



## **New Jersey Film Tax and Digital Media Tax Credit Program**

### **Hiring Bonus Plan**

#### **for Recruitment and Hiring of Residents of Economically Disadvantaged Areas in NJ**

Applicant Name: \_\_\_\_\_

Title of Film/Television Production or Digital Media Project: \_\_\_\_\_

#### **Introduction**

The New Jersey Film and Digital Media Tax Credit Program allows for a bonus tax credit of four percent of the qualified film/digital production expenses for applications that are accompanied by an approved hiring plan which outlines the specific hiring goals of the production for hiring New Jersey employees who are residents of an economically disadvantaged area in the State, a distressed municipality as that term is defined in N.J.S.A. 34:1B-323, or land owned by the federal government on or before December 31, 2005. To qualify for the bonus, the hiring plan must include a hiring goal of at least 25%.

Applicants that are interested in applying for this bonus should fill out this form in its entirety and provide information where required.

#### **Additional Information / Questions ?**

For applicants that wish to pursue this bonus, this form is the hiring plan form that the Authority has established to be used by the applicant to outline its goals. The Authority will not accept or review a hiring plan submission that does not include this completed form. Questions regarding this form should be sent to [filmtaxcredit@njeda.com](mailto:filmtaxcredit@njeda.com)

Please be advised that the Authority will review the information provided on this hiring plan and, if deemed satisfactory, may approve this hiring plan. To receive the bonus at final certification, the applicant will have to provide evidence satisfactory to the Authority that it has achieved its hiring goal. Applicants who fall short of their goal may still be awarded the bonus if they are able to provide evidence satisfactorily to the Authority that the production made good faith efforts to achieve the hiring goal.

It's highly recommended that applicants who are pursuing this bonus keep detailed records of all efforts that were taken in pursuit of the goals outlined within this plan.



## Hiring Plan

1. Based on the total number of people employed on the film/digital production by the applicant working in NJ, please provide the overall hiring goal the applicant is targeting for the percentage of NJ employees that are residents of an economically disadvantaged area in the State, a distressed municipality as that term is defined in N.J.S.A. 34:1B-323, or land owned by the federal government on or before December 31, 2005: \_\_\_\_\_

\* Please be advised the Authority will not approve a hiring plan that includes a goal of less than 25% of the total production employees working in New Jersey. Furthermore, the goal the applicant identifies on this form will be the goal that performance will be evaluated against.

**Please provide the supporting headcount that the hiring goal above is based upon:**

Estimated Number of All Employees Working in New Jersey on the Film/Digital Production: \_\_\_\_\_

Estimated Number of those Employees that meet the bonus criteria above: \_\_\_\_\_

Percent Whole: \_\_\_\_\_

2. The applicant certifies that:

It is committed to making good faith efforts to hire residents of an economically disadvantaged area in the State, a distressed municipality as that term is defined in N.J.S.A. 34:1B-323, or land owned by the federal government on or before December 31, 2005 and vendors that represent the economic diversity of the State of New Jersey.

It will make it a priority to actively recruit and hire economically disadvantaged workers in all areas of production, including in skilled, advanced and managerial areas of production, and not just in talent and entry level positions.



3. Does the applicant the applicant intend to participate in training, education, and recruitment programs that are organized in cooperation with State colleges and universities, labor organizations, and the motion picture industry and are designed to promote and encourage the training and hiring of New Jersey residents of an economically disadvantaged area in the State, a distressed municipality, as defined in N.J.S.A. 34:1B-323, or land owned by the federal government on or before December 31, 2005?

Yes

No

Please explain or provide more information about the program that the applicant intends to participate in:

4. **Goal Tracking** - Upon completion of the film/digital production, as part of the tax credit verification (CPA certification) process, the NJEDA must review the independent CPA-prepared report to determine if the applicant met the goal stated above. Please select one of the following means of tracking progress against the stated goal.

The production is using a third-party payroll company and can provide payroll reports from that company.

The production is not using a third-party payroll company and will use the alternative means of tracking hiring (tracking log and sheets)

5. **Good Faith Efforts** - If the applicant does not meet the stated goal or is unable to demonstrate to the Authority that the goal was met, the Authority will then look to verify that good faith efforts were taken to meet the goal.

Please provide a detail description of the good faith efforts the production will make towards hiring and recruitment.



What information can be evidenced to the Authority to prove the efforts stated above demonstrates that the recruitment and hiring actions were taken?

Please include additional information, as needed. Any documentation uploaded here should also be uploaded to the application with this PDF

Authorized Representative Name:

Authorized Representative Title:

Authorized Representative Signature:

Date: