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between rural and urban, but I think that is reality. And I think that the less aggressive schedule is probably what is really realistic for those in the rural areas. I had some figures from York County and Seward County. Those are rural areas. They have taken and they have several companies in both York County and Seward County that have qualified for LB 775 funding. The median wage for York was \$31,000, for Seward \$33,000. I have to agree with Senator Thompson. The thing that upsets me both...or most is looking at what . that is what the male earnings are. The female earnings are almost \$10,000 less, and that does upset me. I think what we're doing here is just trying to find us a minimum standard. We're not just talking about any business. We are talking about those businesses that are qualifying for tax credits. So I will be supporting the amendment. I do believe that it is a compromise. Thank you.

SENATOR SCHIMEK: Thank you, Senator Stuhr. Senator Redfield, you are next.

SENATOR REDFIELD: Thank you, Senator Schimek, members of the body. I am going to support the amendment because it does, in fact, lower it to...for the rural tier. And I think that what Senator Stuhr was alluding to is very, very important in our discussion. The reason that you are often seeing wages for female Nebraskans at a lower rate is because there just isn't availability. And I recognize the fact that there are a lot of homes in our rural communities where, because of the land and their ties to the land, they don't have the possibility of moving, so their range of opportunity is within a certain amount of drivable miles. And these people want jobs, they need jobs, they have skills, and they need opportunities. I think that it would behoove us as a Legislature to make those opportunities available to all of our citizens, and if this is a step forward I would appreciate our supporting it. If we need to adjust it further, then so be it. But I think that we do need a tier that would be workable and usable in our rural economy. It's not because we value these people less. It is not because we value their skills less. It is because they need the opportunity. There is no choice sometimes for these people. There are no jobs available, and we need to make sure that we are trying to do our utmost best to make sure that we're "incenting" companies