



# Maryland

## Cybersecurity Powerhouse

Maryland led the nation in launching a cybersecurity initiative in 2009 to establish a statewide strategy and develop policies and programs to grow the industry. To showcase its capabilities, Maryland launched the first state-oriented cybersecurity conference, a format that has been replicated by more than a dozen other states. Maryland was also the first to establish a dedicated commission on cyber. This commitment to cybersecurity growth, coupled with a dynamic community of cyber warriors, creates a fire-hot fusion of diverse resources and intellectual capital.

## Growing Cybersecurity Ecosystem

The premiere cyber-related federal agencies and military installations are located in Maryland. The National Security Agency, established at Fort George G. Meade in 1952, is the nation's "code maker and breaker," responsible for protecting U.S. national security information systems and collecting and disseminating foreign signals intelligence (SIGINT). The U.S. Cyber Command, the National Cybersecurity Center of Excellence, and other federal agencies engaged in cyber activities also call Maryland home.



Maryland's cyber ecosystem of entrepreneurs, investors, seasoned industry leaders, researchers, and academia, generates the ideas and inventions that protect the country's digital infrastructure.



“Maryland is a global leader for developing cybersecurity solutions that make our country safer and stronger. Our unique cyber assets, innovative companies and world-class academic institutions have positioned Maryland as a thriving center for the next generation of cyber warriors.”

Governor Larry Hogan



Application Security Products  
Bethesda MD



**IronNet Cybersecurity**

Threat Detection & Mitigation  
Fulton MD



Cyber Defense & Digital Forensics  
Hanover MD



**LOCKHEED MARTIN**

Cybersecurity Solutions & Services  
Bethesda MD

**NORTHROP GRUMMAN**

Threat Detection & Response  
Annapolis Junction MD



Mobile Device Security Management  
Frederick MD

**PROTENUS**

Health Data Security  
Baltimore MD



Data Analytics for Risk & Compliance  
Baltimore MD



Identity & Data Protection  
Belcamp MD

**SAINT**

IT Security Risk & Compliance  
Bethesda MD



Enterprise Application Security  
Fulton MD



Intrusion Detection & Prevention  
Columbia MD



IT Defense Contractor  
Fort Meade MD



Vulnerability Scanning  
Columbia MD

**TRIUMFANT**

Endpoint Security & Malware  
Detection  
Rockville MD



Malware Detection & Protection  
Annapolis MD



Endpoint Security  
Rockville MD



Government Services  
Hanover MD



Social Risk Management  
Baltimore MD

# Maryland

## One-of-a-kind Assets

### **National Cybersecurity Center of Excellence**

NIST, together with the state of Maryland and Montgomery County, established the first National Cybersecurity Center of Excellence (NCCoE), a public-private partnership among industry, academic, and government experts to provide businesses with cybersecurity solutions based on commercially available technologies.

### **National Security Agency**

The National Security Agency (NSA), established in 1952, is the cryptologic organization responsible for protecting U.S. national security information systems and collecting and disseminating foreign signals intelligence (SIGINT). Areas of expertise include cryptanalysis, cryptography, mathematics, computer science and foreign language analysis. NSA is part of the Department of Defense, and is staffed by a combination of civilian and military personnel. NSA's headquarters is at Fort Meade, Maryland.

### **U.S. Cyber Command**

USCYBERCOM is an armed forces sub-unified command subordinate to United States Strategic Command. The Command is located in Fort Meade, Maryland, and centralizes cyberspace operations, organizes existing cyber resources and synchronizes defense of U.S. military networks.

### **Johns Hopkins Applied Physics Lab**

Johns Hopkins University Applied Physics Laboratory (APL) provides crucial contributions to critical challenges with systems engineering and integration, technology research and development, and analysis. The Laboratory's 11 mission areas include Cyber Operations, Homeland Security, National Security Space and National Security Analysis. In 2015 there were 271 inventions disclosed at APL.



### **National Business Park**

A 285-acre business community of cybersecurity companies and defense contractors such as Booz Allen Hamilton, L-3 Communications, CSC, Northrop Grumman and General Dynamics is located just outside the National Security Agency and Fort Meade. The National Business Park is 10 minutes from BWI Thurgood Marshall Airport, 15 minutes from downtown Baltimore, 15 minutes from the Washington Beltway (I-495) and 23 miles from downtown Washington, DC.

# 74

According to the Federal Laboratory Consortium for Technology Transfer, Maryland is home to 74 federal laboratories, **more than twice as many as any other state.**

## Researchers Devise Quantum Algorithm

In April 2013, researchers at APL devised a quantum algorithm for solving big linear systems of equations that could be used to calculate complex measurements such as radar cross sections, an ability integral to the development of radar stealth technology, among many other applications. Physicists believe quantum computers have the potential to be a million times more powerful than conventional machines.



**Lockheed Martin**

The 25,000-square-foot **NexGen Cyber Innovation and Technology Center** (NexGen) is a world-class center designed for cyber research and development, customer and partner collaboration and innovation.

