

2019
New Employment Credit Booklet

3554

California Forms & Instructions

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This booklet contains:

Form FTB 3554, New Employment Credit



STATE OF CALIFORNIA
Franchise Tax Board

2019 Instructions for Form FTB 3554

New Employment Credit

Important Information

New Employment Credit

The New Employment Credit (NEC) is available for each taxable year beginning on or after January 1, 2014, and before January 1, 2026. This credit is for a qualified taxpayer that hires a qualified full-time employee on or after January 1, 2014, and pays or incurs qualified wages attributable to work performed by that employee in a designated census tract, pilot area, or former economic development area, known as the Designated Geographic Area (DGA), and receives a Tentative Credit Reservation (TCR) for that employee. In addition, an annual certification of employment is required with respect to each qualified full-time employee hired in a previous taxable year. In order to be allowed a credit, the qualified taxpayer must have a net increase in the total number of full-time employees working in California, when compared to its base year, both determined on an annual full-time equivalent basis. See Specific Line Instructions, Part I - Net Increase in Full-Time Employees, for more information.

For more information, go to ftb.ca.gov and search for **nec**.

Reporting Requirement

California law requires the Franchise Tax Board (FTB) to report on FTB's website the names of employers claiming the credit, the amount of the credit, and the number of new jobs created.

Purpose

Use form FTB 3554, New Employment Credit, to figure a credit for a qualified taxpayer that hires a qualified full-time employee and pays or incurs qualified wages attributable to work performed by that employee in a DGA and receives a TCR for that employee.

The NEC must be claimed on a timely filed original tax return of the qualified taxpayer.

An employer cannot claim the NEC for an employee hired before January 1, 2014.

General Information

A Designated Geographic Area

In order to qualify for the NEC, the qualified taxpayer must have a qualified full-time employee performing services for the employer in the DGA. The DGA is defined as:

- Designated census tracts that have the highest unemployment and highest poverty in the state.
- Former Enterprise Zones (in existence on December 31, 2011, designated in 2012) and any revision to an EZ prior to June 30, 2013, except census tracts within those EZs with the lowest unemployment and poverty levels.
- Former LAMBRA (in existence on July 11, 2013).

B Qualified Taxpayer

A qualified taxpayer is an employer engaged in a trade or business within a DGA who, during the taxable year, pays qualified wages to a qualified full-time employee, and is not in an excluded business. See Line Instructions, Question B, Excluded PBA/NAICS Codes.

A qualified taxpayer must hire a qualified full-time employee on or after January 1, 2014, and before January 1, 2026, and receive a TCR from FTB within 30 days of complying with the Employment Development Department (EDD) new hire reporting requirements for that employee. In addition, a qualified taxpayer must annually certify each qualified full-time employee.

C Tentative Credit Reservation

An employer is required to obtain a TCR from FTB for a qualified full-time employee. The employer must get the reservation within 30 days of completing the EDD new hire reporting requirements. A qualified taxpayer must obtain the TCR through an online system that is available on FTB's website. For more information on the TCR, go to ftb.ca.gov and search for **nec**.

D Annual Certification of Employment

The qualified taxpayer must annually certify that it is still a qualified employer and that each qualified full-time employee hired in a previous taxable year is still qualified in the current taxable year. The annual certification of employment is due on or before the 15th day of the third month of the qualified taxpayer's current taxable year. For more information on annual certification, go to ftb.ca.gov and search for **nec**.

E Relocating Businesses

A qualified taxpayer who relocates to a DGA will be allowed a NEC for wages paid to each qualified full-time employee employed in the new location only if the taxpayer provides each employee at the previous locations a written offer of employment at the new location, with comparable compensation. **Note:** This requirement does not apply if the qualified taxpayer is a small business.

This requirement for relocated employees applies if the taxpayer has an increase in the number of qualified full-time employees in a DGA within a 12-month period in which there is a decrease in the number of full-time employees employed in California but outside of the DGA.

F Qualified wages

Qualified wages are wages paid by the qualified taxpayer during the taxable year to the qualified full-time employee that exceeds 150% but does not exceed 350% of minimum wage. The tentative credit is determined by multiplying the qualified wages for all qualified employees by 35%.

Wages for salaried employees must be converted to an hourly amount. A reasonable way to do this would be to divide the annualized salary by 2000 hours.

Qualified wages are wages paid during the 60 month period beginning with the first day the qualified full-time employee commences employment with the qualified taxpayer in the DGA. For this purpose, commencement of employment or the hire date is the first day for which the individual receives wages/compensation.

For an employer that operates a business that has regularly occurring seasonal or intermittent employment decreases and increases, re-employment of an individual is not a new hire. It is a continuation of the prior employment and does not constitute commencement of employment for the qualified wages test.

Employer employs 25 or fewer employees

Dates	Qualified wage must exceed	Maximum qualified hourly wage
January 1, 2019 – December 31, 2019	\$16.50	\$38.50

Employer employs 26 or more employees

Dates	Qualified wage must exceed	Maximum qualified hourly wage
January 1, 2019 – December 31, 2019	\$18.00	\$42.00

G Minimum Wage

For any employer who employs 25 or fewer employees, the California minimum wage is:

- \$11.00 per hour from January 1, 2019 through December 31, 2019.
- \$12.00 per hour from January 1, 2020 through December 31, 2020.

For any employer who employs 26 or more employees, the California minimum wage is:

- \$12.00 per hour from January 1, 2019 through December 31, 2019.
- \$13.00 per hour from January 1, 2020 through December 31, 2020.

H Limitations

S corporations may claim only 1/3 of the credit against the 1.5% entity level tax (3.5% for financial S corporations). The remaining 2/3 must be disregarded and may not be used as a carryover. S corporations can pass through 100% of the credit to their shareholders.

If a taxpayer owns an interest in a disregarded business entity [a single member limited liability company (SMLLC) not recognized by California, and for tax purposes is treated as a sole proprietorship owned by an individual or a branch owned by a corporation], the usable credit amount received from the disregarded entity is limited to the difference between the taxpayer's regular tax figured with the income of the disregarded entity, and the taxpayer's regular tax figured without the income of the disregarded entity.

Get Form 568, Limited Liability Company Tax Booklet, for more information.

This credit cannot reduce the regular tax below the minimum franchise tax (corporations and S corporations), the annual tax (limited partnerships, limited liability partnerships, and LLCs classified as a partnership), the alternative minimum tax (corporations, exempt organizations, individuals, and fiduciaries), the built-in gains tax (S corporations), or the excess net passive income tax (S corporations).

This credit cannot reduce regular tax below the tentative minimum tax. Get Schedule P (100, 100W, 540, 540NR, or 541), Alternative Minimum Tax and Credit Limitations, for more information.

This credit is not refundable.

Generally, the credit or credit carryover cannot be transferred to another employer unless there was a qualifying merger under the Internal Revenue Code or the credit qualifies under the California Revenue and Taxation Code (R&TC) Section 23663 for an assignment to an affiliated corporation.

I Assignment of Credits

Credits earned by members of a combined reporting group may be assigned to an affiliated corporation that is an eligible member of the same combined reporting group. A credit assigned may only be claimed by the affiliated corporation against its tax liability. For more information, get form FTB 3544, Assignment of Credit, or go to ftb.ca.gov and search for **credit assignment**.

J Carryover

If the available credit exceeds the current year tax liability or is limited by tentative minimum tax, the unused credit may be carried over for five years or until the credit is exhausted, whichever occurs first. Apply the carryover to the earliest taxable year. In no event can the credit be carried back and applied against a prior year's tax. Retain all records that document this credit and carryovers. The FTB may require access to these records.

K Recapture

You may be required to recapture a previously taken credit if a qualified full-time employee is terminated within the first 36 months after beginning employment. The amount of credit that must be recaptured is the amount for that taxable year and all prior taxable years attributed to qualified wages paid to that employee.

You are not required to recapture the credit if you meet any of the following **exceptions**:

- The employee voluntarily leaves employment.
- The employee becomes disabled and unable to perform the services of that employment, unless the disability is removed before the close of the period and the employer fails to offer re-employment.
- The employee is terminated due to misconduct.
- The employer has a substantial reduction in operations, including reductions due to seasonal employment.
- The employee is replaced by other qualified full-time employees so as to create a net increase in both the number of employees and the number of hours of employment.
- The employment is considered seasonal, and the qualified employee is rehired on a seasonal basis.

Follow the instructions in the tax booklets if you are required to recapture the NEC.

Examples of the NEC Calculations

Example 1 – Employer with 26 or more employees

ABC Company is a qualified taxpayer and has a net increase in full-time employees. ABC Company receives the full amount of the tentative credit.

ABC Company is on a calendar year basis and operates entirely within the DGA. For its taxable year 2018, ABC Company has 100 full-time employees based on annual full-time equivalents. During taxable year 2019, ABC Company hired a number of new full-time employees, 2 of which were qualified full-time employees. ABC Company received a TCR for these employees as required.

Assume the following facts:

James Smith was hired on January 1, 2019, at an hourly wage of \$19.00 and on July 1, 2019, his hourly wage was increased to \$20.00 per hour. James worked 2,000 hours during taxable year 2019. Jane Jones was hired on July 1, 2019, at an hourly wage of \$20.00 and worked 1,000 hours during taxable year 2019. The qualified wages and tentative credit are computed as follows:

	Actual Wages	150% of Minimum Wage	Qualified Wages	Hours Worked	Multiply by Applicable Credit Percentage	Tentative Credit
James Smith Jan 1 – June 30	\$19.00	\$18.00	\$1.00	1,000	35%	\$350.00
James Smith July 1 – Dec 31	\$20.00	\$18.00	\$2.00	1,000	35%	\$700.00
Jane Jones July 1 – Dec 31	\$20.00	\$18.00	\$2.00	1,000	35%	\$700.00
Total Tentative Credit						\$1,750.00

In its base year, annual full-time equivalents were 100. The annual full-time equivalents for 2019 was 108. The net increase in full-time employees over the base year is 8. The credit generated is computed as follows:

Description	Calculation
Numerator	108-100 = 8 (Net Increase in full-time employees)
Denominator	2 qualified full-time employees
Computation	8/2 = 100% (the applicable percentage cannot exceed 100%)
Tentative Credit Amount	\$1,750.00
Credit Generated	\$1,750.00 (\$1,750.00 x 100%)

Example 2 – Employer with 26 or more employees

ABC Company has a net increase in full-time employees and receives a partial amount of the tentative credit.

Assume the same facts as Example 1, except due to attrition the annual full-time equivalents for taxable year 2019 was 101. The net increase in full-time employees over the base year is 1 (101-100). The credit generated is computed as follows:

Description	Calculation
Numerator	101-100 = 1 (Net Increase in full-time employees)
Denominator	2 qualified full-time employees
Computation	1/2 = 50%
Tentative Credit Amount	\$1,750.00
Credit Generated	\$875.00 (\$1,750.00 x 50%)

Example 3

ABC Company does not have a net increase in full-time employees and receives no amount of the tentative credit.

The annual full-time equivalents for taxable year 2019 was 98. The net increase in full-time employees over the base year is zero (98-100 but it cannot be less than 0). ABC Company cannot claim a credit in taxable year 2019.

Example 4 – Employer with 25 or fewer employees

XYZ Company is a qualified taxpayer and first commences doing business in California on January 1, 2019, and receives the full amount of the tentative credit.

