



# BEYOND WOTC

## Protect the Incentives You Count On - And Discover What's Next

Presented by:

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# ABOUT THIS WEBINAR



## Who is this Webinar for?

- Business owners navigating tight margins
- HR leaders managing compliance and onboarding
- CPAs and payroll professionals seeking clarity on hiring credits

## What you'll walk away with

- The real story behind WOTC's expiration - and what's likely next
- How FEZ credits still apply - and why they're overlooked
- What action you can take to support credit continuation
- State-level tax credits you may already qualify for
- How Ryze helps you find savings - even when others miss them

# HRlogics AT A GLANCE

HRlogics combines full-service and SaaS solutions for:

- Tax Credits & Incentives
  - I-9 Verification & Compliance
  - Unemployment Claims
  - Verifications
- *all in one platform.*

With a single upload, sign-on, and reporting system, we simplify complex compliance. Each division is led by true experts, and as an integrity-first company, we treat clients as partners - not just data.



The image shows a screenshot of the HRlogics Admin Portal. The interface includes a sidebar menu with options like Dashboard, Portfolio, Incentives Explorer, Client, User Management, Client Management, Settings, and White Label. The main content area displays a 'Welcome' message, 'Quick Actions' (Quick Assessment, Sign Up Client, Schedule Call), and 'Last 30 Days Client Performance' metrics. A 'Credit Analysis' table shows 7 total analyses, 0 for this month, 67 total locations, 399 total credits, and a total value of \$13,262,475. An orange callout box highlights '100% Audit Support'. A dark blue callout box states '\$3 Billion In Captured Tax Credits'. Below the main dashboard, there's a 'Data Validation Results' section showing 25 valid records and 0 invalid records, with a table preview of valid records.

**\$3 Billion**  
In Captured Tax Credits

**100% Audit Support**

**HRlogics**



# CURRENT LANDSCAPE:

## WOTC, FEZ & Legislative Risk



- WOTC and FEZ are set to expire on 12/31/25
- FEZ credits are underutilized and misunderstood
- Many employers are unsure what actions to take next
- CPAs are waiting—some are unaware of alternatives

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POLL

***Has your business ever claimed the Work Opportunity Tax Credit (WOTC)?***



# WOTC DEEP DIVE:

## What You Need to Know

### What is WOTC and Who Qualifies?

WOTC is a federal program that offers **up to \$9,600** per hire for employing individuals from target groups like **veterans, SNAP recipients, and the long-term unemployed**.

Candidates must be screened on or before their start date.

### Why it's in limbo (again) and how past renewals have played out

WOTC will officially expire on December 31, 2025. Congress has not yet reauthorized it - **but this isn't new**.

- *Since 2015, WOTC has been renewed three times*
- *The PATH Act retroactively covered prior hires*
- *Most expirations have led to full retroactive approvals*

### What you lose if you stop screening too soon

Pausing screening now could mean **missing retroactive credits**, potentially thousands per eligible hire.

### Why now is not the time to hit pause

History tells us reauthorization is likely. Screening today protects your ability to claim tomorrow. **Tools like Ryze flag and hold candidates, so you're ready either way.**

# WOTC DEEP DIVE: What You Need to Know

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POLL

***Has your business ever claimed  
Federal Empowerment Zone (FEZ)  
credits?***

# WHAT TO KNOW ABOUT FEZ

## Underused, Still Active

- Apply to businesses in Empowerment Zones
- Must meet location and employee criteria
- Often missed due to lack of awareness
- Can be paired with WOTC when applicable

- ❓ *What counts as an Empowerment Zone?*
- ❓ *What records do I need?*
- ❓ *Why don't all CPAs bring this up?*





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POLL

***Do you know how to  
contact your federal  
legislators?***

# ADVOCACY IN ACTION

## Simple Steps, Big Impact

WOTC is at risk - but your voice matters.



Find your  
*Congressperson*  
or *Senator*  
in 30 seconds



Use a  
**ready-to-send**  
letter template to  
support extension



Time your  
outreach for  
**maximum impact**



Know **what to say**  
(even if you're not  
“political”)



# WHY YOU SHOULD KEEP SCREENING

Even if WOTC is temporarily expired—you should not stop screening.

- Past expirations were followed by full retroactive approvals
- Stopping now could mean permanently losing credits for eligible hires
- Ryze flags and holds candidates automatically, so you're ready when renewal hits
- **No downside:** You're only billed based on actual credit totals - *no cost to screen during a hiatus*
- **Only upside:** Continued screening now *protects future savings*



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POLL

***Are you currently claiming any state-level tax credits?***



# THREE TAX CREDITS

## You Can Claim Right Now

Beyond WOTC: What's Still Available?