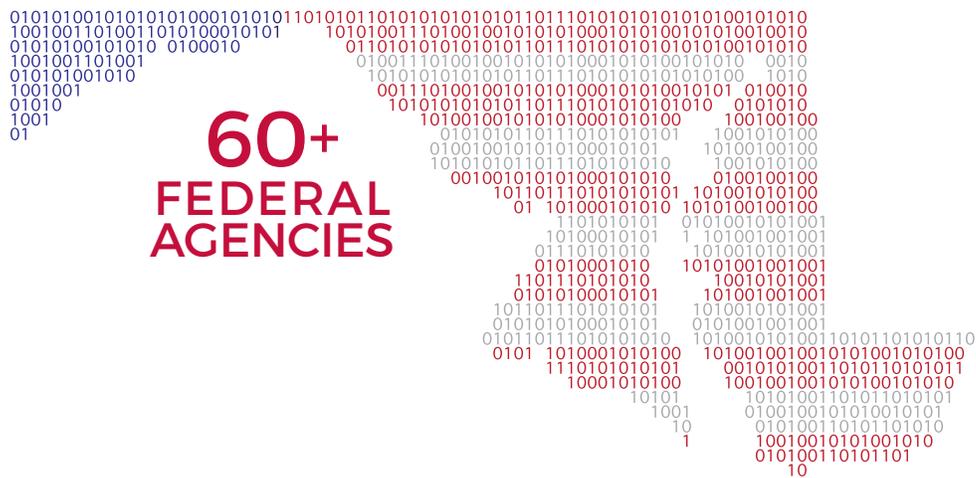
The company's **Cyber Center of Excellence** is a 56,000-square-foot facility that seats 250 professionals, contains system labs, employee training rooms and an Advanced Innovation Center.

# Maryland

## One-of-a-kind Assets

### National Leader in Research & Development

Federal and academic institutes and research centers in Maryland receive some \$16.9 billion of federal research obligations. This massive, on-going research effort occurs at more than 350 research centers around the state. **Maryland's level of funding for research eclipses all other states including California, and is first among states on a per capita basis.**



### Defense Information Systems Agency

DISA, a Combat Support Agency, provides, operates, and assures command and control, information sharing capabilities, and a globally accessible enterprise information infrastructure in direct support to joint warfighters, national level leaders, and other mission and coalition partners across the full spectrum of operations.

### National Institute of Standards and Technology

Supports U.S. innovation through research, measurements, standards, business services, and other programs. NIST's activities are organized into laboratory programs that include Nanoscale Science and Technology, Engineering, Information Technology, Neutron Research, Material Measurement, and Physical Measurement. Following 9/11, NIST conducted the official investigation into the collapse of the World Trade Center buildings.

# \$9.74B

Dollars in federal contracts awarded annually to Maryland's information technology businesses.

# “We moved up to Fort Meade for a reason, to take advantage of the neighborhood.”

Mark Orndorff, DISA Program Executive Officer for Mission Assurance and Network Operations



## Military & Cybersecurity

### **Aberdeen Proving Ground**

- Army Research, Development and Testing Command
- Army C4ISR (Command, Control, Communications, Computers, Intelligence, Surveillance and Reconnaissance)
- Army Communications-Electronics Command (CECOM)
- Army Research, Development and Engineering Center (CERDEC)
- Army Program Executive Offices for Command, Control, Computers and Technology (PEO C3T) and Intelligence and Electronic Warfare and Sensors (PEO IEWS)

### **Fort George G. Meade**

Halfway between Baltimore and Washington D.C., Fort Meade is home to:

- National Security Agency (NSA)
- Defense Information Systems Agency (DISA)
- U.S. Cyber Command
- U.S. Navy Fleet Cyber Command
- U.S. Marine Corps Cyber Command
- Army and Air Force cybersecurity operations units

### **Intelligence Community Campus Bethesda**

A state-of-the-art facility, the ICC in Bethesda, Maryland, is a collaborative Intelligence Campus for the relocation of up to 3,000 intelligence professionals in the Washington National Capital area.

### **Naval Air Station Patuxent River**

Located in St. Mary's County and the center of cybersecurity for naval aircraft systems, this facility also offers the full life-cycle support of naval aviation aircraft, weapons and systems operated by Sailors and Marines, including acquisition management, research and development capabilities, air and ground test and evaluation, aircraft logistics, and maintenance management.

### **175th Cyberspace Operations Group, Maryland Air National Guard**

One of only two cyberspace operations units in the National Guard working to defend and protect the Air Force and the nation's infrastructure against cyber attacks.

# Maryland

## IT Workforce



### Industry Snapshot

#### Information Technology in Maryland

- Employment (2015) **112,250 private sector jobs** (116,570 including public sector)
- Leading subsectors:
  - Computer systems design and related services **69,200 jobs**
  - Telecommunications **14,900 jobs**
  - Computer and electronic product manufacturing **6,200 jobs**
- Business establishments (2015) **11,280**
- Total wages (2015) **\$12.19 billion**
- Average salary (2015) **\$104,590**
- Gross state product (2014) **\$39.26 billion**
- Federal procurement (FY2014) **\$9.74 billion**

Sources: Maryland Department of Labor, Licensing and Regulation; U.S. Bureau of Economic Analysis; U.S. Census Bureau.

#### Private Sector Job Growth—January to July 2016

	6-Month Growth (%)	Regional Rank	National Rank
Massachusetts	1.7	1	3
<b>Maryland</b>	<b>1.6</b>	<b>2</b>	<b>4</b>
New Hampshire	1.5	3	7
South Carolina	1.2	4	12
New York	1.1	5	17
Delaware	1.1	6	18
North Carolina	0.9	7	22
Connecticut	0.7	8	25
Pennsylvania	0.7	9	26
Maine	0.6	10	27
New Jersey	0.6	11	29
Virginia	0.4	12	34

Source: U.S. Bureau of Labor Statistics (BLS)

More than 42,000 Marylanders work in cybersecurity occupations.

## TOP TECH CLIMATE

# #1

**Concentration of IT establishments—8.5%<sup>1</sup>**

# #1

**Academic R&D intensity<sup>2</sup>**

# #1

**High-tech share of all businesses<sup>2</sup>**

# #1

**STEM job concentration<sup>2</sup>**

<sup>1</sup> Comp TIA, Cyberstates 2016 report | <sup>2</sup> 2015 Enterprising States: States Innovate study, U.S. Chamber of Commerce Foundation



## Concentration of IT Jobs 2015

	Maryland Jobs	Annual Average Wage	Jobs per Thousand	
			MD	US
Data Processing and Related Services	4,201	\$ 95,829	2.0	2.3
Custom Computer Programming Services	23,734	\$ 118,364	11.3	7.0
Computer Systems Design Services	41,712	\$ 106,160	19.8	7.6
Computer Facilities Management Services	755	\$ 86,885	0.4	0.6
Other Computer Related Services	3,001	\$ 101,545	1.4	0.9
Other Management Consulting Services	1,479	\$ 86,085	0.7	0.8
Other Technical Consulting Services	4,286	\$ 96,478	2.0	1.7
Computer and Office Machine Repair	571	\$ 59,675	0.3	0.4
<b>Total IT Employment</b>	<b>79,739</b>	<b>\$ 107,666</b>	<b>37.9</b>	<b>21.2</b>

Source: U.S. Bureau of Labor Statistics (BLS)

# #2

Maryland ranks second in the ratio of female workers in tech occupations (24.4%)

## Occupations 2015

	Maryland Employment	Jobs per Thousand	RANK*
Computer and Information Research Scientists	2,530	1.0	1
Computer Systems Analysts	14,420	5.6	5
Information Security Analysts	3,370	1.3	3
Computer Programmers	5,580	2.2	20
Software Developers, Applications	12,490	4.8	19
Software Developers, Systems Software	15,430	5.9	3
Web Developers	4,340	1.7	3
Database Administrators	3,600	1.4	2
Network and Computer Systems Administrators	12,990	5.0	2
Computer Network Architects	5,290	2.0	2
Computer User Support Specialists	11,050	4.3	21
Computer Network Support Specialists	8,190	3.2	1
Computer Occupations, All Other	13,990	5.4	1
<b>Total Computer Occupations</b>	<b>113,270</b>	<b>43.6</b>	<b>3</b>

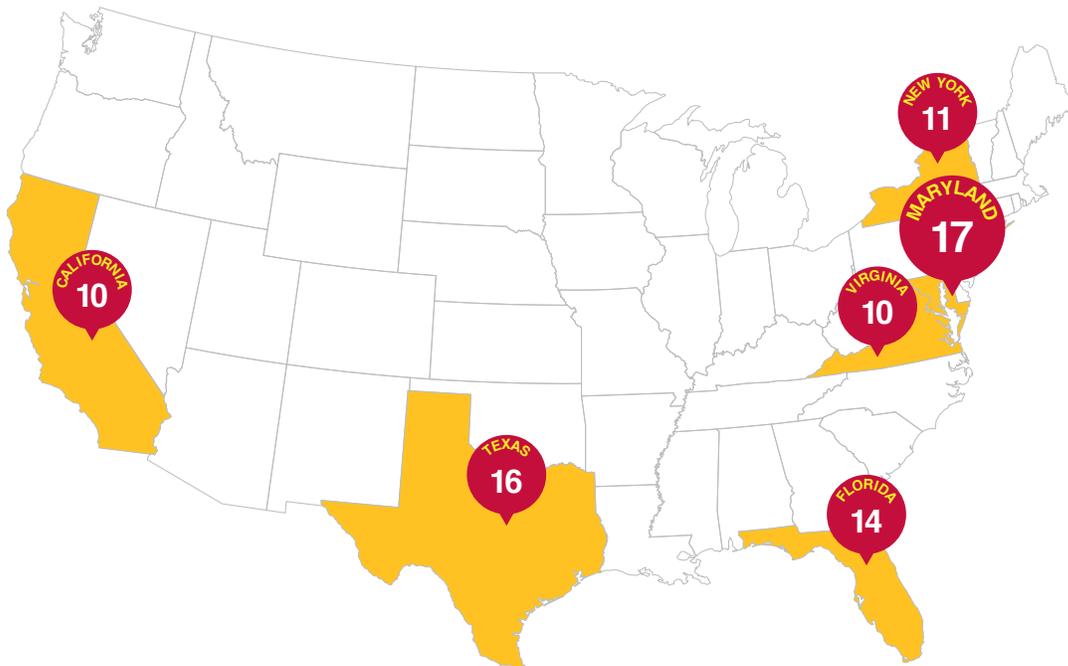
Source: Bureau of Labor Statistics, Occupational Employment Statistics, May 2015

