

Shanikwa Davis Proposed Amendment

I'd like to submit modification for item 1. Adjust Wage Base and Index. I recommend we further explore the effects of inequity on small business and other disadvantaged groups. Considering the negative impact on increased wage base & index, we request relief, not otherwise provided, as an equitable solution for small businesses where there is a fixed annual assessment cap for **employers** considering total costs of payments per **employee**.

Payroll tax and benefit obligations may lead to disproportionate economic tax burdens for certain industries and has significant federal penalties if obligations are not met. It is important that these policy recommendations take into account additional hardships that may be caused by Wage base increases and their effect on **employers'** growth potential.