



[ZONE INFO](#)

[ZONE MAP & ADDRESS RANGE](#)

[HIRING TAX CREDITS](#)

[TESTIMONIALS](#)

[CONTACT US](#)



## A Shasta Zone Hiring Tax Credit Success Story

Mosaic Solar is a renewable energy startup company in Anderson. Their management team is in place and they're ready to hire assemblers, installers and sales employees. Jim, Mosaic's operations manager, knows the company is located in the Shasta Zone. In fact that was a key decision in Mosaic's site selection.

Jim is aware that the Smart Center in Redding has a labor pool of more than 1,000 job seekers, both entry level and skilled candidates. He calls Smart and lists Mosaic's open jobs. Smart offers to pre-screen the applicants and refer the most qualified to interview, all at no cost.

Ben is a job seeker registered with Smart. He was an assistant manager at a small retail store in Shingletown that closed a few months ago. Ben learns about the job openings with Mosaic and applies. Ultimately, he is chosen by Mosaic to fill a full-time assembly job and accepts. He will be earning \$11.00/hr. to start.

Because of the Shasta Zone and Ben's status as a dislocated worker, Mosaic is eligible to receive a State hiring tax credit for half of the amount they pay Ben. He will earn \$22,880 in year one. Mosaic will receive a tax credit of \$11,440. The credit decreases 10% each year and phases out after 5 years. Without a change in Ben's wage during that time, Mosaic will earn \$34,320 in tax credits. More on that later.

Renewable energy is a priority industry for the Smart Center so Mosaic is also eligible for help with employee training. Ben is learning new skills and Smart can reimburse Mosaic for half of Ben's wages during the training period. Smart provides the employment competencies and determines that Ben needs 12 weeks of training. Mosaic is reimbursed \$2,640 for half Ben's wage during his three months of training. Ben has received industry-specific training and attained all employment competencies. He is now a valued member of Mosaic's team!

Fast forward three months. After six months with the company, Ben is offered a lead job. He accepts the job at \$15.00/hr. What happens to the Zone tax credit? Mosaic is still eligible. The tax credit is limited to 150% of minimum wage which is currently \$8.00/hr. So, Mosaic will receive a tax credit for half of Ben's wage up to \$12.00/hr. Over 5 years, that becomes \$36,920!

Ben is eligible for a tax credit too! He works for a company located in the Shasta Zone and just needs to fill out FTB Form 3553 when he files his State tax return. What about Mosaic's tax return? No problems there. Mosaic has secured the services of a local accountant and is taking full advantage of all the Zone tax credits and benefits.

Along comes Matt. Where does Matt fit in? Matt is another customer of Smart that Mosaic hired to fill the job that opened when Ben was promoted. Matt is a recently separated Veteran (3 years ago) and is a fully trained as assembler. There's no need for employee training help from Smart, but Mosaic Solar is still eligible for the Zone hiring tax credit – for 5 years.

The Zone was created to encourage businesses to invest and promote the creation of new jobs. In Mosaic's case, it has done just that.