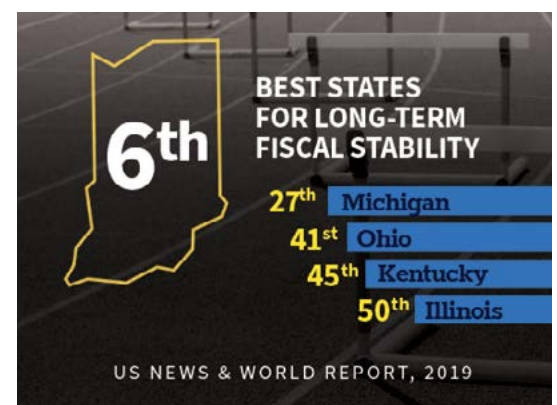
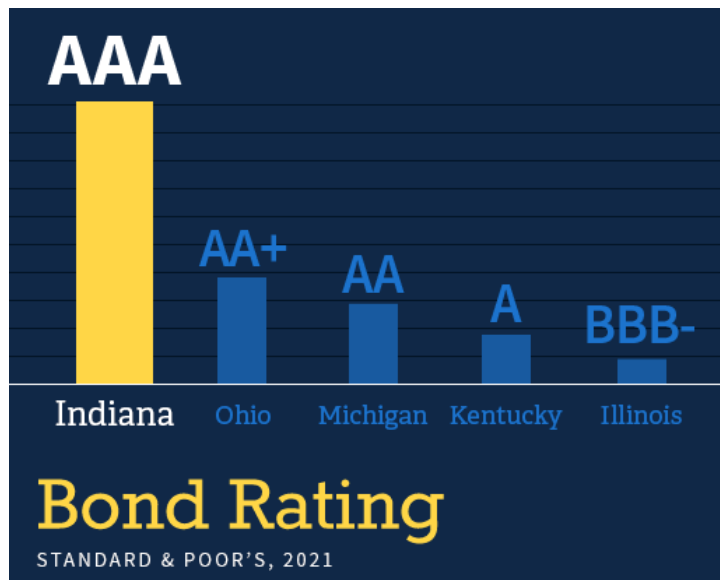
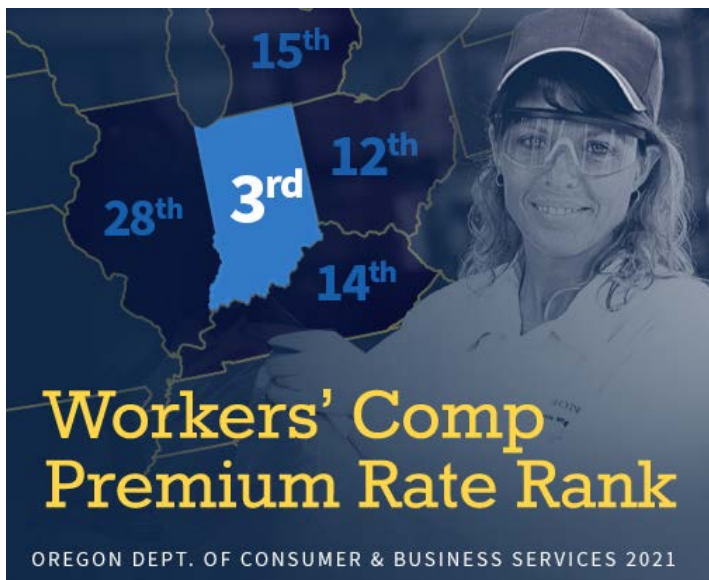
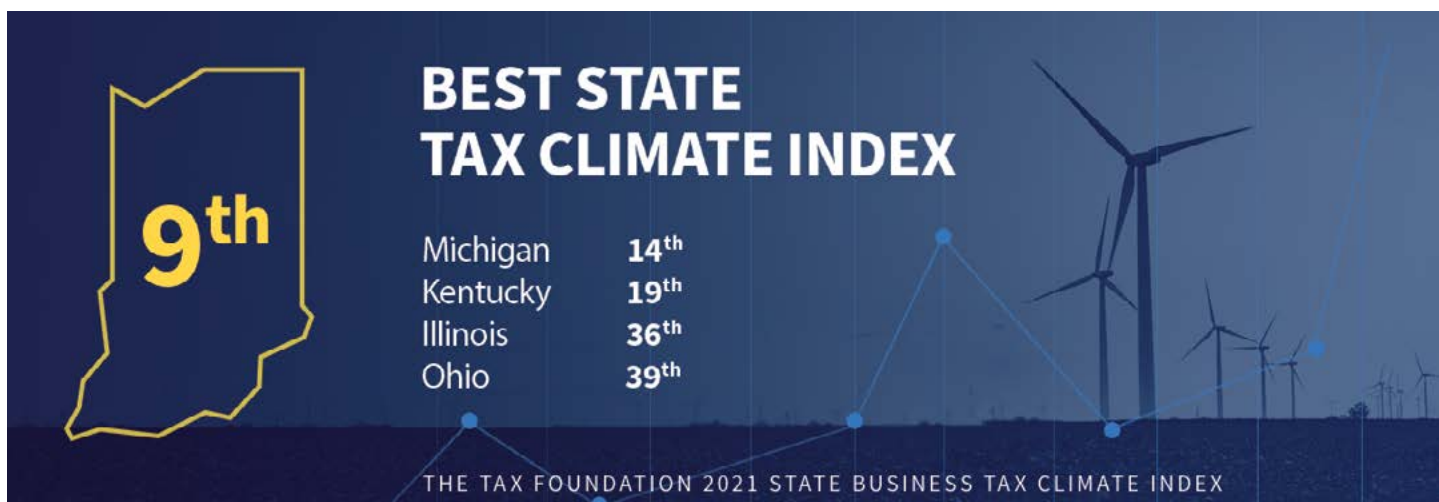