XYZ Company is on a calendar year basis and first commences business in California on January 1, 2019, and operates in the DGA. During its taxable year 2019, XYZ Company hired a number of full-time employees, 2 of which were qualified full-time employees. Assume the following facts:

Jeff Smith was hired on January 1, 2019, at an hourly wage of \$17.00 and on July 1, 2019, his hourly wage was increased to \$18.00. Jeff worked 2,000 hours during taxable year 2019. Mary Jones was hired on July 1, 2019, at an hourly wage of \$18.50 and worked 1,000 hours during taxable year 2019.

The qualified wages and tentative credit are computed as follows:

	Actual Wages	150% of Minimum Wage	Qualified Wages	Hours Worked	Multiply by Applicable Credit Percentage	Tentative Credit
Jeff Smith Jan 1 – June 30	\$17.00	\$16.50	\$.50	1,000	35%	\$175.00
Jeff Smith July 1 – Dec 31	\$18.00	\$16.50	\$1.50	1,000	35%	\$525.00
Mary Jones July 1 – Dec 31	\$18.50	\$16.50	\$2.00	1,000	35%	\$700.00
Total Tentative Credit						\$1,400.00

Since XYZ Company first commenced business in California on January 1, 2019, its base year annual full-time equivalents are zero. Assume its annual full-time equivalents were 5 in taxable year 2019. The net increase in full-time employees over the base year is 5 (5-0). The credit generated is computed as follows:

Description	Calculation
Numerator	5-0 = 5 (Net Increase in full-time employees)
Denominator	2 qualified full-time employees
Computation	5/2 = 100% (the applicable percentage cannot exceed 100%)
Tentative Credit Amount	\$1,400.00
Credit Generated	\$1,400.00 (\$1,400.00 x 100%)

Line Instructions

Name of taxpayer generating the credit – Enter the name of the taxpayer that generated the tax credit. Also, enter the SSN, ITIN, CA Corporation no., FEIN, or the California Secretary of State file number of the taxpayer in the space provided. Complete this section even if it is the same taxpayer that appears on the California return. Do not enter the word “same”.

Answer Questions A through C

Corporations, exempt organizations, sole proprietors, estates, trusts, and partnerships generating the credit, complete items A through C.

Investors of pass-through entities, start on Line 22.

Question A – An employer is required to obtain a TCR from the FTB for each qualified employee. Only claim a credit for an employee which you obtained a TCR. For more information, see General Information C, Tentative Credit Reservation.

Question B – Enter the Principal Business Activity (PBA) code of your principal activities. The codes are listed on page 8 through page 10. The PBAs are based on the North American Industry Classification System (NAICS).

The entity's primary line of business is determined on a separate company basis (not a combined group basis) when determining if the corporation is in an excluded industry.

Excluded PBA/NAICS Codes

In order to be a qualified taxpayer, your primary PBA code or NAICS code must not be an excluded one. Excluded businesses are those in temporary help services or retail trades, and those primarily in food services, theater companies and dinner theaters, drinking places (alcoholic beverages), or casinos and casino hotels. These otherwise disqualified businesses may be qualified if they are considered a small business.

The NAICS codes for each of these disqualified industries are:

- Temporary Help-NAICS 561320
- Retail Trade Services-NAICS Sector 44-45
- Primarily Theater Companies and Dinner Theater-NAICS 711110
- Primarily Food Services-NAICS 722511, 722513, 722514, and 722515
- Primarily Casino and Casino Hotels-NAICS 713210 and 721120
- Primarily Drinking Places (Alcoholic Beverages)-NAICS 722410

All sexually-oriented businesses are excluded from being a qualified taxpayer regardless of their status as a small business explained below. A sexually oriented business includes a nightclub, bar, or similar commercial enterprise that provides for an audience of two or more individuals live nude entertainment or live nude performances where the nudity is a function of everyday business operations, and where nudity is a planned and intentional part of the entertainment or performance.

Question C – For this purpose, “gross receipts” means the sum of the gross receipts from the production of business income, as defined in R&TC Section 25120(a), and the gross receipts from the production of nonbusiness income, as defined in R&TC Section 25120(d).

Gross receipts

If your gross receipts qualify you as a “small business”, the only applicable exclusion is for sexually oriented businesses.

A small business is a business that has aggregate gross receipts, less returns and allowances reportable to this state, of less than two million dollars (\$2,000,000) during the previous taxable year.

Determination of whether a taxpayer is a “small business” is made on an annual basis, and is determined by each individual entity.

Part I – Net Increase in Full-Time Employees

The net increase in full-time employees is the total number of annual full-time equivalents in the current taxable year, less the annual full-time equivalents in the base year.

Base year

The base year is the year before the 1st qualified employee is hired. The base year is taxable year 2018 for an employer who hired its first qualified full-time employee during taxable year 2019.

Once the base year is established, it does not change from year to year.

For taxpayers who first commence doing business in California during the current taxable year, the number of full-time employees for the base year would be zero. For more information in determining whether the taxpayer has first commenced doing business in this state during the current taxable year, see Legal Rulings 96-5 and 99-2, and R&TC Sections 17276(f) and 24416(g).

Annual full-time equivalents working in California

An employer must determine their annual full-time equivalents for their base year, and for each taxable year for which they will claim a credit. The number of full-time equivalents is the number of full-time employees who work the entire year and a pro-rata fraction for full-time employees who did not work the entire year. For full-time employees who worked part of the year, the fraction is determined as follows:

- For a full-time employee paid hourly qualified wages, the total number of hours worked for the taxpayer by the employee (not to exceed 2,000 hours per employee) divided by 2000.
- For a salaried full-time employee, the total number of weeks worked for the qualified taxpayer by the employee divided by 52.

Part time employees are not included in the calculation of annual full-time equivalents.

