

# Reasons to Hire Deaf and Hard of Hearing Employees

## STRONG SKILLS & HARD WORK

- Not distracted by noise = more focus
- We pay attention to visual details others miss.
- D/HH employees are often grateful for the opportunity, and will work hard

## COMMUNICATION IS ADAPTABLE

- Used to using notes or texts when needed
- ASL interpreters for the big meetings is an act of inclusion
- Having a D/HH staff who signs comes in handy with a D/HH customer

## A NEW POINT OF VIEW ON THE TEAM

- The life of a Deaf/HH person is new to many, and new perspectives are always welcome
- A new approach to work can open up possibilities for others, not just D/HH

## INCLUSION

- Shows a company cares about including those with disabilities
- Boosts loyalty from the Deaf Community

# Tax Incentives are available!

Overview of tax credits and deductions available to employers for hiring individuals with disabilities and providing accommodations.



## WORK OPPORTUNITY TAX CREDIT

- The Work Opportunity Tax Credit is a federal tax credit available to employers for hiring individuals from certain targeted groups who face significant barriers to employment.

## DISABLED ACCESS CREDIT (FOR SMALL BUSINESSES)

- The Disabled Access Credit provides a non-refundable tax credit of up to \$5,000 per year for small businesses\* that incur costs to provide access for employees with disabilities, including interpreters, captioning services, and accessible communication technology.

## BARRIER REMOVAL TAX DEDUCTION

- Employers may deduct costs (up to \$15,000 per year) for expenses that remove communication barriers, such as:  
Communication & Alert Systems,  
Technology & Workplace Modifications,  
Facility-Wide Accessibility Improvements

## INTERESTED IN CONNECTING WITH DEAF/HH EMPLOYEES?



We currently provide employment services to a number of Deaf/HH looking for jobs, and would be happy to find the right fit for you!

Contact us!

\*A small business is defined as 30 or fewer full-time employees, or \$1 million or less in gross receipts in the prior tax year