



Print & Marketing
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July 23, 2016

The Honorable Kurt Schrader
U.S. House of Representatives
2431 Rayburn House Office Building
Washington, DC 20515

Dear Congressman Schrader:

As a small business owner I fully support the Overtime Reform and Enhancement Act introduced on July 17, 2016

I agree with the need to increase the overtime threshold, however, NOT by over 100%. This rule will hurt the people it is trying to help. Many small businesses currently pay their salaried employees below the new scheduled threshold and those employees are very happy with the salary and full benefits they earn and have no problem working over 40 hours on occasion as needed to finish their work.

Increasing the pay of these employees \$5,000 or more along with other increased expenses (e.g. health insurance) is a burden that is not sustainable and will result in cutting salaries and hiring multiple part-time people with NO benefits to do the work of one person.

I believe the Overtime Reform and Enhancement Act provides a much more reasonable timeline for organizations to comply with this significant payroll burden, starting with a salary threshold increase to approximately \$35,984 on Dec. 1, 2016, with additional, incremental increases phased in over the next three years.

Thank you for your leadership on this critical workplace issue. I strongly support your efforts to make sure employees are fairly compensated and businesses have time to plan for payroll increases without jeopardizing their prospects for future growth and success.

Sincerely,

Mark Sterne, President
Print & Marketing Solutions Group, Inc.