

Authorization

Sections 620.2000 to 620.2020

Eligible Applicants

- For-profit or nonprofit businesses
- Not eligible:
 - Gambling establishments, food and drinking places, public utilities, educational services, religious organizations, public administration, ethanol distillation or production, biodiesel production, healthcare and social services, or store front consumer-based retail trade establishments not located in a third- or fourth-class county.
 - Businesses that are delinquent in payment of any nonprotested taxes or other payments (state, federal, local).
 - Businesses that have filed for or have publicly announced their intention to file for bankruptcy, unless certain requirements are met.
 - Businesses that are relocating jobs from Johnson, Miami, or Wyandotte counties in Kansas to Jackson, Platte, Clay or Cass Counties in Missouri. However, net new jobs created above a qualified company's base employment may be eligible for benefits.
- Note: Headquarters, administrative, or research and development offices of otherwise excluded businesses may be eligible if the predominant function of such offices is to serve a multistate territory.

Application/Approval Procedure

Prior to the receipt of a DED proposal or approval of a notice of intent (NOI), none of the following can have occurred:

- Significant, project-specific site work at the project facility
- Purchased machinery or equipment related to the project
- A publicly announced intention to make new capital investment at the project facility

A qualified company may request a proposal for estimated benefits or apply directly with an NOI to DED. DED will then confirm the business is eligible; establish the date at which "base employment" is calculated; reserve the estimated tax credits for the project (if any); and establish the two-year deadline date by which the minimum thresholds for the creation of the new jobs, investment, etc. must be met.

Program Benefits

Program benefits include (a) the retention of the state withholding tax of the new jobs and/or (b) state tax credits, which are refundable, transferable and saleable. The program benefits are based on a percentage of the payroll of the new jobs. The program benefits are not provided until the minimum new job threshold is met and the company meets the average wage and health insurance requirements. For definitions of "full-time employee," "new jobs," and "project facility base employment," please see the Missouri Works Program Guidelines.

Eligibility Criteria

Program	Minimum New Jobs	Minimum New Private Capital Investment	Minimum Average Wage	Automatic Benefit
Zone Works ¹	2	\$100,000	80% of County Avg. Wage	WH, 5 or 6 years ³
Rural Works ²	2	\$100,000	90% of County Avg. Wage	WH, 5 or 6 years ³
Statewide Works	10	N/A	90% of County Avg. Wage	WH, 5 or 6 years ³
Mega Works 120	100	N/A	120% of County Avg. Wage	6% of new payroll, 5 or 6 years ³
Mega Works 140	100	N/A	140% of County Avg. Wage	7% of new payroll, 5 or 6 years ³
Qualified Military Projects	10	Real or personal property amount as outlined in the proposal	90% of County Avg. Wage	Tax credits equal to the estimated WH taxes for a term up to 15 years. Must receive a proposal for benefits

"WH" means the retention of the state withholding tax of the new jobs.

1. Project facility must be located in an Enhanced Enterprise Zone
2. Project Facility must be located in a "rural" county, which would NOT include Boone, Buchanan, Clay, Greene, Jackson, Platte, St. Charles, and St. Louis City and County.
3. Benefit period is 5 years, or 6 years for existing Missouri Companies (those that have been operational in Missouri for at least 10 years).

In addition to the Benefit indicated above, the Statewide Works or Mega Works projects may be considered for discretionary benefits. The criteria for the discretionary benefits include:

- The least amount necessary to obtain the company’s commitment;
- The amount of the project’s projected net fiscal benefit to the state and the period in which the state would realize such net fiscal benefit;
- The overall size (number of jobs, payroll, new capital investment) and quality (average wages, growth potential of the company, multiplier effect of the industry) of the project;
- The financial stability and creditworthiness of the company;
- The level of economic distress of the project area;
- The competitiveness of alternative locations; and
- The percentage of local incentives committed to the project.

Funding Limits—Program Caps

- \$116 million in tax credits
- Note: Up to 21.5% of tax credit cap may be set aside for the Deal Closing Fund.
- \$10 million in tax credits for infrastructure projects
- \$75 million in withholdings for companies with a base employment of 50 or more.

Attributes of the Tax Credits

The tax credits may be applied to Chapter 143 (state income tax, excluding withholding tax) and Chapter 148 (financial institution tax) liabilities. Tax credits must be claimed within one year of the close of the taxable year for which they were issued. Tax credits can only be applied to tax liability for the year in which they were earned. Any annual unused balance is fully refundable. The credits may also be transferred, sold or assigned.

Reporting Requirements

On an annual basis, the business must submit a report documenting the new jobs created, the total payroll, and that the business meets the health insurance requirements for the new jobs. In the event that a company has not maintained the minimum program requirements, benefits will cease for the remainder of the benefit period and may require repayment. The Tax Credit Accountability Act Reporting Form must also be submitted to the Department of Revenue by June 30 each year the company receives tax credits and for three years following the issuance of the tax credits.

