

INDIANAVISION

2025

A PLAN FOR HOOSIER PROSPERITY

REPORT CARD



May 2021

Indiana Vision 2025: Advancing the Vision

| DRIVER 1: OUTSTANDING TALENT | |
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| GOAL | SIGNIFICANT PROGRESS |
| Increase the proficiency of Indiana students in math, science and reading to “Top 5” status nationally. | Indiana continues to perform in the top third of states, but the U.S. is experiencing a decline in its competitiveness internationally |
| Increase to 90% the proportion of Indiana students who graduate from high school ready for college and/or career training. | Graduation pathways in place; college readiness data reveal significant decreases in students requiring remediation |
| Eliminate the educational achievement gaps at all levels, from pre-school through college, for disadvantaged populations. | Significantly expanded funding (2017) for high-quality preschool programs for low-income children; pre-K eligibility expanded to all counties (2019) |
| Increase to 60% the proportion of Indiana residents with high quality postsecondary credentials. | Statewide stakeholders aligned on goal; progress continues to take place – 43% gain since 2011 |
| Increase the proportion of Indiana residents with bachelor’s degrees or higher to “Top 10” status nationally. | Indiana rank remains stagnant |
| Increase the proportion of Indiana residents with associate’s degrees to “Top 10” status nationally. | Indiana rank remains stagnant |
| Increase the proportion of Indiana residents with postsecondary credentials in STEM-related fields to “Top 5” status nationally. | 2018 legislation adds computer science offerings to all K-12 schools; additional private sector training options emerge |
| Develop, implement and fully fund a comprehensive plan for addressing the skills shortages of adult and incumbent workers who lack minimum basic skills. | Next Level Jobs program expands (including additional funding in 2021) to serve more workers and reimburse companies for providing necessary training; shift toward employer-driven system a positive step |
| Improve Indiana’s per-capita income ranking to “Top 25” nationally. | Cost of living adjustment puts Indiana in middle of pack among 50 states |

| DRIVER 2: ATTRACTIVE BUSINESS CLIMATE | |
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| GOAL | SIGNIFICANT PROGRESS |
| Adopt a right-to-work statute. | Passed February 2012 |
| Enact comprehensive government reform at the state and local levels to increase efficiency and effectiveness in delivery of services. | Repeal of common construction wage law in 2015 |
| Reform public pension systems to ensure Indiana’s are competitive and actuarially sound according to industry standards. | Moderate cost containment passed in 2014; additional state investments made, including \$500 million in 2021 |
| Preserve and enhance a “Top 5” ranking among all states for Indiana’s legal environment. | Legal climate generally regarded as fair and effective; commercial court program to address complex business issues expands to additional counties |
| Attain a “Top 5” ranking among all states for Indiana’s business regulatory environment. | Business regulatory environment remains strong |
| Eliminate the business personal property tax. | Exemption for small businesses implemented in 2015 and expanded significantly in both 2019 and 2021 |
| Eliminate the state inheritance tax. | Tax eliminated in 2013 |
| Promote the enactment of a federal solution to the internet sales/use tax dilemma. | Indiana began collecting taxes on online sales in late 2018; 2019 marketplace facilitator legislation eases process |
| Streamline and make consistent the administration of the state’s tax code. | Moderate procedural improvements passed in 2015 and 2017; important distinctions from federal code (related to COVID funding) enacted in 2021 |
| Establish government funding mechanisms to more closely approximate “user fee” model. | A Tax Foundation analysis for fiscal year 2018 finds Indiana tied for first in the country in road spending funded by user taxes |
| Contain health care costs through patient-directed access and outcomes-based incentives. | Various efforts (2020) to reduce surprise billing and create greater cost transparency; Healthy Indiana Plan (HIP) 2.0 in effect in 2015 |
| Reduce smoking levels to less than 15% of the population. | First statewide smoking ban passed in 2012; legal smoking age raised to 21 in 2020; e-cigarettes taxed for first time in 2021 legislation |
| Return obesity levels to less than 20% of the population. | Wellness Council of Indiana and partners working directly with employers and communities on healthy cultures/improving outcomes; Chamber a partner in Alliance for a Healthier Indiana |
| Reduce the number of drug-related deaths in Indiana by 25% in 2025. | Indiana Workforce Recovery (Indiana Chamber and Wellness Council of Indiana initiative) works directly with employers on education, reducing stigma and treatment options; 10% decrease from 2017 to 2019 |

| DRIVER 3: SUPERIOR INFRASTRUCTURE | |
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| GOAL | SIGNIFICANT PROGRESS |
| State development and implementation of a strategic energy resource plan that helps ensure Indiana is one of the “Top 10” most affordable states for electricity. | Comprehensive Chamber Foundation energy study (2020) provides direction on key issues |
| Diversify Indiana’s energy mix with an emphasis on clean coal, natural gas, nuclear power and renewables. | Defeated 2019 and 2020 efforts to restrict new, diverse energy sources; overall reliance on coal decreases significantly |
| Identify and implement workable energy conservation strategies. | 2015 legislation requires utilities to submit efficiency plans |
| Develop and implement a strategic water resource plan that ensures adequate fresh water for citizens and business. | Indiana Chamber Foundation water resource study (2014) and subsequent legislation leads to 2019 creation of water infrastructure revolving loan fund with additional investment (including 2021) taking place |
| Develop and implement new fiscal systems to support the array of transportation infrastructure projects critical to economic growth. | 2017 road funding legislation utilizes user fee approach |
| Aggressively build out the state’s advanced telecommunications networks. | Variety of bills (2021) deliver substantive funding and additional opportunities to expand service; legislation in previous years deployed small cell towers and established a rural broadband grant program |
| Ensure strong security measures (both physical and cyber) are in place for all of Indiana’s critical infrastructure. | Regular IURC-utility meetings focus on preparedness, mitigation and resiliency; Chamber adds annual cyber conference |

| DRIVER 4: DYNAMIC & CREATIVE CULTURE | |
|--|--|
| GOAL | SIGNIFICANT PROGRESS |
| Drive strategic entrepreneurship and innovation formation for new and existing firms. | 2018: legislation exempts software as a service transactions from sales tax; 2019: various tax credits made more accessible to small businesses and new data center tax incentives; Chamber tech policy committee partners on policy advancements |
| Increase intellectual property commercialization from higher education and business and attain “Top 5” ranking per capita among all states. | Increased commercialization performance from major universities; addition of small business innovation voucher in 2019 |
| Achieve “Top 12” ranking among all states in number of patents per worker. | Current rankings at or near top 20 |
| Achieve “Top 12” ranking among all states in venture capital invested per capita. | Strong improvements to Venture Capital Investment tax credit (2021); VCI transferability added in 2019; state Next Level Fund established in 2017 |
| Strategically recruit foreign direct investment (FDI) and achieve “Top 5” ranking among all states in FDI as a percent of gross state product. | Top 6 employment level achieved; strong performance in attracting investment continues |
| Increase Indiana exports to achieve “Top 5” ranking per capita among all states. | State consistent in achieving top 10 rankings |
| Promote a diverse and civil culture that attracts and retains talented individuals. | 2021 state investment in regional quality of place initiatives; effective bias crimes legislation passed in 2019 |

State Must Continue Key Investments

At publication, Indiana is but one entity attempting to re-emerge from the COVID-19 pandemic. Next generation scholars and pundits of this Report Card will – hopefully – find incomprehensible the magnitude of the pandemic’s economic and personal toll to nation-states, localities and households across the globe, which has resulted in trillions of dollars in federal mitigation and millions of lives lost.

By small example, 95% of Hoosier hotel employees lost their jobs in a 48-hour period in 2020, and 20% of Indiana restaurants closed permanently. Sadly, 2020 also witnessed nearly 380,000 U.S. deaths due to COVID-19, with more than 12,000 in Indiana through April of this year.

In the midst of these unprecedented times, thought leaders must not wait for the pandemic’s dust to settle before evaluating Indiana’s economic vitality. Doing so would be a disservice.

In sum, this *Indiana Vision 2025: 2021 Report Card* offers valuable insight for the many who are vested in Indiana’s economic future. We encourage all to use this unparalleled compilation of data as a means to an end: **Evaluate Indiana’s strengths, weaknesses, opportunities and threats – then, identify and support the necessary investments that ensure its long-term economic prosperity.**

The Indiana Chamber is doing just that through the *Accelerating Indiana Vision 2025+* initiative. Learn more at www.indianachamber.com/accelerate.

KEY FEATURES OF THIS REPORT

This is the fifth Report Card analyzing Indiana’s progress toward the 37 original goals established by the *Indiana Vision 2025* task force in 2012. Five goals are no longer “tracked” as they have been achieved (e.g., eliminating the inheritance tax and adopting a right-to-work statute). The result here is 70 metrics used to help analyze the remaining 32 goals.

This 2021 Report Card adds five new metrics as follows: *First-Time Postsecondary Enrollments*, *State Highway Spending Per Freight Moved*, *Median Household Income*, *Median Household Income – Cost of Living Adjustment* and *RAND Study (Health Insurance Premiums)*.

Further, *State-Level Regulatory Restrictions* replaces the *Regulatory Freedom Index* to help assess Indiana’s regulatory climate and *Consumption of Renewable Energy* is inserted for *Net Generation of Clean Energy per Capita*. Also, a new calculation for *State Road Spending* offers better insight into states that get the best “bang for their buck” when building new roads.

Compared to 2019, Indiana’s ranking fell in 26 metrics (6.1 spots on average), rose in 22 (3.6 spots on average), eight were the same and 14 were not applicable for comparison.

Like golf, however, sometimes it is more important to focus on personal improvements and competing against oneself. In this sense, Indiana made demonstrable progress.

Compared to 2019, Indiana’s raw scores improved in 31 metrics and declined in only 20; three were unchanged and 16 are not applicable for comparison.

The years indicated are when the data were collected, not published. For example, smoking figures are from 2019 (most recent data), although these figures may appear in reports and studies published in 2020 and 2021.

Some of the key findings of the 2021 Report Card, divided into driver areas, are as follows:

OUTSTANDING TALENT

Of the 28 metrics used to evaluate Outstanding Talent, Indiana outperformed the U.S. average in 13, underperformed in 10 and five are not applicable. Compared to 2019, Indiana’s rankings rose in four metrics, declined in 10, six are unchanged and eight are not applicable.

The number of graduating high school seniors needing remediation in both mathematics and language arts dropped to only 1% (compare to 11% in 2011). Related, the proportion of seniors who achieved a GPA above 3.0 (44%) is the highest in five years.

The bad news: Indiana’s individual and household per capita income remain less than the national average. Even after adjusting for cost of living, trends are headed in the wrong direction. Between 2015-2019, Indiana’s adjusted individual and household per capita income increased by a combined average of \$4,991 (or 11.9%) while the national average increased by a combined average of \$7,815 (or 18.4%).

The good news: 48.3% of Hoosier adults hold a postsecondary degree or industry recognized credential – an increase from 43.4% in 2019 and 33.8% in 2011 (i.e. 42.9% gain).

Indiana continues to outperform nationally in early education metrics, but its rankings and raw scores declined in each of the four measures relative to 2019. Equally concerning is that the fourth grade “gap” measures have widened by an average of 25.5% since 2017. The only redeeming factor is that Indiana’s eighth grade reading “gap” measure improved to 10th nationally.

ATTRACTIVE BUSINESS CLIMATE

Of the 14 metrics used to evaluate Attractive Business Climate, Indiana outperformed the U.S. average in six metrics, underperformed in seven and one is not applicable. Compared to 2019, Indiana’s rankings rose in seven metrics, declined in four, one was unchanged and two are not applicable.

The bad news: Hoosiers' health and health care remain the largest challenge in this driver and arguably to Indiana's economic future as a whole. An added metric, the RAND Study, leverages data to demonstrate Indiana's need to progress in hospital charges and fees. Indiana hospitals rank 41st in cost of service, charging on average 303% above Medicare for the same services. Not surprisingly, Hoosiers' health insurance premiums grew by nearly \$800 from two years ago, causing Indiana's ranking to drop from 18th to 31st.

Hoosiers themselves must share the blame: 19.2% of the adult population smokes and 35.3% are considered obese. The 2019 Report Card described the two-year obesity rate increase from 31.3% to 33.6% "alarming," which again proves to be an appropriate characterization.

The good news: Indiana remains an attractive place to start, relocate and grow one's business. Four of the five "retired" goals are within this driver, which means significant progress has already been achieved, and it includes the highest overall ranking for any metric: state public pension spending (2nd).

SUPERIOR INFRASTRUCTURE

Of the 11 metrics used to evaluate Superior Infrastructure, Indiana outperformed the U.S. average in two, underperformed in seven and two are not applicable. Compared to 2019, Indiana's rankings rose in three metrics, declined in four and four are not applicable.

The high point of this 2021 Report Card is the two-year increase from 86.9% to 92.6% of Hoosiers with access to high-speed broadband and mobile connections. What makes this even more impressive is that the national average decreased by 0.5% due to the FCC raising its standard for what qualifies as "high speed." Tremendous investments by our mobile and internet service providers, and buy-in from state leadership, have made the ability to "adopt" high-speed broadband more accessible to Hoosiers – and businesses – than ever before.

Unfortunately, the positive trend reported in 2019 relating to electricity prices failed to continue. Indiana's rankings and raw scores declined in four out of five energy-related metrics. On the "bright side," Indiana increased by 17.7% its net generation of clean energy as a percentage of total generation.

Indiana's improved ranking in (cost-adjusted) state road spending is a promising start to validating the state's investment in its roads and bridges.

DYNAMIC AND CREATIVE CULTURE

Of the 17 metrics used to evaluate Dynamic and Creative Culture, Indiana outperformed the U.S. average in six metrics, underperformed in 10 and one is not applicable. Compared to 2019, Indiana's rankings rose in eight metrics, declined in eight and one is unchanged.

The low point of this 2021 Report Card is the drop from fifth to 23rd in net job creation in firms that are at least six years old. This marks the first year since 2009 that Indiana ranked outside the top 20 and the only time since 2007 the net gain dipped below 1.0. Somewhat comforting, however, is that the national average also decreased by 14% over the past two years (1.15 to 0.99) and, ultimately, Indiana has a net *gain* – not true for six states, including Illinois.

In better news, Indiana's rankings improved in all three metrics pertaining to start-ups and young businesses, and venture capital investments grew by 55.6% for the three-year period beginning in 2018. Chamber-led enhancements to the venture capital investment tax credit were achieved during the 2021 legislative session, which promise to help Indiana maintain its momentum on these fronts.

Indiana maintained its 22nd-place ranking for net domestic migration by attracting more residents than it lost – one of 23 states to do so in this year's report. The Indiana Chamber advocated for this year's \$500 million investment in regional economic development and quality of place initiatives that will prove to be beacons for businesses and talent alike.

Finally, Indiana continues flexing its muscle on the international front – both in terms of exports and employment at U.S. affiliates, which account for three of Indiana's seven top 10 (overall) rankings.

Below are Indiana's best and worst rankings as reported in the *Indiana Vision 2025: 2021 Report Card*.

TOP OVERALL RANKS (≤10)

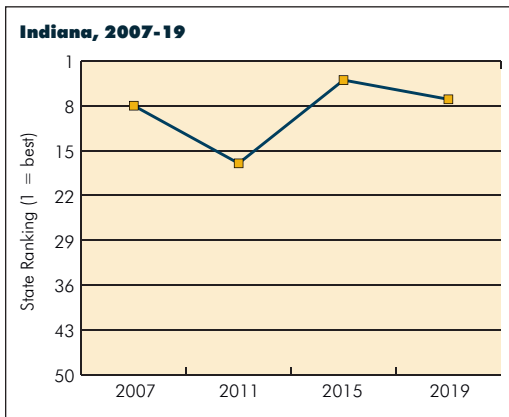
- 2: State Public Pension Spending (previously 3)
- 6: State and Local Government Spending (previously 7)
- 6: Employment at U.S. Affiliates (previously 5)
- 7: Mathematics: 4th Grade NAEP (previously 6)
- 7: Exports as Percent of GDP (previously 8)
- 8: Exports per Capita (previously 9)
- 10: Reading Gap: 8th Grade (previously 17)

BOTTOM OVERALL RANKS (≥ 40)

- 40: Bachelor's Degree or Higher (previously 38)
- 40: Adult Smoking Rate (previously 44)
- 41: Associate Degree or Higher (previously 37)
- 41: Per Capita Income (previously 39)
- 41: RAND Study (Health Insurance Premiums) (previously N/A)
- 42: Population with Science & Engineering Degrees (previously 38)
- 42: Kauffman Entrepreneurial Index (previously 47)
- 45: Total Employment/Firms 0 to 5 years old (previously 47)
- 46: Clean Energy/Total Generation (previously 47)
- 48: Urban Industrial Property Tax Rates (previously 42)

Increase the proficiency of Indiana students in math, science and reading to "Top 5" status nationally

Mathematics: 4th Grade NAEP*

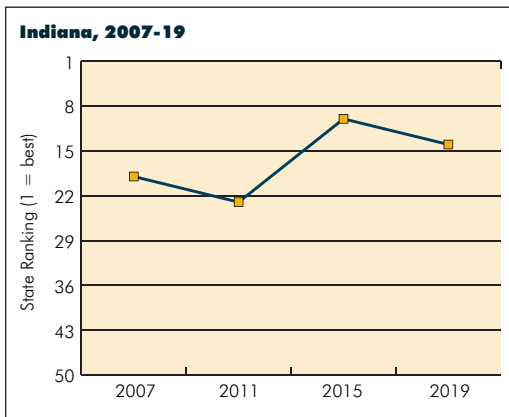


Indiana's 2019 fourth grade NAEP scores declined slightly from their peak in 2015, resulting in a drop from fourth to seventh place among all states. Indiana continues to outperform the nation on this measure.

| State | Average Score | State | Average Score |
|-----------------------------|----------------|-------------------------------|----------------|
| 1. Minnesota | .248.41 | 46. Alaska | .232.31 |
| 2. Massachusetts | .247.32 | 47. West Virginia | .231.50 |
| 3. Virginia | .246.89 | 48. Louisiana | .231.30 |
| 4. Florida | .245.96 | 49. New Mexico | .231.11 |
| 5. New Jersey | .245.93 | 50. Alabama | .229.65 |
| 7. Indiana | .244.88 | U.S. Average | .240.00 |

* NAEP: National Assessment of Educational Progress
National Center for Educational Statistics State Comparisons

Mathematics: 8th Grade NAEP*

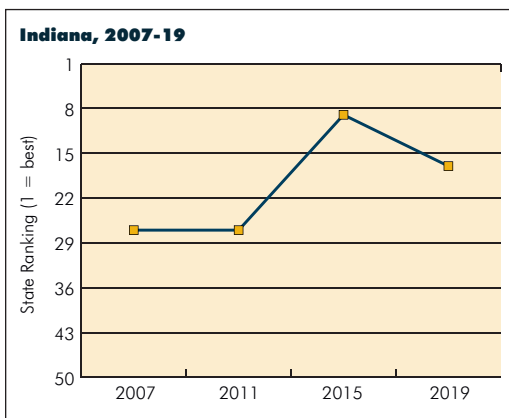


Indiana's performance on this measure has declined relative to its peak in 2017 (score of 287.71) and its highest rank in 2015 (10th). Indiana continues to show stability in its score on this measure, consistently scoring between 285 and 288 across the periods examined.

| State | Average Score | State | Average Score |
|------------------------------|----------------|-------------------------------|----------------|
| 1. Massachusetts | .294.47 | 46. Mississippi | .273.73 |
| 2. New Jersey | .291.82 | 47. West Virginia | .272.35 |
| 3. Minnesota | .290.79 | 48. Louisiana | .271.64 |
| 4. Wisconsin | .288.66 | 49. New Mexico | .268.77 |
| 5. New Hampshire | .287.22 | 50. Alabama | .268.70 |
| 14. Indiana | .285.65 | U.S. Average | .280.99 |

* NAEP: National Assessment of Educational Progress
National Center for Educational Statistics State Comparisons

Reading: 4th Grade NAEP*

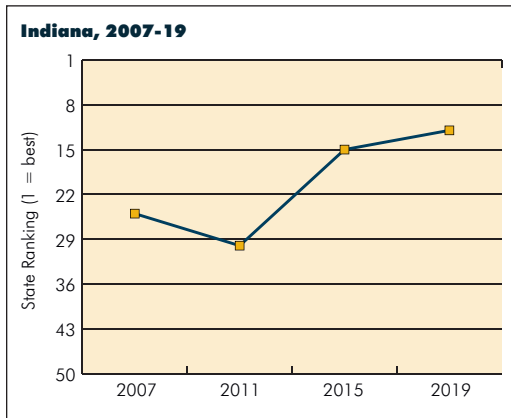


Indiana's performance on this measure slipped after having achieved top 10 status in 2015 and 2017. Within the last testing cycle, Indiana slightly underperformed its average performance since 2005.

| State | Average Score | State | Average Score |
|------------------------------|----------------|-------------------------------|----------------|
| 1. Massachusetts | .231.09 | 46. West Virginia | .213.18 |
| 2. New Jersey | .227.19 | 47. Alabama | .211.73 |
| 3. Wyoming | .226.69 | 48. Louisiana | .209.87 |
| 4. Utah | .225.15 | 49. New Mexico | .207.56 |
| 5. Colorado | .224.86 | 50. Alaska | .204.37 |
| 17. Indiana | .221.81 | U.S. Average | .219.44 |

* NAEP: National Assessment of Educational Progress
National Center for Educational Statistics State Comparisons

Reading: 8th Grade NAEP*



While falling slightly relative to its highest rank in 2017 (sixth; not shown), Indiana maintained a strong performance relative to its historical average on this measure.

| State | Average Score | State | Average Score |
|------------------------------|----------------|-------------------------------|----------------|
| 1. Massachusetts | .273.11 | 46. Texas | .255.74 |
| 2. New Jersey | .270.36 | 47. West Virginia | .255.62 |
| 3. Connecticut | .269.72 | 48. Alabama | .253.40 |
| 4. Vermont | .268.48 | 49. Alaska | .252.39 |
| 5. New Hampshire | .267.95 | 50. New Mexico | .251.70 |
| 12. Indiana | .265.95 | U.S. Average | .262.00 |

* NAEP: National Assessment of Educational Progress
National Center for Educational Statistics State Comparisons

Science: 4th Grade

While national comparison data are not available for 2019, data do exist on the performance on state ILEARN tests for Indiana students. The percentage of fourth grade Indiana students scoring as "proficient" is 46.3%. The 2018-19 school year is the first for which data are available from this test and thus trend data are not available (a higher percentage of students passed the science portion of the previous test; however, the data from test to test may not be comparable).

Note: Science data from the National Assessment of Educational Progress has not been updated since 2015.

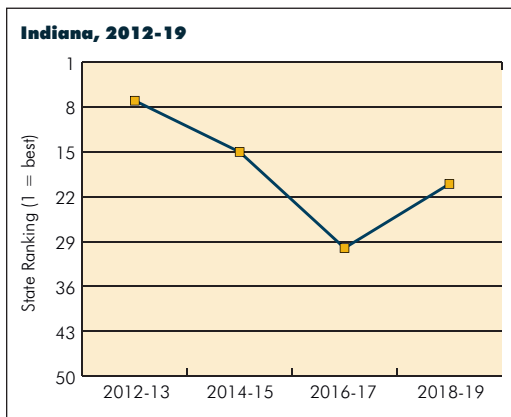
Science: 8th Grade

While national comparison data are not available for 2019, data do exist on the performance on state ILEARN tests for Indiana students. The percentage of sixth grade Indiana students (no information available for eighth graders) scoring as "proficient" is 48.6%. The 2018-19 school year is the first for which data are available from this test and thus trend data are not available (a higher percentage of students passed the science portion of the previous test; however, the data from test to test may not be comparable).

Note: Science data from the National Assessment of Educational Progress has not been updated since 2015.

Increase to 90% the proportion of Indiana students who graduate from high school ready for college and/or career training

Public High School Graduation Rates (Adjusted Cohort Graduation Rate)



| State | Graduation Rate (%) | State | Graduation Rate (%) |
|--------------------------------|---------------------|--------------------------------|---------------------|
| 1. Alabama | 91.7% | 46. Alaska | 80.4% |
| 2. Iowa | 91.6% | 47. Louisiana | 80.1% |
| 3. West Virginia | 91.3% | 48. Oregon | 80.0% |
| 4. Kentucky | 90.6% | 49. Arizona | 77.8% |
| 4. New Jersey | 90.6% | 50. New Mexico | 75.1% |
| T-20. Indiana | .87.2% | United States | .85.8% |

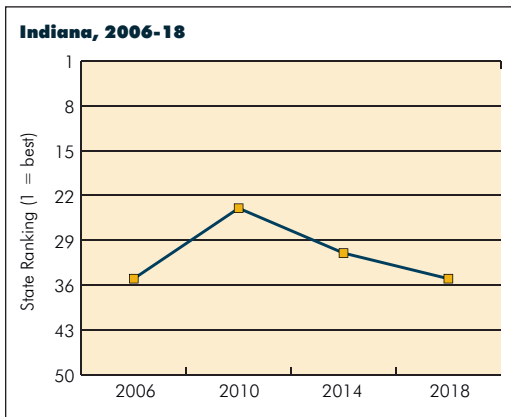
The four-year adjusted cohort graduation rate (ACGR) replaced the freshmen graduation rate in 2010-2011. The ACGR is the number of students who graduate in four years with a regular high school diploma divided by the number of students who form the adjusted cohort for the graduating class. Adjustments add any students who transfer into the cohort and subtract students who transfer out or otherwise leave the original ninth-grade entry class.

Due to differences between federal and state calculation methods, state-reported data and federally reported data do not match. The federal level, state-to state, comparisons are only provided for public schools.

National Center for Education Statistics

First-Time Postsecondary Enrollments (Degree and Certificate)

As a Percent of High School Graduates With No College (Ages 18 to 64)



This is a new measure tracking the number of first-time degree- or certificate-seeking students in the fall semester of a given year, normalized by the total population (ages 18 to 64) having received a high school diploma but with no college education.

| State | Percent | State | Percent |
|------------------------------|---------------|-------------------------------|---------------|
| 1. California | 6.99% | 46. Wyoming | 3.98% |
| 2. New Jersey | 6.85% | 47. Arkansas | 3.91% |
| 3. Massachusetts | 6.46% | 48. Nevada | 3.63% |
| 4. Minnesota | 6.43% | 49. Alaska | 3.20% |
| 5. Kansas | 6.24% | 50. West Virginia | 2.92% |
| 35. Indiana | .4.27% | U.S. Average | .5.38% |

The data reflect new enrollees in the fall semester of the year listed; the data are reported the following year (i.e., the 2018 data listed reflect 2018 enrollment, but derives from the 2019 report from the NCES).

Note: The data reflect the enrollment of the student's home state, regardless of the state in which a student enrolls in a postsecondary program.

National Center for Education Statistics

College Readiness

Examining College Readiness Reports prepared by the Indiana Commission for Higher Education (ICHE), Indiana continues to make progress in preparing its students to pursue higher education. For the 2018 class of graduating high school seniors entering college in the fall of 2018, 90.7% of college-going students did not require remediation of any kind; this represented an improvement of more than three percentage points relative to 2016. General diploma holders have seen a substantial gain in college preparedness, with only 41% requiring remediation relative to 48% in 2016 and 67% in 2013. Core 40 diploma holders are also demonstrating higher levels of college preparedness, with those in need of remediation decreasing from 33% in 2013 to 16% in 2018. Among the 2018 high school graduate-cohort enrolling in college, 85% enrolled full time, 71.1% seek a bachelor's degree while 26% seek an associate degree (the balance seek certificates or are unclassified).

The number of students, of any diploma type, needing remediation in both mathematics and language arts, as opposed to only one subject, dropped to only 1%; in 2011, 11% of students required remediation in both subjects. This continues to be an important measure as students that require remediation in both subjects are less likely to earn those remediation credits relative to those students only needing remediation in a single subject.

Other data regarding improving college readiness are generally positive among Indiana graduating high school students. The percent of students achieving a grade point average above 3.0 is at its highest point relative to the previous five years (44% earned at least a 3.0). The percent completing all coursework and those persisting to their second year remained relatively steady overall at 75%, but showed declines within the Core 40 and general diploma groups (this may suggest, positively, that more high school students are pursuing more rigorous diploma types). On-time and same campus completion for four-year public colleges increased to 44.9% (for students entering college in 2015); completions also continue to increase for public two-year programs, up to 9.4% for students entering in 2016, relative to 2.5% for students graduating high school in 2009.

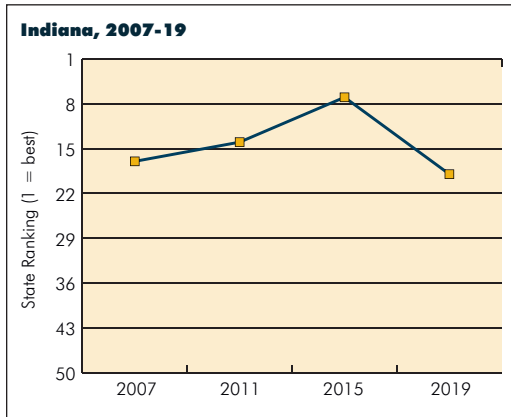
While not related to college preparedness, data from ICHE also show that a higher percentage of public university students are entering STEM (science, technology, engineering and math) fields than at any point since at least 2011. A total of 23% of students entered a STEM program of study in 2018, relative to 18.7% in 2012. STEM students reflect the largest cohort of students in any program of study in 2018, followed by health (16.8%), business and communication (16.1%), and arts and humanities (14.9%).

Generally, the data with respect to reducing the need for college remediation is positive, but it is important to continue to track measures of enrollment and postsecondary academic achievement to ensure that the benefits of reducing the need for remediation are ultimately being translated into positive outcomes. Tempering some of the positive trends viewed within the college readiness data, the percent of graduating seniors pursuing postsecondary educations has declined to 59% (in 2019), down from 66% in 2012.

Note: The data included above from ICHE reflect Indiana-graduating high school students attending Indiana public colleges.

Eliminate the educational achievement gaps at all levels, from pre-school through college, for disadvantaged populations

Mathematics Gap: 4th Grade*

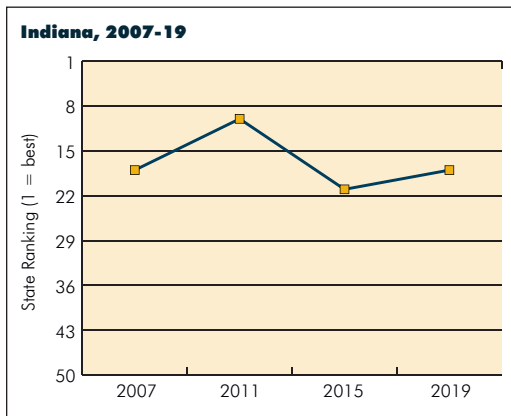


For fourth grade math scores, Indiana's achievement gap (between students on free and reduced lunch and other students) had grown to its largest gap of any of the years examined in 2017 (not pictured). While the gap has closed slightly since 2017, it remains relatively large compared to the average gap since 2005.

| State | Gap | State | Gap |
|------------------------------|--------------|-------------------------------|--------------|
| 1. Wyoming | 15.69 | 46. California | 28.30 |
| 2. Vermont | 16.54 | 47. Connecticut | 28.50 |
| 3. Florida | 16.99 | 48. Colorado | 29.07 |
| 4. North Dakota | 17.80 | 49. Georgia | 30.21 |
| 5. Utah | 17.84 | 50. Pennsylvania | 30.98 |
| 19. Indiana | 21.86 | U.S. Average | 24.15 |

*Gap is the raw difference between NAEP scores for students eligible and not eligible for the national free and reduced lunch program.
National Center for Education Statistics State Comparisons

Mathematics Gap: 8th Grade*

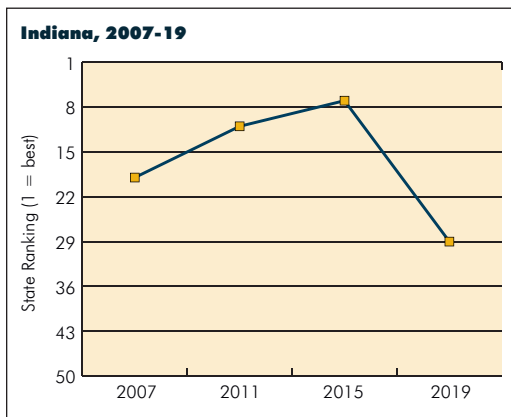


Indiana's achievement gap in eighth grade math closed slightly from its high in 2017 (26.09, not pictured). While the gap has closed slightly since 2017, it remains relatively large compared to the average gap since 2005.

| State | Gap | State | Gap |
|------------------------------|--------------|-------------------------------|--------------|
| 1. West Virginia | 19.23 | 46. California | 35.82 |
| 2. Wyoming | 20.66 | 47. Pennsylvania | 35.89 |
| 3. Arizona | 21.10 | 48. Ohio | 36.49 |
| 4. Oklahoma | 21.72 | 49. Connecticut | 37.00 |
| 5. Vermont | 22.55 | 50. New Jersey | 37.83 |
| 18. Indiana | 25.75 | U.S. Average | 29.83 |

*Gap is the raw difference between NAEP scores for students eligible and not eligible for the national free and reduced lunch program.
National Center for Education Statistics State Comparisons

Reading Gap: 4th Grade*

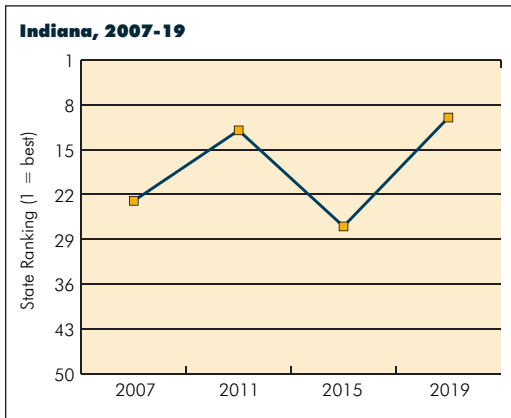


Indiana's achievement gap in fourth grade reading grew to 27.23 from 23.15 in 2017 (not pictured) and 20.5 in 2015. The current gap is the largest since at least 2005. The 4.08 increase since 2017 was the single largest two-year increase for any state in the years examined.

| State | Gap | State | Gap |
|------------------------------|--------------|-------------------------------|--------------|
| 1. North Dakota | 19.50 | 46. California | 31.07 |
| 2. Wyoming | 19.57 | 47. South Carolina | 31.87 |
| 3. West Virginia | 19.90 | 48. Alaska | 32.28 |
| 4. Nevada | 20.68 | 49. Georgia | 33.35 |
| 5. South Dakota | 20.85 | 50. Connecticut | 34.51 |
| 29. Indiana | 27.23 | U.S. Average | 27.84 |

*Gap is the raw difference between NAEP scores for students eligible and not eligible for the national free and reduced lunch program.
National Center for Education Statistics State Comparisons

Reading Gap: 8th Grade*



Indiana showed improvement in this measure, closing the gap by more than two points relative to 2015. Its score remains relatively constant to 2017 (not pictured), but the nation saw a widening gap over the same period, which improved Indiana's ranking to a top 10 state for the first time since at least 2005.

| State | Gap | State | Gap |
|------------------------------|--------------|-------------------------------|--------------|
| 1. West Virginia | 14.78 | 46. Maryland | 28.95 |
| 2. Maine | 17.52 | 47. New Jersey | 30.77 |
| 3. Wyoming | 18.07 | 48. Ohio | 30.81 |
| 4. Vermont | 18.31 | 49. Rhode Island | 32.26 |
| 5. North Dakota | 18.48 | 50. Washington | 32.38 |
| 10. Indiana | 20.50 | U.S. Average | 25.37 |

*Gap is the raw difference between NAEP scores for students eligible and not eligible for the national free and reduced lunch program.

