

My name is Scott Pence and I own a small vacation rental business in Sunriver Oregon. I am writing today to **plead with you to VOTE NO on the proposed minimum wage increase.**

Rather than to go into the all of the standard information that you would expect to hear from a small business owner about cost increases, the negative impacts, the difficulties that this will present for my company and the need to reduce our staff number (which are all very real things that will happen), I would like to share a story with you about kids.

Our company employees about 25 people year round and that number increases to approximately 40 to 45 people during our peak season (summer). For many years, I have tried very hard to find a good solution for increasing our staff to the needed numbers in the summertime to get our housekeeping department where it needs to be. I have shuttled employees from as far away as Redmond, worked with Ukranian college students among a number of other things.

My oldest daughter is 15 year old and like a lot of kids her age, she wanted to work to start earning her own money. The challenge for her was getting back and forth to work since she was too young to drive on her own. I came up with an idea and asked her to check around at her high school to see if there were other kids that might be interested in having a summer job. She found 13 kids that REALLY wanted to work, but had no way to get to Sunriver to work. I have a 15 person passenger van that we use as a ski shuttle during the winter and agreed to drive into Bend every morning and every afternoon to pick up and deliver these kids at their homes so they could not only have a job, but would not have a way to get back and forth from work.

I worked 7 days a week last summer and would leave my house at 6:00am to go make my rounds and pick up the kids so we could start at 8:00. I had them do very basic, labor intensive work that made cleaning the houses much simpler for my full time staff members and I paid each of these kids \$9.50 per hour. These kids learned SO much about the importance of being ready for work on time as well as many other things that our society seems to be losing at a very rapid pace. Not all of the kids made it for different performance related reasons, but most of them did and they learned about what it is like to have a REAL job.

I cannot even begin to tell you how excited and proud these kids were when they got their paychecks. The discussions between them about what they were saving for were fascinating and gave me a tremendous amount of hope for our future. Almost every one of these kids has reached out to me since last summer and has asked if they will have a job again this summer and when they can get started. These kids are our future workforce and if we do not provide opportunities like this for them, we have failed as a society.

This program worked better than any other program that I have tried in the past but obviously, the huge wage increases will not allow me to continue this program with these kids as I will simply NOT be able to afford to do it going forward. As a business owner, I will be forced to make some VERY difficult staffing decisions as well as pricing decisions for my customers. I have no idea how my customers will respond, but based on my 20 years of experience in this business, I feel that the impact is going to be very significant and very negative.

I hope you will consider the impact that you will have on these kids, many other young adults getting started in the workforce and small business owners like me and **VOTE NO on the proposed minimum wage increase.**

Thank you for your time and consideration,

**Scott Pence**

Owner/Property Manager

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