\*Job concentration among the 50 states

# Maryland

## Cyber Education

Maryland is a leading employer of electronics engineers, software developers and information security analysts fed by a powerful pipeline of educated talent from the state's celebrated University System of Maryland, Johns Hopkins University and a busy network of community colleges. Maryland also fast tracks training in IT/cybersecurity with its Cyber Pathways program at 14 Maryland Community Colleges.



**17 NSA/DHS designated CAEs—  
more than any other state in the nation.**

Seventeen colleges in Maryland are certified by the National Security Agency and the Department of Homeland Security as Centers of Academic Excellence (CAE) in Information Assurance education and research, and Cyber Defense education and research.\*

\*Source [iad.gov](http://iad.gov)

## National Centers of Academic Excellence in Cyber Defense

The NSA and the Department of Homeland Security jointly sponsor the National Centers of Academic Excellence in Cyber Defense (CAE-CD) program. The program's goal is to reduce vulnerability in our national information infrastructure. The CAE-CD program comprises the following designations:

- **CAE/IAE 4Y** – National Centers of Academic Excellence in Information Assurance Education
- **CAE-CDE 4Y** – National Centers of Academic Excellence in Cyber Defense Education
- **CAE/IAE 2Y** – National Centers of Academic Excellence in Information Assurance 2-Year Education
- **CAE-CDE 2Y** – National Centers of Academic Excellence in Cyber Defense 2-Year Education
- **CAE-IA-R** – National Centers of Academic Excellence in Information Assurance Research
- **CAE-R** – National Centers of Academic Excellence in Cyber Defense Research

### 1. Anne Arundel Community College

#### CAE-CDE 2Y

Advanced Cyber Forensics Certificate  
Advanced Network Security Certificate  
Information Assurance and Cyber Forensics, A.A.S.  
Information Assurance and Cyber Security, A.A.S.  
Network Management, A.A.S.  
Cyber Forensics Certificate  
Network Security Certificate  
Server Administration and Security Certificate

### 2. Bowie State University

#### CAE/IAE 4Y, CAE-CDE 4Y

Management Information Systems with concentration in Information Assurance (MSIA), M.S.

### 3. Capitol Technology University

#### CAE-CDE 4Y

Cyber and Information Security, B.S.  
Computer and Network Security Certificate  
Information Assurance, M.S.

### 4. College of Southern Maryland

#### CAE/IAE 2Y, CAE-CDE 2Y

Information Systems Security, A.A.S.

### 5. Hagerstown Community College

#### CAE-CDE 2Y

Advanced Network Security Cybersecurity Certificate  
Cisco CCNA Prep Cybersecurity Certificate  
Cybersecurity, A.A.S.  
Cybersecurity, A.S.  
Network Security Cybersecurity Certificate

### 6. Harford Community College

#### CAE/IAE 2Y, CAE-CDE 2Y

Information Assurance and Cybersecurity, A.A.S.  
Information Systems Security Certificate

### 7. Howard Community College

#### CAE-CDE 2Y

A.A. in Cybersecurity

### 8. Johns Hopkins University

#### CAE-CDE 4Y, CAE-R

Security Informatics, M.S.

### 9. Montgomery College

#### CAE-IAE 2Y

Advanced Network Security Certificate  
Cisco Certified Network Associate + Security Preparation Certificate  
Cybersecurity, A.A.S.