### 01. FICA Tip Credit


For employers of  
tipped workers

### 02. State Hiring Credits

Available in many  
states, often unclaimed

### 03. Jobs/ Youth Credits

Time-sensitive and  
highly valuable

 *Who qualifies*

 *What documentation  
is needed*

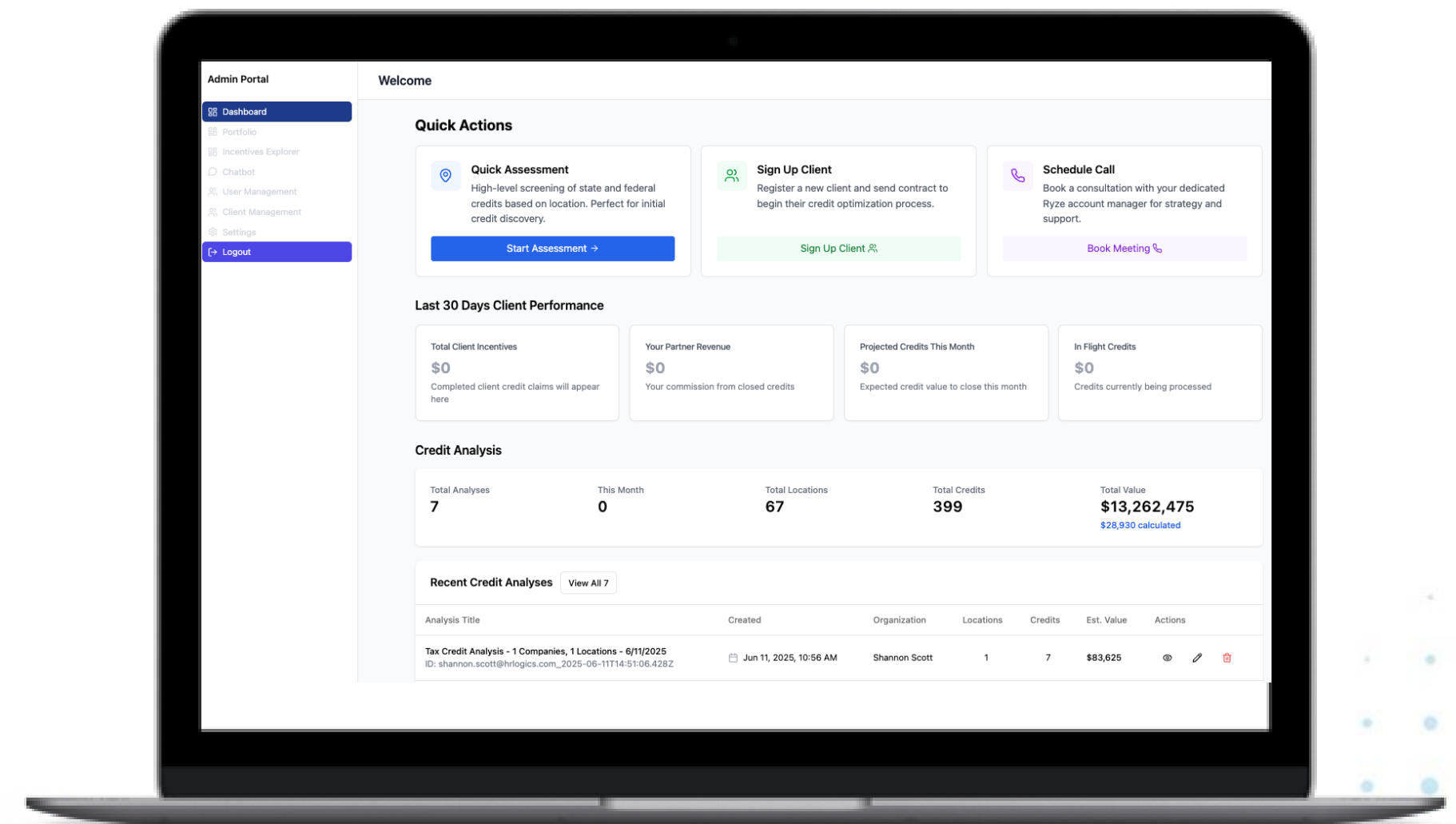
 *Why many CPAs  
overlook them*

# RYZE IN ACTION

## Finding Credits by State & Industry



- Map federal, state, and local credits by *business location*
- Estimate savings in seconds
- Identify stackable opportunities
- Educate your CPA or accounting partner using data.





# HOW TO TALK TO YOUR CPA

## About Missed Credits

Not all accountants have time to research all the tax credits. To start a productive credit conversation, you need to know what to ask.



*Bring data, not just questions. Tools like Ryze make it easy to show what's being missed—and how to fix it.*

### Key Questions to Start With:

- Are we currently screening for WOTC—even after expiration?
- Are we claiming state or local hiring credits?
- How do we track potential credits for later use?
- Are you using a tool to help identify overlooked opportunities?
- Would it help if we used a system that simplifies this for both of us?





# THANK YOU

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