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Thank you members of the committee, my name is Doug Solman and I am one of the owners of Maine Distributors, a family owned beverage distribution business located in Bangor Maine.

Our business provides jobs to approximately 100 full-time employees. We provide excellent benefits to our valued employees including health insurance, 401k with match, paid time off, personal leave benefits, in addition to very competitive pay.

We know firsthand how difficult it is in the State to find people to work, a problem that seems to be systemic across all industries and segments. We have families too and support our employees and their families when immediate family crisis develop, but cannot afford additional loss in our workforce. This causes strain on existing employees to fulfill not only their job obligations but also other people's job obligations. In a time when it's difficult to even hire people to fill open positions, this is detrimental. No businesses in Maine can afford this, it is a hardship that is unreasonable, unnecessary and detrimental to Maine businesses and the employees that work for them.

We are opposed to this bill.

Thank you for your time,

Doug Solman