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Kathy Cooper

RECEIVED
JUL 23 2018
Independent Regulatory
Review Commission

From: Lisa Goth <lgoth@leachagency.com>
Sent: Friday, July 20, 2018 4:26 PM
To: Smolock, Bryan
Subject: RE: Minimum wage comment

Unfortunately I sent this through a website and do not have a record of the email. In short, I am not in favor because of the economic impact it will have to my business. I own an insurance agency. We work on a commission basis. We are not able to set any of our own pricing for anything and are completely dependent upon the discretion of insurance companies.

A majority of my employees will be nonexempt employees under the proposed minimum wage. This will force me as the employer to make decisions that will be detrimental to my business. As an example, my employees are often asked to attend out of town meetings that require 2-3 hours of travel time. These meetings have educational value as well as career advancement advantages for the employees. Under the proposed minimum wage I would have to eliminate such travel for all internal staff because of the inability to pay overtime for such events.

This is just one example of many that I can offer. We are a professional staff with professional employees. We provide a full benefits package, retirement, expense reimbursement and bonus incentives. We have long term employees who enjoy a positive work environment.

The proposed minimum wage would force me to install a time clock environment, eliminate travel, and potentially reduce benefits and bonuses. Businesses such as insurance that are completely reliant on commissions paid to us by companies should not be subject to this proposal. I find it interesting that doctors' offices are considered "professional" because of their required licensing. We are subject to many regulations for licensing and continued education yet we are not considered "professional".

I am happy to have a discussion with you at length if you are interested.

Lisa Leach Goth, CIC
President

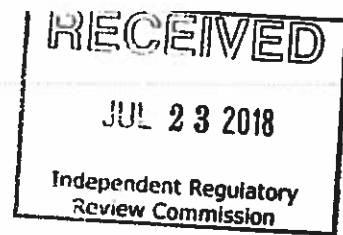
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From: Smolock, Bryan [mailto:bsmolock@pa.gov]
Sent: Tuesday, July 10, 2018 12:26 PM
To: Lisa Goth <lgoth@leachagency.com>
Subject: Minimum wage comment



Good afternoon. I received notification from the Independent Regulatory Review Commission that you sent a comment to me on the proposed regulation for Minimum Wage (<http://www.irrc.state.pa.us/regulations/RegSrchRslts.cfm?ID=3213>)

I researched this and found your comment archived in my Quarantined spam folder. I am not able to retrieve it. Can you possibly send me your comment again in order for this to be rectified?

Thank you and my apologies on any confusion this may have caused you and your organization on this matter.

-Bryan

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