

February 18, 2025

The Honorable Bill Cassidy, M.D.  
U.S. Senate  
455 Dirksen Senate Office Building  
Washington, DC 20510

The Honorable Lloyd Smucker  
U.S. House of Representatives  
302 Cannon House Office Building  
Washington, DC 20515

The Honorable Maggie Hassan  
U.S. Senate  
324 Hart Senate Office Building  
Washington, DC 20510

The Honorable Steven Horsford  
U.S. House of Representatives  
406 Cannon House Office Building  
Washington, DC 20515

Dear Senators Cassidy and Hassan and Representatives Smucker and Horsford:

We, the undersigned organizations, write in strong support of H.R. 1177/S. 492, the Improve and Enhance the Work Opportunity Tax Credit Act. As you know, the Work Opportunity Tax Credit (WOTC) is an important tax preference that has been utilized for nearly three decades to build workforces in local communities across the country. WOTC provides those in disadvantaged groups facing poverty, stigma, or other barriers to employment with opportunities for meaningful work in our industries. We appreciate that your legislation takes important steps to strengthen WOTC, the first significant improvements since the credit's creation in 1996.

This legislation would make WOTC more effective in achieving the goals of providing job opportunities and on-the-job training for individuals, including eligible veterans, SNAP recipients, individuals with disabilities, second chance workers, and long-term unemployed individuals so they can have a pathway to remaining in the workforce. This critical legislation would also address the amount of the WOTC credit, which has remained stagnant for decades. By failing to keep up with wages and inflation, the effectiveness of the credit has been weakened. As such, the bill would (1) increase the current credit percentage from 40% to 50% of qualified wages and (2) add a second level of credit for employees who work 400 or more hours. In addition, the bill would importantly increase the age at which SNAP recipients are eligible for WOTC, providing an incentive to hire older workers.

The benefits to improving and expanding WOTC are countless. WOTC-eligible workers live in every state in the United States. An expanded credit would help target communities with lower workforce participation rates and provide relief to essential industries that are facing workforce shortages.

According to the U.S. Department of Labor, a total of 1,577,683 WOTC certifications were issued in the United States in fiscal year 2024.<sup>1</sup> As is clearly indicated in the data, WOTC remains a vital lifeline to supporting both businesses and individuals seeking stable employment.

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<sup>1</sup> U.S. Dep't of Labor, Employment & Training Admin., WOTC Performance, <https://www.dol.gov/agencies/eta/wotc/performance>.

Thank you for your leadership in introducing the Improve and Enhance the Work Opportunity Tax Credit Act. We look forward to working with you and your colleagues in a bipartisan manner to enact H.R. 1177/S. 492.

Sincerely,

Alabama Grocers Association  
Alabama Retail Association  
Albertsons  
American Health Care Association  
American Hotel & Lodging Association  
American Seniors Housing Association  
American Staffing Association  
American Trucking Associations  
Argentum  
Arkansas Grocers Association  
Arkansas Retail Merchants Association  
Asian American Hotel Owners Association  
Associated Builders and Contractors  
Associated General Contractors of America  
Associated Wholesale Grocers, Inc.  
Brookshire's  
Brookshire Grocery Company  
California Grocers Association  
California Retailers Association  
Coalition of Franchisee Associations  
Connecticut Food Association  
Critical Labor Coalition  
Culinary Workers Union in Las Vegas  
Delaware Food Industry Council  
Delaware Association of Chain Drug Stores  
Due Process Institute  
Dunkin Donuts Independent Franchisee Organization  
Family League of Baltimore  
FMI - The Food Industry Association  
Food Industry Alliance of New York State  
Franchise Business Services  
Fresh By Brookshire's  
Georgia Food Industry Association  
Giant Eagle and GetGo Café + Market  
Hawai'i Food Industry Association  
H-E-B  
Honest Jobs  
ICSC  
Idaho Retailers Association  
Illinois Retail Merchants Association

Indiana Retail Council  
International Franchise Association  
Iowa Grocery Industry Association  
ISSA, The Worldwide Cleaning Industry Association  
Kentucky Grocers & Convenience Stores Association  
Kentucky Retail Federation  
The Kroger Co.  
Louisiana Retailers Association  
Maine Grocers & Food Producers Association  
Maryland Association of Chain Drug Stores  
Maryland Food Industry Council  
Maryland Retailers Alliance  
Massachusetts Food Association  
Michigan Retailers Association  
Minnesota Grocers Association  
Missouri Grocers Association  
Missouri Retailers Association  
NAACP  
NAPEO  
National Association of Convenience Stores  
National Association for Home Care and Hospice  
National Association of Wholesaler-Distributors  
National Beer Wholesalers Association  
National Employment Opportunity Network (NEON)  
National Franchise Association  
National Grocers Association  
National Restaurant Association  
National Urban League  
NATSO, Representing America's Travel Centers and Truck Stops  
Nebraska Grocery Industry Association  
New Hampshire Grocers Association  
New Jersey Food Council  
North Carolina Retail Merchants Association  
North Dakota Grocers Association  
Ohio Grocers Association  
Oklahoma Grocers Association  
Pennsylvania Food Merchants Association  
Pete & Gerry's Organics, LLC  
Reasor's  
Retail Industry Leaders Association  
Retail Grocers Association MO&KS  
Retail Merchants Association  
Retailers Association of Massachusetts  
SIGMA: America's Leading Fuel Marketers  
Small Business & Entrepreneurship Council  
Society for Human Resource Management

Spring Market  
Super 1 Foods  
Tennessee Grocers & Convenience Store Association  
Tennessee Retail Association  
Texas Retailers Association  
UPS  
Utah Food Industry Association  
Utah Retail Merchants Association  
Vermont Retail & Grocers Association  
Wakefern Food Corp.  
Washington Retail Association  
Wisconsin Grocers Association