National Center for Education Statistics State Comparisons

Science Gap: 4th Grade

While national comparison data are not available for 2019, data do exist on the performance on state ILEARN tests for Indiana students. On those tests, the achievement gap measured 30.9 percentage points (31.9 percent of students on free and reduced lunch measured as proficient against 62.8 percent of those on paid lunches).

The 2018-19 school year is the first for which data are available from this test and thus trend data are not available.

Science Gap: 8th Grade

While national comparison data are not available for 2019, data do exist on the performance on state ILEARN tests for Indiana students. On those tests, the achievement gap measured 30.9 percentage points (31.9 percent of students on free and reduced lunch measured as proficient against 62.8 percent of those on paid lunches).

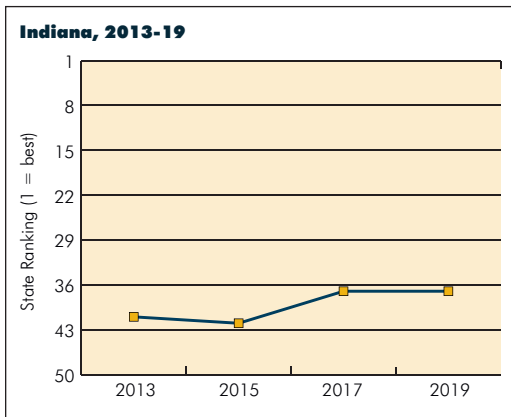
The 2018-19 school year is the first for which data are available from this test and thus trend data are not available.

Note: The state Department of Education does not disaggregate the achievement gap by grade level within the new science ILEARN test. Thus, the narrative here is the same for both measures.

Science data from the National Assessment of Educational Progress has not been updated since 2015.

Increase to 60% the proportion of Indiana residents with high quality postsecondary credentials

Population With at Least an Associate Degree or High Quality Credential (Ages 25 to 64)



| State | Percent | State | Percent |
|------------------------------|---------------|-------------------------------|--------------|
| 1. Massachusetts | 61.6% | 46. Alabama | 45.1% |
| 2. Colorado | 61.0% | 47. Mississippi | 44.4% |
| 3. Washington | 59.4% | 48. Arkansas | 43.6% |
| 4. Minnesota | 59.0% | 49. West Virginia | 42.6% |
| 5. Virginia | 57.4% | 50. Nevada | 42.5% |
| 37. Indiana | 48.3%* | U.S. Average | 51.9% |

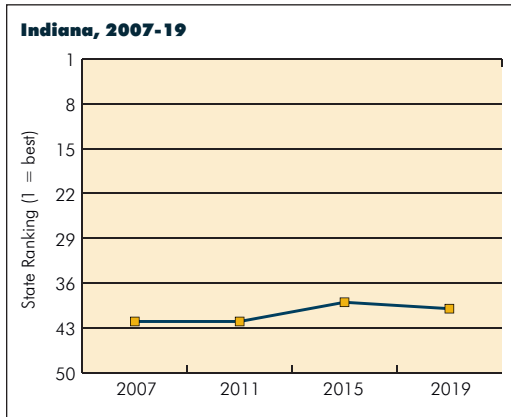
Data includes individuals with at least an associate degree and/or a high quality credential.

Lumina Foundation

*Improvement from 43.4% in 2019 Report Card

Increase the proportion of Indiana residents with bachelor's degrees or higher to "Top 10" status nationally

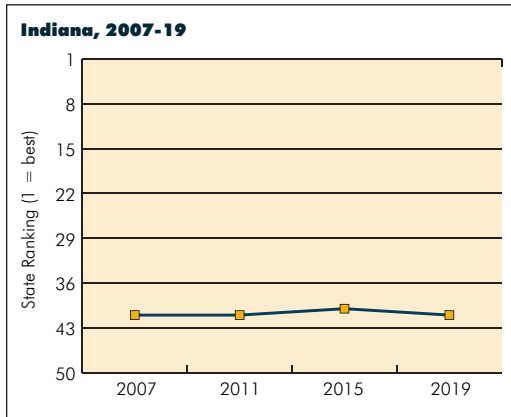
Population With at Least a Bachelor's Degree (Ages 25 to 64)



| State | Percent | State | Percent |
|-----------------------------|---------------|-------------------------------|---------------|
| 1. Massachusetts | 48.0% | 46. Louisiana | 25.7% |
| 2. New Jersey | 44.0% | 47. Nevada | 25.2% |
| 3. Colorado | 43.6% | 48. Arkansas. | 24.3% |
| 4. Maryland | 42.4% | 49. Mississippi | 22.6% |
| 5. Connecticut | 41.7% | 50. West Virginia. | 22.5% |
| 40. Indiana. | .28.6% | U.S. Average | .34.6% |

U.S. Census; American Community Survey (one-year estimates)

Population With at Least an Associate Degree (Ages 25 to 64)

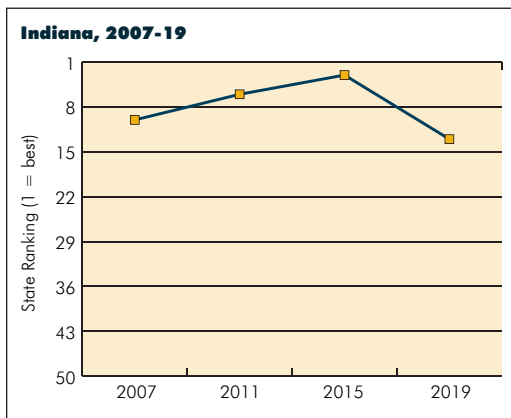


| State | Percent | State | Percent |
|-----------------------------|---------------|-------------------------------|---------------|
| 1. Massachusetts | 55.5% | 46. Mississippi | 34.5% |
| 2. Minnesota | 52.4% | 47. Nevada | 34.1% |
| 2. Colorado | 52.4% | 48. Louisiana | 33.0% |
| 4. New Jersey | 50.9% | 49. Arkansas. | 32.7% |
| 5. Virginia | 50.0% | 50. West Virginia. | 31.7% |
| 41. Indiana. | .38.4% | U.S. Average | .43.8% |

U.S. Census; American Community Survey (one-year estimates)

Increase the proportion of Indiana residents with postsecondary credentials in STEM-related fields to "Top 5" status nationally

Science & Technology Degrees Conferred (As a percent of all degrees conferred)



| State | Percent | State | Percent |
|-----------------------------|---------------|-------------------------------|---------------|
| 1. South Dakota | 41.8% | 46. Florida | 28.8% |
| 2. Montana | 41.5% | 47. New Hampshire | 28.2% |
| 3. Wyoming | 41.3% | 48. Kansas | 28.0% |
| 4. Utah | 41.1% | 49. California | 25.8% |
| 5. Maine | 39.2% | 50. Hawaii. | 25.3% |
| 13. Indiana. | .37.9% | U.S. Average | .32.9% |

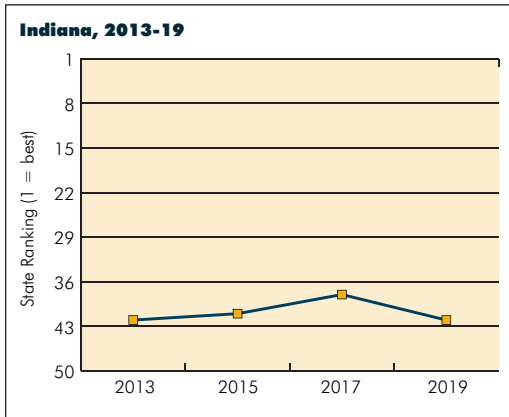
Data include associates, bachelors, masters and doctorate degrees in the fields of aerospace engineering, chemical engineering, civil engineering, electrical engineering, mechanical engineering, materials engineering, industrial engineering, other engineering, astronomy, chemistry, physics, other physical sciences, other life sciences, earth sciences, oceanography, mathematics and statistics, computer science, agricultural sciences, biological sciences, medical

sciences, science technologies, engineering technologies, health technologies, other science and engineering technologies, science education, math education and other science/technical education.

Integrated Postsecondary Education System (via National Center for Education Statistics)

Percent of Population With Science & Engineering (and Related) Bachelor's Degrees

(Ages 25 to 64)

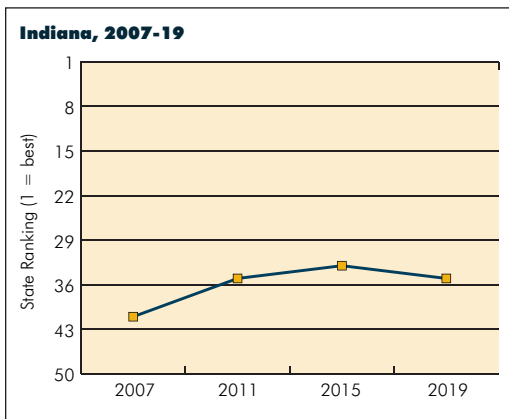


| State | Percent | State | Percent |
|------------------------------|---------------|-------------------------------|---------------|
| 1. Massachusetts | 24.44% | 46. Nevada | 10.80% |
| 2. Maryland | 21.38% | 47. Oklahoma | 10.77% |
| 3. Colorado | 21.04% | 48. Arkansas | 10.26% |
| 4. New Jersey | 20.83% | 49. West Virginia | 10.07% |
| 5. Virginia | 20.64% | 50. Mississippi | 9.43% |
| 42. Indiana | 12.22% | U.S. Average | 15.97% |

Data reflect the major of an individual's first bachelor's degree. Note: Data from 2013 is for the population 25 and older, not 25 to 64.

U.S. Census; American Community Survey (one-year estimates)

Individuals in Science & Engineering Occupations (As a percent of all occupations)

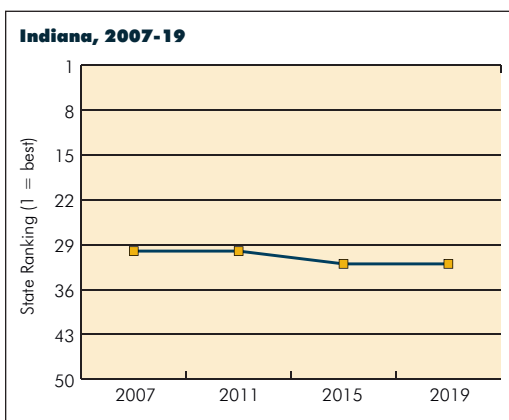


| State | Percent | State | Percent |
|------------------------------|--------------|-------------------------------|--------------|
| 1. Maryland | 7.80% | 46. Kentucky | 3.22% |
| 2. Washington | 7.77% | 47. Arkansas | 2.97% |
| 3. Virginia | 7.69% | 48. Mississippi | 2.56% |
| 4. Colorado | 7.26% | 49. Nevada | 2.53% |
| 5. Massachusetts | 7.09% | 50. Louisiana | 2.37% |
| 35. Indiana | 3.84% | U.S. Average | 4.98% |

National Science Board: Science & Engineering Indicators 2019

Develop, implement and fully fund a comprehensive plan for addressing the skills shortages of adult and incumbent workers who lack minimum basic skills

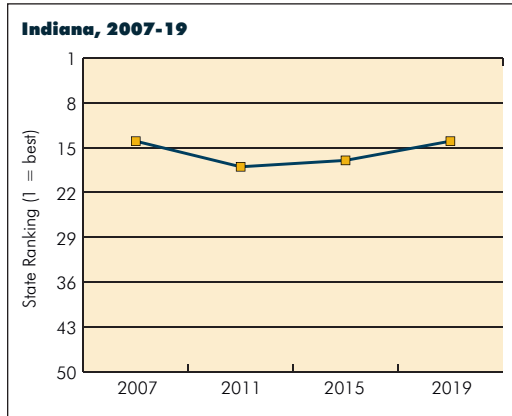
Percent of Population with Less Than a High School Diploma (Age 25 to 64)



| State | Percent | State | Percent |
|------------------------------|-------------|-------------------------------|--------------|
| 1. North Dakota | 4.8% | 46. Louisiana | 13.1% |
| 2. Montana | 5.0% | 47. New Mexico | 13.3% |
| 3. Wyoming | 5.3% | 48. Nevada | 13.7% |
| 3. Maine | 5.3% | 49. Texas | 14.3% |
| 5. Hawaii | 5.6% | 50. California | 15.2% |
| 32. Indiana | 9.9% | U.S. Average | 10.5% |

U.S. Census; American Community Survey (one-year estimates)

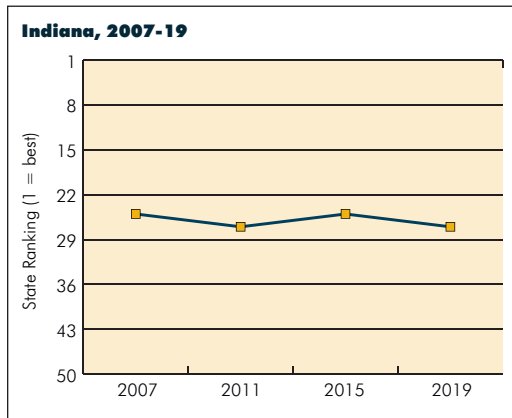
Percent of Population Speaking English Less Than 'Very Well' (Ages 18 to 64)



| State | Percent | State | Percent |
|--------------------|-------------|---------------------|-------------|
| 1. West Virginia | 0.8% | 43. Florida | 13.5% |
| 2. Maine | 1.4% | 44. New York | 13.6% |
| 3. Mississippi | 1.8% | 45. Nevada | 13.8% |
| 4. North Dakota | 2.3% | 46. Texas | 14.8% |
| 4. Missouri | 2.3% | 47. California | 18.3% |
| 14. Indiana | 3.7% | U.S. Average | 9.2% |

2019 data are not available for Montana, Vermont and Wyoming
U.S. Census; American Community Survey (one-year estimates)

Percent of Population in Poverty (Ages 25 to 64)

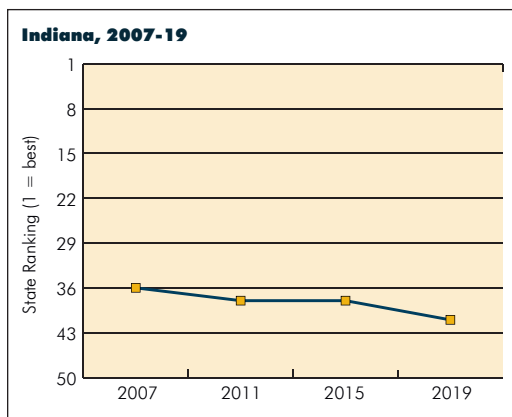


| State | Percent | State | Percent |
|--------------------|--------------|---------------------|--------------|
| 1. Utah | 6.8% | 46. Arkansas | 14.2% |
| 2. New Hampshire | 7.1% | 47. West Virginia | 15.4% |
| 3. Minnesota | 7.2% | 48. New Mexico | 15.8% |
| 4. New Jersey | 7.5% | 49. Louisiana | 16.1% |
| 5. Maryland | 7.6% | 50. Mississippi | 16.3% |
| 27. Indiana | 10.2% | U.S. Average | 10.3% |

U.S. Census; American Community Survey (one-year estimates)

Improve Indiana's per-capita income ranking to "Top 25" nationally

Per Capita Income



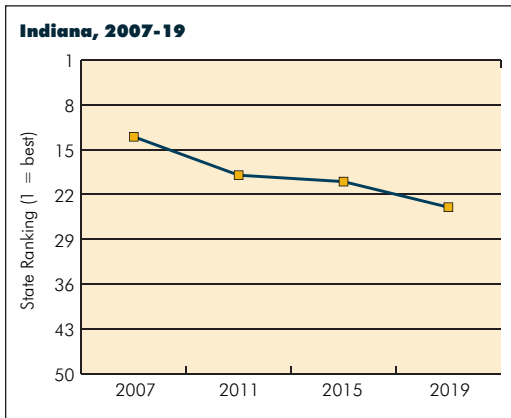
| State | State |
|--|--|
| 1. Massachusetts \$46,241 | 46. Alabama \$28,650 |
| 2. Connecticut \$45,359 | 47. New Mexico \$28,423 |
| 3. New Jersey \$44,888 | 48. West Virginia \$27,446 |
| 4. Maryland \$43,325 | 49. Arkansas \$27,274 |
| 5. New York \$41,857 | 50. Mississippi \$25,301 |
| 41. Indiana \$30,988* | U.S. Average \$35,672 |

Reported in 2019 dollars

U.S. Census; American Community Survey (one-year estimates)

*Improvement from \$28,323 in 2019 Report Card

Per Capita Income (Adjusted for cost of living)



State per capita incomes are adjusted based on a measure of cost of living per state, derived from city level cost of living indicators.

