

**Who I am:**

I am a business services liaison for DRS' Business Services Program. 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.

**You may qualify for 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" — <https://www.irs.gov/businesses/small-businesses-self-employed/work-opportunity-tax-credit>

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.



**OKLAHOMA  
Rehabilitation  
Services**

**Connect with DRS  
Business Services Program:**

**Oklahoma Department of  
Rehabilitation Services**  
3535 NW 58th St, Suite 500  
Oklahoma City, OK 73112  
833-OKDRS4U (653-7748)  
<https://oklahoma.gov/okdrs/employers/bsp.html>



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

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**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



**OKLAHOMA  
Rehabilitation  
Services**



# OKLAHOMA Rehabilitation Services

## Who we are:

The Oklahoma Department of Rehabilitation Services 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.

## Benefits to employers:

- A wide variety of free training for your staff.
- Tax incentives for hiring our candidates and making your workplace accessible.
- A loyal and skilled workforce with lower turnover that will reduce your costs.
- Determine if the job and your business are a good fit with the potential employee with DRS' On-the-Job Training.
- Support for our candidates with follow up and accommodation needs.
- Paid internships and paid work



## Business experience

### Ignite Medical Resort Adams Parc, Bartlesville

It's just before noon, and the rich, savory smells of the Ignite Medical Resort Adams Parc's kitchen wafts through the hallways as dietary staff stack trays of food for delivery.

Among those involved in this daily ballet is Beverly Bates, of Nowata, who is deaf and has low vision.

Rachel Shearer, general manager/partner at Ignite, said she first met Bates when the former DRS client showed up at the facility with her interpreter to pick up a job application. Bates wanted to work, and previously had turned to DRS for help in achieving that goal.



"I had a lovely conversation with her, and we talked about possible job opportunities," Shearer said. "At the time she applied, I didn't know about DRS but definitely learned more as we moved forward."

Bates is not the first employee with a disability to be hired at Ignite, which prides itself on being an inclusive workplace.

"We are always happy to make accommodations to help our employees," Kandis Poovey, director of culture and engagement, said.

Bates works as support staff for the kitchen and

experiences for clients.

- Increase revenues by having a workplace that reflects the customers served.



Left, Beverly Bates at work. Above from left, Jackie Tulsa, executive chef, Bates, Rachel Shearer, Ignite general manager/partner and Kandis Poovey, director of culture, engagement and hospitality.

occasionally assists with housekeeping. She said she appreciates the support she has received to get and keep the job, and Bates is proving herself a hard worker, conscientiously working to meet deadlines and doing it with a smile on her face.

"Beverly is very thorough in her job duties," Jackie Tulsa, executive chef, said. "She makes sure everything is done before leaving for her shift and is very efficient."

Hiring people with disabilities opens up a pool of talent to Oklahoma businesses that they previously may have overlooked. Shearer said it is a decision that has made sense for Ignite Medical Resort Adams Parc.

"I would recommend all employers in Oklahoma revisit an inclusive workplace," she said. "Beverly's disability does not affect her ability to work. She is intelligent, hard-working and a joy to be around."

Employing people with disabilities helps generate revenues by allowing you to tap into the disability market, build brand trust and loyalty, and create new products and services.