

**Direct Labor Hour Exemption Form**  
**TWC Purchasing from People with Disabilities *WorksWonders* Program**

As pursuant to §806.53(a)(4) & (b)(4), Texas Workforce Commission (TWC) may establish a different percentage other than 75 percent for a Community Rehabilitation Program (CRP) at the time of initial certification or subsequent recertification.

CRP Name: \_\_\_\_\_

CRP Point of Contact: \_\_\_\_\_ Email: \_\_\_\_\_

- CRP is applying for:                      Certification                      Recertification
  
- CRP is seeking or currently has Purchasing from People with Disabilities Program contracts for:  
  Products                                  Services                                  Temporary Employment Services
  
- Requested direct labor hour (DLH) percentage for individuals with disabilities: \_\_\_\_\_%
  
- If applicable, will 75% DLH percentage for current Program contracts be maintained?  
  Yes                                  No
  
- Will all current DLH positions for individuals with disabilities be maintained?  
  Yes                                  No                                  Employees will be outplaced to competitive integrated employment (CIE)

*This request is based on one or more of the following factors (explain):*

TWC has established a policy goal to promote workplace integration for individuals with disabilities.

TWC has established a policy goal to encourage employment of individuals with disabilities in a particular field.

Past practices in a particular area.

CRP is providing the same or similar services have required or achieved a different percentage requirement.

CRP proposes to offer employment opportunities for individuals with disabilities that meet the WIOA definition of CIE. *Sections 7(5) and 12(c) of the Rehabilitation Act of 1973, as amended; 29 U.S.C. 705(5) and 709(c)*

- Describe planned opportunities promoting CIE:

- The opportunities:

Offer compensation (including benefits) at a rate of higher than the Federal, State, or local minimum wage applicable to the place of employment, and not less than the customary rate paid by the employer to employees without disabilities performing the same or similar work and who have similar experience, training, and skills.

Are at locations that are typically found in the community, and where the individual with a disability interacts, for the purpose of performing the duties of the job position, with other employees within the work unit and at the entire worksite, and as appropriate for the work performed, with other persons (*e.g.*, customers and vendors) who are not individuals with disabilities (and who are not supervisory personnel or service providers) to the same extent that non-disabled employees interact with these persons.

Present opportunities for advancement for individuals with disabilities that are similar to those available to employees without disabilities in similar positions.

Other factors for requesting lower DLH percentage:

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CRP Signature

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Date