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clearances necessary to perform the jobs is really fierce. Companies from across the nation and the world are competing heavily for this specific pool of talent, like I mentioned before how very specialized they are and rare. Our most direct competition comes from the defense industry based in Colorado Springs, Colorado. The missions at Peterson Air Force Base in the Springs and Offutt Air Force Base are strikingly similar and require the same skill sets. Unfortunately, the state of Colorado has an edge on Nebraska on workforce development and recruitment in the defense industry. What do they have to offer that we don't? Number one, a very desirable location to retire to after military service; a scenic tourist destination, complete with mountains, trees, access to large metros, recreational opportunities, professional sports teams. Adding to the equation is an excellent school system and lower taxes. Colorado's recruitment advantage is the tax incentive to their retirees. The state of Colorado exempts the first \$20,000 in retirement pay. So there are some states that do it not the entire amount, and some are incremental. This is an attractive offer to the military professional embarking on their second career. The state of Nebraska is at a serious disadvantage when it comes to recruiting this highly trained and specialized workforce. If we want to attract and retain this specialized field, we must provide a serious incentive. The defense industry commands the higher level of professional salaries which are desirable for Nebraska's economic future. And, like was mentioned earlier, when these guys come or people come, they're in their late forties, early fifties, generally. They're bringing spouses along, who are also working, also paying taxes, also using their...

SENATOR SCHIMEK: Time.

SENATOR COMBS: ...salaries...

SENATOR SCHIMEK: One minute.

SENATOR COMBS: ...also using their salaries to purchase goods and pay property taxes and lots of other things that will hopefully more than offset the carrot that we're giving them to come here, because, frankly, we don't have as many carrots as