Section A and Section B Decimal Places

For line 4, line 7, and line 8 of Section A, and for line 12, line 15, and line 16 of Section B, enter the result as a decimal (rounded to four decimal places).

Line 8 – For taxpayers who first commence doing business in this state during the taxable year, the number of full-time equivalents for the base year is zero. Enter zero on line 8.

Part II – Available Credit

Line 17 – Enter net increase in full-time employees as a decimal (rounded to four decimal places).

Line 18 – Enter qualified full-time employees. The following are the requirements for a qualified full-time employee:

- Taxpayer received a TCR from FTB.
- Performs at least 50% of their services for the employer in the DGA. The employee may work in more than one location in the DGA to meet the requirement.
- Receives starting wages that exceed 150%, up to 350% of the state minimum wage.
- Is hired on or after January 1, 2019.
- Is hired after the DGA is designated.
- Is paid hourly wages for an average of at least 35 hours per week, or is salaried, and paid for full-time employment (within the meaning of Section 515 of the Labor Code).
- And, meets one of five conditions:
 1. Unemployed for the six months immediately preceding hire. If the individual completed a college or similar program and received a baccalaureate, postgraduate, or professional degree, the completion date must be at least 12 months prior to hire. For purposes of this definition, an individual is unemployed for a period if all of the following circumstances apply:
 - Not receiving wages subject to withholding.
 - Not self-employed.
 - Not a full-time student at a high school, college, university, or postsecondary education institution.
 2. Veteran separated from the U.S. Armed Forces in the preceding 12 months.
 3. Recipient of the Earned Income Tax Credit (EITC) in the previous taxable year. For this purpose, an employee is deemed to be an EITC recipient if the EITC was claimed on the last personal income tax return filed before the employee's commencement of employment.
 4. Ex-offender convicted of a felony.

5. Current recipient of CalWORKS or general assistance in accordance with the applicable sections of the Welfare and Institutions Code.

Line 19 – The applicable percentage is the net increase in full-time employees in California (determined on an annual full-time equivalent basis) divided by the number of qualified full-time employees, for which you received a TCR. The applicable percentage **cannot** exceed 100% or 1.0000. Enter the result as a decimal (rounded to four decimal places).

Line 20 – The tentative credit amount is the total qualified wages multiplied by hours worked multiplied by 35% (the applicable credit percentage). See the examples on page 4 and use Worksheet 1 below to calculate your tentative credit amount. Round your answer to the nearest whole dollar amount.

Line 21 – Enter the total NEC generated amount on this line and on your current tax return. Refer to the credit instructions in the tax booklet for your tax return for more information.

Line 22 – Enter the total amount of credits received from S corporations, estates, trusts, partnerships, or LLCs classified as partnerships.

Line 25a – Credit claimed

Do not include assigned credits claimed on form FTB 3544, Part B, List of Assigned Credit Received and/or Claimed by Assignee.

This amount may be less than the amount on line 24 if your credit is limited by your tax liability. For more information, see General Information H, Limitations, and refer to the credit instructions in your

tax booklet. Enter the total NEC claimed amount on this line and on your current tax return. Refer to the credit instructions in the tax booklet for your tax return for more information.

Line 25b – Total credit assigned

Corporations that assign credit to other corporations within the same combined reporting group must complete form FTB 3544, Part A, Election to Assign Credit Within Combined Reporting Group. Enter the total amount of credit assigned from form FTB 3544, Part A, column (g) on this line.

Part III – Credit Recapture

Line 27 – Credit recapture

If you are required to recapture the NEC, enter the total on one of the following California tax returns or schedules:

- Form 100, Schedule J, line 5.
- Form 100S, Schedule J, line 5 and Schedule K-1 (100S), line 17d.
- Form 100W, Schedule J, line 5.
- Form 109, Schedule K, line 4.
- Form 540, line 63.
- Form 540NR, line 73.
- Form 541, line 37 and Schedule K-1 (541), line 14d.
- Form 565, Schedule K, line 20c and Schedule K-1 (565), line 20c.
- Form 568, Schedule K, line 20c and Schedule K-1 (568), line 20c.

Worksheet 1

Do not attach to form FTB 3554. Keep for your records.

	(a) Qualified Full-Time Employee	(b) Actual hourly wages	(c) Minimum qualified wage threshold	(d) Qualified Wages per hour col (b) – col (c)	(e) Hours Worked	(f) Applicable Credit Percentage	(g) Tentative Credit col (d) · col (e) · col (f)
1						35%	
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2	Total Tentative Credit. Add the amounts in column (g). Enter total here and on Form 3554, Part II, line 20.						.00

FTB 3554

Principal Business Activity Codes

This list of principal business activities and their associated codes is designed to classify a business by the type of activity in which it is engaged to facilitate the administration of the California Revenue and Taxation Code (R&TC). For taxable years beginning on or after January 1, 1998, these principal business activity codes are based on the North American Industry Classification System published by the United States Office of Management and Budget.

Agriculture, Forestry, Fishing, and Hunting

Code

Crop Production

111100	Oilseed & Grain Farming
111210	Vegetable & Melon Farming (including potatoes & yams)
111300	Fruit & Tree Nut Farming
111400	Greenhouse, Nursery, & Floriculture Production
111900	Other Crop Farming (including tobacco, cotton, sugarcane, hay, peanut, sugar beet, & all other crop farming)

Animal Production

112111	Beef Cattle Ranching & Farming
112112	Cattle Feedlots
112120	Dairy Cattle & Milk Production
112210	Hog & Pig Farming
112300	Poultry & Egg Production
112400	Sheep & Goat Farming
112510	Aquaculture (including shellfish & finfish farms & hatcheries)
112900	Other Animal Production

