

BATTLE CREEK - TRAIN
TALENT RETENTION, ATTRACTION, and INCLUSION INCENTIVE

Updated Feb 2021

The following are eligible program zip codes *only for those addresses within the corporate limits of the City of Battle Creek*:

- 49014, 49015, 49016, 49017, 49018, 49037

Award matrix:

<u>Annual Salary</u>	<u>BCU/TRAIN</u>	<u>Employer</u>	<u>Total</u>
Employee	Contribution	Match	Award
\$40,000 - \$55,000	\$4,000	\$4,000	\$8,000
\$55,001 - \$79,999	\$5,000	\$5,000	\$10,000
\$80,000 +	\$6,000	\$6,000	\$12,000
Entrepreneurs*	\$12,000	-	\$12,000

- *This program is designed for applicants seeking to relocate to Battle Creek for work and companies seeking to attract, transfer, or relocate employees to Battle Creek. The program is a partnership between Battle Creek Unlimited and an applicant’s Battle Creek-based employer. Thus, an employee (with the exception of entrepreneurs) must have a valid job offer, contract, or transfer assignment with the worksite located in Battle Creek.*
- *Eligibility for this program is extended to existing local employees who are currently renting/leasing their residence in Battle Creek and are seeking a path to home ownership. This extension is only eligible for renters/leasers seeking to purchase a home in Battle Creek. To qualify for this local eligibility, applicants can earn \$0 - \$55,000 in annual salary.*
- *40% of all awards are reserved for women, persons of color, and the LGBTQ+ community.*
- **A fourth award tier exists for gig workers, technology and food entrepreneurs, and freelance professionals – a \$12,000 total award without a required company match.*
- Disbursement for home purchase, build, and relocation costs
- Disbursement for rent – 24 monthly installments

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- For recipients who rent but decide to purchase or build a home before the 24-month rental disbursements are complete, the remaining award balance will be granted

Should program recipients leave Battle Creek within three years of the award grant, a payback program will be exercised for the BCU portion:

<u>Residence Duration</u>	<u>Award Repayment</u>
12 months or less	50 percent (BCU portion)
13-24 months	30 percent (BCU portion)
25-36 months	20 percent (BCU portion)