### 10. Morgan State University

#### CAE-CDE 4Y

Electrical Engineering Cyber Track (Undergraduate)  
Post-Baccalaureate Certificate in Cybersecurity (Graduate)  
Master of Science in Electrical Engineering with a Concentration in Signal Intelligence (Graduate)  
United States Navy/Morgan State University  
Master of Engineering (M.E.) in Cyber Engineering

### 11. Prince George's Community College

#### CAE-CDE 2Y

Cybersecurity, A.A.S.  
Cybersecurity Certificate  
Cybersecurity Management Certificate



## 12. The Community College of Baltimore County

### CAE/IAE 2Y, CAE-CDE 2Y

Information Systems Security, A.A.S.  
Information Security Certificate

## 13. Towson University

### CAE-CDE 4Y, CAE-CyberOps\*

Computer Science with the option of the Security Track, B.S.  
Computer Science and Mathematics with Security Track, Combined Major  
Information Security and Assurance Graduate Certificate  
Applied Information Technology–Information Security and Assurance, M.S.  
Computer Science–Computer Security Track, M.S.

## 14. United States Naval Academy

### CAE-CDE 4Y

Cyber Operations Major

## 15. University of Maryland, Baltimore County

### CAE/IAE 4Y, CAE-CDE 4Y, CAE-R

Professional Studies–Cybersecurity Strategy and Policy, Graduate Certificate

## 16. University of Maryland, College Park

### CAE-R

Computer Engineering with Specialization in Cybersecurity, B.S.  
Computer Science with Specialization in Cybersecurity, B.S.

Engineering Cybersecurity Graduate Certificate  
Cybersecurity, M.E.

## 17. University of Maryland University College

### CAE-CDE 4Y

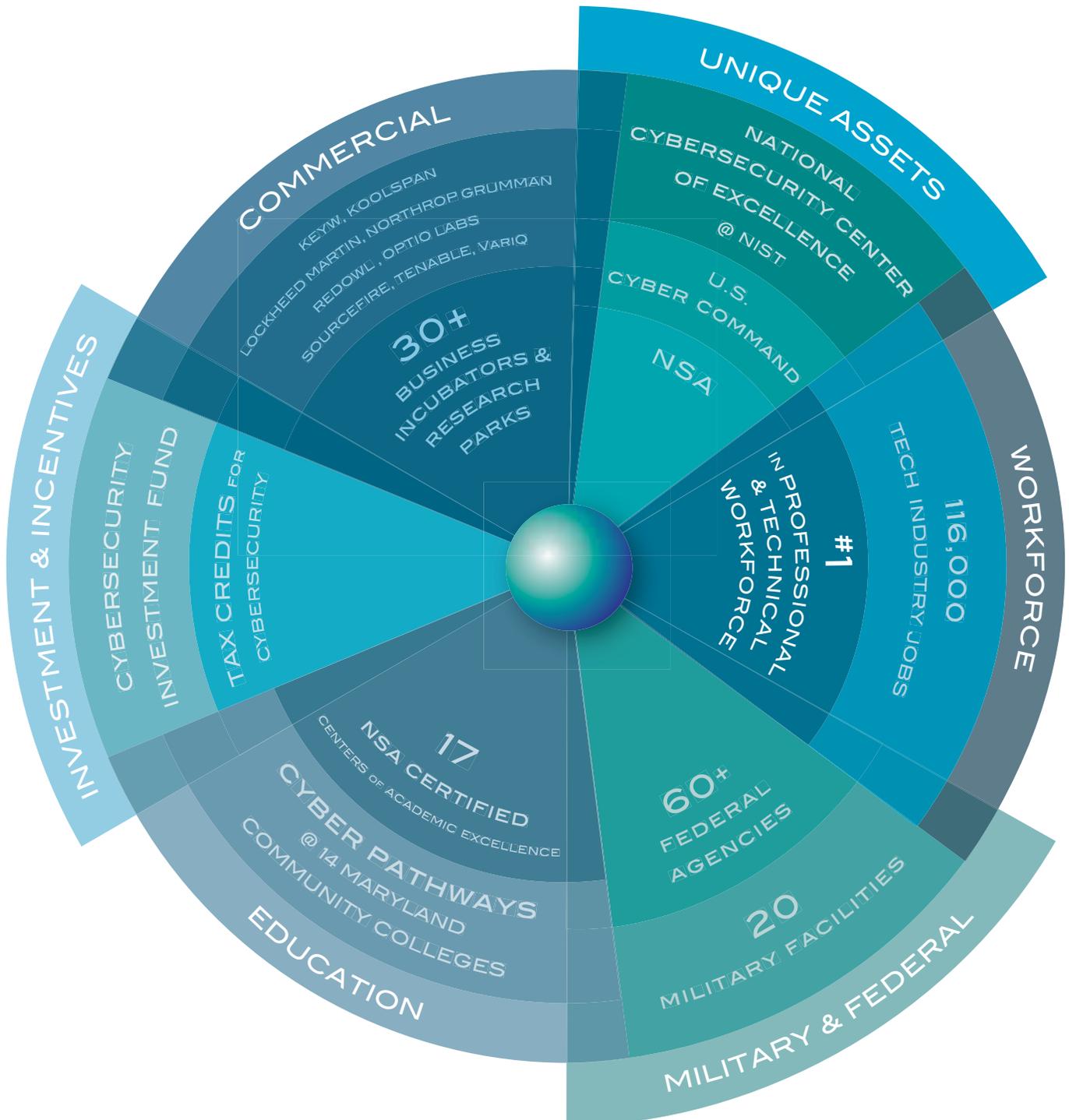
Computer Networks and Security, B.S.  
Cybersecurity, B.S.  
Software Development and Security, B.S.  
Computer Networking Certificate  
Digital Forensics and Cyber Investigation Certificate  
Homeland Security Management Certificate  
Information Assurance Certificate  
Foundations of Cybersecurity Certificate  
Cybersecurity Policy Graduate Certificate  
Cybersecurity Technology Graduate Certificate  
Cybersecurity, M.S.  
Cybersecurity Policy, M.S.  
Digital Forensics and Cyber Investigation, M.S.  
Information Technology–Homeland Security Management, M.S.  
Information Technology–Information Assurance, M.S.  
Cybersecurity, Minor  
Cybersecurity, M.P.S.

