



October 28, 2014

To the Connecticut Retirement Security Board:

I represent Winvian in Morris, CT. We employ 55 full time and numerous part time people and offer them excellent wages and benefits. When the state imposes a new mandate on businesses, often times 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 the cost of maintaining a private business and providing a lifestyle of our employees is becoming increasingly difficult given the recent increases in taxes, lodging tax, income tax, etc. The hospitality industry has been hit particularly hard and given that hospitality and tourism is one of the largest revenue generators (and most easily proven ROI) for the state and general budget we feel that by added more burden to our business will only negatively affect employment levels. Connecticut is a fantastic state but the state of affairs shows that it's becoming an increasingly challenging state to want to start and/or maintain a business. It seems like our governments are allowing large, faceless corporations to reaping the benefits of a bailout, enjoy reduced taxes and numerous benefits, small businesses are left shouldering the burden. In a state where job growth is stagnant, business competition ranks in the lower 3rd of all 50 states, and where taxes seem to increase annually mandates like this will only exacerbate an already poor outlook on the future.

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. We want to remain in this state; it's been our home for hundreds of year, but if the business



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forecast continues on these trends we will have no choice but to consider new opportunities elsewhere.

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

Sincerely,

A handwritten signature in black ink, appearing to read "W. H. Smith III".

Winthrop H. Smith III
Director of Sales & Marketing
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