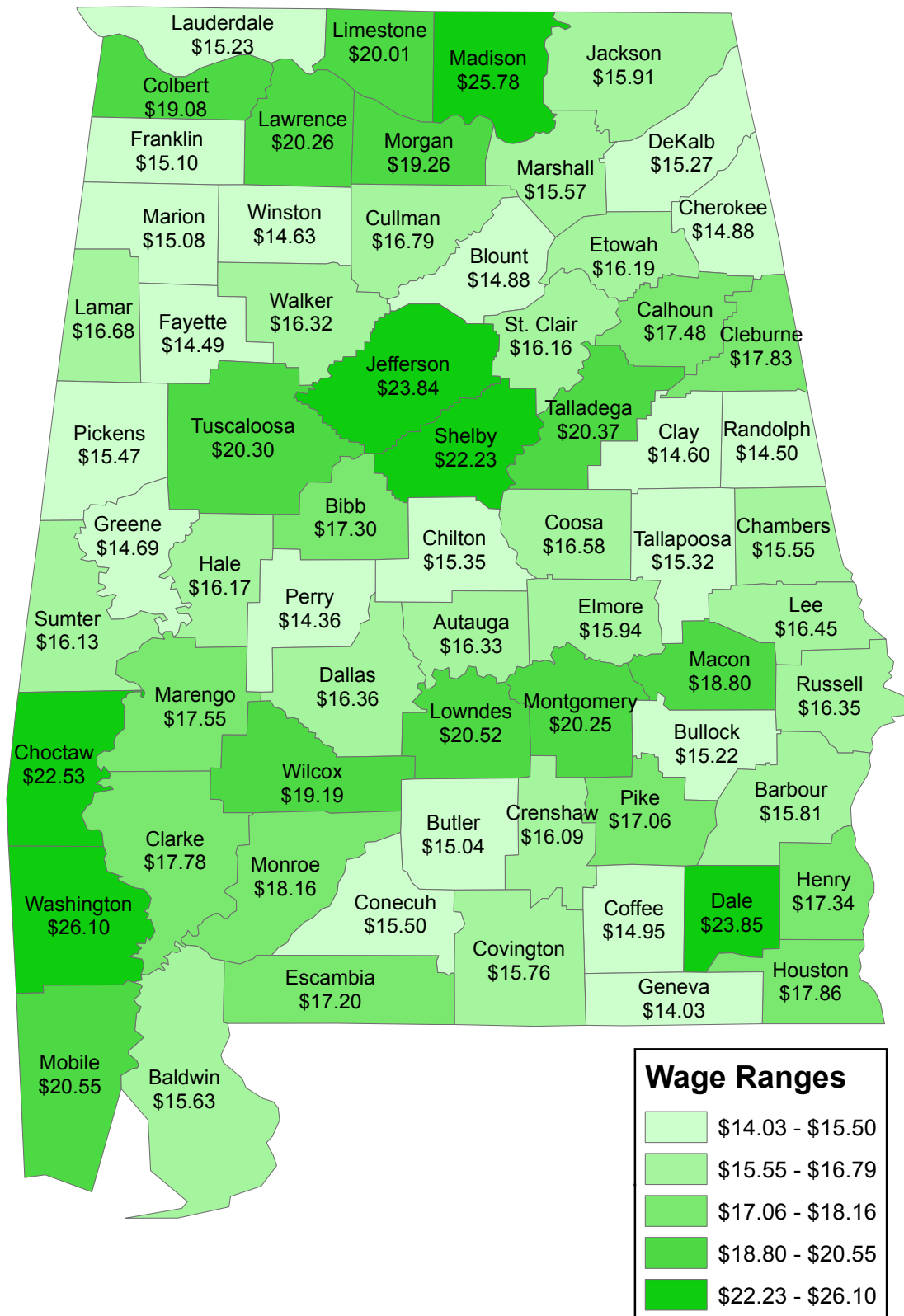


# January 1, 2015 - December 31, 2015

## Capital Credit

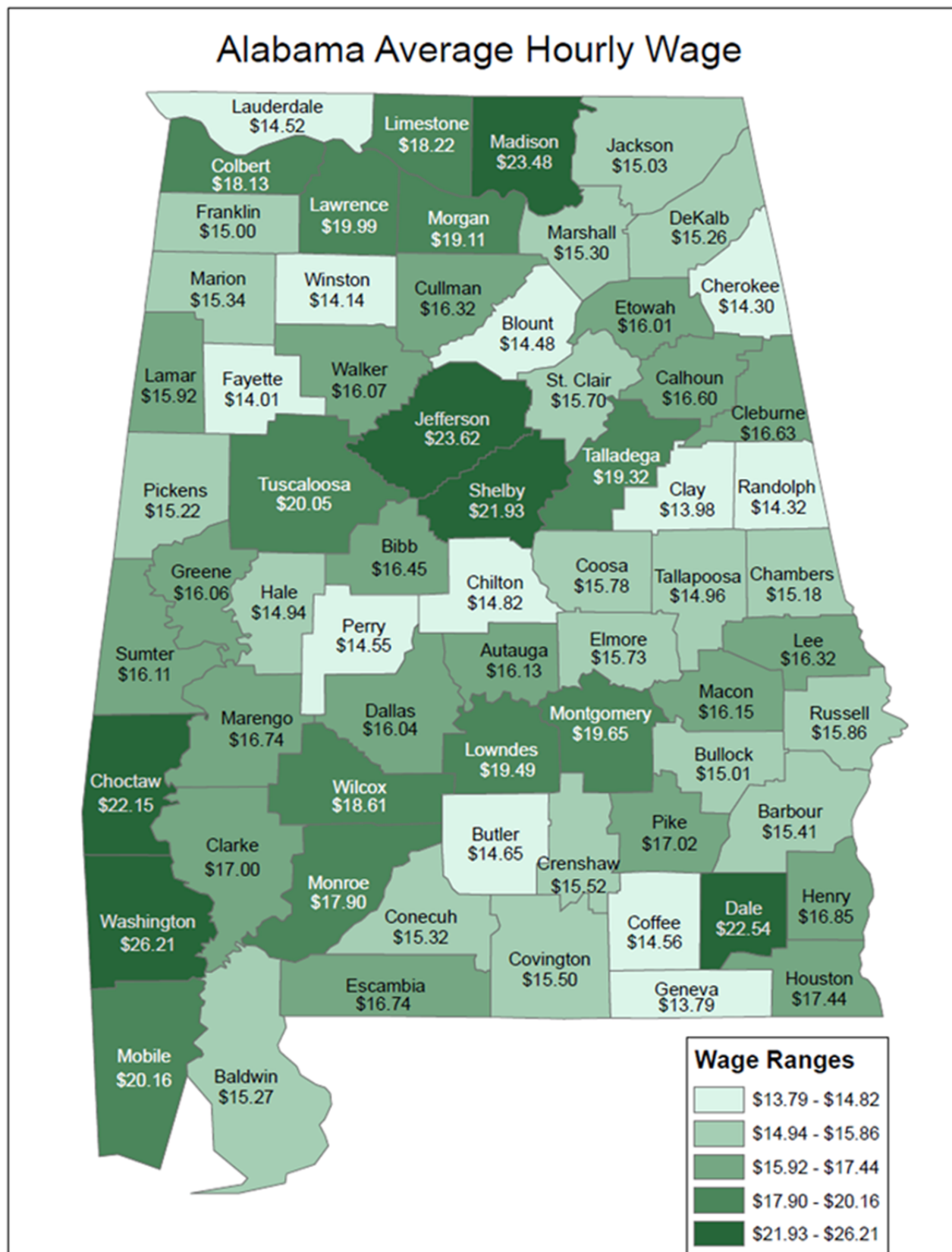
### Alabama Average Hourly Wage



Source: Alabama's Quarterly Covered Employment and Wages, Annual 2013  
Alabama Department of Labor, Labor Market Information Division