Forestry and Logging

113110	Timber Tract Operations
113210	Forest Nurseries & Gathering of Forest Products
113310	Logging

Fishing, Hunting and Trapping

114110	Fishing
114210	Hunting & Trapping

Support Activities for Agriculture and Forestry

115110	Support Activities for Crop Production (including cotton ginning, soil preparation, planting, & cultivating)
115210	Support Activities for Animal Production
115310	Support Activities for Forestry

Mining

211120	Crude Petroleum Extraction
211130	Natural Gas Extraction
212110	Coal Mining
212200	Metal Ore Mining
212310	Stone Mining & Quarrying
212320	Sand, Gravel, Clay, & Ceramic & Refractory
	Minerals Mining & Quarrying
212390	Other Nonmetallic Mineral Mining & Quarrying
213110	Support Activities for Mining

Utilities

221100	Electric Power Generation, Transmission & Distribution
221210	Natural Gas Distribution
221300	Water, Sewage, & Other Systems
221500	Combination Gas & Electric

Construction

Code

Construction of Buildings

236110	Residential Building Construction
236200	Nonresidential Building Construction

Heavy and Civil Engineering Construction

237100	Utility System Construction
237210	Land Subdivision
237310	Highway, Street, & Bridge Construction
237990	Other Heavy & Civil Engineering Construction

Specialty Trade Contractors

238100	Foundation, Structure, & Building Exterior Contractors (including framing carpentry, masonry, glass, roofing, & siding)
238210	Electrical Contractors
238220	Plumbing, Heating, & Air-Conditioning Contractors
238290	Other Building Equipment Contractors
238300	Building Finishing Contractors (including drywall, insulation, painting, wallcovering, flooring, tile, & finish carpentry)
238900	Other Specialty Trade Contractors (including site preparation)

Manufacturing

Food Manufacturing

311110	Animal Food Mfg
311200	Grain & Oilseed Milling
311300	Sugar & Confectionery Product Mfg
311400	Fruit & Vegetable Preserving & Specialty Food Mfg
311500	Dairy Product Mfg
311610	Animal Slaughtering and Processing
311710	Seafood Product Preparation & Packaging
311800	Bakeries, Tortilla & Dry Pasta Mfg
311900	Other Food Mfg (including coffee, tea, flavorings, & seasonings)

Beverage and Tobacco Product Manufacturing

312110	Soft Drink & Ice Mfg
312120	Breweries
312130	Wineries
312140	Distilleries
312200	Tobacco Manufacturing

Textile Mills and Textile Product Mills

313000	Textile Mills
314000	Textile Product Mills

Apparel Manufacturing

315100	Apparel Knitting Mills
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Code

315210	Cut & Sew Apparel Contractors
315220	Men's & Boys' Cut & Sew Apparel Mfg
315240	Women's, Girls' and Infants' Cut & Sew Apparel Mfg
315280	Other Cut & Sew Apparel Mfg
315990	Apparel Accessories & Other Apparel Mfg

Leather and Allied Product Manufacturing

316110	Leather & Hide Tanning & Finishing
316210	Footwear Mfg (including rubber & plastics)
316990	Other Leather & Allied Product Mfg

Wood Product Manufacturing

321110	Sawmills & Wood Preservation
321210	Veneer, Plywood, & Engineered Wood Product Mfg
321900	Other Wood Product Mfg

Paper Manufacturing

322100	Pulp, Paper, & Paperboard Mills
322200	Converted Paper Product Mfg

Printing and Related Support Activities

323100	Printing & Related Support Activities
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Petroleum and Coal Products Manufacturing

324110	Petroleum Refineries (including integrated)
324120	Asphalt Paving, Roofing, & Saturated Materials Mfg
324190	Other Petroleum & Coal Products Mfg

Chemical Manufacturing

325100	Basic Chemical Mfg
325200	Resin, Synthetic Rubber, & Artificial & Synthetic Fibers & Filaments Mfg
325300	Pesticide, Fertilizer, & Other Agricultural Chemical Mfg
325410	Pharmaceutical & Medicine Mfg
325500	Paint, Coating, & Adhesive Mfg
325600	Soap, Cleaning Compound, & Toilet Preparation Mfg
325900	Other Chemical Product & Preparation Mfg

Plastics and Rubber Products Manufacturing

326100	Plastics Product Mfg
326200	Rubber Product Mfg

Nonmetallic Mineral Product Manufacturing

327100	Clay Product & Refractory Mfg
327210	Glass & Glass Product Mfg
327300	Cement & Concrete Product Mfg
327400	Lime & Gypsum Product Mfg
327900	Other Nonmetallic Mineral Product Mfg

Primary Metal Manufacturing

331110	Iron & Steel Mills & Ferroalloy Mfg
331200	Steel Product Mfg from Purchased Steel
331310	Alumina & Aluminum Production & Processing
331400	Nonferrous Metal (except Aluminum) Production & Processing
331500	Foundries

Fabricated Metal Product Manufacturing

332110	Forging & Stamping
332210	Cutlery & Handtool Mfg
332300	Architectural & Structural Metals Mfg
332400	Boiler, Tank, & Shipping Container Mfg
332510	Hardware Mfg
332610	Spring & Wire Product Mfg
332700	Machine Shops; Turned Product; Screw, Nut, & Bolt Mfg

Code

332810	Coating, Engraving, Heat Treating, & Allied Activities
332900	Other Fabricated Metal Product Mfg

Machinery Manufacturing

333100	Agriculture, Construction, & Mining Machinery Mfg
333200	Industrial Machinery Mfg
333310	Commercial & Service Industry Machinery Mfg
333410	Ventilation, Heating, Air-Conditioning, & Commercial Refrigeration Equipment Mfg
333510	Metalworking Machinery Mfg
333610	Engine, Turbine, & Power Transmission Equipment Mfg
333900	Other General Purpose Machinery Mfg

