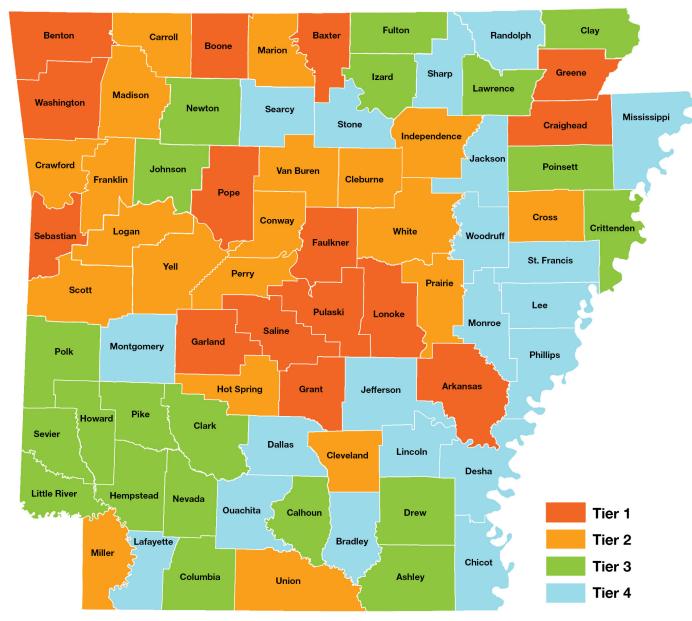


Arkansas Incentives Tier Map



Advantage Arkansas

Create Rebate

ArkPlus

Tier	Payroll Threshold	Benefit*	Tier	Benefit*	-	Tier	Minimum Investment	Minimum Payroll
1	\$125,000	1% of payroll	1	3.9%		1	\$5,000,000	\$2,000,000
2	\$100,000	2% of payroll	2	4.25%		2	\$3,750,000	\$1,500,000
3	\$75,000	3% of payroll	3	4.5%		3	\$3,000,000	\$1,200,000
4	\$50,000	4% of payroll	4	5.0%		4	\$2,000,000	\$800,000

^{*} Effective July 1, 2015. Based on Payroll of New, Full-time, Permanent Employees