

Grant Relief for On-Boarding Workers GROW Frequently Asked Questions

Q. What is the intent of this grant?

A. *To provide financial assistance to businesses currently hiring, that have been negatively impacted by COVID -19. Examples include, but are not limited to, businesses within the hospitality industry (hotel, retail, travel, & food service), childcare entities, small businesses, etc.*

Q. Can not-for-profit entities take advantage of this grant?

A. *Yes, this is for not-for-profit and for-profit organizations.*

Q. Can I use it for part-time workers or just full-time workers?

A. *You may use the grant to hire part-time or full-time workers.*

Q. May I use it to hire 1099 (contractors)?

A. *No, this grant is to hire W-2 workers.*

Q. May I use it to hire temporary workers?

A. *No, this is intended to provide long-term employment. However, we cannot dictate the duration for which you retain employees, and many variables determine what makes a viable long-term employee, or even what "long-term" means in your business.*

Q. Do the people I hire with this grant funding need to be Montgomery County residents?

A. *Yes, if your application is approved, you will need to provide "proof of hire" documentation including home address.*

Q. Do the businesses receiving grant funds need to be Montgomery County businesses?

A. *It is favorable to be a Montgomery County business, or to have a presence in Montgomery County, even if the HQ is based elsewhere. However, we recognize that we are in a fluid region and businesses in surrounding jurisdictions and states hire Montgomery County residents for 100% remote work—these instances/applications will be considered.*

Q. Can I use the funds for new hires brought on prior to the grant application period, for example in September?

A. *No, the awards are for new hires brought on within 30 days after your GROW application submission date.*

Q. What will be required as "proof of hire"?

A. We will accept a copy of an Employee Verification Letter with particulars such as employee's address, wage, start date, exempt status, and terms of employment from the business HR dept.

Q. How many new hires can I request?

A. Up to 8 positions may be entered for consideration – use the “Add Jobs” button at the bottom of the application.

Q. Do I need to submit multiple applications for multiple jobs?

A. No. See above. Use one application. Only one application can be submitted per entity.

Q. May I use the funds for a newly created position?

A. Yes, if the newly created position is intended to be filled within 30 days of the application submission date. GROW is intended to support existing hiring needs.

Q. Am I guaranteed funding as long as I submit my application by the closing date of October 29, 2021?

A. No, this grant is limited in funds and awarded on a first come, first served basis by application date. Those applications submitted early in the process, fully and correctly, demonstrating their COVID-19 financial hardship will have a greater chance of receiving an award.

Q. Will I be awarded 50-75% of salary for first 12 weeks for all positions requested?

A. If selected, larger businesses with 51 or more employees will be reimbursed at a 50% rate, smaller businesses with 50 or less employees will receive a 75% reimbursement rate. Based on the level of demand, partial awards may be issued.

Q. Is this grant intended to provide monetary assistance to hire employees I wouldn't otherwise be able to hire?

A. No, this grant is intended to support your existing hiring needs. This grant will not provide enough funds to sustain an employee long-term. The business entity will need to have enough reserves to afford a continuing wage.

Q. Should I figure in benefits and fringe in the salary amount?

A. No, the grant applies to wages only, whether hourly or annual.

Q. May I request funds to use on other than “front-line” workers?

A. A variety of job types will qualify. That said, if entities request funds for corporate workers or those with six figure salaries (or multiple for that matter), the funds will be depleted very quickly. Therefore, partial awards may be issued for employees with higher salaries to allow the maximum amount of businesses to receive assistance.

Q. Is there a baseline of business revenues for eligibility?

A. No

Q. How do I know if you received my application?

A. You will receive an auto conformation response.

Q. How will I know if I'll get funding?

A. In mid-November, after the GROW grant application close date on Oct 29th, you will receive an email with the decision and amount of your reward, if any, along with a portal to upload your proof of hire documentation. You will also be asked your payment method preference (ACH or check).