

# Resources for Washington businesses

Gain important insights about SharedWork and the business services of the Office of Regulatory Innovation and Assistance (ORIA) for a competitive workforce advantage!

Tuesday, April 25  
11:50 a.m. - 1:00 p.m.  
**SharedWork & ORIA**



# Welcome

# Today's timeline of events



Topic	<p>Welcome and Overview</p>			 <p>Live Q &amp; A</p>
	11:50 a.m. – 11:55 a.m.	11:55 a.m. – 12:10 p.m.	12:15 – 12:35 p.m.	12:35 – 12:58 p.m.
Presented by	<p>Stephen Brediger Plan Specialist ESD/SharedWork</p>	<p>Leigh Rowley Program Coordinator ESD/SharedWork</p>	<p>Hugo Nicolas Small Business Consultant ORIA</p>	<p>Stephen, Leigh and Hugo</p>

For a PDF of the PowerPoint slides and a copy of the webinar recording, visit the [SharedWork events webpage](#).

BUSINESSES, EMPLOYEES  
FAMILIES & COMMUNITIES

**WIN**

*with*

**SharedWork**

[SharedWorkWA.com](http://SharedWorkWA.com)



Employment  
Security  
Department  
WASHINGTON STATE



**SharedWork - A proven business solution!**

[SharedWorkWA.com](http://SharedWorkWA.com)

# What is it?

SharedWork is a voluntary program and excellent business resource to help stabilize the operations of most businesses during temporary economic setbacks.

- Employers keep their workforce intact (preserving jobs) by temporarily reducing hours to save payroll costs and keep the business operating.
- SharedWork pays employees a prorated percentage of unemployment insurance benefits.
- Eligibility is open to most business and industries to use when needed.



# The SharedWork Program

A 40 year proven program that helps employers:

- Stabilize their business
- Retain their skilled workforce
- Continue serving customers
- Avoid layoffs and attract talent



# Why are you waiting? SharedWork usage by county

The table below shows active SharedWork plans in the state of Washington August 2021 through March 2023.

County	Businesses eligible for SharedWork in this county (estimated)	Businesses currently participating in SharedWork	Employees participating in SharedWork (enrolled by their employer)
Adams	285	-	-
Asotin	229	-	-
Benton	2,255	23	511
Chelan	1,453	21	512
Clallam	925	6	95
Clark	6,011	57	562
Columbia	83	-	-
Cowlitz	1,137	7	442
Douglas	393	3	110
Ferry	86	1	17
Franklin	1,0125	1	2
Garfield	19	-	-
Grant	1,202	11	155
Grays Harbor	844	10	343
Island	841	7	187

County	Businesses eligible for SharedWork in this county (estimated)	Businesses currently participating in SharedWork	Employees participating in SharedWork (enrolled by their employer)
Jefferson	430	6	69
King	34,121	261	5,337
Kitsap	2,653	16	272
Kittitas	617	1	3
Klickitat	305	5	65
Lewis	914	16	374
Lincoln	110	-	-
Mason	509	5	56
Okanogan	624	3	12
Pacific	325	-	-
Pend Oreille	132	1	2
Pierce	8,379	108	3,084
San Juan	471	3	8
Skagit	1,676	17	255
Skamania	93	2	15

County	Businesses eligible for SharedWork in this county (estimated)	Businesses currently participating in SharedWork	Employees participating in SharedWork (enrolled by their employer)
Snohomish	8,184	84	2,122
Spokane	6,245	57	1,963
Stevens	400	3	7
Thurston	3,424	37	693
Wahkiakum	45	-	-
Walla Walla	777	10	91
Whatcom	3,118	40	765
Whitman	452	3	26
Yakima	2,556	21	577
Other	9,630	164	5,991
<b>Total</b>	<b>103,4117</b>	<b>1,012</b>	<b>24,874</b>

# SharedWork in Washington state

[Watch the SharedWork industry panel "fast play".](#)



## Top 5 reasons employers sign up for the SharedWork program:

1. Loss of contracts or reduction in work
2. Maintain employee morale
3. In response to an economic downturn
4. Reduce payroll costs
5. Reduce cost of hiring and training new employees

Sources: [IMPAQ International](#), [U.S. Department of Labor Employment and Training Administration](#)



"It has allowed us to maintain our staff count and service levels, while lowering our overhead during the temporary housing shift. Staff is appreciative of the plan option and receiving partial payment with a day out of the office."