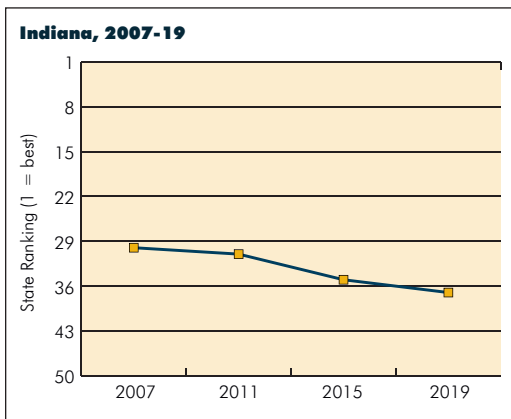
| State | State |
|--|--------------------------------------|
| 1. Virginia \$40,074 | 46. Maine \$29,226 |
| 2. Illinois \$39,756 | 47. Alaska \$28,822 |
| 3. Colorado \$39,173 | 48. California \$28,608 |
| 4. Minnesota \$38,448 | 49. Oregon \$26,516 |
| 5. New Hampshire \$38,010 | 50. Hawaii \$19,285 |
| 24. Indiana \$34,090* | U.S. Average \$35,672 |

Reported in 2019 dollars

U.S. Census; American Community Survey (one-year estimates); Missouri Economic Research and Information Center

*Improvement from \$31,470 in 2019 Report Card

Median Household Income



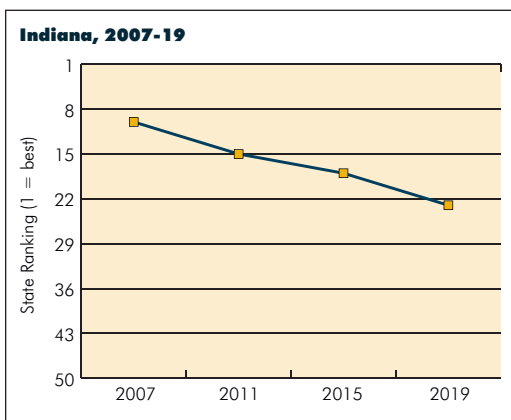
Household income is the total income from all the people who live in one household. It includes salaries, benefits and receipts from personal business, other income, dividends and any investments. This addition to the Report Card shows similar rankings for Indiana as the Per Capita Income metric, but once again the states at the top and bottom of the lists change significantly when cost-of-living adjustments are made.

| State | State |
|---------------------------------------|--------------------------------------|
| 1. Maryland \$86,738 | 46. Alabama \$51,734 |
| 2. Massachusetts \$85,843 | 47. Louisiana \$51,073 |
| 3. New Jersey \$85,751 | 48. Arkansas \$48,952 |
| 4. Hawaii \$83,102 | 49. West Virginia \$48,850 |
| 5. California \$80,440 | 50. Mississippi \$45,792 |
| 37. Indiana \$57,603 | U.S. Average \$65,712 |

Reported in 2019 dollars

U.S. Census; American Community Survey (one-year estimates)

Median Household Income (Adjusted for Cost of Living)



State median household incomes are adjusted based on a measure of cost of living per state, derived from city level cost of living indicators.

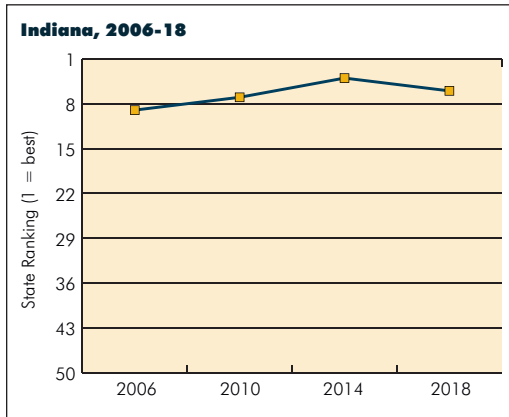
| State | State |
|---------------------------------------|--------------------------------------|
| 1. Utah \$77,803 | 46. West Virginia \$53,740 |
| 2. Virginia \$75,400 | 47. New York \$52,519 |
| 3. Colorado \$73,594 | 48. Maine \$50,535 |
| 4. Minnesota \$73,491 | 49. Oregon \$50,043 |
| 5. Illinois \$72,905 | 50. Hawaii \$43,327 |
| 23. Indiana \$63,370 | U.S. Average \$65,712 |

Reported in 2019 dollars

U.S. Census; American Community Survey (one-year estimates); Missouri Economic Research and Information Center

Enact comprehensive government reform at the state and local levels to increase efficiency and effectiveness in delivery of services

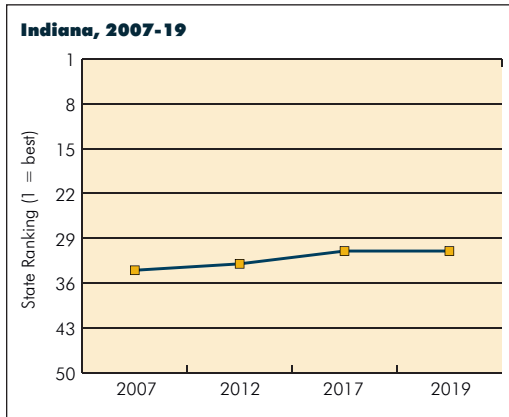
State and Local Spending (Expenditures per \$1M GDP)



| State | Per \$1M GDP | State | Per \$1M GDP |
|-----------------------------|-----------------|-------------------------------|-----------------|
| 1. Connecticut | \$165.63 | 46. Vermont | \$299.29 |
| 2. Georgia | \$167.08 | 47. Wyoming | \$299.32 |
| 3. Texas | \$168.76 | 48. Mississippi | \$321.04 |
| 4. New Hampshire | \$170.26 | 49. New Mexico | \$328.70 |
| 5. South Dakota | \$172.75 | 50. Alaska | \$386.90 |
| 6. Indiana | \$181.04 | U.S. Average | \$211.15 |

U.S. Census: State and Local Government Finance; U.S. Bureau of Economic Analysis

Population per Unit of Local Government



| State | Pop. Per Unit | State | Pop. Per Unit |
|------------------------------|---------------|-------------------------------|---------------|
| 1. Hawaii | 64,358 | 46. Kansas | 768 |
| 2. Maryland | 17,524 | 47. Nebraska | 762 |
| 3. Virginia | 16,478 | 48. Wyoming | 728 |
| 4. Nevada | 16,211 | 49. South Dakota | 461 |
| 5. Florida | 12,538 | 50. North Dakota | 286 |
| 31. Indiana | 2,551 | U.S. Average | 3,642 |

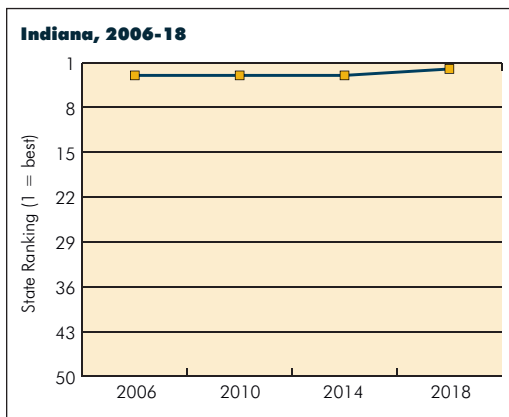
Units of local government include the following and their equivalents: county, municipal, township, special districts and independent school corporations.

The U.S. Census Bureau updates these data every five years, last updated in 2017. Rankings reflect 2017 units of local government and 2019 population. Previous rankings use total population from the year matching that of the units of local government data.

U.S. Census: Census of Governments; U.S. Census: American Community Survey (one-year estimates)

Reform public pension systems to ensure Indiana's are competitive and actuarially sound according to industry standards

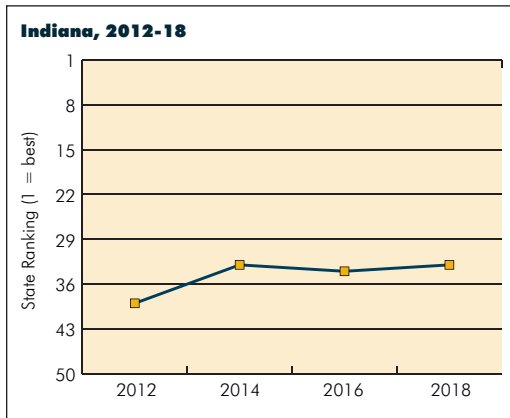
State Public Pension Spending (Percent of total state and local spending)



| State | Percent | State | Percent |
|-----------------------------|--------------|-------------------------------|---------------|
| 1. Vermont | 4.39% | 46. Oregon | 10.01% |
| 2. Indiana | 4.57% | 47. New Jersey | 10.19% |
| 3. Nebraska | 4.77% | 48. Connecticut | 12.39% |
| 4. Tennessee | 5.42% | 49. Ohio | 12.61% |
| 5. North Dakota | 5.51% | 50. Illinois | 12.90% |
| | | U.S. Average | .8.56% |

USGovernmentSpending.com

Funded Pension Ratios



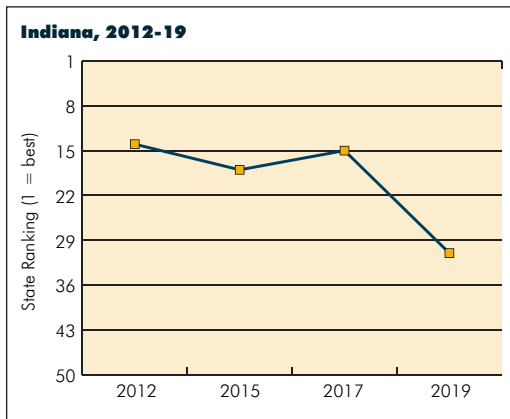
| State | Ratio | State | Ratio |
|------------------------------|---------------|-------------------------------|---------------|
| 1. South Dakota | 100.0% | 46. Rhode Island | 54.2% |
| 2. New York | 98.0% | 47. Connecticut | 46.7% |
| 3. Tennessee | 97.7% | 48. Kentucky | 44.9% |
| 4. Wisconsin | 96.5% | 49. Illinois | 39.0% |
| 5. Washington | 93.9% | 50. New Jersey | 38.4% |
| 33. Indiana | .66.5% | U.S. Average | .70.7% |

Funded ratio is the level of assets in proportion to accrued pension liability, serving as a measure of fiscal health of the states' pension funds.

Pew Charitable Trusts

Preserve and enhance a "Top 5" ranking among all states for Indiana's legal environment

State Lawsuit Climate Survey



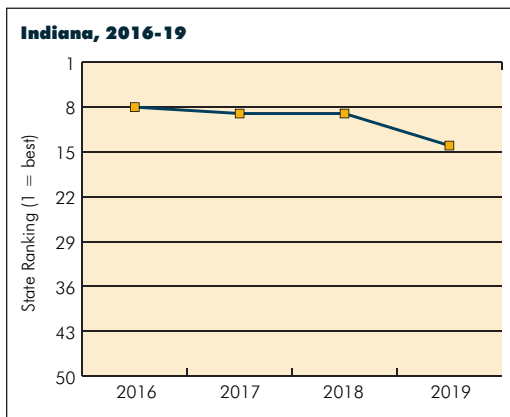
Although there is no known objective resource for measuring Indiana's legal environment over time and relative to the other states, a 2018 report by the same source offers a snapshot view. The report, "Costs and Compensation of the U.S. Tort System," estimates the annual costs and compensation paid in the tort system in 2016 by state as a percent of GDP and per household. Indiana ranks 17th and 10th, respectively, offering a more favorable perspective of Indiana's legal environment – at least in terms of lawsuit liability claims.

| State | State |
|--------------------|-----------------|
| 1. Delaware | 46. Florida |
| 2. Maine | 47. Mississippi |
| 3. Connecticut | 48. California |
| 4. Wyoming | 49. Louisiana |
| 5. Alaska | 50. Illinois |
| 31. Indiana | |

Rankings are derived from a survey of 1,307 in-house general counsel, senior litigators or attorneys, and other senior executives at companies with at least \$100 million in annual revenue who indicated they: (1) are knowledgeable about litigation matters; and (2) have firsthand, recent litigation experience within the last five years in each state they evaluate.
U.S. Chamber: Institute for Legal Reform

Attain a "Top 5" ranking among all states for Indiana's business regulatory environment

Small Business Policy Index (Non-tax regulatory burden)

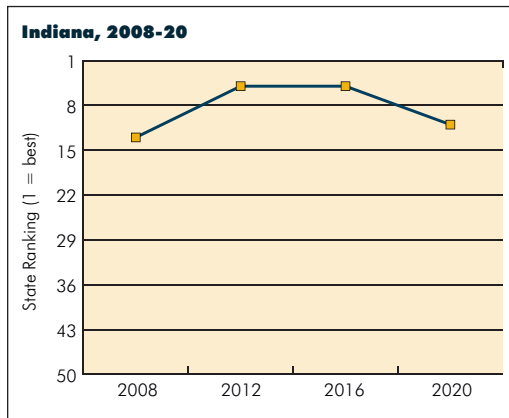


| State | Index | State | Index |
|------------------------------|--------------|-------------------------------|------------|
| 1. Florida | 13.22 | 46. Vermont | 20.22 |
| 2. Utah | 13.89 | 47. Wyoming | 20.59 |
| 3. Nevada | 14.18 | 48. Connecticut | 20.59 |
| 4. Idaho | 14.35 | 49. California | 20.59 |
| 5. Tennessee | 14.50 | 50. New York | 22.49 |
| 14. Indiana | 15.99 | U.S. Average | N/A |

Sum of those measures included in the non-tax regulatory burden index: energy regulations, workers' compensation costs, number of government employees, government spending, government debt, federal share of state and local revenue and crime rates.

Small Business & Entrepreneurship Council

State-Level Regulatory Restrictions



| State | Regulations | State | Regulations |
|------------------------------|---------------|-------------------------------|----------------|
| 1. Idaho | 38,961 | 40. Texas | 263,369 |
| 2. South Dakota | 43,251 | 41. Illinois | 273,989 |
| 3. North Dakota | 52,368 | 42. Ohio | 274,470 |
| 4. Montana | 59,788 | 43. New York | 296,296 |
| 5. Nevada | 64,265 | 44. California | 395,608 |
| 11. Indiana | 91,155 | U.S. Average | 133,998 |

Data show the total number of restrictions imposed by regulations for each state.

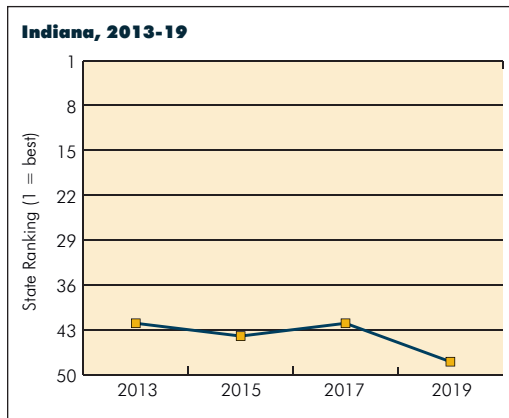
No data are available for Alaska, Arkansas, Connecticut, Hawaii, New Jersey or Vermont.

This is a new data source for this measure; previous rankings reflect the prior measure (Cato Institute's Freedom in the 50 States).