Special Program Requirements

Special conditions apply when Missouri Works is used at the same time as other programs that affect state withholding taxes (e.g. Missouri One Start, State Tax Increment Financing).

- AGI of \$15-20,000 1.13%
- AGI of \$20-25,000 1.79%
- AGI of \$25-30,000 2.28%
- AGI of \$30-35,000 2.62%
- AGI of \$35-40,000 2.85%
- AGI of \$40-45,000 2.98%
- AGI of \$45-50,000 3.06%
- AGI of \$50-55,000 3.16%
- AGI of \$55-60,000 3.22%
- AGI of \$60-65,000 3.28%
- AGI of \$65-70,000 3.33%
- AGI of 70-75,000 3.41%
- AGI of \$75-100,000 3.19%
- AGI of \$100-200,000 2.81%

County Average Wages (Effective until 6/30/2023)

Average county wages are based on Census of Employment and Wages, MERIC. Updates to be made annually. Use 2,080 hours per year when converting from annual to hourly wages.

County	Average Annual Wage	County	Average Annual Wage
Adair	\$37,724	Crawford	\$41,711
Andrew	\$36,647	Dade	\$36,428
Atchison	\$39,450	Dallas	\$27,586
Audrain	\$42,212	Daviess	\$31,292
Barry	\$42,063	DeKalb	\$39,440
Barton	\$38,851	Dent	\$34,000
Bates	\$35,968	Douglas	\$31,291
Benton	\$32,960	Dunklin	\$30,257
Bollinger	\$35,438	Franklin	\$46,587
Boone	\$49,791	Gasconade	\$35,341
Buchanan	\$52,754	Gentry	\$41,526
Butler	\$37,621	Greene	\$50,811
Caldwell	\$41,676	Grundy	\$36,406
Callaway	\$52,909	Harrison	\$34,868
Camden	\$41,079	Henry	\$39,593
Cape Girardeau	\$47,153	Hickory	\$30,754
Carroll	\$39,057	Holt	\$42,790
Carter	\$27,562	Howard	\$35,969
Cass	\$41,847	Howell	\$38,335
Cedar	\$30,690	Iron	\$42,694
Chariton	\$38,714	Jackson	\$57,329
Christian	\$37,990	Jasper	\$45,059
Clark	\$31,512	Jefferson	\$43,234
Clay	\$54,525	Johnson	\$36,791
Clinton	\$41,648	Knox	\$36,839
Cole	\$47,210	Laclede	\$40,707
Cooper	\$36,805	Lafayette	\$38,517

County	Average Annual Wage	County	Average Annual Wage	County	Average Annual Wage	County	Average Annual Wage
Lawrence	\$40,902	Oregon	\$28,845	Scott	\$43,338	Sullivan	\$47,266
Lewis	\$38,976	Osage	\$42,818	Shannon	\$29,465	Taney	\$36,760
Lincoln	\$45,479	Ozark	\$28,250	Shelby	\$40,868	Texas	\$33,372
Linn	\$39,501	Pemiscot	\$32,301	St. Charles	\$52,597	Vernon	\$40,460
Livingston	\$39,159	Perry	\$42,131	St. Louis City	\$57,329	Warren	\$44,089
Macon	\$37,653	Pettis	\$41,563	St. Louis County	\$57,329	Washington	\$31,976
Madison	\$33,551	Phelps	\$41,827	St. Clair	\$31,806	Wayne	\$30,971
Maries	\$36,704	Pike	\$38,012	St. Francois	\$35,708	Webster	\$39,594
Marion	\$43,745	Platte	\$56,003	Ste. Genevieve	\$49,448	Worth	\$28,901
McDonald	\$40,124	Polk	\$37,234	Stoddard	\$41,929	Wright	\$35,772
Mercer	\$42,408	Pulaski	\$32,525	Stone	\$33,702	Statewide	\$57,329
Miller	\$36,610	Putnam	\$33,921				
Mississippi	\$35,006	Ralls	\$48,229				
Moniteau	\$42,760	Randolph	\$44,330				
Monroe	\$33,854	Ray	\$41,241				
Montgomery	\$42,116	Reynolds	\$43,561				
Morgan	\$33,437	Ripley	\$24,277				
New Madrid	\$41,042	Saline	\$41,856				
Newton	\$47,424	Schuyler	\$32,520				
Nodaway	\$38,818	Scotland	\$32,568				

Statewide average of \$57,329 applicable to any county over the statewide average when determining eligibility. (Jackson, St. Louis County and City)

The wage represents an average for all private industries.

If a project is moving from one Missouri county to a county with a lower county average wage, the company must obtain endorsement from the governing body of the community where the jobs are located, or the higher county average wage will be used for calculations.

