



October 29, 2014

To the Connecticut Retirement Security Board:

I represent The Human Resource Consulting Group, LLC and Staffworks, Inc. We employ 31 people and offer them excellent wages and benefits.

When the state imposes a new mandate on businesses, oftentimes we are forced to shift money away from employees' wages and benefits and spend it on complying with the new mandate. More often than not, these mandates end up hurting the very people they were attempting to help.

We are also very concerned about this proposal because increased Connecticut mandates mean that more businesses will leave the state. My business just lost a large client who moved out of state due to increased mandates and regulations. Over the past 10 years, I have lost several other accounts. Few new businesses are moving in – business owners can't afford paid sick time, paid FMLI, paid leave, rising health care costs, worker's compensation costs, increased state unemployment, etc. and continue to grow a healthy business. Connecticut MUST become business friendly again or there will be no one left to provide mandated benefits to.

Connecticut has the potential to be one of the best states in the country (again) to grow a business and create many more jobs. But proposals like this one, on top of other recent enacted and proposed state workplace mandates, make it harder for us to do business here.

Thank you for your consideration. I look forward to your response.

Sincerely,

A handwritten signature in black ink that reads 'Robin Imbrogno'.

Robin Imbrogno  
President

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