QuantGov: Mercatus Center at George Mason University

Eliminate the business personal property tax

Urban Industrial Property Tax Rates (Weighted effective tax rate)



| State | Rate | State | Rate |
|---------------------------|--------|-------------------------------|---------------|
| 1. Virginia | 0.443% | 46. Louisiana | 2.206% |
| 2. Hawaii | 0.477% | 47. South Carolina | 2.268% |
| 3. Delaware | 0.510% | 48. Indiana | 2.271% |
| 4. North Dakota | 0.517% | 49. Texas | 2.291% |
| 5. Washington | 0.594% | 50. Mississippi | 2.776% |
| | | U.S. Average | 1.288% |

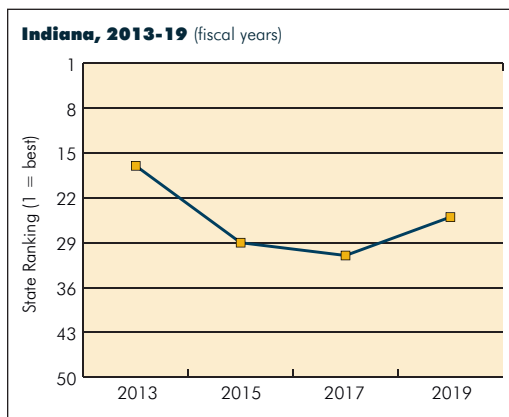
Weighted average tax rates for small, medium and large sized properties. Assumes an additional 60% – above land and building values – in personal property.

Lincoln Institute of Land Policy; Minnesota Center for Fiscal Excellence

Establish government funding mechanisms to more closely approximate "user fee" model

Business Taxes per Dollar of State and Local Expenditures Benefiting Businesses

(Ratio of business taxes to government expenditures benefiting businesses)



| State | Ratio | State | Ratio |
|------------------------------|--------------|-------------------------------|--------------|
| 1. Maryland | 0.835 | 46. Nevada | 1.623 |
| 2. Connecticut | 0.879 | 47. Oklahoma | 1.647 |
| 3. Oregon | 0.953 | 48. Hawaii | 1.720 |
| 4. Michigan | 0.958 | 49. Wyoming | 2.083 |
| 5. Minnesota | 0.973 | 50. North Dakota | 2.174 |
| 25. Indiana | 1.178 | U.S. Average | 1.187 |

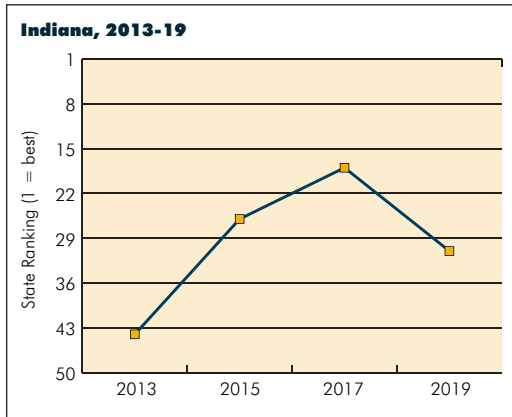
The Council on State Taxation uses a methodology developed by the Federal Reserve Bank of Chicago to apportion benefits resulting from government spending to households and businesses or split them between the two. Government services benefiting businesses include shares of transportation, water and sewer infrastructure, police and fire protection, general government overhead, interest and regulatory spending. This measure also assumes that 50% of educational expenses are allocated to business (with business realizing the benefit of increased value added attributable to educational attainment).

In practice, the ratio reflects the idea that Indiana businesses receive \$1.00 in services for every \$1.18 paid. For Indiana, this rate has held relatively constant in the years examined.

Council on State Taxation

Contain health care costs through patient-directed access and outcomes-based incentives

Health Insurance Premiums (Average single premium per enrolled employee for employer-based health insurance)



| State | Premium Costs | State | Premium Costs |
|------------------------------|----------------|-------------------------------|----------------|
| 1. Arkansas | \$6,054 | 46. Massachusetts | \$7,540 |
| 2. Mississippi | \$6,199 | 47. New Jersey | \$7,777 |
| 3. Utah | \$6,253 | 48. New York | \$7,890 |
| 4. Kansas | \$6,338 | 49. Delaware | \$8,090 |
| 5. Idaho | \$6,346 | 50. Alaska | \$8,933 |
| 31. Indiana | \$6,957 | U.S. Average | \$6,972 |

Measure represents total annual premiums (employee and employer-paid premiums).

Kaiser Family Foundation

RAND Study (Health Insurance Premiums)

Relative price of health care costs, private insurers versus Medicare

The RAND study (released in 2020, using 2018 data) notes the importance of “price transparency” in enabling employers to respond to rising health care costs. According to the study, the current lack of transparency limits the ability of employers to monitor the prices negotiated on their behalf, implement innovative insurance benefit designs and ensure that insurers are in fact negotiating favorable prices. The RAND study is designed to provide a level of transparency that allows employers to compare “relative prices” between hospitals and to consider if the prices they are paying are appropriate. In a previous analysis, Indiana ranked last of the 25 states for which information was available in 2017.

| State | Percent | State | Percent |
|------------------------------|---------------|-------------------------------|---------------|
| 1. Arkansas | 186.2% | 42. Florida | 325.9% |
| 2. Michigan | 190.1% | 43. Tennessee | 329.1% |
| 3. Rhode Island | 195.9% | 44. Alaska | 329.7% |
| 4. Pennsylvania | 206.2% | 45. South Carolina | 343.5% |
| 5. Nevada | 211.4% | 46. West Virginia | 350.7% |
| 41. Indiana | 303.5% | U.S. Average | 258.3% |

Price transparency has not been traditionally available in a manner that allows for an easy comparison of prices between hospitals and other providers. The price information in this report can help employers and other purchasers of health care assess the prices that they pay for health care services.

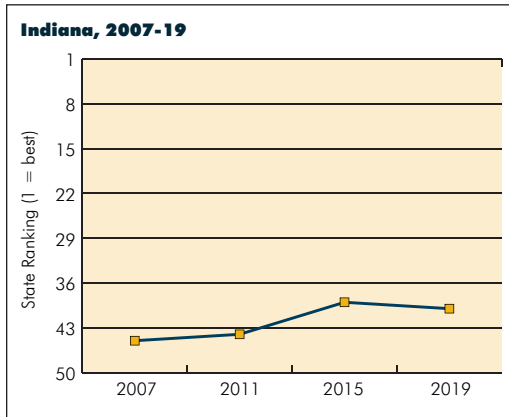
Relative prices represent the allowed amount paid by the private plan as a percentage of what Medicare would have paid for the same services provided by the same hospital.

Data for 2018 are not available for Hawaii, Maryland, North Dakota and South Dakota.

Employer Hospital Price Transparency Project

Reduce smoking levels to less than 15% of the population

Adult Smoking Rates



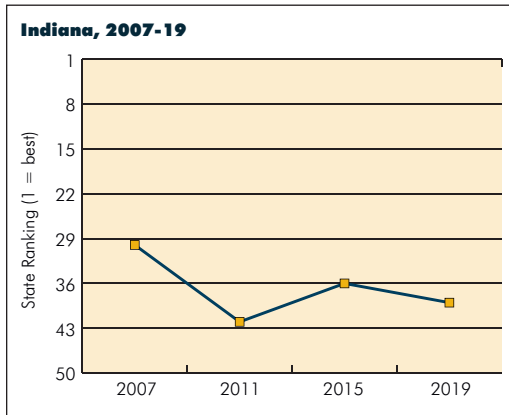
2019 data are not available for New Jersey
U.S. Centers for Disease Control

While the legal smoking age in Indiana was finally increased in 2020 from 18 to 21, legislators once again failed to raise the state's cigarette tax – failing to look at the health care impacts but embracing a no-new-tax philosophy despite the benefits in this case. Tobacco use costs Indiana \$7.6 billion annually in health care costs, loss productivity and premature loss of life – \$2.2 billion which is attributed to the consequences of secondhand smoke. Yes, Indiana's smoking rate declined and its ranking improved from the prior Report Card, but nearly one in five adults smoke and a 40th place ranking among the 50 states is nothing to celebrate.

| State | Percent | State | Percent |
|------------------------------|--------------|--|--------------|
| 1. Utah | 7.9% | 45. Mississippi | 20.4% |
| 2. California | 10.0% | 46. Ohio | 20.8% |
| 3. Connecticut | 12.1% | 47. Louisiana | 21.9% |
| 3. Massachusetts | 12.1% | 48. Kentucky | 23.6% |
| 5. Hawaii | 12.3% | 49. West Virginia | 23.8% |
| 40. Indiana | 19.2% | Median of U.S. states | 16.0% |

Return obesity levels to less than 15% of the population

Adult Obesity Rates



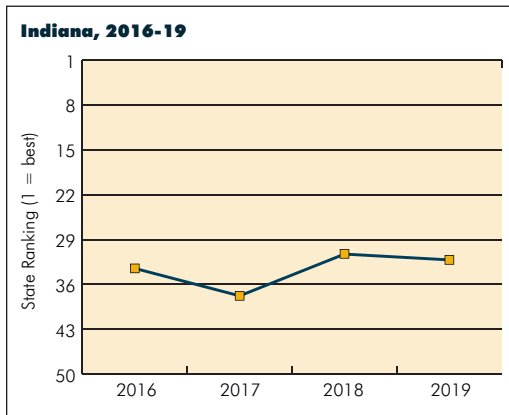
2019 data are not available for New Jersey
U.S. Centers for Disease Control

| State | Percent | State | Percent |
|------------------------------|--------------|--|--------------|
| 1. Colorado | 23.8% | T-44. Kentucky/Tennessee | 36.5% |
| 2. Hawaii | 25.0% | 46. Oklahoma | 36.8% |
| 3. Massachusetts | 25.2% | 47. Arkansas | 37.4% |
| 4. California | 26.2% | 48. West Virginia | 39.7% |
| 5. Vermont | 26.6% | 49. Mississippi | 40.8% |
| 39. Indiana | 35.3% | Median of U.S. states | 32.1% |

Age 18 and over with body mass index of 30 or greater.
2019 data not available for New Jersey
U.S. Centers for Disease Control

Reduce the number of drug-related deaths in Indiana by 25% by 2025.

Drug-Related Deaths per 100,000 Population



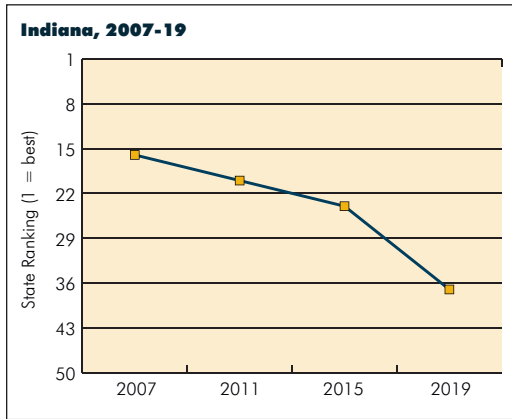
U.S. Centers for Disease Control

In 2019, Indiana experienced 1,756 drug-related deaths. In 2017, when this goal was established, Indiana experienced 1,925 drug-related deaths, a rate of 28.9 per 100,000 population. The goal is a 25% reduction by 2025 (from 2017), which means drug-related deaths must decrease to a rate of 21.7 per 100,000 population. From 2017 to 2019, drug-related deaths decreased by 9.7%.

| State | Ratio | State | Ratio |
|------------------------------|-------------|-------------------------------|-------------|
| 1. Nebraska | 9.3 | 46. Connecticut | 35.4 |
| 2. South Dakota | 10.2 | 47. Ohio | 38.0 |
| 3. Texas | 11.6 | 48. Maryland | 40.0 |
| 4. Iowa | 11.9 | 49. Delaware | 45.4 |
| 5. North Dakota | 12.5 | 50. West Virginia | 52.1 |
| 33. Indiana | 26.1 | U.S. Average | 22.7 |

Encourage, and assist where possible, state development and implementation of a strategic energy resource plan that helps ensure Indiana is one of the "Top 10" most affordable states for electricity

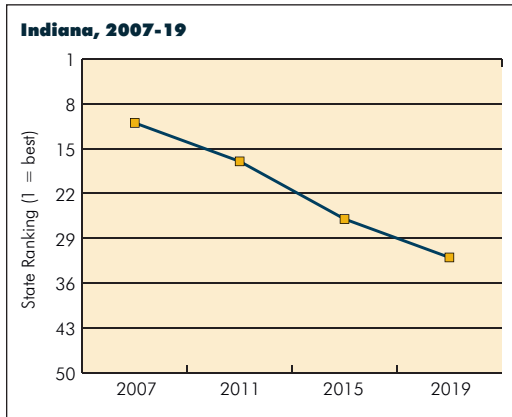
Retail Commercial Electricity Prices (Cents per kilowatt hour)



| State | Cents per Kwh | State | Cents per Kwh |
|------------------------------|---------------|-------------------------------|---------------|
| 1. Idaho | 7.67 | 46. California | 16.67 |
| 2. Oklahoma | 7.98 | 47. Connecticut | 16.75 |
| 3. Nevada | 8.04 | 48. Massachusetts | 16.8 |
| 4. Texas | 8.06 | 49. Alaska | 19.8 |
| 5. Virginia | 8.18 | 50. Hawaii | 29.23 |
| 37. Indiana | 11.03 | U.S. Average | 10.68 |

U.S. Energy Information Administration

Retail Industrial Electricity Prices (Cents per kilowatt hour)

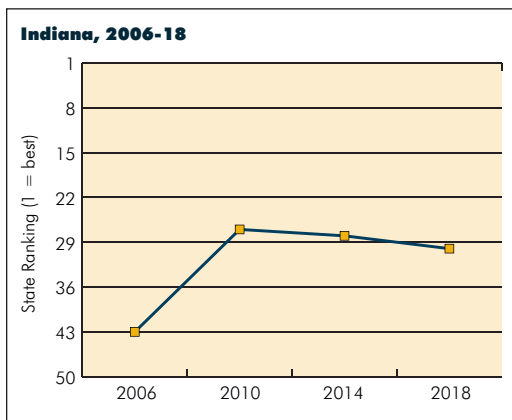


| State | Cents per Kwh | State | Cents per Kwh |
|------------------------------|---------------|-------------------------------|---------------|
| 1. Washington | 4.80 | 46. Connecticut | 13.44 |
| 2. Oklahoma | 5.07 | 47. Massachusetts | 14.76 |
| 3. Louisiana | 5.23 | 48. Rhode Island | 15.59 |
| 4. Montana | 5.45 | 49. Alaska | 16.94 |
| 5. Texas | 5.45 | 50. Hawaii | 25.76 |
| 32. Indiana | 7.36 | U.S. Average | 6.92 |

U.S. Energy Information Administration

Diversify Indiana's energy mix with an emphasis on clean coal, natural gas, nuclear power, and renewables

Consumption of Renewable Energy (Million BTUs per occupied households and business establishments)

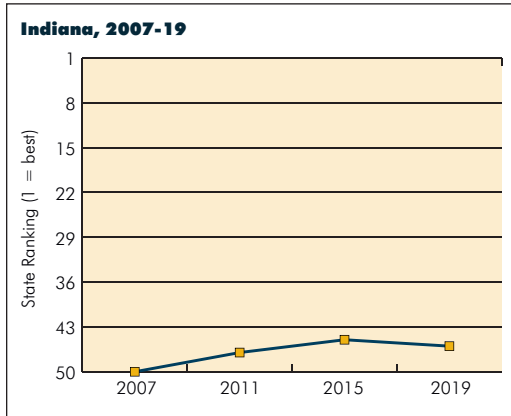


| State | Million BTUs | State | Million BTUs |
|------------------------------|--------------|-------------------------------|--------------|
| 1. North Dakota | 457.0 | 46. Connecticut | 33.6 |
| 2. South Dakota | 394.4 | 47. Ohio | 31.8 |
| 3. Iowa | 338.0 | 48. New Jersey | 24.7 |
| 4. Montana | 305.4 | 49. Rhode Island | 22.6 |
| 5. Washington | 304.3 | 50. Delaware | 20.1 |
| 30. Indiana | 67.2 | U.S. Average | 85.8 |

Includes energy derived from biomass, geothermal, hydropower, solar and wind.

U.S. Energy Information Administration; U.S. Census Bureau; Bureau of Labor Statistics

Net Generation of Clean Energy as a Percent of Total Generation



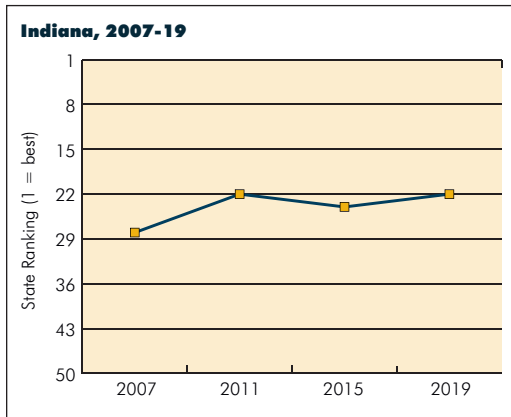
| State | Percent | State | Percent |
|----------------------------|---------|-------------------------------|---------------|
| 1. Vermont | 97.0% | 46. Indiana | 6.6% |
| 2. Washington | 78.0% | 47. Kentucky | 6.3% |
| 3. Maine | 77.5% | 48. West Virginia | 5.2% |
| 4. New Hampshire | 77.0% | 49. Rhode Island | 3.5% |
| 5. Idaho | 75.7% | 50. Delaware | 1.1% |
| | | U.S. Average | .36.8% |

Includes energy derived from geothermal, hydroelectric, nuclear, solar, wind, wood and wood derived fuels.

U.S. Energy Information Administration

Identify and implement workable energy conservation strategies

Energy Efficiency (Megawatt hours saved as a percent of net generation)



| State | Percent | State | Percent |
|------------------------------|---------------|-------------------------------|---------------|
| 1. Massachusetts | 7.538% | 46. Tennessee | 0.030% |
| 2. Vermont | 5.310% | 47. North Dakota | 0.009% |
| 3. Rhode Island | 3.719% | 48. Alabama | 0.008% |
| 4. Maryland | 1.890% | 49. Alaska | 0.005% |
| 5. New York | 1.604% | 50. Kansas | 0.001% |
| 22. Indiana | 0.769% | U.S. Average | 0.692% |

Data include energy and demand savings of energy efficiency programs implemented and measures installed within the reporting year.

U.S. Energy Information Administration

Develop and implement a strategic resource plan that ensure adequate freshwater for citizens and business

Establishing a strategic water resource plan to ensure adequate freshwater is a binary goal and therefore no suitable metric is available to measure progress relative to other states. However, as of the date of publication, the U.S. Supreme Court has already heard two “water war” disputes this term and is scheduled to hear another two between a total of eight states (Texas appears in two of the four).

The purpose of this goal is to avoid similar crises in Indiana. In 2014, the Indiana Chamber published a highly acclaimed study titled *Water and Economic Development in Indiana: Modernizing the State’s Approach to a Critical Resource*. Its findings set the stage for next steps toward creating a strategic water resource plan.

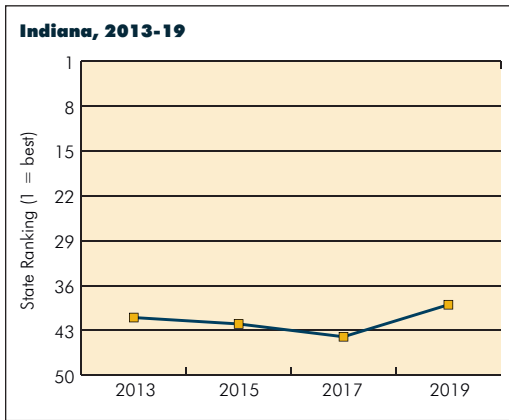
In each of the past three legislative budget sessions, the Indiana General Assembly took steps consistent with implementing this plan. In 2017, lawmakers codified a data-driven approach to identifying and evaluating infrastructure improvements, and they appropriated an initial \$20 million toward these efforts in 2019. In 2021, the General Assembly made additional progress; first, by passing (unanimously) HB 1287 to allow utilities to waive the cost for hooking up new water and sewer systems in areas currently relying on wells and septic tanks and including in the biennial budget \$160 million for water infrastructure grants.

These are positive developments to be sure. However, we cannot relent. In 2014, Indiana ranked first of all states regarding the percentage of its economy that depends on water at 23%, which as a fraction of our GDP translates into nearly \$77 billion. Bottom line: Water is critical to maintaining today’s economy, and it will be more important in the future as Indiana continues to attract businesses and population.

Develop and implement new fiscal systems to support the array of transportation infrastructure projects critical to economic growth

State Highway Spending per Freight Moved

(Dollars of state highway spending per million-ton miles of truck freight)



The costs of highway maintenance and construction vary from state to state. The higher highway expenditures relative to freight moved experienced by some states may be attributable, in part, to higher costs of highway construction. Indiana ranks 36th among the states in highway construction costs per lane mile; however, its expenditure is close to the national average.

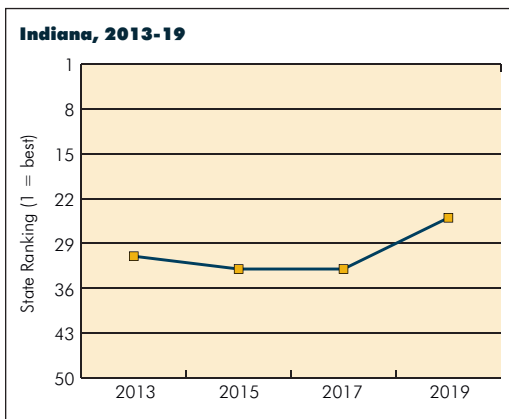
| State | Dollars | State | Dollars |
|------------------------------|-----------------|-------------------------------|------------------|
| 1. Hawaii | \$2,077,541 | 46. Georgia | \$57,799 |
| 2. Alaska | \$1,775,086 | 47. Nebraska | \$55,759 |
| 3. Rhode Island | \$300,734 | 48. Missouri | \$49,188 |
| 4. Delaware | \$277,170 | 49. Tennessee | \$46,204 |
| 5. Maryland | \$253,928 | 50. Kansas | \$41,831 |
| 39. Indiana | \$70,231 | U.S. Average | \$110,251 |

Spending includes expenditures in maintenance, operation, repair and construction of highways, streets, roads, alleys, sidewalks, bridges, ferries, tunnels, viaducts and related non-toll structures.

Million-ton miles of freight is derived from the U.S. Census Bureau's Economic Census product, which occurs every five years. For each state, million-ton miles for the last three censuses (2017, 2012, and 2007) were averaged to provide a constant number of million-ton miles of freight moved via trucking.

U.S. Census: State and Local Government Finance & Economic Census

State Road Spending (Cost-Adjusted Highway Spending per Functional Lane Mile)



The "costs" incurred for constructing highways is influenced by several factors including but not limited to topography, labor costs, land values, population density, prices for and availability of materials, transporting materials and design standards. Due to these variables, a dollar of highway spending in one state may achieve more than it would in another state.

To address this reality, this measure has been revised from previous versions of the Report Card in that it applies an adjustment factor for each state based on its "average cost" of labor, materials, right of way acquisition and engineering per lane mile constructed. Indiana ranks 36th in average construction costs per lane, but this amount is very near the national average. These cost-adjusted figures provide insight beyond total highway spending by illustrating the leverage of that spending as well.

In short, what this metric illustrates is that states at the top of this list not only invest a lot of money in road spending, but they also get the best "bang for the buck." States at the bottom of the list either do not spend a lot of money on state roads, costs incurred are disproportionately high or both.

Indiana's road spending increased significantly after legislation passed in 2017, which is reflected by the state's improvement in this metric after holding steady in the low 30s previously. If Indiana continues to invest in its roads while reducing costs incurred for construction, then Indiana's ranking will improve further over time.

| State | Dollars | State | Dollars |
|------------------------------|-----------------|-------------------------------|-----------------|
| 1. Virginia | \$124,946 | 46. Nebraska | \$9,698 |
| 2. North Carolina | \$98,609 | 47. South Dakota | \$9,541 |
| 3. West Virginia | \$71,310 | 48. New Jersey | \$8,731 |
| 4. Delaware | \$65,572 | 49. Massachusetts | \$7,755 |
| 5. South Carolina | \$60,453 | 50. Kansas | \$4,786 |
| 25. Indiana | \$15,257 | U.S. Average | \$16,646 |

For this measure, spending includes expenditures for maintenance, operation, repair and construction of highways, streets, roads, alleys, sidewalks, bridges, ferries, tunnels, viaducts and related non-toll structures.

U.S. Census: State and Local Government Finance; Federal Highway Administration: Office of Highway Policy Information; Midwest Economic Policy Institute

Note: Because these figures are cost-adjusted, readers should use caution in citing them to reference actual state-by-state outlays.

Aggressively build out the state's advanced telecommunications networks

There may be no more difficult goal to accurately measure than the effort to expand broadband services to all Hoosiers. While government data are plentiful, the results are often unclear. Federal definitions of broadband speed continue to change and some data are dependent on consumer surveys, with residential users indicating whether or not they have “high-speed access.”

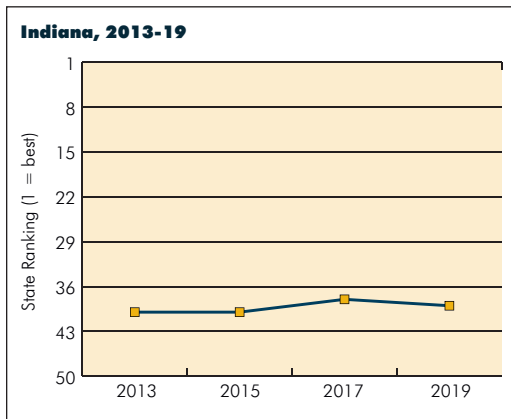
Indiana has generally been successful in extensive private sector investment since telecommunications reform was put into place in 2006, but universal adoption remains elusive – due to a lack of “last mile” connectivity or consumer choice. The importance of the issue was never more important than in the work and learn at home culture necessitated by COVID-19.

State investments in the Next Level Broadband program have been a positive step, along with several important legislative achievements during the 2021 Indiana General Assembly session.

We add this brief narrative to the discussion, while providing some statistical comparison through the following three measures.

Residential Units With Wired High Speed Connection

(Percent of all households reporting broadband connection)



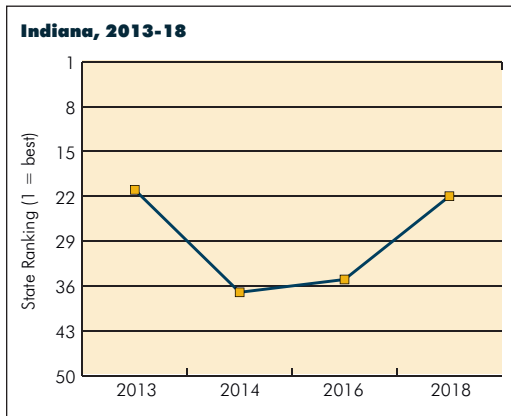
| State | Percent | State | Percent |
|-----------------------------|--------------|-------------------------------|--------------|
| 1. Washington | 90.7% | 46. West Virginia | 79.7% |
| 2. Utah | 90.4% | 47. Louisiana | 79.3% |
| 3. Colorado | 90.4% | 48. Arkansas. | 79.1% |
| 4. California | 89.2% | 49. New Mexico | 77.9% |
| 5. New Jersey | 88.5% | 50. Mississippi | 75.9% |
| 39. Indiana. | 83.1% | U.S. Average | 85.6% |

As a household survey, responses may indicate the use of cable, DSL or fiber-optic service and may not adhere to federal definitions of high-speed broadband. Further, a lack of adoption by a household should not be construed as a lack of availability of such a service.

U.S. Census: American Community Survey

Population with Access to Fixed Broadband and Mobile Connectivity Meeting FCC Standard

(Percent of Population)



| State | Percent | State | Percent |
|-----------------------------|--------------|-------------------------------|--------------|
| 1. Connecticut | 99.2% | 46. Idaho | 69.6% |
| 1. New Jersey | 99.2% | 47. Oklahoma. | 69.2% |
| 3. Rhode Island | 98.5% | 48. Alaska | 64.0% |
| 4. New York | 98.0% | 49. Mississippi | 54.4% |
| 5. Massachusetts. | 97.9% | 50. Wyoming | 23.7% |
| 22. Indiana. | 92.6% | U.S. Average | 91.7% |

The FCC reports this measure for population having access to fixed broadband at a download speed of 25 mbps and mobile LTE download speeds of 10 mbps (up from five mbps in the previous Report Card).

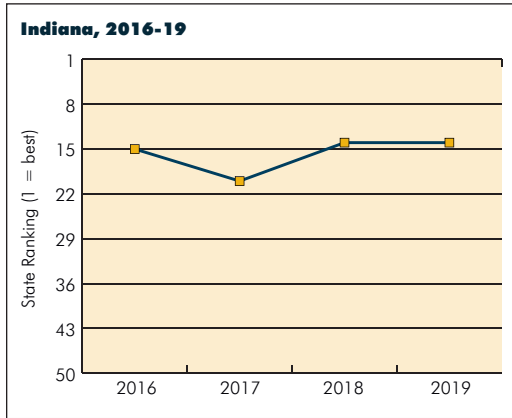
Rankings for years prior to the most recent ranking reflect the broadband standard in effect at the time of the report (i.e., 2018 includes the five mbps mobile standard; previous years do not reflect mobile infrastructure).

Likewise, the broadband standard changed to a more stringent standard between the 2015 and 2016 FCC reports (reflected here as 2013 and 2014 data). The definition change is partially attributable for the change in Indiana's ranking between those years.

Note: The years listed reflect the year in which the data are collected; the 2018 data are captured in the FCC's 2020 report (there is generally a two-year lag between data and report).

Federal Communications Commission: Broadband Progress Reports

Download Speeds Available to Businesses (States ranked by weighted measures of speeds)



| State | State |
|--------------------|-------------|
| 1. Connecticut | 46. Hawaii |
| 2. Rhode Island | 47. Wyoming |
| 3. Delaware | 48. Alaska |
| 4. New Hampshire | 49. Montana |
| 5. Florida | 50. Idaho |
| 14. Indiana | |

This measure differs from a similar measure in the previous Report Card.

This measure uses data from the FCC Form 477, Fixed Broadband Report. Data are based on provider data reporting deployment of technology and bandwidth at the census block level.

Weighted measure is based upon the maximum contractual downstream bandwidth offered by the provider in the block for business service; census blocks in which a provider does not offer service

to business or the maximum contracted speed is 0 are excluded from the data set. Census blocks with multiple providers may be represented more than once.

This comparative measure represents a weighted average based on the speeds reported as a proportion of all census block records for a given state. Because the data are weighted measures rather than actual speeds, the weighted measure is not reported; only the state rankings are included above. Internet available through satellite technology is not included within the analysis.

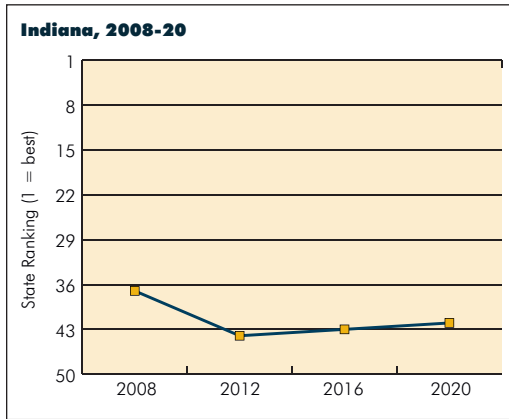
Note: These data are periodically updated; with the exception of 2019 (June), each dataset analyzed represents the last version from December of each year listed.

Federal Communications Commission: Fixed Broadband Deployment (FCC Form 477)

Drive strategic entrepreneurship and innovation formation for new and existing firms

Kauffman Entrepreneurial Index: Rate of New Entrepreneurs

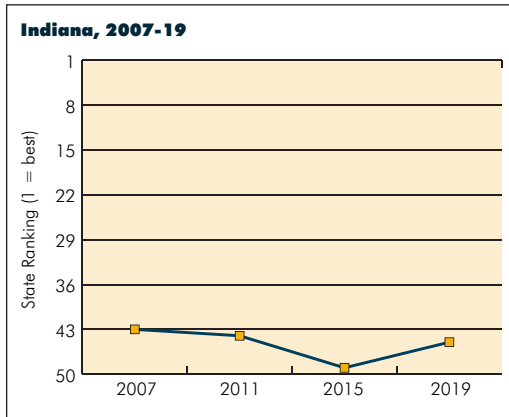
(Percent of adults starting a new business each month)



| State | Percent | State | Percent |
|------------------------------|---------------|--------------------------------|---------------|
| 1. Florida | 0.534% | 46. Wisconsin | 0.215% |
| 2. New Mexico | 0.507% | 47. Pennsylvania | 0.183% |
| 3. Alaska | 0.479% | 48. Minnesota | 0.181% |
| 4. Oklahoma | 0.437% | 49. West Virginia | 0.164% |
| 5. California | 0.427% | 50. Rhode Island | 0.156% |
| 42. Indiana | 0.249% | United States | 0.385% |

Kauffman Indicators of Entrepreneurship

Share of Total Employment For Firms 0 to 5 Years Old



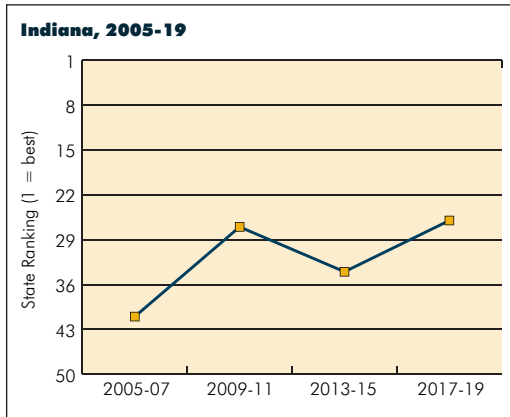
| State | Percent | State | Percent |
|---------------------------|---------|-------------------------------|---------------|
| 1. North Dakota | 14.26% | 42. Wisconsin | 8.41% |
| 2. California | 14.10% | 43. New Hampshire | 8.32% |
| 3. Idaho | 12.79% | 44. Ohio | 8.31% |
| 4. Colorado | 12.79% | 45. Indiana | 7.89% |
| 5. Nevada | 12.67% | 46. Iowa | 7.63% |
| | | U.S. Average | 10.89% |

Data reflect average of the quarters in a given year. 2019 data are not available for Alaska, Arkansas, Mississippi or Wyoming

U.S. Census Quarterly Workforce Indicators

Net Job Creation: Firms 0 to 5 Years Old

(Three-year average; raw difference between job creation rate and job destruction rate, per 100 jobs)



| State | Rate | State | Rate |
|------------------------------|--------------|-------------------------------|--------------|
| 1. Washington | 23.2 | 45. Connecticut | 15.8 |
| 2. Idaho | 22.9 | 46. West Virginia | 15.4 |
| 3. Delaware | 20.3 | 47. Michigan | 15.4 |
| 4. Wyoming | 20.2 | 48. South Dakota | 15.3 |
| 5. Colorado | 19.8 | 49. Kansas | 15.3 |
| 26. Indiana | .17.8 | U.S. Average | .18.0 |

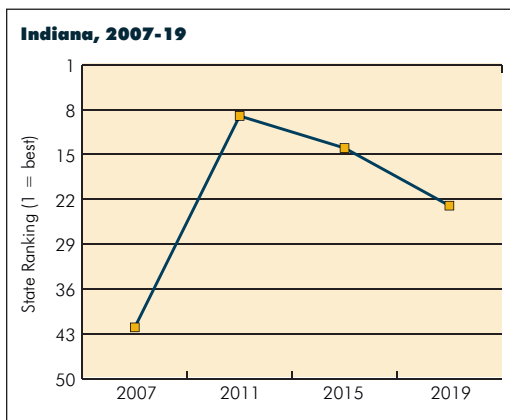
Measure of job creation relative to jobs lost compared to all jobs for firms in their first five years of existence. The reported measure is the raw difference between the number of jobs created per 100 existing jobs among firms in their first five years of existence and the number of jobs lost, per 100 existing jobs, among those same firms, over a three-year period of quarterly data.

2017-2019 data are not available for Alaska. 2005-2007 and 2009-2011 data are not available for Massachusetts.

U.S. Census Quarterly Workforce Indicators

Net Job Creation: Firms 6 Years Old and Older

(Raw difference between job creation rate and job destruction rate, per 100 jobs)



The Indiana Chamber and its members have emphasized the importance of Indiana-based organizations for years, including the 2008 study on *Accelerating Indiana's Growth in Mid-Market Companies*. This measure (added in the 2019 Report Card) has proven to be quite volatile over the years. Indiana declined from its performance in 2015 and 2017 data (fifth place ranking). The success of long-term Indiana companies and their employees remains important to the state's business mix.

| State | Rate | State | Rate |
|------------------------------|--------------|-------------------------------|--------------|
| 1. Washington | 5.46 | 43. Oklahoma | -0.14 |
| 2. Arizona | 2.92 | 44. Louisiana | -0.37 |
| 3. Utah | 2.73 | 45. Maryland | -0.58 |
| 4. Idaho | 2.71 | 46. West Virginia | -1.14 |
| 5. Nevada | 2.63 | 47. Vermont | -1.23 |
| 23. Indiana | .0.75 | U.S. Average | .0.99 |

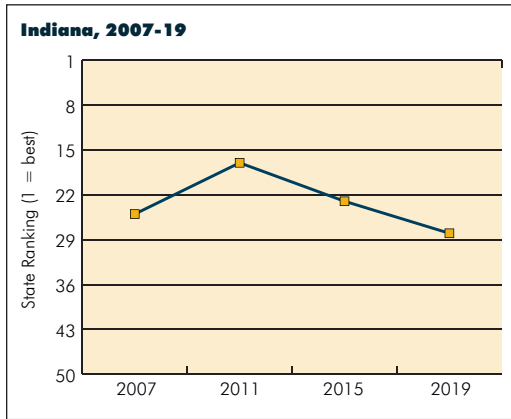
Measure of job creation relative to jobs lost compared to all jobs for firms beyond their first five years of existence. The reported measure is the raw difference between the number of jobs created per 100 existing jobs among firms and the number of jobs lost, per 100 existing jobs, in the year reported.

2019 data are not available for Alaska, Arkansas or Mississippi. 2007 data are not available for Massachusetts.

U.S. Census Quarterly Workforce Indicators

Increase intellectual property commercialization from higher education and business and attain "Top 5" ranking per capita among all states

University Licensing Income (Per million \$ GDP)



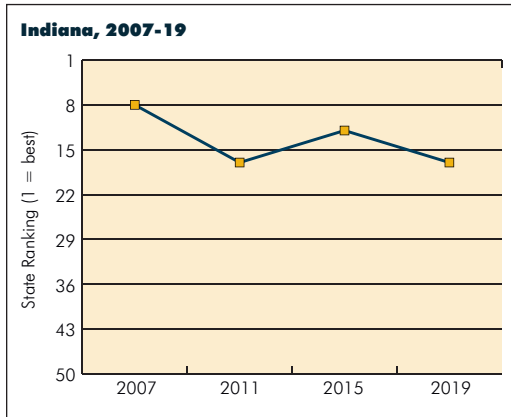
| State | Income | State | Income |
|------------------------------|----------------|-------------------------------|----------------|
| 1. Missouri | \$932.73 | 41. Connecticut | \$2.02 |
| 2. Idaho | \$545.50 | 42. South Carolina | \$1.88 |
| 3. Illinois | \$349.43 | 43. Alabama | \$1.65 |
| 4. Massachusetts | \$343.81 | 44. Rhode Island | \$0.79 |
| 5. Maryland | \$181.02 | 45. Alaska | \$0.46 |
| 28. Indiana | \$25.87 | U.S. Average | \$97.92 |

2019 data do not include Maine, South Dakota, Vermont, West Virginia or Wyoming; other years are missing data from between two (2015) and six states (2007).

The median among U.S. states is \$39.02.

AUTM; U.S. Bureau of Economic Analysis

University Licenses and Options (Per 100K establishments)

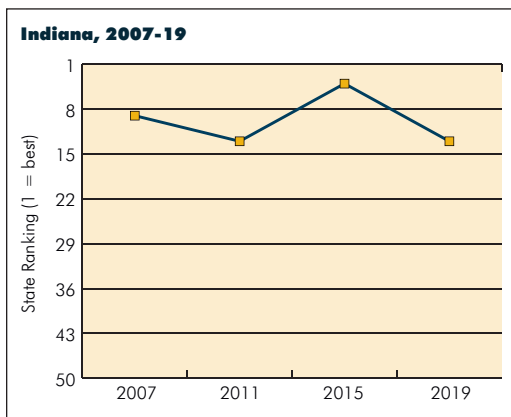


| State | Licenses/Options | State | Licenses/Options |
|------------------------------|------------------|-------------------------------|------------------|
| 1. New Mexico | 226.2 | 41. Oklahoma | 16.1 |
| 2. Virginia | 188.1 | 42. Mississippi | 15.8 |
| 3. Kansas | 173.2 | 43. Alaska | 14.9 |
| 4. North Dakota | 170.9 | 44. Rhode Island | 10.5 |
| 5. Pennsylvania | 138.5 | 45. Alabama | 4.9 |
| 17. Indiana | .99.8 | U.S. Average | .77.1 |

2019 data do not include Maine, South Dakota, Vermont, West Virginia or Wyoming; other years are missing data from between two (2015) and six states (2007).

AUTM; U.S. Bureau of Labor Statistics

University Business Spinouts (Higher education R&D per university business spinout)



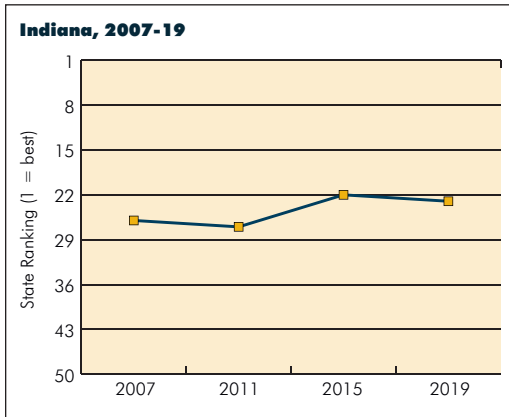
| State | R&D \$ | State | R&D \$ |
|------------------------------|-----------------|-------------------------------|-----------------|
| 1. New Mexico | \$16,726 | 41. Connecticut | \$695,463 |
| 2. Utah | \$40,290 | 42. Alabama | \$1,126,821 |
| 3. Arizona | \$49,454 | 43. Idaho | .None |
| 4. Minnesota | \$56,027 | 43. North Dakota | .None |
| 5. Alaska | \$56,432 | 43. Rhode Island | .None |
| 13. Indiana | \$72,549 | U.S. Average | \$84,357 |

2019 data do not include Maine, South Dakota, Vermont, West Virginia or Wyoming; other years are missing data from between two (2015) and six states (2007).

AUTM; National Science Foundation

Achieve a "Top 12" ranking among all patents per worker

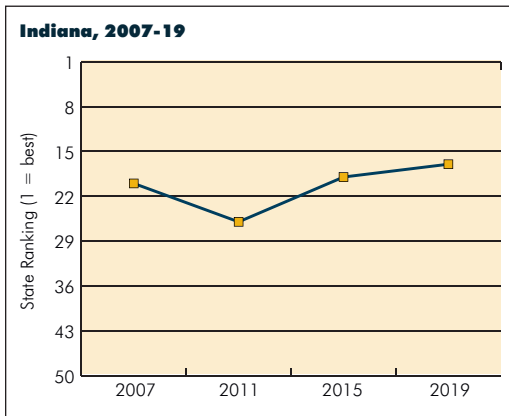
Utility Patents (Patents per 100,000 workers)



| State | Per 100K Workers | State | Per 100K Workers |
|------------------------------|------------------|-------------------------------|------------------|
| 1. California | 261.9 | 46. Louisiana | 23.3 |
| 2. Washington | 248.4 | 47. West Virginia | 21.8 |
| 3. Massachusetts | 232.5 | 48. Hawaii | 19.4 |
| 4. Connecticut | 199.7 | 49. Mississippi | 17.3 |
| 5. Michigan | 166.8 | 50. Alaska | 15.8 |
| 23. Indiana | .76.4 | U.S. Average | 112.8 |

U.S. Trade and Patent Office; U.S. Bureau of Labor Statistics

Design Patents (Patents per 100,000 workers)

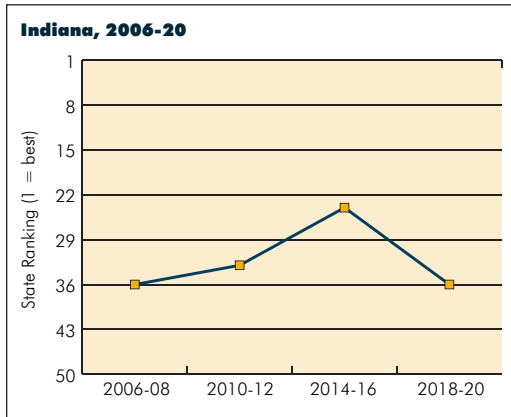


| State | Per 100K Workers | State | Per 100K Workers |
|------------------------------|------------------|-------------------------------|------------------|
| 1. Oregon | 41.5 | 46. Wyoming | 2.5 |
| 2. California | 24.2 | 47. West Virginia | 1.9 |
| 3. Michigan | 20.9 | 48. North Dakota | 1.7 |
| 4. Utah | 20.2 | 49. Maine | 1.6 |
| 5. Rhode Island | 19.4 | 50. Alaska | 1.2 |
| 17. Indiana | .12.5 | U.S. Average | .12.3 |

U.S. Trade and Patent Office; U.S. Bureau of Labor Statistics

Achieve "Top 12" ranking among all states in venture capital invested per capita

Venture Capital Invested, Three-Year Rolling Average (Per private industry employee)



Despite a variety of programs and initiatives, as well as strong activity in certain areas of the state, Indiana continues to struggle in this important metric. While investment dollars have increased (from \$55.66 in 2016-2018), the state's ranking declined from 30th to 36th. In other words, other states are attracting more investment at a quicker pace.

Historically, the Indiana Chamber's *Indiana Venture Capital Study* in 2000 prompted passage of the state's Venture Capital Investment tax credit that took effect in 2003. In 2019, that tax credit was made transferable, allowing it to be more competitive with efforts in other states. Additional and important enhancements were enacted in the 2021 legislative session.

The measure for the U.S. is skewed due to a few states that do exceedingly well in raising venture capital. The median state is \$166.90.

Private industry employment is derived from the Census of Employment and Wages. The current rankings are based upon June 2020 employment, while the previous years' rankings are based on annual averages in the last year measured (e.g., the 2014-16 rankings use 2016 employment).

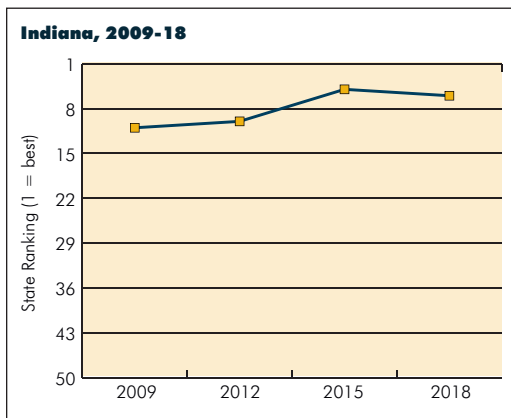
PriceWaterhouseCoopers; US Bureau of Labor Statistics

| State | VC Dollars | State | VC Dollars |
|------------------------------|----------------|--------------------------------|--------------------|
| 1. California | \$4,908.31 | 46. Oklahoma | \$21.61 |
| 2. Massachusetts | \$4,181.09 | 47. Arkansas | \$19.98 |
| 3. New York | \$2,295.65 | 48. Mississippi | \$1.35 |
| 4. Washington | \$1,106.11 | 49. Alaska | \$1.01 |
| 5. Colorado | \$926.09 | 50. West Virginia | \$0.00 |
| 36. Indiana | \$86.62 | United States | \$.1,058.28 |

Strategically recruit foreign direct investment (FDI) and achieve "Top 5" ranking among all states in FDI as a percent of gross state product

Employment at Majority-owned U.S. Affiliates of Foreign Companies

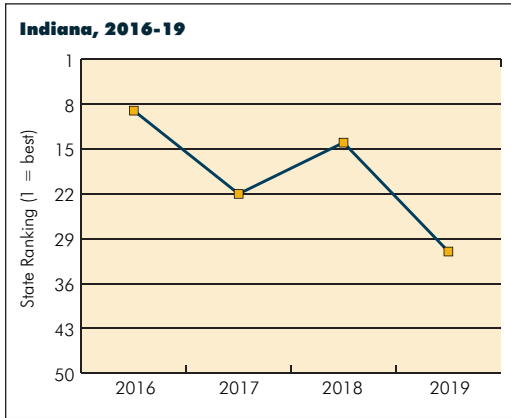
(As a percent of private employees)



| State | Percent | State | Percent |
|-----------------------------|---------------|-------------------------------|---------------|
| 1. South Carolina | 9.09% | 46. Wyoming | 3.95% |
| 2. Kentucky | 8.64% | 47. North Dakota | 3.95% |
| 3. New Jersey | 8.37% | 48. Idaho | 2.90% |
| 4. Michigan | 8.29% | 49. New Mexico | 2.79% |
| 5. New Hampshire | 8.26% | 50. Montana | 2.38% |
| 6. Indiana | .8.12% | U.S. Average | .6.27% |

U.S. Bureau of Economic Analysis; U.S. Bureau of Labor Statistics

Foreign Direct Investment, First Year Investments (As a percent of state GDP)



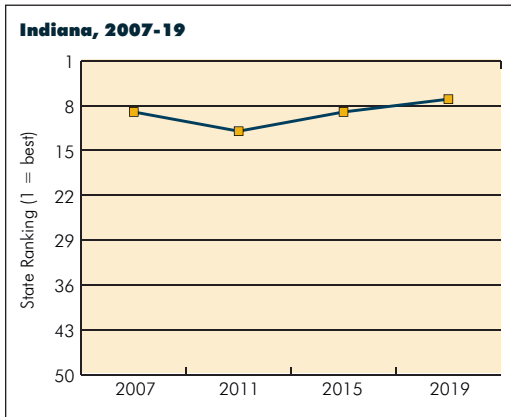
| State | Percent | State | Percent |
|------------------------------|---------------|-------------------------------|---------------|
| 1. Pennsylvania | 2.611% | 35. Oklahoma | 0.017% |
| 2. Wisconsin | 2.509% | 36. Wyoming | 0.010% |
| 3. Colorado | 2.142% | 37. Vermont | 0.006% |
| 4. Minnesota | 2.112% | 38. Rhode Island | 0.003% |
| 5. Massachusetts | 1.727% | 39. Alaska | 0.000% |
| 31. Indiana | 0.047% | U.S. Average | 0.908% |

Data from several states have been suppressed due to the potential for individual investments to be identified through reporting. For 2019, there is no data from Arizona, Arkansas, Connecticut, Iowa, Kansas, Mississippi, Nebraska, New Mexico, South Dakota, Utah and West Virginia. Twelve states had suppressed data in 2018, 13 in 2017 and 17 in 2016.

