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working for these businesses currently.

SENATOR KREMER: Okay. So what assurance do we have that to give this exemption will attract some more employees? I mean, maybe they don't live in Nebraska because they like mountains. Or maybe they're somewhere else. And I think, you know, we may...cost us \$500,000 which really gives the exemptions to those that are already working, so we're not gaining any...attracting them. And maybe we'll attract 10 more people out of the 100. Is there any way of knowing how many that we can attract to these positions?

SENATOR CORNETT: There's no way of knowing the exact number that we could attract. But when someone is getting ready to retire from the military, they have an exit service. And they go into the service that...this department with the military, and they break down what states offer them the best benefits for the military. And the military will pay for one move. And we had quite a bit of testimony from the contractors and the IT companies, that the biggest problem they had of recruiting and attracting people to the state was not so much the state itself, but the tax break that they could get in other states. I have testimony from Spiral Solutions. It is a Nebraska-based company, with...that was started here in Nebraska, without any incentives. But they came to the Revenue Committee, and they testified how that just...it's a small company. And two employees, for a small company, is a very important number.

SENATOR KREMER: Okay. And I see where they have talked about, they had two highly recruited individuals that didn't come. So I'm wondering how many we're going to attract. And I was thinking, like, do they have the exemption, or the benefits, in Iowa right now? And how many people...?

SENATOR CORNETT: Yes, they do. Iowa has...

SENATOR KREMER: They could just come over the border if they're there. Do we attract people from Iowa to work in Nebraska? It's not that far of a drive.

SENATOR CORNETT: They...the people that are working...there are