

General Assembly Candidate Responses

Legislative District 9

Question 1: If elected, what will be your top three legislative priorities and why?

Bates: I will continue my efforts to lower Maryland taxes in response to the Federal tax reform. I will support policies to encourage businesses to come to Maryland and stay in Maryland to do business. Our education system should be focused on preparing our students for jobs of the future. Focusing on these issues will improve Maryland's economy and create more jobs for Marylanders in the private sector.

Novotny: Being in a small business myself, my priorities are to identify areas of agreement between democrats and republicans and push for positive change for business owners. I will work with individual companies and advocate for common sense solutions one at time. Additionally, I will work with Governor Hogan to help create a better business climate on a macro level.

Hester: My top priorities are increasing educational opportunities, ensuring healthcare is affordable and pursuing thoughtful development.

Increased education opportunities: Wage growth and employment varies by market. In some sectors, people are "underemployed" -- in others many jobs remain unfilled. We can fill gaps in the labor markets by offering a broader range of educational opportunities and technical training. By working closely with business constituencies, we can better identify these gaps and fill them. A strategically trained workforce will decrease 'underemployment' and boost business productivity.

Effective and efficient healthcare policies: Healthcare costs account for one third of the State's budget, yet, many believe coverage is still inadequate. We can increase system efficiency and transparency in pricing. We can manage health insurance risks by increasing the number of participants in the health insurance pool. Policies should be designed to encourage and increase preventative care and reduce the need for greater long-term care expenditures. The same solutions will save business costs, which can be reinvested into growth initiatives and innovation.

Thoughtful development: We need to attract the industries of the future, like renewable energy and biotechnology. We need to invest in rural infrastructure and support value-added agriculture. We need to take a systems-thinking approach to development to prevent the kinds of catastrophes we just saw again on Main Street in Ellicott City. Thoughtful development leads to high quality life, which attracts business and their employees.

Question 2: What are the top challenges facing the State, and what solutions do you have to solve them?

Bates: We must continue to improve our educational system, providing a quality education for all students. We should expand computer science training and vocational skills to prepare our students for a successful future. I have introduced and supported legislation to work toward these goals and will continue to do so.

Novotny: One of the only fortune 500 company that is in Maryland was given tax payer money and anti-competitive legislation (online hotel tax) for incentive. This is not how the private sector should work. The current legislature set up an anti-business climate and now are seeing the result of their laws and regulations.

The lack of a private sector has left Maryland too reliant on government spending. The future is clear that Federal Government spending is trending down. This will hurt Maryland more so than other states. The solution is to re-build our private sector. How do we do this? By cutting taxes, fees and burdensome regulations.

Hester: The top challenges facing Maryland are affordable healthcare and attracting & growing business.

If we are able to contain healthcare costs, businesses will have more money to invest in growth and innovation. In order to bring down sky-rocketing premium rate hikes we must work with insurance companies and the healthcare industry to ensure a stable risk pool, help contain/reduce drug prices and explore solutions such as the Health Insurance Down Payment Plan. We must also encourage the development of preventative health care skills are needed and develop a pipeline for education, training, and apprenticeship, as well as expand programs designed to speed up the pace of small business development (such as the Maryland Center for Entrepreneurship). Investing in public transportation will increase our competitiveness with other states while maintaining the quality of life that attracts people to Maryland.

Question 3: How would you rate the state's competitive position in relationship to our neighboring states regarding attracting new employers and retaining and growing existing

employers?

Bates:Over the last 3 years, we have made much progress, but there is still much work to be done, reducing taxes and the regulatory burden.

Novotny: If it were not for Governor Larry's Hogan's common-sense business reforms, our State would not only be last in the region but dead last in the entire Country for economic activity and growth. Governor Hogan has done a great job of advocating for common sense reforms to improve the business climate. And, it is refreshing to see some democrats break from their party's leadership to support these reforms.

Hester:Until a few years ago, Maryland was not considered business-friendly. Now, In the US News rating of states based on growth, employment, and business environment, Maryland ranks second, behind Delaware. However, in the State Business Tax Climate Index, Maryland has a higher overall tax burden than most other states in our region, but a lower corporate tax burden than all surrounding states except Virginia.

In order to stay competitive, Maryland should continuously address tax code inefficiencies that hurt business (considering size differences) and look at tax relief to incentivize actions such as in-state hiring and procurement of locally made/grown products. The Amazon bid has shown that multiple factors (in addition to taxes) are considered when choosing where to locate. As mentioned above, Maryland can expand educational opportunities, including workforce development and entrepreneurship & incubator programs, and reduce the cost of health care and improve transportation.