~ Erin Crain, AVP/office administrator, [Chicago Title of Washington](#), Everett



"SharedWork has given us a great amount of balance and flexibility to pivot and budget our expenses wisely. It's given the employees a sense of security. They know that we're doing this so that we don't have to take more dramatic measures, so there's massive relief of anxiety in that sense as well."

~ Jen Post, owner, [Prestige Escrow](#), Woodinville



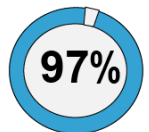
"It's really a good thing we have SharedWork or I could be at risk of losing the employees with whom I've invested thousands of dollars in training. My valued employees are part of our business family, and I don't want to lose them. During these ups and downs of the economy, it has been a lifesaver."

~ Suzette Jackson, VP/owner, [NorthWest Granite & Flooring LLC](#), Whidbey Island

# SharedWork in Washington



In a survey of past employers who enrolled in Washington's **SharedWork** program:



SharedWork improved employee morale.



The program helped retain skilled workers.



Would recommend SharedWork to another employer.

## Employer Requirements for SharedWork:

1. Must be a legally registered business in Washington state.
2. Must have an Employment Security Department (ESD) number.
3. Must have at least two permanent employees, who are not corporate officers, affected by a reduction in hours and wages.
4. Continue to provide same benefits to employees.

## Employee Requirements for SharedWork:

1. All permanent (part-time and full-time) employees may participate in SharedWork.
2. Employee must have a valid UI claim - worked at least 680 hours during their base year (includes all employment)
3. Must be able and available for all scheduled hours by SharedWork employer.



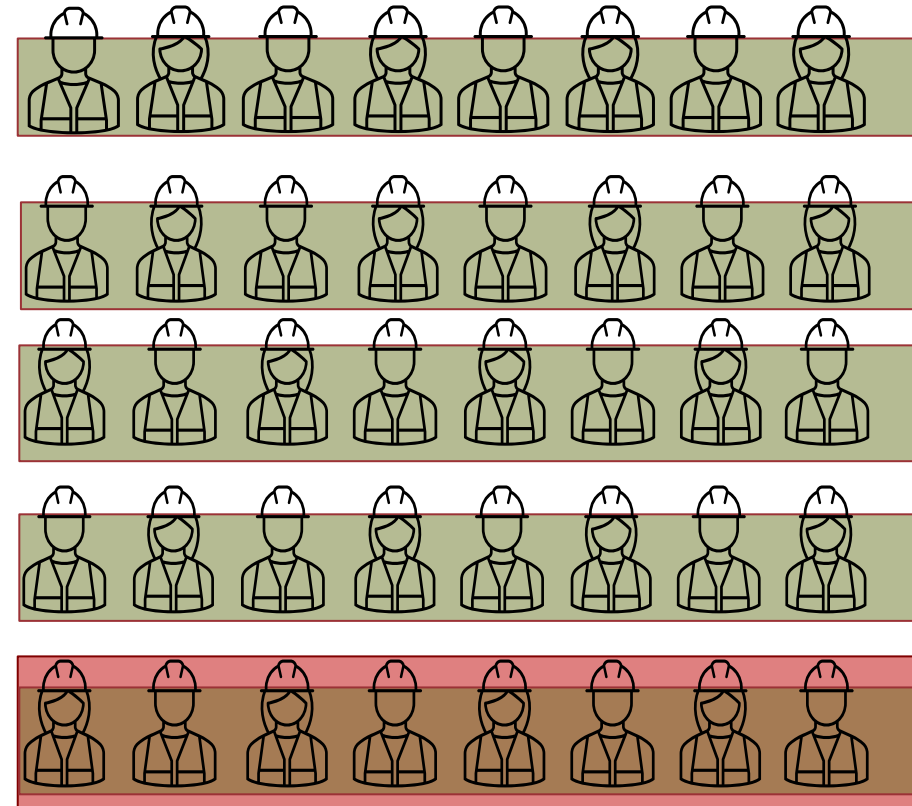
# A temporary workforce reduction example

Ryna's remodeling company is experiencing supply delays, and it's impacting a few jobsites. She employs 40 individuals.