\*One of 14 in the nation

# Maryland

## Nurturing Ecosystem

Maryland's vibrant network of cyber related partnerships creates a nurturing ecosystem of industry expertise, academic opportunities, incubators, training programs, incentives, mentors, services and events. This unique synthesis of cybersecurity resources is committed to encouraging, investing in and promoting the state's exceptional role to protect and maintain the nation's information and infrastructure.



# Growing Cyber in Maryland

## Maryland Cybersecurity Council

The Maryland Cybersecurity Council, consisting of up to 44 members along with five federal agency members, works with the National Institute of Standards and Technology, other federal agencies, businesses, and private cybersecurity experts to review and conduct risk assessments to determine which local infrastructure sectors are at the greatest risk of cyber attacks, and need the most enhanced cybersecurity measures. The Council will also recommend a comprehensive strategic plan for Maryland to ensure a coordinated and adaptable response to and recovery from cybersecurity attacks.

## University of Maryland College Park

**University of Maryland Honors College** offers the first and only honors undergraduate program in cybersecurity. Launched in 2013 with the help of a major gift from Northrop Grumman, the Advanced Cybersecurity Experience for Students (ACES) offers a two-year, living-learning undergraduate program and a complementary two-year advanced program.

**Maryland Cybersecurity Center (MC2)**, brings together experts from engineering and computer science with colleagues in economics, social sciences, and public policy to establish broad-based cybersecurity initiatives. MC2 conducts an annual Cyber Defense Training Camp to inspire high school students to pursue careers in cybersecurity.

## University of Maryland Industrial Partnerships

program accelerates commercialization of technology by jointly funding collaborative R&D projects between companies and University System of Maryland faculty. Through the Maryland Industrial Partnerships (MIPS), Bethesda-based RioRey worked with UMD researchers to expand its security solutions to protect networks against Distributed Denial of Service attacks.

## University of Maryland Baltimore County

**CYNC Program**, a partnership between Northrop Grumman and bwtech@UMBC, focused on commercializing technology to protect the nation from cyber threats.



**U.S. Naval Academy** Superintendent Vice Adm. Ted Carter signed a Cooperative Research Acquisition and Development Agreement with **University of Maryland, Baltimore County** President Freeman Hrabowski. The initial cyber projects will involve areas from tactile authentication for mobile devices to detecting anomalies in cyber-physical systems to securing cloud services using policy-based approaches. The Naval Academy is the only U.S. institution of higher learning that has mandatory cybersecurity classes.



### Meet ACES Associate Director, Dr. Jan Plane

One of Maryland's standout women in technology, Dr. Plane is an instructor and academic advisor at the University of Maryland, Associate Director of ACES and the Director of the Maryland Center for Women in Computing. She also worked in sub-Saharan Africa and Afghanistan developing and supporting computer science education programs for universities.

**bwtech@UMBC**, a research and technology park, is home to the Cyber Incubator located adjacent to UMBC's campus. This incubator provides business and technical support to early-stage cyber companies. Clients benefit from the 14,000 students, award-winning faculty, and all of the campus amenities.

**UMBC Cyber Scholars Program** prepares the next generation of cybersecurity professionals, with a focus on increasing the participation of women and other underrepresented groups in this fast-growing field. The Program is directed by the UMBC Center for Cybersecurity and run in partnership with UMBC's Center for Women in Technology. The program was started through a generous \$1 million grant from the Northrop Grumman Foundation.

### Cyber Technology Pathways

This program enables students from 14 Maryland community colleges to earn a one-year foundational Cyber Technology Certificate that can lead to a two-year degree aligned with National Security Agency guidelines for security and information assurance programs. The colleges partner with businesses, including IBM, Raytheon, Lockheed Martin, Rockwell Collins, Booz Allen and MedStar to develop training pathways in IT or cybersecurity. During the next three years, the program aims to graduate nearly 2,000 students.

### Chesapeake Innovation Center

The center is a hybrid incubator/accelerator that serves early stage technology companies, helping them grow from pre-revenue to full business maturity, and offers a soft landing for foreign companies expanding into the U.S. market. It is located adjacent to the gates of Fort Meade.