Computer and Electronic Product Manufacturing

334110	Computer & Peripheral Equipment Mfg
334200	Communications Equipment Mfg
334310	Audio & Video Equipment Mfg
334410	Semiconductor & Other Electronic Component Mfg
334500	Navigational, Measuring, Electromedical, & Control Instruments Mfg
334610	Manufacturing & Reproducing Magnetic & Optical Media

Electrical Equipment, Appliance, and Component Manufacturing

335100	Electric Lighting Equipment Mfg
335200	Major Household Appliance Mfg
335310	Electrical Equipment Mfg
335900	Other Electrical Equipment & Component Mfg

Transportation Equipment Manufacturing

336100	Motor Vehicle Mfg
336210	Motor Vehicle Body & Trailer Mfg
336300	Motor Vehicle Parts Mfg
336410	Aerospace Product & Parts Mfg
336510	Railroad Rolling Stock Mfg
336610	Ship & Boat Building
336990	Other Transportation Equipment Mfg

Furniture and Related Product Manufacturing

337000	Furniture & Related Product Manufacturing
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Miscellaneous Manufacturing

339110	Medical Equipment & Supplies Mfg
339900	Other Miscellaneous Manufacturing

Wholesale Trade

Merchant Wholesalers, Durable Goods

423100	Motor Vehicle & Motor Vehicle Parts & Supplies
423200	Furniture & Home Furnishings
423300	Lumber & Other Construction Materials
423400	Professional & Commercial Equipment & Supplies
423500	Metal & Mineral (except Petroleum)
423600	Household Appliances and Electrical & Electronic Goods
423700	Hardware, & Plumbing & Heating Equipment & Supplies
423800	Machinery, Equipment, & Supplies
423910	Sporting & Recreational Goods & Supplies
423920	Toy & Hobby Goods & Supplies
423930	Recyclable Materials
423940	Jewelry, Watch, Precious Stone, & Precious Metals
423990	Other Miscellaneous Durable Goods