One of our largest untapped resources is Baltimore. Once a manufacturing hub, the city could once again become a thriving port. It has a prime location, potential for affordable housing and increased public transport, and an availability of a labor pool which can be trained to fill current and pending labor shortages. We can unlock the potential of Baltimore and business opportunities at the same time.

Question 4: Maryland has long had a reputation as a difficult state to do business in, which is reflected in the small number of Fortune 500 companies headquartered here. While there has been some progress in this perception in recent years, what steps could the State take to build both the perception and the reality of Maryland as a state that supports private sector employers?

Bates: State mandates on wages and benefits pose an undue burden on businesses. We should not micromanage businesses in these matters.

Novotny: Cut taxes. Cut personal taxes, cut property taxes, cut fees, cut regulations and cut business taxes. Companies choose to locate where there is fertile ground to create wealth. Under the current tax and spend environment in Maryland, it should come as no surprise that companies do not choose to stay or expand here.

Hester:

The 2017 Maryland Business Climate Survey reported that 47% of businesses viewed Maryland as pro-business, up from 22% in 2011. This is good progress, and there is more work to be done. Restructuring our tax code, fees, and regulations to reflect the realities that companies face should be a priority. We can reduce the complexity of laws and provide support resources that make compliance easier for businesses. Policies must consider the specific needs of Fortune 500 type companies, other large- to medium-sized firms, as well as small companies. The tax code must also ensure fair allocation and not unfairly burden the middle and upper middle-class taxpayers.

With reasonable tax policies, the ability to draw from a well-educated workforce, access to a modern infrastructure and transportation system, and support from business development programs, Maryland can attract businesses from across the country. We can also grow our Maryland-based businesses into the Fortune 500 companies of tomorrow.

Question 5: How would you tackle the state's structural deficit?

Bates: I have a strong record of working to reduce our structural deficit. Over the years, many well-intentioned mandates have been passed that greatly increase spending. I would like to see a complete review of current mandates to either revise or if appropriate reduce them.

Novotny: Structural deficit is when the state spends more money than they receive. I would resolve this simply by only passing budgets that we have sufficient revenue for which is what the Maryland State Constitution requires. I will not raise taxes and I will not vote for larger budgets.

Hester: Maryland's structural deficit is expected to be \$1.2 billion by 2023. Addressing the deficit means finding ways to increase revenue and curtail spending.

To broaden the tax base Maryland can increase average individual earnings (by closing gaps in the labor markets), grow the size of Maryland businesses and attract more business into the state. As mentioned above Maryland can systematically focus on technology companies and service-centric firms and develop a pipeline for education, training and apprenticeship.

To decrease spending we must address the cost of healthcare, which is 33% of our state budget. Maryland recently demonstrated that holding growth in hospital costs to the growth rate for Maryland's economy as a whole, saved \$679 million over the first three years of the effort. By addressing inefficiencies in the healthcare system, moving inpatient care to the outpatient setting, increasing access to healthcare and information in the marketplace, and bringing down the cost of healthcare as a whole, Maryland could go a long way toward decreasing its expenditures in this area.

In addition, we must identify government inefficiencies and high cost policies to create a sustainable plan that avoids a structural deficit in the future. Maryland can also base budget projections on a 10-year average for revenues generated by capital gains (the most difficult to project) and set aside surpluses generated in some years to cover years with revenue shortfalls.

Question 6: The soaring cost of doing business limits innovation, expansion, and hiring. Numerous bills have been considered by the legislature in the past three years that many in private industry believe places large and small employers in an uncompetitive position. What are your thoughts and position related to a \$15 minimum wage, predictive scheduling, and other labor related legislation?

Bates: I opposed the \$15 minimum wage and the "predictive scheduling" and will continue to do so.

Novotny: The more difficult it is for a business to succeed, the less likely they will succeed. Government should not be picking winners and losers in business. These types of bills do exactly that. I do not support government making social policy via the free market of business.

Hester:In addition to protecting employees, it is critical that laws do not place Maryland businesses at a competitive disadvantage. The key is to involve both management and labor in drafting legislation so that all viewpoints are considered and to avoid undue burden on employers. My experience in negotiation and mediation has convinced me that working together to craft solutions makes both sides aware of the constraints each side faces and the benefits each side can expect.