TAXES & FACTORS	INDIANA	Illinois	Kentucky	Michigan	Ohio
Corporate Income Tax Rate (a)	5.25%	9.50%	5.0%	6.0%	None
State Apportionment of Corporate Income	Single Sales Factor	Single Sales Factor	Single Sales Factor	Single Sales Factor	No State Income Tax
Individual Income Tax Rate	3.23%	4.95%	5%	4.25%	0% - 4.797%
Local Average Individual Income Tax Rate (b)	1.56%	NONE	2.08%	1.7%	2.5%
Local Average & Sales Tax Rate (c)	7.00%	6.25%	6.00%	6.00%	5.75%
Unemployment Insurance Tax-New Employer (d)	\$238	\$398	\$292	\$243	\$243
Workers' Compensation Premium Rate Index (Per \$100 of Payroll)	\$0.77	\$1.46	\$1.13	\$1.14	\$1.11
Mean Hourly Wage (e)	\$23.57	\$29.87	\$22.94	\$26.35	\$24.80
Cost of Living Index	95.3	99.9	92.6	90.5	92.3
Right To Work	Yes	No	Yes	Yes	No

(a) The corporate income tax rate decreases are effective July 1 of each year noted.

(b) The effective local income tax rate is calculated by taking the mean of the income tax rate in the most populous city and the capital city.

(c) City, county and municipal rates vary. These rates are weighted by population to compute an average local tax rate.

(d) Highest new employer (non-construction/mining) rate multiplied by highest new employer wage base

(e) QCEW 2019 - Statewide, Total-all industries, Private, All establishment sizes, Average Annual Pay/2080

Source: Tax Foundation (1/2021). Federation of Tax Administrators (State Apportionment of Corporate Income, 1/2020). Oregon Dept. of Consumer & Business Services (Oregon Workers' Compensation Premium Rate Ranking, 10/2018). Various state unemployment insurance agencies. ADP 2020 FastFacts. Bureau of Labor Statistics - Quarterly Census of Employment & Wages (9/2020). Emsi 2020.3 (using C2ER Cost of Living data). National Right To Work Legal Defense Foundation. Area Development (9/2020). Chief Executive (5/2020). CNBC (7/2019). Forbes (12/2019). US News (5/2019). S&P Global Rating (1/2020). Forbes (12/2019). US News (5/2019). S&P Global Rating (1/2020).