



October 24, 2014

To the Connecticut Retirement Security Board:

I represent Roebic Laboratories, Inc. located in Orange, CT. We employ 28 people and offer them excellent wages and benefits. We are a 3<sup>rd</sup> generation, family owned business in this state since 1959.

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:

Yet again, the State is trying to mandate and run a program that the private sector is currently doing. The start up cost of this program ~ \$10 million – is atrocious.

This State run plan is not benefiting the employee nor the employers since the added costs just keep making jobs in this State harder to maintain.

Why would a program like this be implemented when so many companies already have moved or are considering moving out of this state?

Work needs to be done to bolster this State's economy and not to continually penalize the hard working population.

Connecticut has the potential to be one of the best states in the country 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, makes 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, appearing to read "DJB", with a horizontal line extending to the right.

Derek J. Bush  
President