



EMPLOYER SPOTLIGHT

Veteran's Day is fast approaching and what better way to celebrate this time honored event than to spotlight a local Enterprise Zone business with an impressive track record for putting Veteran's to work.

[Q.E.D. Systems, Inc.](#) was founded in 1969 in Virginia. Today, the company has over 450 employees worldwide, including 45 employees at its San Diego location. The company provides marine engineering and naval architecture services such as analysis and design, hardware installation, and logistics to the Armed Forces, naval shipyards, as well as commercial organizations such as BAE Systems, Inc, and Northrop Grumman.

The San Diego Area Manager, Kirk Burgamy, points out that Veterans are often a natural fit for the company because they understand how the client (the military in most cases) operates and tend to be familiar with the functionality of the vessels. Q.E.D. hires across the full spectrum, from general laborers to highly skilled engineers.

The company has hired 19 SDREZ tax credit eligible employees including 13 Veterans and 2 Dislocated Workers since December of last year.

Leslie Burton, Office Manager at Q.E.D. says the San Diego facility is currently seeking to hire additional skilled machinists, electricians, laborers, and welders. Anyone interested in learning more about the positions available at Q.E.D. should email Leslie at lburton@qedsysinc.com.



Employee Spotlight

Charles Gregory Thomas II served as a naval Chief Gas Turbines Systems Technician, Mechanical aboard the USS Bunker Hill. He recently retired from the Navy after 21 years of distinguished service.

Upon retirement, Mr. Thomas registered with the South County Career Center in Chula Vista where he received employment training and supportive services. Q.E.D., a San Diego Regional Enterprise Zone (SDREZ) business, hired Mr. Thomas in June 2011 after engaging the Center's job referral services.

Kirk Burgamy has nothing but praise for Mr. Thomas who currently works in Planning & Estimating. Mr. Burgamy believes Mr. Thomas' military training may account for the discipline Mr. Thomas brings to the job and for his ability to adapt quickly to a new work environment.



RESOURCES

San Diego Regional Enterprise Zone

Hiring Tax Credit Vouchering Services

Tere Avina: (619) 236-6302
Tina Hines: (619) 236-6305

City of San Diego

Cord Bailey: (619) 533-5954

City of Chula Vista

Craig Ruiz: (619) 691-5248

City of National City

Alfredo Ybarra: (619) 336-4279

Unified Port of San Diego

Paul Fanfera: (619) 686-7283

Media Contact

Lydia Moreno: (619) 236-6320

Job Referral/Job Placement Services

South County Career Center—Chula Vista
Leonardo Alarcon: (619) 628-0321

South Metro Career Center—Mountain View
Erika G. Gallardo: (619) 266-4200

Metro Career Center—North Park
Patricia Devereaux: (619) 516-2265

Foreign-Trade Zones Program

Adrienne Turner: (619) 236-6364

Helpful Links

San Diego Regional Enterprise Zone
<http://www.sdrez.org>

California Association of Enterprise Zones
<http://www.caez.org>

National Association of FTZ's
<http://www.naftz.org>

Foreign-Trade Zones Board
<http://ia.ita.doc.gov/ftzpage/>



SDREZ QUICK FACTS

For the Month of September 2011.

- 87 - Participating Companies
- 670 - Employees Hired
- 172 - New Positions
- 498 - Existing Positions

Employee Eligibility

- 4 - Veterans:
- 0 - Disabled/Service Connected Veterans
- 8 - Public Assistance Eligible
- 10 - Ex-offenders
- 0 - Dislocated Workers
- 0 - Native Americans
- 0 - Self-Employed
- 0 - Vocational Rehabilitation
- 0 - WIA Eligible/Enrolled
- 0 - Cal Works Eligible/Enrolled
- 38 - Low Income
- 27 - Work Opportunity Tax Credit
- 583 - Targeted Employment Area

For more information about the SDREZ;

1. Visit www.SDREZ.org
2. Call (619) 533-5954, or
3. Scan The **QR Code** →



Got R & D Tax Credits?

Research and Development (R&D) is crucial to growing businesses and advancing new technologies. But, the tax codes and laws related to the R & D tax credit often can be stifling for small businesses. Nevertheless, in this economy, it may be prudent for business owners to revisit the tax credit to see where they might be able to realize additional savings.

The good news is that businesses don't necessarily need to have a research lab or be a high tech company in order to leverage the R&D tax incentives. Various activities can qualify a business for the credit. "If a company has invested time, money and resources toward the advancement and improvement of designs and processes, then it may qualify for the R&D tax credit." *Rizwan Virani et al, [Leveraging R&D tax credits and incentives to increase jobs, spur innovation, and grow the bottom line](#), (EDN, July 11, 2011).*

Moreover, "[t]he rule of thumb is if you have an engineer on staff, you probably have research and development expenses you should be capturing." *Karen E. Klein, [The R & D Tax Credit Explained for Small Business](#), (Bloomberg Businessweek, August 16, 2011 interviewing Sean Haggard).*

And, similar to the State Enterprise Zone tax credits, the R&D tax credits are subtracted from a businesses tax liability making it more valuable to a company's bottom line than the standard deductions. Additionally, if credits earned exceed taxes owed, then unused credits may be carried forward to future years.

More information regarding R&D tax incentives can be found at the [IRS website](#), or by visiting the summary of the Internal Revenue Code § 41 at the [Legal Information Institute](#).



IS IT TIME FOR A FACELIFT?

The City of San Diego **Storefront Improvement Program** is designed to enhance and revitalize the commercial environment throughout the City of San Diego. The program works with business and property owners to revitalize building facades visible to customers, neighboring merchants, and residents. The City of San Diego provides design assistance and construction rebates to eligible applicants who wish to make creative changes to their storefronts.

For more information, call (619) 236-6505, or visit <http://www.sandiego.gov/economic-development/business/starting/improvement.shtml>

SAVE THE DATE

11/16 - 11/18/2011 - 2011 CAEZ Training Conference in Rancho Cordova. More info at [CAEZ Training Conference](#). This is the only statewide Enterprise Zone Training in California.

11/29 - 11/30/2011 - 3rd Annual Maritime Business & Technology Summit at the Handlery Hotel and Resort in Mission Valley. More info at www.themaritimealliance.org/events

12/08/2011 - Franchise Tax Board (FTB) Enterprise Zone Workshop - Workshop for tax professionals at the South Bay Fish & Grill, 570 Marina Parkway, Chula Vista, CA 91910 from 8:00 - 11:30am. Please RSVP by emailing Cord Bailey at cbailey@sandiego.gov. Or, you can visit [City of San Diego](#) for more info.