# January 1, 2014 – December 31, 2014

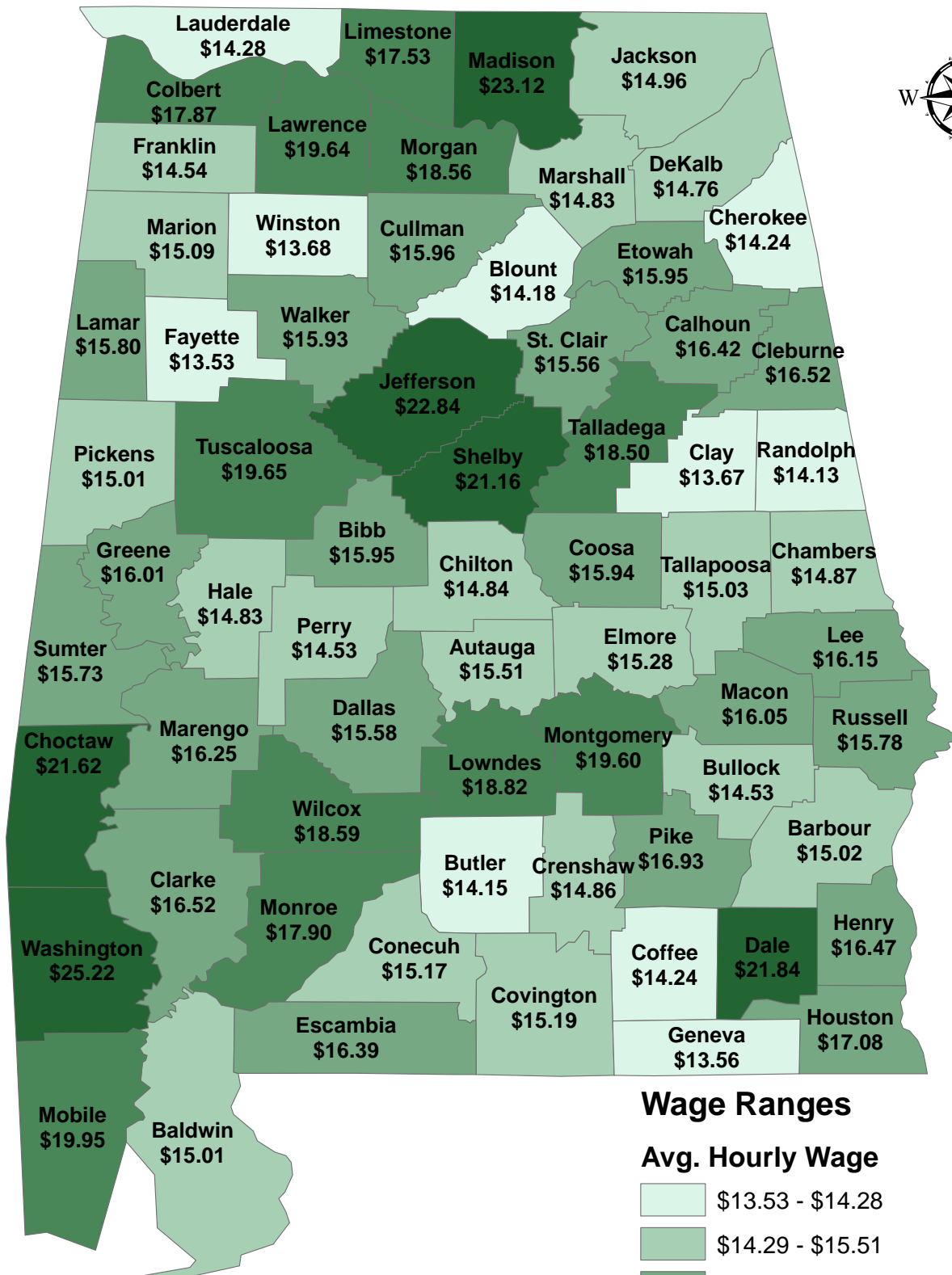
## Capital Credit



Source: Annual 2012 data is provided by the Alabama Department of Labor, Quarterly Census of Employment and Wages Program in cooperation with the U.S. Bureau of Labor Statistics.

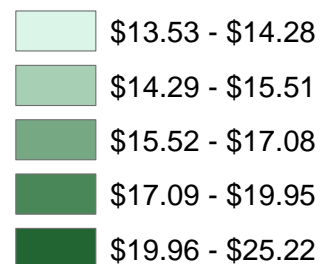
# Alabama Average Hourly Wage\*

January 1, 2013 - December 31, 2013



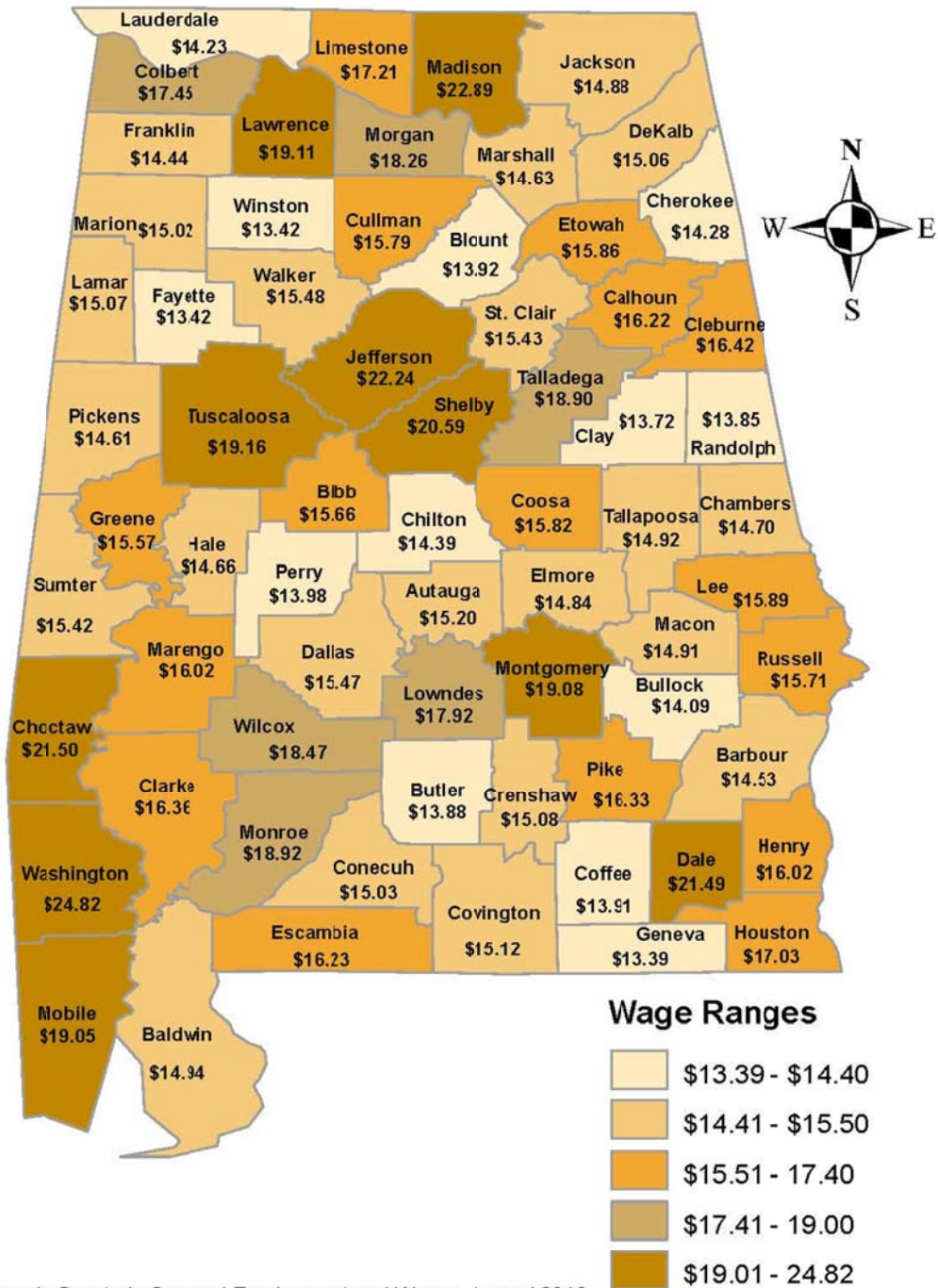
## Wage Ranges

### Avg. Hourly Wage



For Alabama Income Tax Capital Credit  
