

Employers Say:

After he's served his time and gone through one of these programs, he's a better man for it. He's taken responsibility and stepped up to the plate. His offenses are history – part of the past.

These guys are good. They are the best crew I have. They have more determination.

RK, Rockland

Ex-Offenders have earned my respect and admiration. They are good men who have previously made mistakes. Who hasn't made a mistake? I am pleased to call them friends as well as associates.

WG, Westbrook

The diligent and multi-talented individuals from Bolduc have been a great resource in filling our labor needs. Our customers have received excellent support from these men and we support them. Our employees and customers have befriended these men and have made their transition back into society a smooth one.

TWS, Rockport

As a society, we stress the importance of offenders taking responsibility for their behavior and paying their debt to society through serving time in prison. The question is, "What happens once that debt has been paid?"

The challenge is integrating the ex-offender into society, making him productive citizen who contributes – turning him from an outsider into an insider who feels responsible as part of the community.

*For More Information on
WOTC and BONDING
Please Call:*

WOTC Coordinator
207-624-6390
or
Maine Career Center
1-888-457-8883

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*Printed by: Maine Correctional Center
School Department / Print Shop
Windham, Maine*

Hiring Ex-Offenders

*Tips for doing well
by doing good*

Maine Department of Corrections

Why take the risk?

You have gotten where you are by taking risks. Every investment is a risk. And hiring an ex-offender may feel like a huge risk. But it is a risk that can pay huge rewards for you and for your organization as well as for the individual you hire.

There are tax incentives when you hire an ex-offender, and there are bonding programs to reduce your risk. But the most important benefit you can gain is a highly committed, loyal employee, a rare commodity in today's market.

Change is possible. Some offenders work very hard to change devoting themselves to change with a dedication and sense of purpose that is hard to imagine. These men and women have committed themselves to USING their time in prison. These are the people who work hard to leave offending behind. These are men and women who will become good citizens and excellent employees. These are truly Ex-offenders.

Remember that a criminal offense is something that a person DID, not who they are. It's true that some in prison have committed multiple offenses. BUT many in prison are NOT habitual offenders, have NOT had long criminal careers, have NOT lived criminal lifestyles.

We don't want to kid you. Some offenders simply do their time and walk out the same, or worse, than they walked in. Not all offenders work hard to change. Not all of them succeed.

Not all applicants for employment are good workers and right for your organization. But some are. How do you tell? You look at their record. You listen to their words and listen to what others say about them.

Think of prison as the setting for the job of changing, the job of recovery, the job of growing. And ask yourself whether this particular individual has done a good job.

Look at their activities, look at their accomplishments, look at their hard work. And look at how their "employers" – crew bosses, counselors, and other staff – talk about his or her work. You may find yourself very impressed.

Your attention will be rewarded with an employee who knows you took a chance on them, who feels a commitment to you and your work because they know you made a commitment to them.

EARN TAX CREDITS

The Work Opportunity Tax Credit (WOTC) program gives employers a tax credit on wages paid to ex-felons. You can claim a 40% WOTC credit for employees who work more than 400 hours or a 25% credit for employees who work more than 120 hours and less than 400 annually.

A Notice and Certification Request (8850) must be submitted within 21 days of the new hire date to the WOTC Coordinator, 55 State House Station, Hallowell Annex, Augusta, Maine 04333.

For more information contact the WOTC Coordinator at (207) 624-6390 or your local Maine Career Center (call 1-888-457-8883 for the Center nearest you).

OBTAIN BONDING

The Federal Bonding Program insures employers hiring ex-offenders against loss from any kind of stealing by theft, forgery, larceny or embezzlement. Coverage is for \$5000.

If the employee demonstrates job honesty during the six months of coverage, continuing coverage will be available for purchase and the worker can become bondable for life.

No paperwork necessary. Simply call your local Maine Career Center (call 1-888-457-8883 for the Center nearest you).

"In our society, regular employment is the accepted way of assuming responsibility for oneself. Employment not only effects and offender's ability to support himself without recourse to crime, but employment is also a major influence on the nature of his associates, his use of leisure time, his conception of himself, and his expectations. It is thus a major rehabilitative tool."

U.S. Department of Justice