Code	Code	Code	Code
Merchant Wholesalers, Nondurable Goods	Clothing and Clothing Accessories Stores	Support Activities for Transportation	Securities, Commodity Contracts, and Other Financial Investments and Related Activities
424100 Paper & Paper Products	448110 Men's Clothing Stores	488100 Support Activities for Air Transportation	523110 Investment Banking & Securities Dealing
424210 Drugs & Druggists' Sundries	448120 Women's Clothing Stores	488210 Support Activities for Rail Transportation	523120 Securities Brokerage
424300 Apparel, Piece Goods, & Notions	448130 Children's & Infants' Clothing Stores	488300 Support Activities for Water Transportation	523130 Commodity Contracts Dealing
424400 Grocery & Related Products	448140 Family Clothing Stores	488410 Motor Vehicle Towing	523140 Commodity Contracts Brokerage
424500 Farm Product Raw Materials	448150 Clothing Accessories Stores	488490 Other Support Activities for Road Transportation	523210 Securities & Commodity Exchanges
424600 Chemical & Allied Products	448190 Other Clothing Stores	488510 Freight Transportation Arrangement	523900 Other Financial Investment Activities (including portfolio management & investment advice)
424700 Petroleum & Petroleum Products	448210 Shoe Stores	488990 Other Support Activities for Transportation	
424800 Beer, Wine, & Distilled Alcoholic Beverages	448310 Jewelry Stores		Insurance Carriers and Related Activities
424910 Farm Supplies	448320 Luggage & Leather Goods Stores	Couriers and Messengers	524140 Direct Life, Health, & Medical Insurance & Reinsurance Carriers
424920 Book, Periodical, & Newspapers	Sporting Goods, Hobby, Book, and Music Stores	492110 Couriers	524150 Direct Insurance & Reinsurance (except Life, Health, & Medical) Carriers
424930 Flower, Nursery Stock, & Florists' Supplies	451110 Sporting Goods Stores	492210 Local Messengers & Local Delivery	524210 Insurance Agencies & Brokerages
424940 Tobacco & Tobacco Products	451120 Hobby, Toy, & Game Stores	Warehousing and Storage	524290 Other Insurance Related Activities (including third-party administration of insurance and pension funds)
424950 Paint, Varnish, & Supplies	451130 Sewing, Needlework, & Piece Goods Stores	493100 Warehousing & Storage (except lessors of miniwarehouses & self-storage units)	
424990 Other Miscellaneous Nondurable Goods	451140 Musical Instrument & Supplies Stores	Information	Funds, Trusts, and Other Financial Vehicles
Wholesale Electronic Markets and Agents and Brokers	451211 Book Stores	Publishing Industries (except Internet)	525100 Insurance & Employee Benefit Funds
425110 Business to Business Electronic Markets	451212 News Dealers & Newsstands	511110 Newspaper Publishers	525910 Open-End Investment Funds (Form 1120-RIC)
425120 Wholesale Trade Agents & Brokers	General Merchandise Stores	511120 Periodical Publishers	525920 Trusts, Estates, & Agency Accounts
	452200 Department Stores	511130 Book Publishers	525990 Other Financial Vehicles (including mortgage REITs & closed-end investments funds)
	452300 General Merchandise Stores, incl. Warehouse Clubs and Supercenters	511140 Directory Mailing List Publishers	
Retail Trade	Miscellaneous Store Retailers	511190 Other Publishers	"Offices of Bank Holding Companies" and "Offices of Other Holding Companies" are located under Management of Companies (Holding Companies) on next page.
Motor Vehicle and Parts Dealers	453110 Florists	511210 Software Publishers	Real Estate and Rental and Leasing
441110 New Car Dealers	453210 Office Supplies & Stationery Stores	Motion Picture and Sound Recording Industries	Real Estate
441120 Used Car Dealers	453220 Gift, Novelty, & Souvenir Stores	512100 Motion Picture & Video Industries (except video rental)	531110 Lessors of Residential Buildings & Dwellings (including equity REITs)
441210 Recreational Vehicle Dealers	453310 Used Merchandise Stores	512200 Sound Recording Industries	531120 Lessors of Nonresidential Buildings (except Miniwarehouses) (including equity REITs)
441222 Boat Dealers	453910 Pet & Pet Supplies Stores	Broadcasting (except Internet)	531130 Lessors of Miniwarehouses & Self-Storage Units (including equity REITs)
441228 Motorcycle, ATV, and All Other Motor Vehicle Dealers	453920 Art Dealers	515100 Radio & Television Broadcasting	531190 Lessors of Other Real Estate Property (including equity REITs)
441300 Automotive Parts, Accessories, & Tire Stores	453930 Manufactured (Mobile) Home Dealers	515210 Cable & Other Subscription Programming	531210 Offices of Real Estate Agents & Brokers
Furniture and Home Furnishings Stores	453990 All Other Miscellaneous Store Retailers (including tobacco, candle, & trophy shops)	Telecommunications	531310 Real Estate Property Managers
442110 Furniture Stores	Nonstore Retailers	517000 Telecommunications (including paging, cellular, satellite, cable & other program distribution, resellers, & other telecommunications & internet service providers)	531320 Offices of Real Estate Appraisers
442210 Floor Covering Stores	454110 Electronic Shopping & Mail-Order Houses	Data Processing Services	531390 Other Activities Related to Real Estate
442291 Window Treatment Stores	454210 Vending Machine Operators	518210 Data Processing, Hosting, & Related Services	
442299 All Other Home Furnishings Stores	454310 Fuel Dealers (including Heating Oil and Liquefied Petroleum)	Other Information Services	Rental and Leasing Services
Electronics and Appliance Stores	454390 Other Direct Selling Establishments (including door-to-door retailing, frozen food plan providers, party plan merchandisers, & coffee-break service providers)	519100 Other Information Services (including news syndicates & libraries, internet publishing & broadcasting)	532100 Automotive Equipment Rental & Leasing
443141 Household Appliance Stores	Transportation and Warehousing	Finance and Insurance	532210 Consumer Electronics & Appliances Rental
443142 Electronic Stores (including Audio, Video, Computer, and Camera Stores)	Air, Rail, and Water Transportation	Depository Credit Intermediation	532281 Formal Wear & Costume Rental
Building Material and Garden Equipment and Supplies Dealers	481000 Air Transportation	522110 Commercial Banking	532282 Video Tape & Disc Rental
444110 Home Centers	482110 Rail Transportation	522120 Savings Institutions	532283 Home Health Equipment Rental
444120 Paint & Wallpaper Stores	483000 Water Transportation	522130 Credit Unions	532284 Recreational Goods Rental
444130 Hardware Stores	Truck Transportation	522190 Other Depository Credit Intermediation	532289 All Other Consumer Goods Rental
444190 Other Building Material Dealers	484110 General Freight Trucking, Local	Nondepository Credit Intermediation	532310 General Rental Centers
444200 Lawn & Garden Equipment & Supplies Stores	484120 General Freight Trucking, Long-distance	522210 Credit Card Issuing	532400 Commercial & Industrial Machinery & Equipment Rental & Leasing
Food and Beverage Stores	484200 Specialized Freight Trucking	522220 Sales Financing	
445110 Supermarkets and Other Grocery (except Convenience) Stores	Transit and Ground Passenger Transportation	522291 Consumer Lending	Lessors of Nonfinancial Intangible Assets (except copyrighted works)
445120 Convenience Stores	485110 Urban Transit Systems	522292 Real Estate Credit (including mortgage bankers & originators)	533110 Lessors of Nonfinancial Intangible Assets (except copyrighted works)
445210 Meat Markets	485210 Interurban & Rural Bus Transportation	522293 International Trade Financing	
445220 Fish & Seafood Markets	485310 Taxi and Ridesharing Services	522294 Secondary Market Financing	
445230 Fruit & Vegetable Markets	485320 Limousine Service	522298 All Other Nondepository Credit Intermediation	
445291 Baked Goods Stores	485410 School & Employee Bus Transportation	Activities Related to Credit Intermediation	
445292 Confectionery & Nut Stores	485510 Charter Bus Industry	522300 Activities Related to Credit Intermediation (including loan brokers, check clearing & money transmitting)	
445299 All Other Specialty Food Stores	485990 Other Transit & Ground Passenger Transportation		
445310 Beer, Wine, & Liquor Stores	Pipeline Transportation		
Health and Personal Care Stores	486000 Pipeline Transportation		
446110 Pharmacies & Drug Stores	Scenic & Sightseeing Transportation		
446120 Cosmetics, Beauty Supplies, & Perfume Stores	487000 Scenic & Sightseeing Transportation		
446130 Optical Goods Stores			
446190 Other Health & Personal Care Stores			
Gasoline Stations			
447100 Gasoline Stations (including convenience stores with gas)			

Professional, Scientific, and Technical Services*Code***Legal Services**

- 541110 Offices of Lawyers
541190 Other Legal Services

Accounting, Tax Preparation, Bookkeeping, and Payroll Services

- 541211 Offices of Certified Public Accountants
541213 Tax Preparation Services
541214 Payroll Services
541219 Other Accounting Services

Architectural, Engineering, and Related Services

- 541310 Architectural Services
541320 Landscape Architecture Services
541330 Engineering Services
541340 Drafting Services
541350 Building Inspection Services
541360 Geophysical Surveying & Mapping Services
541370 Surveying & Mapping (except Geophysical) Services
541380 Testing Laboratories

Specialized Design Services

- 541400 Specialized Design Services (including interior, industrial, graphic, & fashion design)

Computer Systems Design and Related Services

- 541511 Custom Computer Programming Services
541512 Computer Systems Design Services
541513 Computer Facilities Management Services
541519 Other Computer Related Services

