



Upcoming RISE Courses

Exploring Self-Employment Seminar
January 18th
9:00 a.m. – 2:00 p.m.

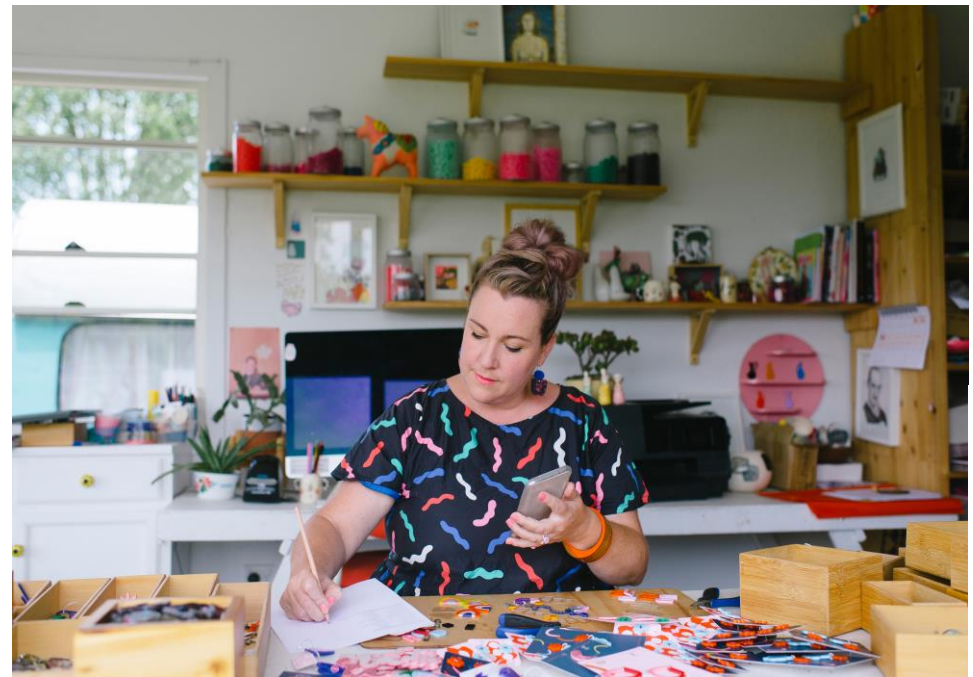
Business Plan Education
101
Day 1- February 8th
Day 2- February 9th
9:00 a.m. – 2:00 p.m.

Financial Literacy for Business Owners
Part I – February 15th
Part II – March 29th
9:00 a.m. – 2:00 p.m.

Computer Applications for Business Owners
Day 1 – March 15th
Day 2 – March 16th
Day 3 – March 17th
9:00 a.m. – 2:00 p.m.

RISE NEWSLETTER

2022-QUARTER 4



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Resource for Underrepresented Business Owners

National Disability Institute partners with the U.S. Small Business Administration

WEBSITE:

<http://www.disabilitysmallbusiness.org/>

Explore this website to find resources on:

- Developing Business Ideas and a Business Plan
- Accessing Capital
- Business Registration
- Business Legal Structure
- Contract Opportunities and more!

Minimum Wage Increase

On January 1, 2023, the minimum wage in Maryland increased as follows:

Statewide Minimum Wage

- The minimum wage has increased to **\$13.25** per hour for employers who currently **have 15 or more employees**
- The minimum wage has increased to **\$12.80** per hour for employers with **14 or fewer employees**.
- The minimum base wage for **employees who receive tips**, regardless of employer size, **remains \$3.63 per hour**.

Local Minimum Wages

Howard County

- Employers with businesses of **14 or fewer employees: \$13.25**
- **501(c)(3)** tax-exempt nonprofits: **\$13.25**
- Employers providing **home health services** or **home or community-based services** (*must receive at least 75% of gross revenues through Medicaid*): **\$13.25**
- Businesses with **food service facilities: \$13.25**
- Employers with **15 or more employees: \$15.00**

Montgomery County

(Not scheduled to increase again until July 2023)

- Employers with **10 or fewer employees: \$14.00**
- Employers with **tipped employees: \$4.00**

Employees not entitled to wage increase:

- Employees covered under the **Fair Labor Standards Act or the Maryland Wage and Hour Law**
- Employers with **workers under 19 years old and work 20 hours or less per week**
- Employees working for a **governmental unit outside of Montgomery County**
- Employers with **less than two employees**.

Authored by: QuickBooks HR Support and [DCWageLaw](#)



"Every business is a living document, an algorithm that needs to be improved"

-Billy Beane, Oakland A's executive vice president.

[100 Quotes On Business From The 100 Greatest Living Business Minds \(forbes.com\)](#)

Article authored by: Abram Brown

Small Business Owners' New Year Resolutions

Adapted from: [Five Realistic New Year's Resolutions For Small Business Owners \(forbes.com\)](#) by Rhett Buttle
Forbes.com

1. Re-Evaluate Business Goals

As your business continues to expand and your business operations become more complex, take the necessary time to reassess your business progress and make adaptations to your business goals.

2. Develop Your Business's Online Presence and Utilize Digital Tools

Review your online, client-facing resources and digital payment platforms to ensure you are using virtual software effectively and efficiently.

3. Explore And Apply for Business Certifications

Underrepresented and minority business owners can apply for certifications that increase their opportunity to work alongside a plethora of professional contacts. Apply for specific business certifications for greater access to grants, business resources, and new business connections.

4. Seek New Federal Opportunities and Initiatives

Many funding opportunities have been extended by the government to assist with rebuilding the post-pandemic economy. Prioritize applying for federal grants and alternative funding sources for your business this year.

5. Join A Small Business Organization

Discover local small business organizations to build networking relationships with fellow business owners. Business owners can learn more about joining these organizations through local or regional chambers of commerce and independently formed community organizations.