### Cybersecurity Association of Maryland, Inc.

This nonprofit organization operates the Buy MD Cyber program through MDcyber.com, designed to facilitate the introduction of Maryland's cybersecurity product and service companies to buyers in Maryland and around the globe.

### Betamore

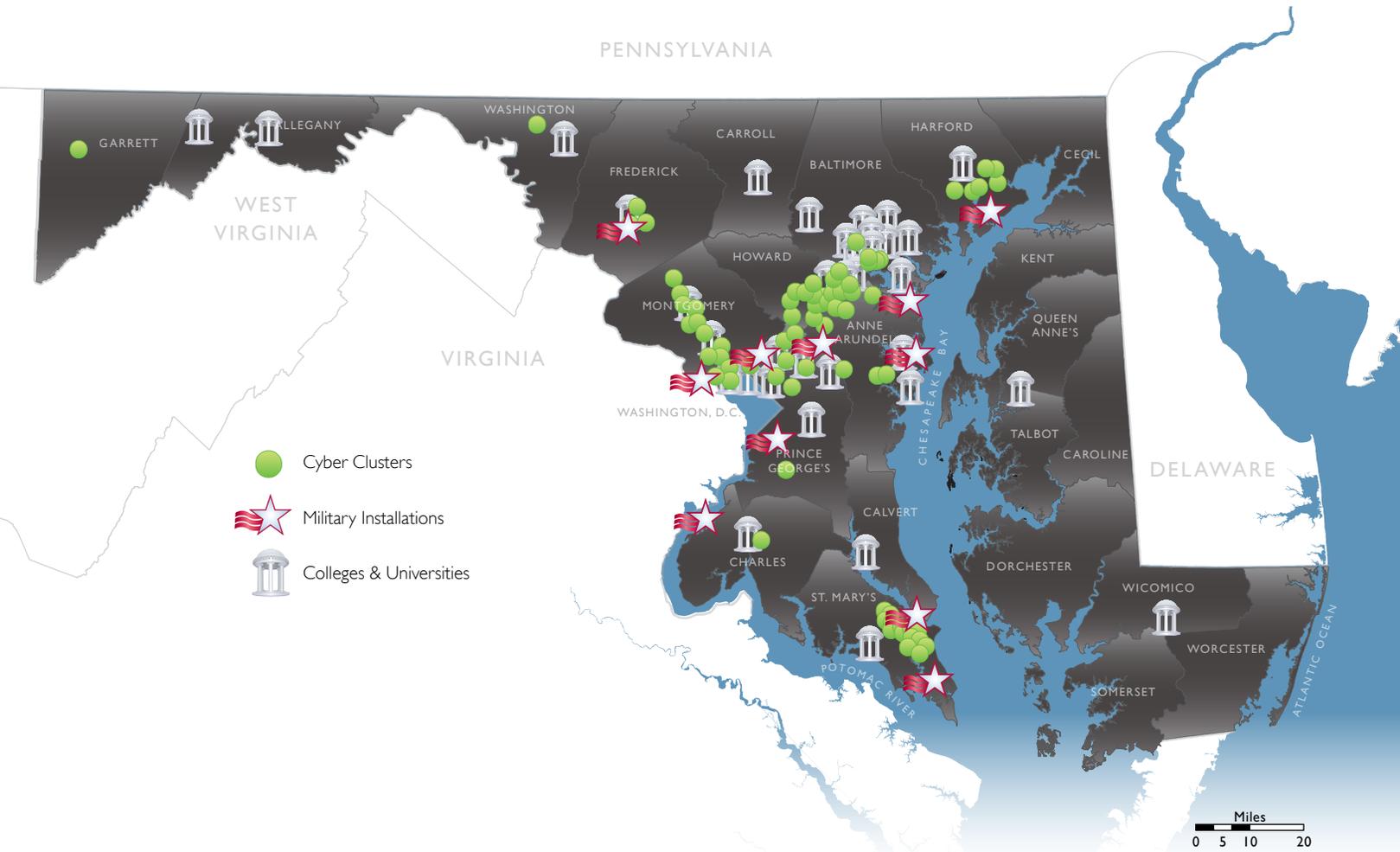
As a non-profit, Betamore actively supports, launches and grows technology-based startup companies by delivering on three core pillars: incubation, education and community development. Its education offerings have served over 14,000 attendees and 160+ Academy graduates. Through its community development efforts, Betamore continues to support and engage more than 140 companies in the region.