Other Professional, Scientific, and Technical Services

- 541600 Management, Scientific, & Technical Consulting Services
541700 Scientific Research & Development Services
541800 Advertising & Related Services
541910 Marketing Research & Public Opinion Polling
541920 Photographic Services
541930 Translation & Interpretation Services
541940 Veterinary Services
541990 All Other Professional, Scientific, & Technical Services

Management of Companies (Holding Companies)

- 551111 Offices of Bank Holding Companies
551112 Offices of Other Holding Companies

Administrative and Support and Waste Management and Remediation Services**Administrative and Support Services**

- 561110 Office Administrative Services
561210 Facilities Support Services
561300 Employment Services
561410 Document Preparation Services

Code

- 561420 Telephone Call Centers
561430 Business Service Centers (including private mail centers & copy shops)
561440 Collection Agencies
561450 Credit Bureaus
561490 Other Business Support Services (including repossession services, court reporting, & stenotype services)

- 561500 Travel Arrangement & Reservation Services
561600 Investigation & Security Services
561710 Exterminating & Pest Control Services
561720 Janitorial Services
561730 Landscaping Services
561740 Carpet & Upholstery Cleaning Services

- 561790 Other Services to Buildings & Dwellings
561900 Other Support Services (including packaging & labeling services, & convention & trade show organizers)

Waste Management and Remediation Services

- 562000 Waste Management & Remediation Services

Educational Services

- 611000 Educational Services (including schools, colleges, & universities)

Health Care and Social Assistance**Offices of Physicians and Dentists**

- 621111 Offices of Physicians (except mental health specialists)
621112 Offices of Physicians, Mental Health Specialists
621210 Offices of Dentists

Offices of Other Health Practitioners

- 621310 Offices of Chiropractors
621320 Offices of Optometrists
621330 Offices of Mental Health Practitioners (except Physicians)
621340 Offices of Physical, Occupational & Speech Therapists, & Audiologists

- 621391 Offices of Podiatrists
621399 Offices of All Other Miscellaneous Health Practitioners

Outpatient Care Centers

- 621410 Family Planning Centers
621420 Outpatient Mental Health & Substance Abuse Centers
621491 HMO Medical Centers
621492 Kidney Dialysis Centers
621493 Freestanding Ambulatory Surgical & Emergency Centers
621498 All Other Outpatient Care Centers

Medical and Diagnostic Laboratories

- 621510 Medical & Diagnostic Laboratories

*Code***Home Health Care Services**

- 621610 Home Health Care Services

Other Ambulatory Health Care Services

- 621900 Other Ambulatory Health Care Services (including ambulance services & blood & organ banks)

Hospitals

- 622000 Hospitals

Nursing and Residential Care Facilities

- 623000 Nursing & Residential Care Facilities

Social Assistance

- 624100 Individual & Family Services
624200 Community Food & Housing, & Emergency & Other Relief Services
624310 Vocational Rehabilitation Services
624410 Child Day Care Services

Arts, Entertainment, and Recreation**Performing Arts, Spectator Sports, and Related Industries**

- 711100 Performing Arts Companies
711210 Spectator Sports (including sports clubs & racetracks)
711300 Promoters of Performing Arts, Sports, & Similar Events
711410 Agents & Managers for Artists, Athletes, Entertainers, & Other Public Figures
711510 Independent Artists, Writers, & Performers

Museums, Historical Sites, and Similar Institutions

- 712100 Museums, Historical Sites, & Similar Institutions

Amusement, Gambling, and Recreation Industries

- 713100 Amusement Parks & Arcades
713200 Gambling Industries
713900 Other Amusement & Recreation Industries (including golf courses, skiing facilities, marinas, fitness centers, & bowling centers)

Accommodation and Food Services**Accommodation**

- 721110 Hotels (except Casino Hotels) & Motels
721120 Casino Hotels
721191 Bed & Breakfast Inns
721199 All Other Traveler Accommodation
721210 RV (Recreational Vehicle) Parks & Recreational Camps
721310 Rooming & Boarding Houses, Dormitories, & Workers' Camps

*Code***Food Services and Drinking Places**

- 722300 Special Food Services (including food service contractors & caterers)
722410 Drinking Places (Alcoholic Beverages)
722511 Full Service Restaurants
722513 Limited Service Restaurants
722514 Cafeterias and Buffets
722515 Snack and Non-alcoholic Beverage Bars

Other Services**Repair and Maintenance**

- 811110 Automotive Mechanical & Electrical Repair & Maintenance
811120 Automotive Body, Paint, Interior, & Glass Repair
811190 Other Automotive Repair & Maintenance (including oil change & lubrication shops & car washes)
811210 Electronic & Precision Equipment Repair & Maintenance
811310 Commercial & Industrial Machinery & Equipment (except Automotive & Electronic) Repair & Maintenance
811410 Home & Garden Equipment & Appliance Repair & Maintenance
811420 Reupholstery & Furniture Repair
811430 Footwear & Leather Goods Repair
811490 Other Personal & Household Goods Repair & Maintenance

Personal and Laundry Services

- 812111 Barber Shops
812112 Beauty Salons
812113 Nail Salons
812190 Other Personal Care Services (including diet & weight reducing centers)
812210 Funeral Homes & Funeral Services
812220 Cemeteries & Crematories
812310 Coin-Operated Laundries & Drycleaners
812320 Drycleaning & Laundry Services (except Coin-Operated)
812330 Linen & Uniform Supply
812910 Pet Care (except Veterinary) Services
812920 Photofinishing
812930 Parking Lots & Garages
812990 All Other Personal Services

Religious, Grantmaking, Civic, Professional, and Similar Organizations

- 813000 Religious, Grantmaking, Civic, Professional, & Similar Organizations (including condominium and homeowners associations)