New minimum wage laws must be implemented carefully to avoid burdening businesses, reducing low wage employment, and reducing on-the-job training. Although minimum wage laws increase workers' salaries, we must remain aware that over a third of small businesses could be adversely affected, potentially reducing their profitability and resulting in layoffs. Large businesses will face different challenges which also must be considered. However, if the minimum wage is raised moderately or gradually over time, it is possible that jobs could be filled more easily, and staff turnover could be reduced. Predictive scheduling allows hourly employees to predict their work hours to arrange for child care and to forecast their income.

Question 7:Each legislative session seems to find more bills passed along party lines. How will you work in a non-partisan manner with legislators whose party differs from your own?

Bates:As a Republican in the Maryland legislature, we must work with members of the majority party if we expect to accomplish anything. I have a proven record of working in a bi-partisan manner to pass legislation and I will continue this work with legislators of both parties if re-elected.

Novotny: I am a Republican. The Maryland State Legislature has, in fact, been ruled by the Democrat Party for decades. As a Republican, I would like very much to work with a willing Democratic party to move forward common-sense ideas to help all Marylanders. Hope rings eternal and that is why I'm running!

Hester:Over 20 years, my profession has taken me from engineering to business sustainability and international development, giving me the knowledge and skills for public office. I have worked to develop local agricultural markets, facilitated partnerships between governments and business to create jobs, and trained hundreds of people in mutually beneficial partnership building. For example, in 2013, as Americas Director for The Partnering Initiative, I launched a

program called Business Partnership Action. Establishing pilot programs tailored to five very different countries, we trained hundreds of individuals on how to build partnerships and to solve problems by identifying common goals despite differing perspectives.

I have always been a mediator and problem-solver, and I know that if we stay focused on the facts and on enacting policies that help meet the needs of Marylanders, we can work together despite differences of opinion. We can create win-win solutions if we are willing to compromise and focus on the long term. One reason I decided to run for the Maryland Senate was because I am deeply concerned about how our current politics divides neighborhoods and communities that used to be closer. Too often now we talk right past each other. But I know we are more similar than we are different. I am running as a citizen legislator, who can move beyond partisan rancor, think independently and has deep experience listening and working in partnership.

Legislative District 9A

Question 1: If elected, what will be your top three legislative priorities and why?

Kittleman:

1. **Support Governor Hogan's legislative package.** Governor Hogan has had a strong legislative package each year, with bills that are good for Maryland and Maryland businesses. Many of these have won the support of Democrats as well as the Republican legislators.
2. **Work hard to prevent more anti-business legislation from passing.** Currently, the majority party has a veto-proof majority; neither the minority in the legislature nor the Governor, have the power to stop such legislation. If we can increase the number of minority delegates by 7 or senators by 5, the majority will have to negotiate to get legislation passed in order to avoid a veto. For example, if we had had the numbers to avoid a veto override this past session, we would have been able to negotiate Governor Hogan's version of the "Paid Sick Leave" as opposed to the flawed bill that passed.
3. **Follow the outcome of the Kirwan Commission report on education** to be sure the General Assembly passes legislation that will actually improve failing schools in Baltimore City, and will not just continue to pour more and more money into a system that doesn't know how to spend the money it gets. Baltimore City is the single greatest problem in the State of Maryland, and Howard County as well as every other county in the State pays the price for its failure.

Miller: Priority one needs to be lower taxes across the board, Priority number two is to eliminate anti-business laws and regulations and lastly changing Maryland to a "Right to Work" state, no one should be told they have to join a union to have a job.

Bolen:

- A. Fully Fund Education in ways that supports our children and teachers, improves the learning environment, keeps our schools safe, and extends academic/vocational training past high school. A skilled workforce is essential to growing our local economy, and it promotes stability in our communities.
- B. Create Growth through smart development that promotes greater infrastructure development and integration of new technologies, ensures access to clean, renewable, reliable energy sources, and secures access to clean water supplies. We need to encourage growth to keep our communities vibrant and to grow our tax base. But, we need to do it in ways that ensure that our schools, public safety, roads, utilities, etc. keep up with the demand - and, that respects the taxpayer, protects the environment, and preserves our rural heritage.
- C. Improve Mobility by re-imagining how we think about transportation, land use, and links between different modes of transportation that are driven in data-centric ways to create a system that is affordable, environmentally friendly, and adaptable/sustainable to meet our changing/growing needs. Sustaining and growing our economy depends on moving goods and services efficiently, getting employees to work and back, and getting consumers to marketplaces. Improving socio-economic opportunities depends on mobility and access to education, medical facilities, quality jobs, shopping, access to healthy, affordable foods, and safe, affordable housing.

