

Below are several examples of tax reform good news in Maryland, provided by Americans for Tax Reform.

Dixon Valve (Chestertown, Maryland) – \$1,000 bonuses:

A Maryland manufacturer will pay \$1,000 bonuses to full-time employees as a result of the Republican tax cuts, a move cited by House Speaker Paul Ryan’s press office Wednesday as an example of the tax law working.

Dixon Valve, a company in Chestertown that makes hose fittings and accessories, said the bonuses were a “direct result” of the tax overhaul and regulatory relief.

Hundreds of companies have announced bonuses, raises or other benefits for workers tied to the tax overhaul, according to the anti-tax group Americans for Tax Reform.

Dixon Valve’s announcement stands out, though, because it is one of the companies that Ryan visited in October as he was trying to build support for the massive legislation. – [March 28, 2018 Washington Examiner article excerpt](#)

Sprouts Farmers Market (Ellicott City, Maryland) – Pay raises and enhanced employee benefits:

The company also said it plans to use about one third of the savings from the recently-passed tax reform for “investments” in employees.

“to ensure we remain in a leadership position to attract the right talent, we will further invest in our team members by improving pay and improved benefits such as healthcare and expanding maternity leave,” Maredia said. “We will invest an additional \$10 million, or approximately one-third of our tax savings, for our team members in 2018. – [Feb. 23 2018, Produce Retailer article excerpt](#)

McCormick & Company (Sparks, Maryland) – \$1,000 bonuses:

McCormick & Company, Incorporated (NYSE: MKC), a global leader in flavor, announced plans to reinvest a portion of its incremental tax savings from the recent U.S. Tax Act into one-time \$1,000 bonus payments for eligible U.S. hourly employees in May. The company also announced plans to accelerate hourly employee wage increases to ensure more competitive compensation and attract, develop and retain top talent within the organization. The changes will benefit the majority of the company's U.S. based hourly employees.

“At McCormick, we take a long-term view of the people in our organization. We want McCormick to be a great place for people to come work and have engaging and fulfilling careers. The passage of the U.S. Tax Reform Act provides us an opportunity to demonstrate the Power of People, and for the company to show its commitment to the 2-for-1 spirit,” said Lawrence E. Kurzius, Chairman, President and CEO of McCormick. – [March 27, 2018 McCormick & Company, Inc. press release](#)

St. John’s Properties Inc. (Baltimore, Maryland) – \$1,500 bonuses:

Developer St. John Properties, Inc. is awarding its employees a one-time cash bonus of \$1,500 in response to the recent federal tax plan passed by Congress.

The Baltimore-based real estate development and management company said Monday its 180 workers would receive the bonus this month in their paychecks as a result of corporate tax savings allocated under the Tax Cuts and Jobs Act of 2017. – [Feb. 12, 2018 Baltimore Business Journal article excerpt](#)

Sinclair Broadcast Group (Hunt Valley, Maryland) -- \$1,000 bonuses for 9,000 employees:

“We are grateful to our president and legislature for passing the landmark Tax Cuts and Jobs Act and are excited about the benefits it will provide for our country’s economy, our Company, and our employees,” stated Chris Ripley, Sinclair’s President and CEO. “We recognize that our employees are our most valuable resource, truly appreciate their combined achievements for our Company and look forward to a very bright future.” – [Dec. 22, 2017 Sinclair Broadcast Group press release](#)

Harford Alarm Company (Bel Air, Maryland) - \$1,000 bonuses for all 13 employees.

Baltimore Gas & Electric (Baltimore, Maryland) – The utility is passing on \$82 million worth of tax savings, resulting in lower gas and electric bills for customers:

*Today **BGE** will file with the Maryland Public Service Commission (PSC) to pass approximately \$82 million in annual tax savings to customers, resulting from federal tax cost reductions. The Tax Cuts and Jobs Act, which decreased the corporate tax rate from 35 percent to 21 percent, was signed into law on Dec. 22, 2017 and became effective on Jan. 1, 2018. If approved by the PSC, the average BGE residential electric customer can expect to see an estimated \$2.31 decrease on their monthly bill, and the average residential combined natural gas and electric customer can expect an estimated \$4.27 monthly reduction, effective in February 2018.*

“Reduced tax costs create an opportunity for BGE customers to benefit from further decreases in their total energy bills,” said Calvin G. Butler Jr, chief executive officer of BGE. – [Jan. 5, 2018 Baltimore Gas & Electric press release](#)

Apple (Retail locations in Annapolis, Bethesda, Columbia, Towson) -- \$2,500 employee bonuses in the form of restricted stock units; Nationwide, \$30 billion in additional capital expenditures over five years; 20,000 new employees will be hired; increased support of coding education and science, technology, engineering, arts, and math; increased support for U.S. manufacturing.

AT&T -- **\$1,000 bonuses for 1,521 Maryland employees**; Nationwide, \$1 billion increase in capital expenditures:

Today, Congress approved legislation representing the first comprehensive tax reform in a generation. The President is expected to sign the bill in the coming days.

