

# Recouping training costs at Lavigne Manufacturing

## *tax credit program boosts company's bottom line*

### Why aren't thousands of businesses in Rhode Island jumping on the JTTC bandwagon?

That's what Stuart Shechtman, controller at Lavigne Manufacturing in Cranston, wants to know.

Lavigne Manufacturing has taken advantage of the RI tax credit for the past two years. The company, a leader in the precision machining industry since 1989, is committed to ongoing training. The company has been awarded training grants from the Human Resource Investment Council and is currently in the process of ISO-9000 certification.



*An equipment representative (right) conducts programming training for a multi-operational machine. Lavigne employees pictured here, from left: Ron Cournoyer, Mike Corriveau, Ken Parenty, and Duarte Rego.*

"Whether it's compensated or not, our intention is a well educated, well trained work force," states David Lavigne, president of Lavigne Manufacturing. "Our dedication to training started from day one with our company and continues daily.



*Stuart Shechtman, controller at Lavigne Manufacturing, prepares his training event documentation via computer spreadsheet to relay to ProfitPoints' TracTax staff.*

"We utilize the JTTC Program with skill training to elevate the expertise of our employees. Thanks to The ProfitPoint Group, the JTTC has really helped us to recoup a portion of our out-of-pocket training costs."

Lavigne focuses on skills training for the more sophisticated tools employees use including micrometers. Each time a new or existing customer project begins, a manager has to instruct employees on the specifics of processing the customer's part, which takes time. There are three shifts which means, for each new part, Lavigne must train three employees (one per shift) for each required parts process. Also, a part gets processed through different departments (turning, grinding, saw cutting, etc.) so each of the departmental employees must be trained as well.

"If there's one main idea I'd like to get across, it's that the process is quite painless with TracTax," states Mr. Shechtman. "I provided copies of our sign-in sheets for training events and our new parts training schedule to ProfitPoint. That was the extent of the amount of work I had to expend. The amount of effort necessary to participate is quite small compared to the rewards."

According to Shechtman's experiences, there is a misconception out there as to the amount of work required to qualify, document and obtain the tax credit. "With ProfitPoint guiding us through the process, the amount of work is minimal. The information required is what you would prepare regardless of the JTTC documentation; items such as sign-in sheets, for example," Mr. Shechtman comments. "I simply made a copy of these sheets and sent them to the TracTax staff! It's certainly worth the money in the long run and it pays for itself."

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