Note: Unless sales training.	☒	☐

H. Activities of Unrelated Parties

	YES	NO
1. Unrelated third parties located in South Carolina provide fulfillment services (<i>i.e.</i> , fill product orders from inventory owned by the out-of-state corporation).	☒	☐
2. Unrelated third parties located in South Carolina collect regular or delinquent accounts. Note: If the unrelated third party is performing the activity for more than one company, the answer will depend on additional facts.	☒	☐
3. Unrelated third parties located in South Carolina investigate credit-worthiness of new customers. Note: If the unrelated third party is performing the activity for more than one company, the answer will depend on additional facts.	☒	☐
4. Unrelated third parties located in South Carolina repossess property. The parties Activities are not <i>de minimis</i> .	☒	☐
5. Unrelated third parties located in South Carolina repair or provide maintenance, including warranty services that are not <i>de minimis</i> and are conducted on behalf of the out-of-state company. Note: Generally, services will be considered to be conducted on behalf of the out-of-state company if that company contracts for or controls the services.	☒	☐
6. Unrelated third parties located in South Carolina assist with the “set-up” or installation of the company’s products that are not <i>de minimis</i> and are conducted on behalf of the out-of-state company. Note: Generally, services will be considered to be conducted on behalf of the out-of-state company if that company contracts for or controls the services.	☒	☐

	YES	NO
7. Unrelated third parties located in South Carolina perform repairs under standard or extended warranty that are not <i>de minimis</i> and are conducted on behalf of the out-of-state company. Note: Generally, services will be considered to be conducted on behalf of the out-of-state company if that company contracts for or controls the services.	☒	☐
8. Unrelated third parties located in South Carolina close mortgage loans for an out-of-state financial organization. Note: If the unrelated third party is performing the activity for more than one company, the answer will depend on additional facts.	☒	☐
9. Unrelated third parties located in South Carolina service mortgage and/or consumer loans for an out-of-state financial organization. Note: If the unrelated third party is performing the activity for more than one company, the answer will depend on additional facts.	☒	☐

I. Distribution and Delivery

	YES	NO
1. The out-of-state corporation ships products into South Carolina in returnable containers. Note: Assuming the corporation asks for their return.	☒	☐
2. The out-of-state corporation delivers goods into South Carolina (from a point outside South Carolina) to customers in the corporation's owned or leased vehicles.	☐	☒
3. The out-of-state corporation picks up defective products or scrap materials in South Carolina in taxpayer-owned vehicles.	☒	☐
4. The out-of-state corporation picks up raw materials in South Carolina in taxpayer-owned vehicles. Note: Assuming the pickup is not a back haul (<i>i.e.</i> , the out-of-state corporation picks up shipments at the destination or nearby location in South Carolina for delivery to another point).	☐	☒
5. The out-of-state corporation travels through South Carolina in taxpayer-owned trucks, but does not pick up or deliver goods in South Carolina. Note: S.C. Code Ann. § 12-6-4920 for the filing requirements for interstate motor carriers.	☐	☒
6. The out-of-state corporation "back hauls" shipments in corporate-owned trucks.	☒	☐
7. The out-of-state corporation holds title to electricity flowing through a transmission wire within South Carolina (the transmission neither originates nor terminates in South Carolina). Note: Assuming the corporation does not own or lease the transmission wire.	☐	☒

- | | YES | NO |
|--|--------------------------|-------------------------------------|
| 8. The out-of-state corporation holds title to natural gas flowing through a pipeline within South Carolina (the natural gas neither originates nor terminates in South Carolina).
Note: Assuming the corporation does not own or lease the pipeline. | ☐ | ☒ |

J. Financial Activities/Transactions

- | | YES | NO |
|---|-------------------------------------|-------------------------------------|
| 1. The out-of-state corporation negotiates and obtains bank loans from a bank located in South Carolina. Officers of the corporation visit the bank at least twice a year to discuss business. | ☐ | ☒ |
| 2. The out-of-state corporation makes loans secured by real estate located in South Carolina.
Note: No response depends on facts that are not provided. | ☐ | ☐ |
| 3. The out-of-state corporation makes loans secured by tangible personal property in South Carolina.
Note: No response depends on facts that are not provided. SC Revenue Ruling #08-1 provides an example where a NC finance company does business in NC and TN. The company makes a personal loan to a NC resident who moves to SC the following year. The finance company does not have nexus with SC. The result would not change if the NC resident who moved to SC had his personal car secured by the NC loan. Further, the finance company does not have nexus with SC if the SC borrower contacts the NC finance company to renew the loan. | ☐ | ☐ |
| 4. The out-of-state corporation issues credit cards to residents of South Carolina. | ☒ | ☐ |
| 5. The out-of-state corporation purchases, via the secondary market, mortgage loans, secured by real estate located in South Carolina.
Note: No response depends on facts that are not provided. SC Revenue Ruling #08-1 provides an example where a NY finance company is in the business of packaging and selling credit card and mortgage loans to passive investors throughout the US. A few of the debtors and some of the property securing the loans are located in SC. The passive investors do not have nexus with SC. Note, however, if the purchaser "services" the loans in SC, there may be nexus depending on the facts and circumstances. | ☐ | ☐ |
| 6. The out-of-state corporation is a passive investor who purchases, via the secondary market, credit account balances of residents of South Carolina.
Note: No response depends on facts that are not provided. SC Revenue Ruling #08-1 provides an example where a NY finance company is in the business of packaging and selling credit card and mortgage loans to passive investors throughout the US. A few of the debtors and some of the property securing the loans are located in SC. The passive investors do not have nexus with SC. Note, however, if the purchaser "services" the loans in SC, there may be nexus depending on the facts and circumstances. | ☐ | ☐ |

	YES	NO
7. The out-of-state corporation makes personal loans to residents of South Carolina who traveled across the state-border to obtain the loans. Note: No response depends on facts that are not provided.	☐	☐
8. The out-of-state corporation makes personal loans to out-of-state residents who over a number of years subsequently move to South Carolina. Note: See SC Revenue Ruling #08-1 debt examples.	☐	☒
9. The out-of-state corporation makes automobile loans to out-of-state residents who over a number of years subsequently move to South Carolina. Note: See SC Revenue Ruling #08-1 debt examples.	☐	☒
10. The out-of-state corporation is in the business of packaging and selling credit card and mortgage loans to passive investors throughout the United States. A few of the debtors and some of the property securing the loans are located in South Carolina. Note: See SC Revenue Ruling #08-1 debt examples.	☐	☒
11. The out-of-state corporation forecloses on one parcel of real estate located in South Carolina. Note: No response depends on facts that are not provided.	☐	☐
12. The out-of-state corporation forecloses on several parcels of real estate located in South Carolina.	☒	☐

K. Transactions with South Carolina Printers²

	YES	NO
1. The out-of-state corporation leases tangible personal property located at a printer in South Carolina for use in connection with a printing contract. Once the work is complete, the printer ships the printed material out of South Carolina for addressing and mailing.	☐	☒
2. The out-of-state corporation owns raw materials at a South Carolina printer.	☐	☒
3. The out-of-state corporation visits South Carolina printers for quality control purposes one to six times per year.	☐	☒

L. Computer and Internet Based Transactions

	YES	NO
1. The out-of-state corporation provides access to its software to South Carolina customers and pays independent contractors to perform configuration/set-up services in South Carolina.	☒	☐

²See S.C. Code Ann. § 12-6-555.

	YES	NO
2. The out-of-state corporation provides access to its software to South Carolina customers and has employees solicit business in South Carolina.	☒	☐
3. The out-of-state corporation provides access to its software to South Carolina customers and lacks a physical presence in South Carolina, but has a substantial number of customers with billing addresses in South Carolina.	☒	☐
4. The out-of-state corporation provides access to its software to South Carolina customers and lacks a physical presence in South Carolina, but earns a substantial amount of revenue from customers in South Carolina.	☒	☐
5. The out-of-state corporation owns an internet server located in South Carolina.	☒	☐

Appendix II

Job Development Credit Hourly Gross Wage Figures For Years 1995 – 2025

Percent to Claim	Gross Wage Per Hour of New Employee – 1995	Percent to Claim	Gross Wage Per Hour of New Employee – 2000
2%	\$6.00 to \$7.99	2%	\$6.74 to \$8.98
3%	\$8.00 to \$9.99	3%	\$8.99 to \$11.23
4%	\$10.00 to \$14.99	4%	\$11.24 to \$16.85
5%	\$15.00 and over	5%	\$16.86 and over
Percent to Claim	Gross Wage Per Hour of New Employee – 1996	Percent to Claim	Gross Wage Per Hour of New Employee – 2001
2%	\$6.16 to \$8.21	2%	\$6.95 to \$9.26
3%	\$8.22 to \$10.26	3%	\$9.27 to \$11.57
4%	\$10.27 to \$15.40	4%	\$11.58 to \$17.37
5%	\$15.41 and over	5%	\$17.38 and over
Percent to Claim	Gross Wage Per Hour of New Employee – 1997	Percent to Claim	Gross Wage Per Hour of New Employee – 2002
2%	\$6.34 to \$8.44	2%	\$7.18 to \$9.57
3%	\$8.45 to \$10.55	3%	\$9.58 to \$11.96
4%	\$10.56 to \$15.84	4%	\$11.97 to \$17.95
5%	\$15.85 and over	5%	\$17.96 and over
Percent to Claim	Gross Wage Per Hour of New Employee – 1998	Percent to Claim	Gross Wage Per Hour of New Employee - 2003
2%	\$6.51 to \$8.68	2%	\$7.30 to \$9.72
3%	\$8.69 to \$10.85	3%	\$9.73 to \$12.15
4%	\$10.86 to \$16.28	4%	\$12.16 to \$18.23
5%	\$16.29 and over	5%	\$18.24 and over
Percent to Claim	Gross Wage Per Hour of New Employee – 1999	Percent to Claim	Gross Wage Per Hour of New Employee – 2004
2%	\$6.62 to \$8.82	2%	\$7.46 to \$9.94
3%	\$8.83 to \$11.03	3%	\$9.95 to \$12.43
4%	\$11.04 to \$16.55	4%	\$12.44 to \$18.65
5%	\$16.56 and over	5%	\$18.66 and over