Once tax reform is signed into law, AT&T plans to invest an additional \$1 billion in the United States in 2018 and pay a special \$1,000 bonus to more than 200,000 AT&T U.S. employees — all union-represented, non-management and front-line managers. If the President signs the bill before Christmas, employees will receive the bonus over the holidays.*

“Congress, working closely with the President, took a monumental step to bring taxes paid by U.S. businesses in line with the rest of the industrialized world,” said Randall Stephenson, AT&T chairman and CEO. “This tax reform will drive economic growth and create good-paying jobs. In fact, we will increase our U.S. investment and pay a special bonus to our U.S. employees.”

Since 2012, AT&T has invested more in the United States than any other public company. Every \$1 billion in capital invested in the telecom industry creates about 7,000 jobs for American workers, research shows. -- [Dec. 20, 2017 AT&T Inc. press release](#)

STERIS Corp. (Maryland locations in Rockville and Timonium) -- \$1,000 bonuses totaling \$7 million for non-executive U.S. -based employees:

Like many companies, the recent tax reform in the U.S. will result in significant additional earnings for STERIS to strategically grow our business and return value to Customers, employees and shareholders. One of our first actions on that front will be a one-time special discretionary bonus of \$1,000 to all U.S. employees other than senior executives. -- [Feb. 7, 2018 STERIS plc press release](#)

Dayton T. Brown Inc. (Lexington Park, Maryland) -- \$400 bonuses:

A small Bohemia company is following the lead of large corporations that are passing on some expected savings from tax reform to employees in the form of bonuses.

Dayton T. Brown Inc., an engineering and testing company, is giving each of its roughly 210 employees a \$400 bonus, Steve Marini, chief financial officer, said Friday.

President Donald Trump signed the tax overhaul bill into law Friday. The bill lowers the corporate tax rate in 2018 to 21 percent from 35 percent.

All of Dayton T. Brown’s full- and part-time employees will receive the bonuses, likely in January, Marini said.

“We’re going to save a significant amount of money on this new tax law and . . . certainly, we’re nothing without our employees,” Marini said.

The inspiration for the bonus was AT&T’s announcement Wednesday that it was giving its employees \$1,000 bonuses, Marini said.

Dayton T. Brown, founded in 1950, is a private company that primarily serves the aerospace and defense industry. Its largest customers are the U.S. Navy, Sikorsky Aircraft Corp. and Northrop Grumman.

*It has 170 employees in Bohemia. The rest work in Shelton, Connecticut, and **Lexington Park, Maryland**. -- [Dec. 22, 2017 Newsday article excerpt](#)*

Best Buy -- [32 locations in Maryland](#); \$1,000 bonuses for full-time employees; \$500 bonuses for part-time employees.

Cintas (Multiple locations in Maryland) -- \$1,000 bonuses for employees of at least a year, \$500 for employees of less than a year.

Great Southern Wood Preserving, Inc. (Hagerstown, Maryland) -- Significantly increased employee benefits: lower healthcare costs, more paid time off, scholarships, and more:

Great Southern Wood Preserving, Incorporated, has begun an active and ongoing process to increase employee benefits by reinvesting its tax savings in its people, the company has announced. The company expects full implementation to take place in 2018.

In late 2017, Congress passed and the President signed into law legislation providing significant tax breaks for corporations. Across America, many companies have chosen a variety of options for applying these savings, such as providing one-time bonuses to employees, increasing charitable giving and reinvesting in facilities upgrades.

For its part, Great Southern Wood will make investments on an ongoing basis to lower healthcare costs for eligible employees, allow employees to accrue more paid time off based on length of service, develop scholarships for dependents of employees and enhance other benefits going forward.

"I'm very pleased that every employee across the company will see the results of the change in tax laws," said Jimmy Rane, Great Southern Wood's founder, president and CEO. "The success we've enjoyed as a company comes from every one of us working hard and doing our part, and I can't think of a better way to apply our tax savings than by further investing in benefits programs for our employees. We strive to be an employer that draws the best and brightest to our company, and we believe that providing stronger benefits is essential to this continuing effort."

Great Southern employs almost 1,200 at locations in eleven states. [Texas, Missouri, Arkansas, Georgia, Alabama, Mississippi, Louisiana, Pennsylvania, Virginia, Maryland, Florida] -- [March 29, 2018 Great Southern Wood Preserving, Inc. press release](#)

Wal-Mart – [60 locations in Maryland](#), Walmart employees are receiving tax reform bonuses of up to \$1,000; Nationally, base wage increase for all hourly employees to \$11; expanded maternity and parental leave; \$5,000 for adoption expenses.

Home Depot-- [41 locations in Maryland](#), bonuses for all hourly employees, up to \$1,000

Lowe's -- [4,000 Maryland employees at 28 stores and one distribution facility](#) -- Employees will receive bonuses of up to \$1,000 based on length of service; expanded benefits and maternity/parental leave; \$5,000 of adoption assistance.

Ryder ([11 locations in Maryland](#)) – Tax reform bonuses to employees.

Starbucks Coffee Company ([257 locations in Maryland](#)) –\$500 stock grants for all retail employees, \$2,000 stock grants for store managers, and varying plan and support center employee stock grants. Nationally, 8,000 new retail jobs; an additional wage increase this year, totaling approximately \$120 million in wage increases, increased sick time benefits and parental leave.

T.J. Maxx – ([25 locations in Maryland](#)) – Tax reform bonuses, retirement plan contributions, parental leave, enhanced vacation benefits, and increased charitable donations:

The 2017 Tax Act benefited the Company in the fourth quarter and full year Fiscal 2018. The Company expects to continue to benefit from the 2017 Tax Act going forward, primarily due to the

lower U.S. corporate income tax rate. As a result of the estimated cash benefit related to the 2017 Tax Act, the Company is taking the following actions:

Associates

- A one-time, discretionary bonus to eligible, non-bonus-plan Associates, globally
- An incremental contribution to the Company's defined contribution retirement plans for eligible Associates in the U.S. and internationally
- Instituting paid parental leave for eligible Associates in the U.S.
- Enhancing vacation benefits for certain U.S. Associates

Communities

Made meaningful contributions to TJX's charitable foundations around the world to further support TJX's charitable giving – [Feb. 28, 2018 The TJX Companies Inc. press release excerpt](#)

U-Haul (Multiple locations in Maryland) – \$1,200 bonuses for full-time employees, \$500 for part-time employees.

Chipotle Mexican Grill (Multiple locations in Maryland) – Bonuses ranging from \$250 to \$1,000; increased employee benefits; \$50 million investment in existing restaurants.

Comcast (Multiple locations in Maryland) -- \$1,000 bonuses; nationwide, at least \$50 billion investment in infrastructure in next five years.

Bank of America (155 branch locations in Maryland) -- \$1,000 bonuses.

McDonald's (370+ locations in Maryland) – Increased tuition investments which will provide educational program access for 400,000 U.S. employees. \$2,500 per year (up from \$700) for crew working 15 hours a week, \$3,000 (up from \$1,050) for managers, and more:

McDonald's Corporation today announced it will allocate \$150 million over five years to its global [Archways to Opportunity](#) education program. This investment will provide almost 400,000 U.S. restaurant employees with accessibility to the program as the company will also lower eligibility requirements from nine months to 90 days of employment and drop weekly shift minimums from 20 hours to 15 hours. Additionally, McDonald's will also extend some education benefits to restaurant employees' family members. These enhancements underscore McDonald's and its independent franchisees' commitment to providing jobs that fit around the lives of restaurant employees so they may pursue their education and career ambitions.

The Archways to Opportunity program provides eligible U.S. employees an opportunity to earn a high school diploma, receive upfront college tuition assistance, access free education advising services and learn English as a second language.

“Our commitment to education reinforces our ongoing support of the people who play a crucial role in our journey to build a better McDonald's,” said Steve Easterbrook, McDonald's President and CEO. “By offering restaurant employees more opportunities to further their education and pursue their career aspirations, we are helping them find their full potential, whether that's at McDonald's or elsewhere.”

Accelerated by changes in the U.S. tax law, McDonald's increased investment in the Archways to Opportunity Program includes:

- **Increased Tuition Investment:**
 - **Crew:** Eligible crew will have access to \$2,500/year, up from \$700/year.
 - **Managers:** Eligible Managers will have access to \$3,000/year, up from \$1,050.
 - Participants have a choice for how they apply this funding – whether it be to a community college, four year university or trade school. There is no lifetime cap on tuition assistance – restaurant employees will be able to pursue their education and career passions at their own pace. The new tuition assistance is effective May 1, 2018 and retroactive to January 1, 2018.
- **Lowered Eligibility Requirements:** Increase access to the program by lowering eligibility requirements from nine months to 90 days of employment. In addition, dropping from 20 hours

minimum to 15 hours minimum (roughly two full time shifts) per week to enable restaurant employees more time to focus on studies.

- **Extended Services to Families:** Extension of Career Online High School and College Advisory services to restaurant employees' family members through existing educational partners [Cengage](#) and [Council for Adult and Experiential Learning](#) (CAEL).
- **Additional Resources:** Career exploration resources for eligible restaurant employees to be available later this year.
- **Creation of an International Education Fund:** Grants to provide local initiatives and incentives in global markets to further education advancement programs.

“Since its inception, Archways to Opportunity was meant to match the ambition and drive of restaurant crew with the means and network to help them find success on their own terms,” said David Fairhurst, McDonald’s Chief People Officer. “By tripling tuition assistance, adding education benefits for family members and lowering eligibility requirements to the equivalent of a summer job, we are sending a signal that if you come work at your local McDonald’s, we’ll invest in your future.”

After launching in the U.S. in 2015, [Archways to Opportunity](#) has increased access to education for over 24,000 people and awarded over \$21 million in high school and college tuition assistance. Graduates have received college degrees in Business Administration, Human Resources, Communications, Accounting, Microbiology and more. – [March 29, 2018 McDonald’s Corporation press release excerpt](#)

[Wells Fargo – 81 banks in Maryland](#); raised base wage from \$13.50 to \$15.00 per hour; nationally, \$400 million in charitable donations for 2018; \$100 million increased capital investment over next three years.