

(iii) Is terminated for cause.

(4)] A business entity may claim a credit [reduced by the proportion of a year that an employee did not work if the employment is less than a year because] IN THE AMOUNT PROVIDED IN PARAGRAPH (4) OF THIS SUBSECTION FOR AN EMPLOYEE WHOSE EMPLOYMENT LASTS LESS THAN ONE YEAR IF the employee:

- (i) Voluntarily terminates employment with the employer;
- (ii) Is unable to continue employment due to death or a disability; or
- (iii) Is terminated for cause.

(4) (I) IF A BUSINESS ENTITY IS ENTITLED TO A TAX CREDIT FOR AN EMPLOYEE WHO IS EMPLOYED FOR LESS THAN ONE YEAR BECAUSE THE EMPLOYEE VOLUNTARILY TERMINATES EMPLOYMENT WITH THE EMPLOYER TO TAKE ANOTHER JOB, THE BUSINESS ENTITY MAY CLAIM A TAX CREDIT OF 30% OF UP TO THE FIRST \$6,000 OF THE WAGES PAID TO THE EMPLOYEE DURING THE COURSE OF EMPLOYMENT.

(II) IF A BUSINESS ENTITY IS ENTITLED TO A TAX CREDIT FOR AN EMPLOYEE WHO IS EMPLOYED FOR LESS THAN ONE YEAR FOR A REASON OTHER THAN THAT DESCRIBED IN SUBPARAGRAPH (I) OF THIS PARAGRAPH, THE AMOUNT OF THE CREDIT SHALL BE REDUCED BY THE PROPORTION OF A YEAR THAT THE EMPLOYEE DID NOT WORK.

(f) If the credit allowed under this section in any taxable year exceeds the total tax otherwise payable by the business entity for that taxable year, a business entity may apply the excess as a credit for succeeding taxable years until the earlier of:

- (1) The full amount of the excess is used; or
- (2) The expiration of the fifth taxable year after the taxable year in which the wages or qualified child care expenses for which the credit is claimed are paid.

(g) If a credit is claimed under this section, the claimant must make the addition required in § 10-205 or § 10-306 of the Tax - General Article.

(h) The Comptroller in cooperation with the Department of Labor, Licensing, and Regulation and the Department of Human Resources shall administer the credit under this section.

SECTION 2. AND BE IT FURTHER ENACTED, That the Laws of Maryland read as follows:

Article - Insurance

6-105.1.

AN INSURER MAY CLAIM A CREDIT AGAINST THE PREMIUM TAX PAYABLE UNDER THIS SUBTITLE FOR WAGES PAID TO A QUALIFIED EMPLOYMENT OPPORTUNITY EMPLOYEE AND FOR CHILD CARE PROVIDED OR PAID BY THE