**In lieu of layoffs.** Ryna has enough work for 32 full-time employees. The employer can avert the continued layoff of 8 full-time employees by keeping all 40 employees and reducing the workweek.

**Reduced workweek.** The employer reduced the workweek from 40 hours to 32 hours, which is a reduction of 20 percent and permissible under state law, anywhere from 10-50% is an acceptable reduction each week with SharedWork.

**Summary.** The 40 returning employees would each receive 80 percent of their wages from their employer, while also remaining eligible for 20 percent of their respective weekly benefit amount under SharedWork.



# Why does it matter?

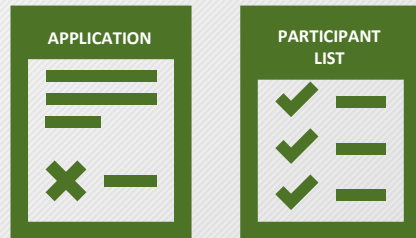
## ■ For Washington businesses:

- ▶ Tested, proven, flexible and credible business focused program.
  - ▶ Reliable and practical business solution.
- ▶ Economic empowerment to adjust to unstable conditions.
  - ▶ Payroll savings while making survival decisions.
- ▶ Flexible to remain operational week by week for a year.
  - ▶ Renew again and again.
- ▶ A competitive advantage for recruitment and retention.
- ▶ Proactive business readiness strategy to avoid the possible wait in line hassle.

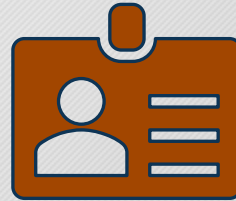
# How It Works



1



2



3



4



5

The employer calls SharedWork at **800-752-2500** option 3 to check business eligibility.

The employer assigns a **SharedWork representative** (or two) and submits an **Employer Plan Application** and a **Participant List**.

Once the employer plan is approved, each participant submits an **Employee Application** and can [file weekly claims](#).

The employee receives **earned wages** and a share of **unemployment insurance benefits** when hours are reduced.

The employer representative checks the weekly **SharedWork Payments Report** for accuracy.


# Two EASY ways to apply

## Apply by eServices, electronic upload or fax

1. Download the [Employer plan application](#) (pdf). If you need more space to add employee names, download the [Participant list](#) (Excel)
2. Here you can [Upload all documents](#) directly to the SharedWork Unit, or Fax to 800-701-7754

Remember to:

- Include your company's name in the file name
- Sign and date all forms
- Obtain the signature for the collective bargaining agent, if applicable.



**Employment Security Department**  
WASHINGTON STATE

**SharedWork**  
**EMPLOYER PLAN APPLICATION**  
Submit this form by fax to 800-701-7754 or  
upload at [SharedWork upload](#)  
Questions? Call 800-752-2500

Please print or type the following information. Answer all questions and sign to complete.

1. Employment Security Department (ESD) number: \_\_\_\_\_  
Find this number on your ESD tax statement.
2. Business name: \_\_\_\_\_ DBA: \_\_\_\_\_
3. Mailing address: \_\_\_\_\_ City: \_\_\_\_\_  
State: \_\_\_\_\_ ZIP code: \_\_\_\_\_ County: \_\_\_\_\_

Physical Location/Street address (if different from mailing address): \_\_\_\_\_  
City: \_\_\_\_\_ State: \_\_\_\_\_ ZIP code: \_\_\_\_\_ County: \_\_\_\_\_

**4. Employer representative:** An employer must identify a representative to coordinate with SharedWork Program staff regarding the employer plan and eligible employee claims. Employer representatives must report changes and respond to written requests for information **within 10 days**. Representatives also must be easily available to program staff.

Primary employer representative:	Alternate employer representative:
Name: _____	Name: _____
Job title: _____	Job title: _____
Email: _____	Email: _____
Phone: _____ Ext.: _____	Phone: _____ Ext.: _____
Fax: _____	Fax: _____
If <b>not</b> located at address above, provide location. Address: _____	If <b>not</b> located at address above, provide location. Address: _____
City: _____ State: _____	City: _____ State: _____

5. Is your business experiencing an economic downturn?  Yes  Maybe
6. What date did you or will you reduced hours? \_\_\_\_\_  
(month/day/year)
7. How many employees are you submitting to participate in SharedWork? (Complete the attached employer plan employee list below.) \_\_\_\_\_
8. Estimate how many jobs will be saved by using the SharedWork Program. \_\_\_\_\_
9. How will you give advance notice to affected employees whose hours are or will be reduced?  
 Memo or letter  Email  Staff meeting  Other: \_\_\_\_\_

If advance notice is not possible, please state why: \_\_\_\_\_

10. a) How many of your participating employees are union represented? \_\_\_\_\_  N/A

b) **Employer union affiliation information (if applicable):** The employer's SharedWork plan must be approved in writing by the collective bargaining agent for each affected collective bargaining agreement covering any affected employee. **Approval signature(s) are required to process this application.**

Union: _____ Local: _____	Union: _____ Local: _____
Phone: _____ Ext.: _____	Phone: _____ Ext.: _____
Authorized union representative name	Authorized union representative name
Print: _____	Print: _____
Signature: _____	Signature: _____

**11. Your signature certifies that:**

- You have at least two permanent employees enrolled in the SharedWork plan.
- Affected employees were hired on a permanent basis.
- Health benefits will continue to be provided under the same terms and conditions as when the affected employee worked their usual weekly hours, unless health benefits are changed for all your employees.
- Retirement benefits and contributions under defined plans will continue to be provided under the same terms and conditions as when the affected employees worked their usual weekly hours, unless retirement benefits are changed for all your employees.
- Paid vacation, holidays, and sick leave continue to be provided under the same terms and conditions as when the affected employees worked their usual weekly hours.
- You agree to furnish all reports and information necessary for proper administration of your SharedWork plan.
- Your participation is consistent with your obligations under federal and state law.
- If there are any changes to the information on this application or employee (*participant*) list, you will notify SharedWork program staff immediately.
- You agree not to use SharedWork to subsidize seasonal employees during the off season.

By signing below, I, \_\_\_\_\_ Print name \_\_\_\_\_ certify that I am authorized to sign this document on behalf of the business and that all information provided on this application is true and correct.

Signature: \_\_\_\_\_ Title: \_\_\_\_\_ Date: \_\_\_\_\_  
Owner, Proprietor, CEO, CFO, CO, GM, HR Manager, Payroll Manager

# SharedWork Participant List

Company name:

ESD number:

Date: mm/dd/yyyy

Location:

DO NOT CHANGE COLUMN/CELL FORMAT

Employee First Name	Employee Last Name	Employee SSN xxxxxxxx (no dashes)	Date of Hire mm/dd/yyyy	Usual Weekly Hours Worked	Hourly Rate of Pay	Associated Union (leave blank if no union)



# Apply online – quick and easy

## Apply through eServices

If you have ever paid taxes online with EAMS (Employer Account Management Services), you must use the same SAW account.

secure.esd.wa.gov - [Link to site](#)

### Questions?

For help signing into eServices, see <https://esd.wa.gov/unemployment/technical-support>.

**SAW** Help Desk 855-682-0785 -

The screenshot shows the Employment Security Department (ESD) website for Washington State. The page is titled "Sign in for eServices" and includes a search bar for technical support, a warning about unemployment scams, and navigation links for "Individuals" and "Employers". It also features a "SecureAccess Washington (SAW)" section with a sign-in form and a "Need an account?" section.

**Employment Security Department**  
WASHINGTON STATE

**Sign in for eServices**

Find answers to your questions about eServices accounts at [esd.wa.gov/unemployment/technical-support](https://esd.wa.gov/unemployment/technical-support).

**Avoid unemployment scams**  
Unemployment benefits are a target for scammers. They want to steal your username or password to take control of your claim by pretending to be ESD and sending you links to sign in on fake web pages that look real. When in doubt, go directly to [esd.wa.gov](https://esd.wa.gov) and click the sign-in links.  
Protect yourself by checking out [esd.wa.gov/unemployment/unemployment-scams](https://esd.wa.gov/unemployment/unemployment-scams).

**Individuals**

- Apply for unemployment benefits
- Submit a weekly claim
- Manage your unemployment benefits claim
- Restart a current claim
- Pay a benefit overpayment
- Look up your past wages
- Schedule a required WorkSource appointment

**Employers**

- Pay taxes
- Apply for SharedWork
- Apply for the Work Opportunity Tax Credit
- Manage your employees' unemployment claims
  - Send a secure message
  - View and respond to correspondence
  - File an appeal

**SecureAccess Washington (SAW)**

Having issues with the new two-step verification? For help filing your weekly claim, see our [Alert](#).

Use your SecureAccess Washington (SAW) username and password  
[What is SAW?](#)  
[Check to see if you have a SAW account](#)

**Employers:** If you have ever paid taxes online with EAMS (Employer Account Management Services), you must use the same SAW account.

**Username:**

**Password:**

[Sign in](#) [Having trouble signing in?](#)

**Need an account?**  
If you haven't already, you must create and activate a SecureAccess Washington (SAW) account to use our online services. [What is SAW?](#)

**Already have a SAW account?**  
SecureAccess Washington (SAW) is the protected sign-on service for most of Washington state government. You may already have access. [Check to see if you have a SAW account](#)

[Create new account](#)

We use SecureAccess Washington to protect your personal information

**SAW** SecureAccess WASHINGTON

# Contact SharedWork

Employers can verify their eligibility in minutes and get answers by calling 800-752-2500 and choosing Option 3.

## 800-752-2500

8am to 4pm, Monday through Friday

Option 1 – Claims

Option 2 – Existing Plans

**Option 3 – New Plan Inquiry**

Option 4 – I was asked to call

[sharedworkplansect@esd.wa.gov](mailto:sharedworkplansect@esd.wa.gov)

### More ways to learn about SharedWork

- Watch our commercial on [Youtube](#).
- The SharedWork program will be hosting many regional and statewide **free virtual events** for employers in Washington.  
[esd.wa.gov/SharedWork/events](https://esd.wa.gov/SharedWork/events)
- The SharedWork program will be hosting weekly webinars through the year end to help businesses get informed.
- **Wednesdays 10:45 a.m. | [SharedWork Q&A for businesses webinar](#)**.
- Download the [SharedWork info card](#).

BUSINESSES, EMPLOYEES  
FAMILIES & COMMUNITIES

# WIN

*with*

## SharedWork

SharedWorkWA.com



Employment  
Security  
Department  
WASHINGTON STATE

Call now while the  
wait time is minimal.



# Thank you.

**SharedWork Program Support**

800-752-2500 option 3, 8am to 4pm, Monday through Friday

[sharedworkplansect@esd.wa.gov](mailto:sharedworkplansect@esd.wa.gov) | [SharedWorkWA.com](http://SharedWorkWA.com)

# **ORIA**

**By Hugo Nicolas,  
Small Business Consultant**



**GOVERNOR'S OFFICE  
FOR REGULATORY  
INNOVATION & ASSISTANCE**



# The Governor's Office for Regulatory Innovation and Assistance (ORIA)

- ORIA helps people navigate Washington's environmental and business regulatory systems. We assist citizens and businesses with information and understanding about local, state, and federal regulatory requirements.
- Small Business Liaison Team
- Information Center
- Environmental Permit Assistance
- Regulatory Fairness Act
- Permit Timeliness

## Our mission

The Governor's Office for Regulatory Innovation and Assistance (ORIA) helps people navigate Washington's environmental and business regulatory systems and collaborates for innovative process improvements.

## Our vision

All required information is easily accessible and government is experienced as helpful, reasonable and responsive.

## Our culture

We are public servants that embrace and encourage innovative approaches to foster collaboration and teamwork. Everyone contributes to the discovery of solutions. We continually learn and value honesty, respect and credibility.



# Small Business Liaison Team

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## EXECUTIVE ORDER 12-01 REGULATORY REFORM AND ASSISTANCE TO HELP SMALL BUSINESSES SUCCEED AND GROW

**WHEREAS**, with 95 percent of Washington employers having fewer than 50 workers, these small businesses are one of the main drivers in our state's economy; and

**WHEREAS**, small business success and growth are critical to the overall economic health of our state and nation; and

**WHEREAS**, regulatory red tape reduction across state agencies and access to more consistent and coordinated online resources are especially critical in tough economic times so small businesses can focus on sales and operations;

[Executive Order 12-01 \(wa.gov\)](#)

# Small Business Liaison Team

## How can we assist you?

- Regulations and License requirements
- Quick responses
- Feedback

- Small Business Guide
- Small Business Requirements & Resources Workshop
- Resources for business owners in regards to [audits](#) and [taxes](#)
- Gathering feedback from businesses owners working with state agencies.
- [Business.wa.gov](#)

# WA Small Business Guide

- Plan Your Business,
- Start Your Business,
- Payroll –what you need to know and do to pay employees,
- Open Your Business – for out of state employers opening operations in WA,
- Run Your Business –which covers ongoing activities for business operations – including recurring reporting and tax requirements,
- Grow Your business –which includes a variety of resources to facilitate business growth, and finally
- Close Your business – for when you're ready to transition



# SBLT



## WASHINGTON STATE SMALL BUSINESS LIAISON TEAM

AGENCY	SERVICES	LIAISON
GOVERNOR'S OFFICE FOR REGULATORY INNOVATION & ASSISTANCE	Assistance with local, state, and federal business licensing regulations and environmental permitting.	  Hugo Nicolas 360-584-9698 <a href="mailto:Hugo.Nicolas@gov.wa.gov">Hugo.Nicolas@gov.wa.gov</a>
DEPT. OF LABOR & INDUSTRIES	Regulate Workers Compensation; employment standards & policies; workplace safety & health, and Contractor registration.	 Celia Nightingale 360-902-4865 Andrew Bryan 360-902-4730 Andrea Muñoz 360-902-6035 <a href="mailto:smallbusiness@lni.wa.gov">smallbusiness@lni.wa.gov</a>
DEPT. OF REVENUE – BUSINESS LICENSING SERVICE	One-stop state and city business licensing services.	 Kim Johnson 360-705-6615 <a href="mailto:kimberlyj@dor.wa.gov">kimberlyj@dor.wa.gov</a>
DEPT. OF REVENUE – OTHER	Tax account registration, state business excise taxes, reseller permits, and tax incentives/credits.	 Tom Wieland 360-705-6603 <a href="mailto:tomw@dor.wa.gov">tomw@dor.wa.gov</a>
EMPLOYMENT SECURITY DEPT.	Regulate Unemployment Insurance, Paid Family Medical Leave, Labor Market Information, and Work-Source program.	 Rafael Colon 360-878-4088 <a href="mailto:smallbusiness@esd.wa.gov">smallbusiness@esd.wa.gov</a>
SECRETARY OF STATE	Register Corporate Business Entities,	 360-725-0377

[https://www.oria.wa.gov/portals/ oria/VersionedDocuments/Business Publications/sbl\\_flyer.pdf](https://www.oria.wa.gov/portals/oria/VersionedDocuments/Business%20Publications/sbl_flyer.pdf)

# ORIA INFORMATION CENTER

The IC Team is experienced, knowledgeable and ready to answer questions, guide you through the regulatory process and connect you with small business resources.

[business.wa.gov](https://business.wa.gov)

- Planning a Business
- Business Licensing & Registration
- Permitting Requirements
- local, state, and federal environmental regulatory requirements.
- Hiring Employees
- Payroll Reporting
  
- Small Business Guide ([English](#), [Spanish](#), [Russian](#), [Korean](#), [Vietnamese](#), and [Chinese](#))
- Regulatory Handbook
- Small Business Requirements & Resources Workshops
- Small Business Liaison Team (SBLT)
- Economic Business Resilience Newsletter



# ORIA INFORMATION CENTER

The ORIA Information Center is open weekdays from 8:00 a.m. to 4:30 p.m. to answer your questions about local, state, and federal regulatory requirements.

Our services are free and are available by Phone, Chat, Text, and Email.

[business.wa.gov](http://business.wa.gov)

800-917-0043

[help@oria.wa.gov](mailto:help@oria.wa.gov)

Customer Care Lead: Sonya Moore

[Sonya.moore@gov.wa.gov](mailto:Sonya.moore@gov.wa.gov)

360-688-4777

# Environmental Permitting Assistance



GOVERNOR'S OFFICE  
FOR REGULATORY  
INNOVATION & ASSISTANCE



# ENVIRONMENTAL PERMITTING

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ORIA.WA.GOV

RCW 43.42

- **We provide regulatory advice and guidance. We also work with agencies to help identify environmental permits and approvals for projects.**
- **We partner with regulatory agencies on strategic initiatives related to permitting, such as joint applications, timeliness, and significant new legislative rules.**
- **As requested we identify environmental critical issues for proposed projects and lead multi-agency permitting teams.**