**30+** BUSINESS INCUBATORS AND ACCELERATORS

**Entrepreneurs can access more than 30 incubators and accelerators around the state. These centers offer a variety of resources including; training, counseling, partnering, affordable community workspace, networking opportunities and more.**

# Maryland

## Location Assets



### Training the Next Cyber Warrior

JOHNS HOPKINS UNIVERSITY | UNIVERSITY OF MARYLAND

UMBC | UMUC  
University of Maryland University College

# Maryland

## Cybersecurity Investments and Incentives

The Maryland Department of Commerce provides the following incentives for cybersecurity companies:

### **Cybersecurity Investment Incentive Tax Credit**

CIITC provides a refundable income tax credit to Qualified Maryland Cybersecurity Companies (QMCCs) that secure investment from investors. A QMCC may receive a credit equal to 33% of an eligible investment in the QMCC. A QMCC is limited to \$250,000 for each investor, each fiscal year. A single QMCC may not receive total credits exceeding 15% of the total program appropriation for each fiscal year. If the QMCC is located in Allegany, Dorchester, Garrett or Somerset counties, the CIITC increases the amount to 50% (not to exceed \$500,000).

### **Maryland Employer Security Clearance Costs Tax Credit**

Businesses that incur qualified federal security clearance administrative expenses may qualify for a tax credit up to \$200,000. A business may qualify for a 50% tax credit up to \$200,000 for costs related to constructing or renovating a Sensitive Compartmented Information Facility (SCIF) and up to \$500,000 for multiple SCIFs. In addition, a qualified small business that performs security based contracting in Maryland may be eligible for a tax credit up to \$200,000 for the first year of rental payments for spaces leased in Maryland. Businesses must submit an application to Commerce by September 15 for expenses incurred in the previous tax year.

### **Other Maryland Commerce Incentives**

Maryland businesses meeting the following requirements may be eligible to tap into additional funding and incentive resources:

- Incur qualified R&D expenditures
- Locate in a Priority Funding Area
- Locate in a “qualified distressed county” and create 25 new full-time jobs
- Locate in an Enterprise Zone
- Create a minimum number of new full-time positions in a “revitalization area”

### **Research & Development Tax Credit**

For Maryland businesses that incur Maryland qualified research and development expenses, the Basic R&D tax credit is 3% of eligible R&D expenses that do not exceed the firm’s average R&D expenses over the last four years and the Growth R&D tax credit is 10% of eligible R&D expenses in excess of the firm’s average R&D expenses. The credits are capped at \$3 million each. If the amount of credits all businesses apply for exceeds the cap, each business receives a pro rata share. Businesses must submit an application to Commerce by September 15 for expenses incurred in the previous tax year.

### **Maryland Economic Development Assistance Authority and Fund (MEDAAF)**

A flexible and broad based program, MEDAAF funds grants, loans and investments to support economic development initiatives. Uses include business attraction and retention, infrastructure support, Brownfield redevelopment, arts and entertainment districts, daycare, revolving loan funds and local strategic planning. Projects must be within Priority Funding Areas and eligible industry sectors. Awards are made on a competitive basis.

**"I have never been in a place where people root for you like they do here, and I couldn't be happier to be in business anywhere else."**

Guy Fillipelli, CEO, RedOwl

### **One Maryland Tax Credit**

Businesses that invest in an economic development project in a "qualified distressed county" and create at least 25 new full-time jobs may qualify for up to \$5.5 million in state income tax credits. Project tax credits of up to \$5 million are based on qualifying costs incurred in connection with the acquisition, construction, rehabilitation and installation of a project. Start-up tax credits of up to \$500,000 are available for the expense of moving a business from outside Maryland and for the costs of furnishing and equipping the new location.

### **Enterprise Zone Tax Credit**

The Enterprise Zone program provides real property and state income tax credits for businesses that locate in a Maryland Enterprise Zone. The real property tax credit is 80% of the incremental increase in property taxes over the first five years, decreasing 10% annually during the next five years. The income credit is \$1,000 credit per new employee. For economically disadvantaged employees, the credit increases to \$6,000 per new employee over three years. Enhanced credits are available in Enterprise Zone focus areas.

### **Job Creation Tax Credit**

Businesses that create a minimum number of new full-time positions may be entitled to state income tax credits of up to \$1,000 per job or \$1,500 per job in a "revitalization area." Businesses engaged in an eligible activity must create at least 60 new full-time jobs in a 24-month period; this is reduced to 30 new full-time jobs if they are "high wage" jobs, and reduced to 25 new full-time jobs if they are located in a Job Creation Tax Credit "priority funding area."

### **Maryland Technology Development Corporation (TEDCO)**

From concept to commercialization, TEDCO is another state resource that offers mentoring, funding and networking for entrepreneurs and startups. They make seed and early-stage investments as well as series A/B investments. TEDCO has specific programs for cybersecurity companies. Learn more at [tedco.md](http://tedco.md).

**The Maryland Department of Commerce, the state's primary economic development agency, can connect you to all of the cyber-related resources throughout the state.**

**Visit [commerce.maryland.gov/cyber](http://commerce.maryland.gov/cyber) for more information or call 1-888-246-6736.**





**Maryland**  
DEPARTMENT OF COMMERCE

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Larry Hogan, Governor | Boyd Rutherford, Lt. Governor