

The **Work Opportunity Tax Credit (WOTC)** is a federal program that provides tax incentives to employers for hiring and retaining individuals who have been determined by the Department of Labor (DOL) to face barriers to hire. It is a successor to the "Targeted Jobs Tax Credit," and in its current form has been in existence since 1996. The program requires legislative authority to be in force, and was most recently renewed on December 18th 2015 through December 31, 2019. To claim the credit, an employer must identify a potential hire as being eligible for one of the target groups, on or before the day of the job offer. The credit is open to any tax paying company in the 50 United States, The US Virgin Islands, and Puerto Rico.

After identifying a hire as potentially eligible through either an online or phone screening, the information is automatically populating onto FORM 8850 (Pre-Screening Notice and Certification Request for the Work Opportunity Credit) and can be electronically signed. We will submit the 8850 along with the IRS 9061, the Individual Characteristics Form (ICF), to the state workforce agency with 28 days of the employee's first day of work. Credit amounts range, based on hours worked and wages paid - tied to specific target groups - from \$1,200 to \$9,600 per eligible hire. Credit captured can be carried back 1 year and forward 20 years.

HIREtech assists businesses in obtaining the maximum amount of credits. Our dynamic solution gives companies the ability to make real time decisions and continually track their tax credits.



Hiring Incentives

HIREtech is the fastest growing tax credit firm in the nation. Currently servicing over 35,000 locations for all available federal, state and local hiring-related tax credits. Our technology, people, and insight make all the difference.

Why HIREtech makes a difference:

ACTIONABLE DATA – Real time results and data requests to maximize results and minimize efforts. Insight to data you never thought possible.

CUSTOMER SERVICE – Dedicated account managers with years of experience to maximize savings and reduce your work load. We have awards to prove it!

RESULTS – If you have 100% compliance with your current vendor, HIREtech can still increase your actual credits by 20% or more with our best in practice processes, people, and technology.

Ask to speak with one of our clients and let them tell you THEIR story!

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WORK OPPORTUNITY TAX CREDIT (WOTC) EXTENDED THROUGH 2019

This federal tax credit reduces the federal tax liability of employers. Eligibility for this credit is based on the employer's hiring from specific target groups facing barriers to employment, such as:

- Veterans
- TANF Recipients
- Ex-felons
- SNAP (Food Stamp) Recipients
- Designated Community Residents (living in federal zones and/or renewal communities)
- Vocational Rehabilitation Referral
- Supplemental Security Income Recipients
- Summer Youth Employee (in Empowerment Zones)
- **Newly added category: Long Term Unemployed**

Maximum Credit Available

Receives SNAP (food stamps)	\$2,400
Veteran Eligibility based on disability	
Hired one year from leaving service	\$4,800
Unemployed at least 6 months	\$9,600
Unemployed Veterans	
At least four weeks	\$2,400
At least 6 months	\$5,600
All other WOTC Target Groups:	\$2,400-\$9,000

LOCATION BASED INCENTIVES

Many other programs exist at the state and local level as well that require redundant information. The HIREtech software platform can easily integrate most state programs in conjunction with your WOTC screening to maximize your results. Some example of federal, state and local programs are listed below:

- Federal EZ
- Training Grants
- Native American Credit
- Negotiated Incentives
- Statutory State and Local Programs
- Discretionary State and Local Programs

The HIREtech platform can easily integrate with any existing HR software, ATS, or On-Boarding system to generate higher results and reduce on-boarding time.



HIREtech™

CLEAR
Employer Services
dream big...worry less...love what you do

Research & Development Tax Credit

The R&D Tax Credit was signed into law by Congress as part of the Economic Recovery Tax Act of 1981 to encourage American industry to invest in research and development activities. The purpose of the credit was to stimulate R&D activities among businesses through tax incentives.

Benefits to Clients

- Millions of dollars in tax credits, resulting in cash back from the IRS for previous open tax years
- \$1 for \$1 reduction on current year's tax liability
- Additional tax savings in future years
- Carry-forward up to twenty (20) years

Benefits to CPA Firms

HIREtech aligns with CPA firms as their outsourced R&D partner. Our value-added services assist the CPA firm to strengthen client relationships and increase credibility.

Additional benefits to the CPA firm include:

- Market specialized services to gain competitive advantage
- No risk, turn-key solution
- Increase revenue through amending and/or filing tax returns

PLEASE CONTACT US FOR A COST-FREE ANALYSIS ON WHETHER YOUR COMPANY QUALIFIES FOR AN R&D TAX CREDIT STUDY.

Who can use it?

- Manufacturing
- Fabrication
- Engineering
- Software Developers
- Chemical
- Tool and Die
- Machine Shops
- Plastics Manufacturers
- Pharmaceutical
- Biotechnology
- Food Sciences/Manufacturers

R&D Tax Credit Engineering Study

Paradigm offers affordable pricing and flexible payment arrangements to their clients. We work in collaboration with the client and CPA firm to understand their needs and their ROI via this program.

Our turnkey package includes:

- Interviews
- Credit Calculations, Detailed Timesheets and Summaries
- Engineering Report
- R&D Audit Defense at no additional cost
- Support for CPA

Why use HIREtech?

- Our staff includes engineers and IP attorneys with an engineering background as required by the IRS.
- We use the Comprehensive Project by Project Approach methodology to conduct our studies as recommended by the IRS.
- We provide free audit defense.
- We use a two phase approach to minimize the risk to our clients.

For more information:

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The logo for HIREtech, with 'HIRE' in blue and 'tech' in grey, followed by a trademark symbol.The logo for CLEAR Employer Services, with 'CLEAR' in large blue letters, 'Employer Services' in smaller green letters below it, and the tagline 'dream big...worry less...love what you do' in a smaller font at the bottom.

Cost Segregation

Cost Segregation is the process of identifying personal property assets that are grouped with real property assets, and separating out personal assets for tax reporting purposes. A cost segregation study identifies and reclassifies personal property assets to shorten the depreciation time for taxation purposes, which produces current income tax obligations. Personal property assets include a building's non-structural elements, exterior land improvements and indirect construction cost.

In addition to a tax depreciation schedule from the company's return, we need:

Purchase/Existing Property Docs

- Closing Statement
- Appraisal
- Full set of plans for all buildings on property (or as close to full as possible)
- Photos
- Exact Address

New Building/Improvements/Additions

- Final AIA Pay App
- Full Set of Plans
- Photos
- Exact Address
- Closing Statement (if already closed)

Eligibility

Real property eligible for cost segregation includes buildings that have been purchased, constructed, expanded or remodeled over the last 10 years. A study is typically cost-effective for buildings purchased in excess of \$1M or modified at a cost greater than \$500,000. A cost segregation study is most efficient for new buildings recently constructed, but it can also uncover retroactive tax deduction for older buildings which can generate significant short benefits due to "catch-up" depreciation.

Building Types Studied

- Apartment Complexes
- Nursing Homes
- Automobile Dealerships
- Office Buildings
- Distribution Centers
- Retail Chains / Franchises
- Fast Food Restaurants
- Shopping Malls
- Food Processing Facilities
- Self Storage
- Gas Stations
- Sports Stadiums
- Hotels / Motels
- Amusement Parks
- Manufacturing Plants
- Supermarkets
- Medical Centers
- Casinos

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