# Who Do We Help

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- Citizens who have questions or concerns about environmental permitting
- Business or industry that want to expand operations
- Developers who are proposing new projects
- Local government with questions on environmental permitting or seeking assistance



# Reminders

- We are not a regulatory agency
- We can't direct agencies to take a specific course of action
- We can't lobby for or against a project
- We provide advice and guidance
- Examples of our assistance:
  - I am opening a new business what license, permits do I need?
  - I don't have a social security number how can start my businesses?
  - How can I get become a contractor tor the state?
  - I need help with understanding labor laws?



# Small Business Requirements & Resources Workshops in Spanish

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Hugo Nicolas

Cell Phone: 360-584-3698

Email: [hugo.nicolas@gov.wa.gov](mailto:hugo.nicolas@gov.wa.gov)

Jim Thornton

Cell Phone: 360-890-2273

Email: [jim.thornton@gov.wa.gov](mailto:jim.thornton@gov.wa.gov)

## 2023 Live Webinars - Sign up today

The next scheduled webinars:

**Small Business Requirements and Resources (SBRR) - Start a Business in WA**

Tuesday, February 07, 2023 9:00 AM - [Register](#)

Wednesday, May 10, 2023 2:00 PM - [Register](#)

Tuesday, June 6, 2023 9:00 AM - [Register](#)

Tuesday, August 8, 2023 2:00 PM - [Register](#)

Wednesday, October 11, 2023 9:00 AM - [Register](#)

Thursday, December 14, 2023 2:00 PM - [Register](#)

Pres

[Access all upcoming events](#)

## Coming soon: in-person sessions

Upcoming Start a Business in WA Workshops in 2023:

**Conferencias para negocios sobre recursos y servicios para Dueños de Negocios.**

Conferencia para Negocios Latinos en **Tacoma**

Jueves 11 de mayo, 2023. 5:30 pm – 8:00 pm

Ubicación: on: 1208 S 10th St 1208 South 10th Street, Tacoma, WA, 98405

[Para Registrarse](#)

Conferencia para Negocios Latinos en **Tri-Cities**

Jueves 1 de junio, 2023.

Ubicación y Tiempo: será anunciado en dos semanas.

[Para registrarte](#)

Conferencia para Negocios Latinos en **Wenatchee**

Miércoles 28 de junio, 2023.

Ubicación: 10 South Columbia Street Wenatchee, WA 98801. 6:00 pm - 8:30 pm

[Para Registrarse](#)

Para registrarse por teléfono o más información puede marcar a nuestras oficinas 360-705-6706.

# Q&A





## Resources for Washington businesses

Gain important insights about SharedWork, WOTC and Federal Bonding programs for a competitive workforce advantage!



Thursday, May 4  
1:00 p.m. - 2:00 p.m.  
**SharedWork and Work Opportunity  
Tax Credit (WOTC)**



## Resources for Washington businesses

Gain important insights about SharedWork and the Paid Family and Medical Leave programs for a competitive workforce advantage!



Tuesday, May 9  
10:30 a.m. English | 2:00 p.m. Spanish  
**SharedWork and Paid Family and  
Medical Leave**



## Recursos para empresas de Washington

¡Obtenga información importante sobre SharedWork, y del Permiso de Cuidado Pagado para obtener una ventaja competitiva en la fuerza laboral!



Martes, 9 de mayo  
2:00 a 3:00 p.m.  
**SharedWork y del Permiso de  
Cuidado Pagado**



## Resources for Washington businesses

Gain important insights about SharedWork, Work Opportunity Tax Credit and federal bonding programs, and also how the local WorkSource office can help your business succeed!

Tuesday, May 30  
11:50 a.m. - 1:00 p.m.  
**SharedWork, WorkSource and the  
Work Opportunity Tax (WOTC)**





BUSINESSES, EMPLOYEES  
FAMILIES & COMMUNITIES

**WIN**

*with*

**SharedWork**

[SharedWorkWA.com](http://SharedWorkWA.com)



Employment  
Security  
Department  
WASHINGTON STATE



Thank you for joining us today