U.S. Bureau of Economic Analysis

Increase Indiana exports to achieve "Top 5" ranking per capita among all states

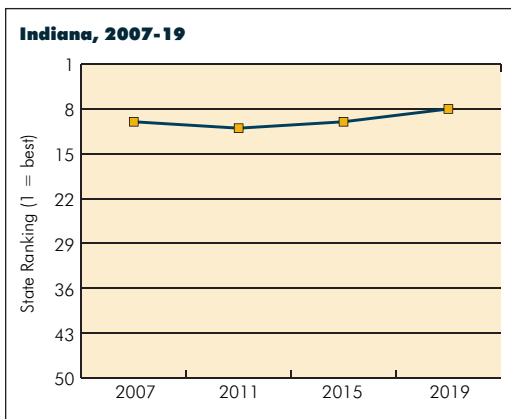
Exports as a Percent of GDP



| State | Percent | State | Percent |
|-----------------------------|--------------|-------------------------------|-------------|
| 1. Louisiana | 24.8% | 46. Maryland | 3.1% |
| 2. Texas | 17.8% | 47. Oklahoma | 3.0% |
| 3. South Carolina | 16.7% | 48. South Dakota | 2.5% |
| 4. Kentucky | 15.3% | 49. Colorado | 2.1% |
| 5. North Dakota | 12.2% | 50. Hawaii | 0.5% |
| 7. Indiana | 10.3% | U.S. Average | 7.7% |

U.S. Census: Foreign Trade Statistics; U.S. Bureau of Economic Analysis

Value of Exports Per Capita



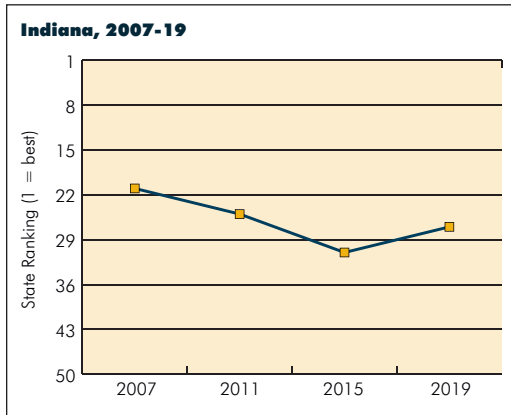
| State | Per Capita | State | Per Capita |
|-----------------------------|----------------|-------------------------------|----------------|
| 1. Louisiana | \$13,702 | 46. Montana | \$1,576 |
| 2. Texas | \$11,342 | 47. Oklahoma | \$1,552 |
| 3. North Dakota | \$9,155 | 48. South Dakota | \$1,534 |
| 4. South Carolina | \$8,053 | 49. Colorado | \$1,406 |
| 5. Washington | \$7,920 | 50. Hawaii | \$321 |
| 8. Indiana | \$5,835 | U.S. Average | \$5,017 |

U.S. Census: Foreign Trade Statistics; U.S. Census: American Community Survey

Promote a diverse and civil culture that attracts and retains talented individuals

In addition to health and the broadband capabilities to work and learn from home, the last year has shined the spotlight on this critical quality-of-place goal. Like several others in *Indiana Vision 2025*, it does not easily lend itself to statistical measurement. Anecdotal actions often carry the loudest voice. The following three metrics do paint a portion of the picture. Indiana did take a significant step forward in 2019 with passage of the state’s first bias crimes law. While it did not include a specific listing of all protected categories, as the Indiana Chamber policy position called for, it is a meaningful bias crimes law – more inclusive than some states and on par with others. We encourage all throughout the state to be welcoming and inviting. It is a critical element in helping address workforce and talent challenges.

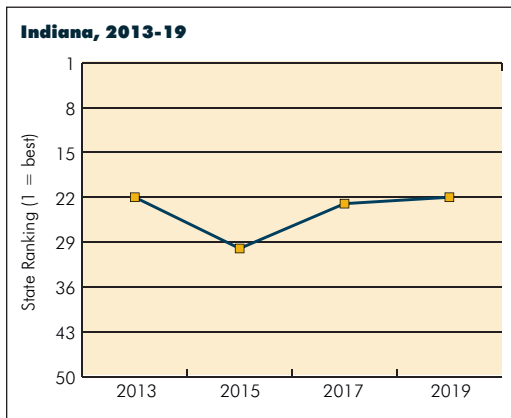
Violent Crime Index (Offenses per 100,000 population)



| State | Offenses | State | Offenses |
|------------------------------|--------------|-------------------------------|--------------|
| 1. Maine | 115.2 | 46. Louisiana | 549.3 |
| 2. New Hampshire | 152.5 | 47. Arkansas | 584.6 |
| 3. Connecticut | 183.6 | 48. Tennessee | 595.2 |
| 4. Vermont | 202.2 | 49. New Mexico | 832.2 |
| 5. New Jersey | 206.9 | 50. Alaska | 867.1 |
| 27. Indiana | 370.8 | U.S. Average | 366.7 |

Federal Bureau of Investigations: Uniform Crime Report

Net Domestic Migration (Per 100,000 residents)

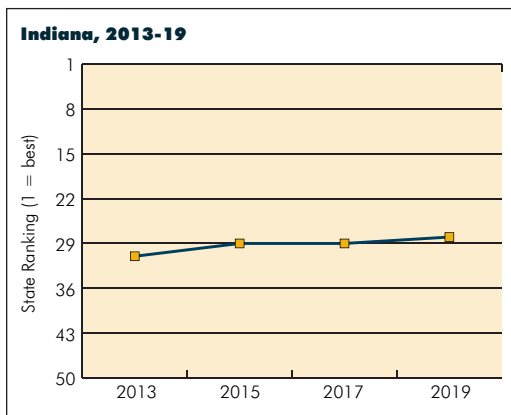


Indiana maintained its 22nd place ranking from the 2019 Report Card and slightly improved its in-migration (53.1 in 2018 data) after a long period of outmigration.

| State | Per 100K Residents | State | Per 100K Residents |
|------------------------------|--------------------|---------------------------|--------------------|
| 1. Idaho | 1,531.0 | 46. Connecticut | -618.7 |
| 2. Nevada | 1,402.8 | 47. Illinois | -828.5 |
| 3. Arizona | 1,250.5 | 48. New York | -928.6 |
| 4. South Carolina | 1,030.0 | 49. Hawaii | -975.9 |
| 5. Delaware | 714.9 | 50. Alaska | -1296.2 |
| 22. Indiana | .59.4 | | |

U.S. Census: Population Estimates

H-1B Certified Visas (Per 1M Population)



| State | Visas | State | Visas |
|------------------------------|--------------|-------------------------------|----------------|
| 1. Washington | 5,099.9 | 46. Oklahoma | 272.4 |
| 2. New Jersey | 4,335.3 | 47. Mississippi | 207.3 |
| 3. Massachusetts | 3,906.1 | 48. Wyoming | 200.4 |
| 4. Michigan | 3,666.7 | 49. Montana | 190.9 |
| 5. New York | 3,479.3 | 50. West Virginia | 179.1 |
| 28. Indiana | 774.0 | U.S. Average | 1,775.1 |

Department of Homeland Security

| Driver/Metric | Current rank | *Prior rank |
|---|---|-------------|
| OUTSTANDING TALENT | | |
| Increase proficiency in math, science and reading to "Top 5" status nationally | | |
| Mathematics: 4th Grade NAEP | 7 | 6 |
| Mathematics: 8th Grade NAEP | 14 | 12 |
| Readings: 4th Grade NAEP | 17 | 9 |
| Reading: 8th Grade NAEP | 12 | 6 |
| Science: 4th Grade | N/A | 12 |
| Science: 8th Grade | N/A | 23 |
| Increase to 90% those who graduate college/career ready | | |
| High School Graduation Rates | T-20 | 30 |
| First-Time Postsecondary Enrollments | 35 | N/A |
| College Readiness | No overall state ranking or direct comparison available | |
| Eliminate the educational achievement gaps for disadvantaged populations | | |
| Mathematics Gap: 4th Grade | 19 | 24 |
| Mathematics Gap: 8th Grade | 18 | 18 |
| Reading Gap: 4th Grade | 29 | 8 |
| Reading Gap: 8th Grade | 10 | 17 |
| Science Gap: 4th Grade | N/A | 18 |
| Science Gap: 8th Grade | N/A | 26 |
| Increase to 60% those with high quality postsecondary credentials | | |
| Associate Degree or Credential | 37 | 37 |
| Increase bachelor degrees to "Top 10" status nationally | | |
| Bachelor's Degree or Higher | 40 | 38 |
| Increase associate degrees to "Top 10" status nationally | | |
| Associate Degree or Higher | 41 | 37 |
| Increase STEM credentials/degrees to "Top 5" status nationally | | |
| Science & Technology Degrees Conferred | 13 | 10 |
| Population With Science & Engineering Degrees | 42 | 38 |
| Science & Engineering Occupations | 35 | 35 |
| Address the skills shortages of adult and incumbent workers | | |
| Less Than High School Diploma | 32 | 32 |
| Speaks English Less Than 'Very Well' | 14 | 15 |
| Poverty Rates | 27 | 27 |
| Improve Indiana's per-capita income ranking to "Top 25" nationally | | |
| Per Capita Income | 41 | 39 |
| Per Capita Income (adjusted for cost of living) | 24 | 24 |
| Median Household Income | 37 | N/A |
| Median Household Income (adjusted for cost of living) | 23 | N/A |

*Most recent Report Card (2019)

| Driver/Metric | Current rank | *Prior rank |
|---|--------------|-------------|
| ATTRACTIVE BUSINESS CLIMATE | | |
| Increase efficiency and effectiveness in delivery of government services | | |
| State and Local Government Spending | 6 | 7 |
| Population/Unit of Local Government | 31 | 32 |
| Reform public pension systems | | |
| State Public Pension Spending | 2 | 3 |
| Funded Pension Ratios | 33 | 34 |
| "Top 5" ranking for legal environment | | |
| State Lawsuit Climate Survey | 31 | 15 |
| "Top 5" ranking for business regulatory environment | | |
| Small Business Policy Index | 14 | 9 |
| State-Level Regulatory Restrictions | 11 | N/A |
| Eliminate business personal property tax | | |
| Urban Industrial Property Tax Rates | 48 | 42 |
| Establish funding mechanisms to approximate "user fee" model | | |
| Business Taxes Per Government Expenditures | 25 | 31 |
| Contain health care costs | | |
| Health Insurance Premiums | 31 | 18 |
| RAND Study (Health Insurance Premiums) | 41 | N/A |
| Reduce smoking levels to less than 15% of the population | | |
| Adult Smoking Rate | 40 | 44 |
| Return obesity levels to less than 20% of the population | | |
| Adult Obesity Rate | 39 | 39 |
| Reduce the number of drug-related deaths in Indiana by 25% by 2025 | | |
| Drug-Related Deaths per 100,000 Population | 33 | 37 |

| Driver/Metric | Current rank | *Prior rank |
|---|--------------|-------------|
| SUPERIOR INFRASTRUCTURE | | |
| Develop strategic energy resource plan/be "Top 10" most affordable state for electricity | | |
| Commercial Electricity Prices | 37 | 29 |
| Industrial Electricity Prices | 32 | 28 |
| Diversify Indiana's energy mix | | |
| Consumption of Renewable Energy | 30 | N/A |
| Clean Energy/Total Generation | 46 | 47 |
| Identify and implement workable energy conservation strategies | | |
| Energy Efficiency | 22 | 21 |
| Develop and implement a strategic water resource plan | | |
| No overall state ranking or direct comparison available | | |
| New fiscal systems to support transportation infrastructure projects | | |
| State Highway Spending Per Freight Moved | 39 | N/A |
| State Road Spending (cost adjusted) | 25 | N/A |
| Build out advanced telecommunications networks | | |
| Percent of All Households Reporting Broadband Connection | 39 | 38 |
| Access to Fixed Broadband and Mobile Connectivity Meeting FCC Standard | 22 | 35 |
| Download Speeds Available to Businesses | 14 | 20 |

*Most recent Report Card (2019)

| Driver/Metric | Current rank | *Prior rank |
|---|--------------|-------------|
| DYNAMIC AND CREATIVE CULTURE | | |
| Drive strategic entrepreneurship and innovation formation for new and existing firms | | |
| Kauffman Entrepreneurial Index | 42 | 47 |
| Total Employment/Firms 0 to 5 Years Old | 45 | 47 |
| Net Job Creation/Firms 0 to 5 Years Old | 26 | 28 |
| Net Job Creation/Firms 6 Years and Older | 23 | 5 |
| Increase intellectual property commercialization and attain "Top 5" ranking | | |
| University Licensing Income | 28 | 26 |
| University Licenses and Options | 17 | 10 |
| University Business Spinouts | 13 | 9 |
| Achieve a "Top 12" ranking among all patents per worker | | |
| Utility Patents | 23 | 20 |
| Design Patents | 17 | 21 |
| Achieve "Top 12" ranking in venture capital invested per capita | | |
| Venture Capital Invested | 36 | 30 |
| Strategically recruit foreign direct investment (FDI) and achieve "Top 5" ranking | | |
| Employment at U.S. Affiliates | 6 | 5 |
| Foreign Direct Investment | 31 | 21 |
| Increase Indiana exports to achieve "Top 5" ranking per capita among all states | | |
| Exports as Percent of GDP | 7 | 8 |
| Exports per Capita | 8 | 9 |
| Promote a diverse and civil culture that attracts and retains talented individuals | | |
| Violent Crime Index | 27 | 30 |
| Net Domestic Migration | 22 | 22 |
| H-1B Certified Visas | 28 | 29 |

*Most recent Report Card (2019)



ACCELERATING INDIANA VISION

2025+

Key Initiatives

- Task force work on new long-term vision
- Major research studies
- Rapid, targeted research and action plans
- Employer and employee programs and services

"It's not enough for Indiana to simply 'recover' and try to get back to where it was prior to March 2020. Standing still in today's world is falling behind. We must elevate our performance and help ensure a future that is filled with opportunities for success for businesses and individuals."



Kevin Brinegar
Indiana Chamber president and CEO

WWW.INDIANACHAMBER.COM/ACCELERATE



THANK YOU FOR YOUR INVESTMENT



The Indiana Chamber Foundation has provided leadership through practical policy research (since 1981) to improve Indiana's economic climate. More than 100 organizations and individuals have invested in this important work in recent years. The following have supported the *Indiana Vision 2025* plan/analysis and the new *Accelerating Indiana Vision 2025+* initiative – a multi-faceted effort that will guide the state's future growth and success.



**GARATONI-SMITH
FAMILY
FOUNDATION**



- Smithville
- Indiana American Water
- Wabash Valley Power Association
- MacAllister Machinery Co.
- Marian University
- Subaru of Indiana Automotive
- Lake City Bank
- REI Real Estate Services, LLC
- Indiana Energy Association
- Ascendanci Ventures
- Eli Lilly Foundation
- Mike and Sue Smith
- Ronald E. Christian
- Jefferson Shreve
- Dan and Marilyn Evans Family
- Honda Manufacturing
- OFS
- Denison, Inc.
- Trine University
- Toyota Motor Manufacturing
- Maple Leaf Farms
- Indiana Corn Marketing/Soybean Alliance
- Allan B. Hubbard
- Michael L. Kubacki
- Scott McCorkle
- Charles Baldwin, Ogletree Deakins
- Alcoa Corporation
- Oak Street Funding
- Koch Foundation
- MISO
- Horizon Bank
- Tom Easterday
- KM Stemler Co. Inc.
- Relocation Strategies
- 1st Source Bank
- ArcelorMittal
- Kevin and Maureen Bower
- Brandt and Victoria Burdick
- CBRE
- Centier Bank
- Cummins, Inc.
- Deborah and Lynn Curtis
- DemandJump LLC
- Ted and Kimberly Dickman
- EverGreen Global Advisors, LLC
- Federal Home Loan Bank of Indianapolis
- Force Construction Company, Inc.
- French Lick Resort
- Good Samaritan Hospital
- Hancock Health
- Jeff Harrison
- Hendricks Regional Health
- Indianapolis Airport Authority
- Indiana University
- Ivy Tech
- Lafayette Instrument Co.
- Meridian Health Services
- Marilyn Moran-Townsend, CEO CVC Communications
- National Bank of Indianapolis
- NEXT Studios
- Northeast Indiana Innovation Center
- Parkview Health
- ProCourse Fiduciary Advisors
- Purpose Enterprises, Inc.
- Regions Bank
- Reid Health
- Roche Diagnostics Corporation
- Mike and Barbara Stewart
- UKG, Inc.
- University of Southern Indiana
- John and Deborah Wechsler
- Wells Fargo Bank Indiana, N.A.

For questions or to discover ways that you can invest in Indiana's future, contact Brock Hesler, Vice President, Membership and Foundation Relations, at (317) 264-7539 or bhesler@indianachamber.com