Percent to Claim	Gross Wage Per Hour of New Employee – 2005	Percent to Claim	Gross Wage Per Hour of New Employee – 2011
2%	\$7.64 to \$10.17	2%	\$8.87 to \$11.81
3%	\$10.18 to \$12.72	3%	\$11.82 to \$14.77
4%	\$12.73 to \$19.08	4%	\$14.78 to \$22.16
5%	\$19.09 and over	5%	\$22.17 and over
Percent to Claim	Gross Wage Per Hour of New Employee – 2006	Percent to Claim	Gross Wage Per Hour of New Employee – 2012
2%	\$7.87 to \$10.49	2%	\$9.08 to \$12.10
3%	\$10.50 to \$13.11	3%	\$12.11 to \$15.12
4%	\$13.12 to \$19.68	4%	\$15.13 to \$22.69
5%	\$19.69 and over	5%	\$22.70 and over
Percent To Claim	Gross Wage Per Hour of New Employee – 2007	Percent to Claim	Gross Wage Per Hour of New Employee – 2013
2%	\$8.18 to \$10.89	2%	\$9.32 to \$12.41
3%	\$10.90 to \$13.63	3%	\$12.42 to \$15.51
4%	\$13.64 to \$20.44	4%	\$15.52 to \$23.28
5%	\$20.45 and over	5%	\$23.29 and over
Percent to Claim	Gross Wage Per Hour of New Employee – 2008	Percent to Claim	Gross Wage Per Hour of New Employee – 2014
2%	\$8.37 to \$11.14	2%	\$9.48 to \$12.62
3%	\$11.15 to \$13.94	3%	\$12.63 to \$15.78
4%	\$13.95 to \$20.91	4%	\$15.79 to \$23.67
5%	\$20.92 and over	5%	\$23.68 and over
Percent to Claim	Gross Wage Per Hour of New Employee – 2009	Percent to Claim	Gross Wage Per Hour of New Employee – 2015
2%	\$8.72 to \$11.62	2%	\$9.63 to \$12.82
3%	\$11.63 to \$14.53	3%	\$12.83 to \$16.03
4%	\$14.54 to \$21.80	4%	\$16.04 to \$24.06
5%	\$21.81 and over	5%	\$24.07 and over
Percent to Claim	Gross Wage Per Hour of New Employee – 2010	Percent to Claim	Gross Wage Per Hour of New Employee – 2016
2%	\$8.74 to \$11.64	2%	\$9.67 to \$12.87
3%	\$11.65 to \$14.55	3%	\$12.88 to \$16.10
4%	\$14.56 to \$21.84	4%	\$16.11 to \$24.16
5%	\$21.85 and over	5%	\$24.17 and over

Percent to Claim	Gross Wage Per Hour of New Employee – 2017	Percent to Claim	Gross Wage Per Hour of New Employee – 2022
2%	\$9.75 to \$12.99	2%	\$10.84 to \$14.44
3%	\$13.00 to \$16.24	3%	\$14.45 to \$18.05
4%	\$16.25 to \$24.36	4%	\$18.06 to \$27.09
5%	\$24.36 and over	5%	\$27.10 and over

Percent to Claim	Gross Wage Per Hour of New Employee – 2018	Percent to Claim	Gross Wage Per Hour of New Employee - 2023
2%	\$9.94 to \$13.24	2%	\$11.67 to \$15.55
3%	\$13.25 to \$16.55	3%	\$15.56 to \$19.44
4%	\$16.56 to \$24.84	4%	\$19.45 to \$29.18
5%	\$24.85 and over	5%	\$29.19 and over

Percent to Claim	Gross Wage Per Hour of New Employee – 2019	Percent to Claim	Gross Wage Per Hour of New Employee - 2024
2%	\$10.18 to \$13.56	2%	\$12.31 to \$16.40
3%	\$13.57 to \$16.95	3%	\$16.41 to \$20.49
4%	\$16.96 to \$25.44	4%	\$20.50 to \$30.76
5%	\$25.45 and over	5%	\$30.77 and over

Percent to Claim	Gross Wage Per Hour of New Employee – 2020	Percent to Claim	Gross Wage Per Hour New New Employee - 2025
2%	\$10.37 to \$13.82	2%	\$12.70 to \$16.92
3%	\$13.83 to \$17.28	3%	\$16.93 to \$21.15
4%	\$17.29 to \$25.93	4%	\$21.16 to \$31.74
5%	\$25.94 and over	5%	\$31.75 and over

Percent to Claim	Gross Wage Per Hour of New New Employee – 2021
2%	\$10.53 to \$14.02
3%	\$14.03 to \$17.53
4%	\$17.54 to \$26.30
5%	\$26.31 and over