January 1, 2012 – December 31, 2012

## Alabama Average Hourly Wage \*



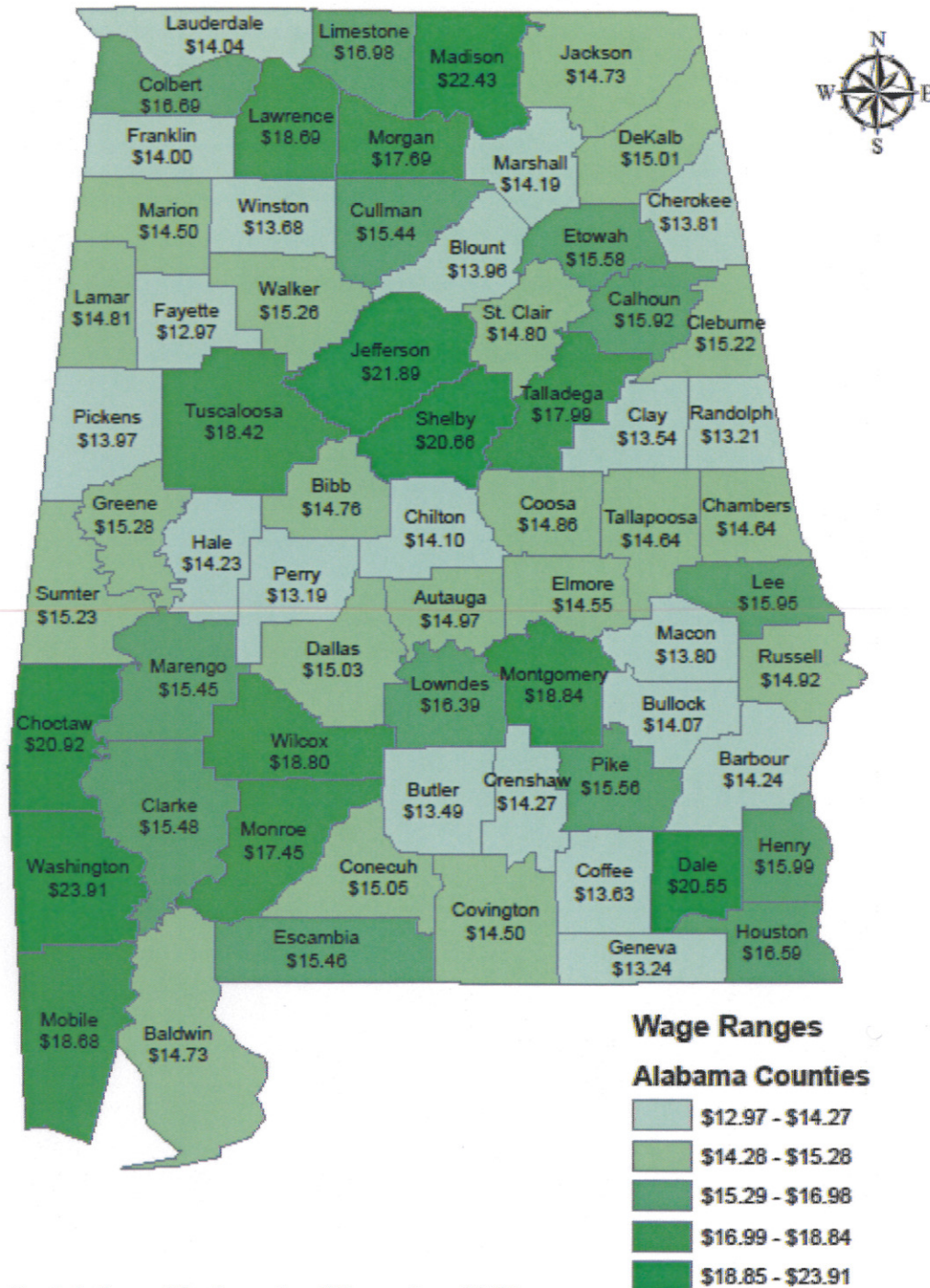
Source: Alabama's Quarterly Covered Employment and Wages, Annual 2010  
Alabama Department of Industrial Relations  
Labor Market Information Division

