



### You can obtain tax credits

You may get a federal Work Opportunity Tax Credit of up to 40-percent of the first \$6,000 of first-year wages of a new employee if the employee is part of a “targeted group” — [www.doleta.gov/business/incentives/opptax/wotcEmployers.cfm](http://www.doleta.gov/business/incentives/opptax/wotcEmployers.cfm)

WOTC reduces a business’ costs, requires little paperwork and applying for WOTC is simple. There is no limit on the number of individuals a business can hire to qualify to claim the tax credit.

Other tax credits may also be available.

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### Connect with DRS:

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800-845-8476 Toll Free  
[www.okdrs.gov](http://www.okdrs.gov)

### DRS Business Services Team:

800-487-4042 Toll Free  
[www.okdrs.gov/business-services](http://www.okdrs.gov/business-services)



**OKLAHOMA  
WORKS**

[www.oklahomaworks.gov](http://www.oklahomaworks.gov)

It's about  
**ability**  
not disability.



# UNITING TALENT WITH OPPORTUNITY

*Connecting Oklahoma businesses  
with a skilled and loyal workforce*

***DRS can be a resource  
for your business:***

We send you qualified  
candidates for employment

We can share startup costs

Our candidates are loyal  
employees, offering lower turnover

Tax credits may be available





### Who we are:

The Oklahoma Department of Rehabilitation Services (DRS) expands opportunities for employment, independent life and economic self-sufficiency by helping Oklahomans with disabilities bridge barriers to success in the workplace, school and at home.



### What we can do for you:

#### We send you qualified job candidates

Your new staff member will be ready to work. DRS makes sure of that. Workers with disabilities have equal or higher performance ratings than non-disabled workers.

#### We can share startup costs

Our job seekers are trained and ready to work, but there are always things no one can know about a job until they begin working. DRS may co-share the costs of bringing your new employee up to speed.



#### Lower turnover

You can save money on recruitment and training costs. Turnover rates for workers with disabilities can be four to five times lower than other workers.

#### Transportation

Persons with disabilities are capable of supplying their own transportation.

#### Who I am:

I am a business services specialist for DRS' Business Services Team. My job is to understand your company's needs and provide job candidates that will benefit your business' bottom line.

Please contact me so that we can discuss how DRS can be a great resource for your company.

## BUSINESS EXPERIENCE



### Jonathan Mackey, Plant Manager Cintas, Tulsa

Tulsa's Cintas Plant Manager Jonathan Mackey recommends all companies explore the rich resources of hiring Oklahomans with disabilities.

Mackey said his plant's experience has been "very positive."

"Rusty (DRS job seeker) came in on day one with a positive attitude," he said. "Even today, I don't think there is one thing Rusty doesn't think he can't do."

The process was made worry free with aid of DRS, which brought its resources to the table and smoothed the transition.

"Rusty was our first (disabled worker)," Mackey said. "The whole team (DRS) helped us from giving us some applicants to interview, to giving us some training once he was here. They came in and helped us learn how to communicate and helped us teach him the job. They were here as long as we needed them. That was a big help."

*"Rusty (DRS job seeker) came in on day one with a positive attitude. Even today, I don't think there is one thing Rusty doesn't think he can't do."*