



To the Connecticut Retirement Security Board:

I represent Hospitality Franchise Associates d/b/a The Hills Restaurant in Waterbury. We employ 30 people and offer them excellent wages.

When the state imposes a new mandate on businesses, oftentimes we are forced to shift money away from employees' wages 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 added cost may force us to eliminate positions, causing some of our employees to become unemployed.
- It would make us unable to afford to hire new employees and create new jobs.
- It would also lower our ability to offer "specials" to our customers and maintain our reasonable prices, making it harder for our customers to continue to support our small business.

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 the 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,

George L. Ricciardi

Owner

The Hills Restaurant, 660 Park Road Waterbury, CT

(203)755-1331 George@thehillsrestaurant.com