\* Data excludes Federal Government



For Alabama Income Tax Capital Credit  
January 1, 2011 – December 31, 2011

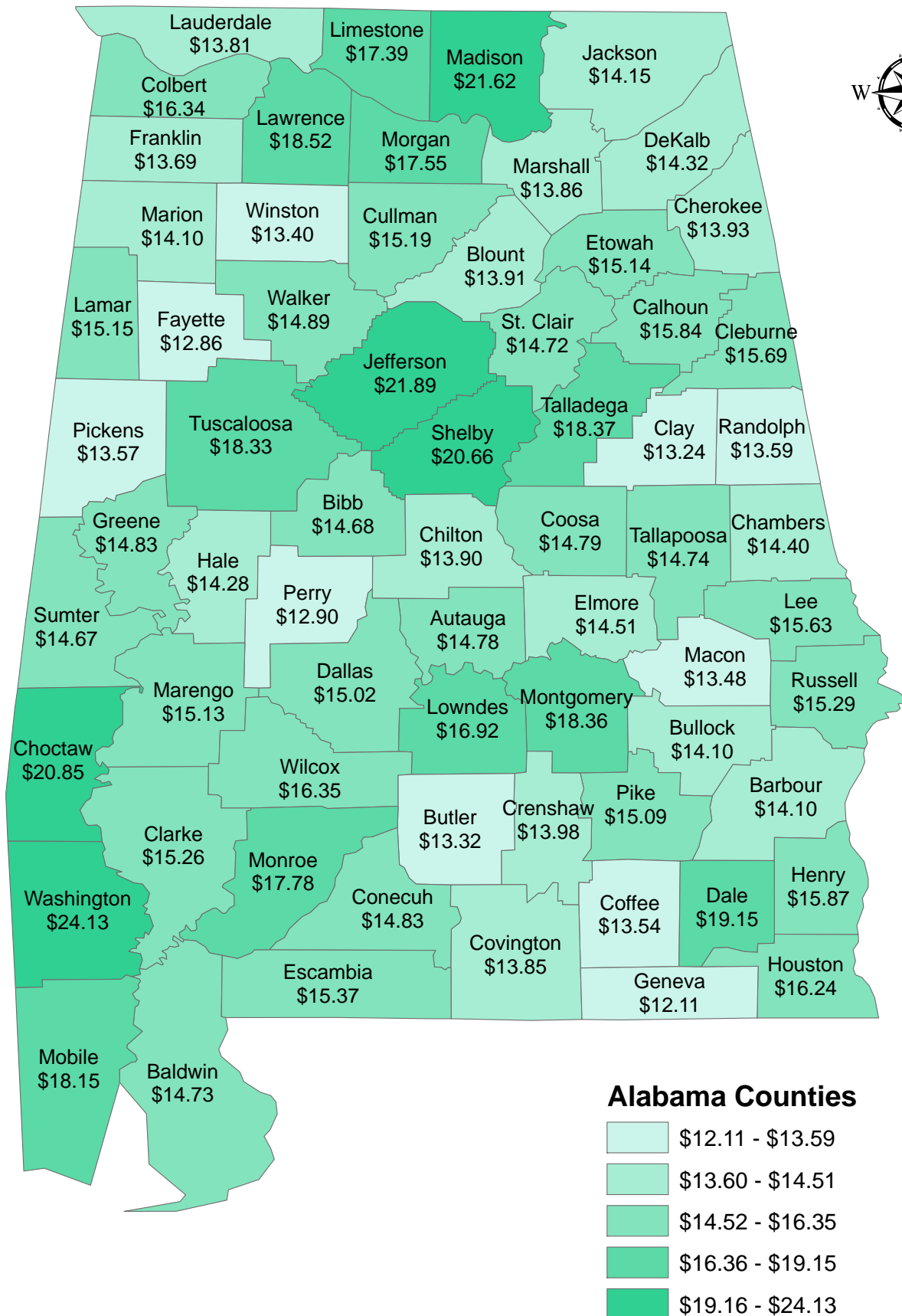
## Alabama Average Hourly Wage\*



Source: Alabama's Quarterly Covered Employment and Wages, Annual 2009  
Alabama Department of Industrial Relations  
Labor Market Information Division

\*Data excludes Federal Government

# Alabama Average Hourly Wage\*



Source: Alabama's Quarterly Covered Employment and Wages, Annual 2008  
Alabama Department of Industrial Relations  
Labor Market Information Division

\*Data excludes Federal Government