



KITTERY TRADING POST®

LD 1190

Dear Members of the Labor and Housing Committee:

My name is Fox Keim and I represent the Kittery Trading Post an 85 year old, 3rd generation family owned Maine Retailer and the largest Retailer in Kittery, Maine. I have been the Vice President of Operations for 18 years.

I would like to explain how we do business and hope at the end of this letter you will feel this type of legislation is not needed in the State of Maine which has an incredibly seasonal retail industry.

Our peak season is July through December. We employ on a year-round basis roughly 300 full time and part time employees. These are the individuals that we can **afford** to employ regardless of the time of year and are the backbone of the Company. During the peak season we also employ Full Time seasonal employees and Part Time seasonal employees. These seasonal employees consist of high school and college students, teachers who have the summers off, etc.. In the fall we hire parents with children in school and generally people employed with other Employers full time looking to supplement their income. All in we had in excess of 600 employees receive a paycheck last year.

On a rainy Tuesday in the month of July or August our business will double from a sunny Tuesday. Due to the massive fluctuations in business due to weather LD1190 would prove onerous from a fiscal standpoint due to schedule variations.

Obviously, we cannot predict the weather but we can predict the volume of our customers on those rainy days and the amount of staff needed to provide adequate customer service increases exponentially.

Our employees enjoy working for the Kittery Trading Post and we provide high pay for the industry, excellent health and dental benefits, 401k match and profit sharing, as well as generous vacation/sick time, EPL, and flexible schedules. The ability to call an employee and ask them to voluntarily come in to help on a rainy day and conversely offer them overtime or a day off for the beach on a sunny day has always been appreciated.

The potential impact of this bill on our successful 85 year old business model and our 300 year round well compensated employees would be fiscally high and result in cost saving measures that would negatively impact the very employees the bill sponsors are trying to help.

Respectfully,

Fox Keim
Vice President