Gross: No response

Ziegler: My top three legislative priorities are education, job creation/economic expansion, and healthcare. I see education and health care as catalysts for job creation. Top notch schools have been fundamental to Howard County's success, but some of our schools have been slipping. The recommendations of the 'Kirwan Commission' represent an extraordinary opportunity to turn that around and make Maryland a model for the nation in terms of education. It is fundamental to attracting new businesses to Maryland, providing the workforce businesses need, nurturing the entrepreneurs of tomorrow, and thriving in a world that is losing millions of jobs to automation. Broad based economic expansion will also depend on controlling health care costs, which depress wages, hamstringing businesses, localities and school systems, and keep would-be entrepreneurs from starting their own businesses. My hope is that the federal government will grant Maryland the waiver it needs to "patch" the individual health care market with a

reinsurance scheme that will lower premiums, but a patch is not good enough. We need to work towards permanent fixes to the ACA which will bring the US into line with other wealthy, developed nations in terms of health care expenditures and outcomes.

Question 2: What are the top challenges facing the State, and what solutions do you have to solve them?

Kittleman: The top challenge for Maryland is how to help Baltimore City. Almost every system there is failing, from the drug trade, to the criminal justice system, to the failing schools, to the failing infrastructure, Baltimore seems incapable of helping itself. Continuing to whitewash the problems by papering over them with billions of dollars in every budget is unfair not only to the rest of the state, but to the people who live in the City and particularly to the 40 years of children who've been deprived of a decent education. The solution begins with a single concept: accountability. Whether or not the state government is willing to institute the "tough love" oversight necessary to bring about real change is unclear. I believe the business community is more than willing to help; Baltimore is an important commercial center. At least, it used to be. But government has to set the right course.

Another issue is inadequate funding of the State's pension system. Elections make it difficult to get politicians to allocate current tax dollars to future spending, but the reality of underfunding will ultimately hurt our kids and grandkids. Governor Hogan has done the right thing by proposing balanced budgets and no new taxes; in his next four years, I believe he will not only allocate more funds to the pension system, but as the economy continues to boom, we may see tax cuts.

The third significant issue is health care. I have no idea how to fix it.

On the local front, the state should work with the county to take a serious look at what can and should be done to prevent, mitigate, and respond to disasters like the Ellicott City flood in areas like environmental action, land use policies, and public infrastructure.

Miller: The level of spending is too high for the services provided to our citizens. We need to invest more of the Transportation Trust fund into maintenance and safety upgrades to Maryland Roads. We need to focus on manufacturing and non-government related sectors of the economy to insulate the state in case the Federal Government shrinks spending. We need to do more to foster private sector job growth without State Government picking winners and losers.

Bolen:

- A. We need to keep our schools fully funded. We need to ensure casino and lottery monies supplement - not supplant, our education funds. These funds need to be “locked-up “in ways that keep politicians from diverting them for other uses.
- B. We need to improve our transportation system. Our roads, bridges, tunnels, rail, and mass transit systems need to be repaired, updated, modernized and linked in more efficient ways. We can improve productivity and economic growth if we can maintain an efficient transportation system - and, we need to look at, and invest in, different modes of transit. We will need to do this in partnership with local, state, federal, and regional governments.
- C. We need to make sure our local “brick-and-mortar” stores can compete in the digital world. All businesses should operate under the same set of rules - including sales tax, and other regulations. For example, by making online businesses pay sales taxes, the State could generate additional revenue.

Gross: No response

Ziegler: Transportation is a serious challenge in our region, and one which I think we will need to find the money to address. Howard County has a terrific location between Baltimore and Washington, but the traffic renders it gridlocked at some times of the day. Traffic in and through Howard County has increased dramatically, partly because people who work here can’t afford to live here so must commute to or through the county.

A related, and very serious challenge, is climate change. The only state in the union with more communities predicted to experience continuous flooding in the near future is Louisiana. With our more than 3,000 miles of coastline, climate change is something we must and can address, not only by greatly ramping up our public transportation system (another job creator and attraction for businesses) but by committing to renewable fuels and embracing the jobs those installations will create.

Question 3: How would you rate the state’s competitive position in relationship to our neighboring states regarding attracting new employers and retaining and growing existing employers?

Kittleman: Governor Hogan has greatly improved Maryland’s economic position during his four years in office, including no new taxes; toll and fee relief totaling \$700 million, added

nearly 130,000 new jobs; submitted four straight proposed structurally sound budgets; provided record K-12 funding; created our national recognized workforce development program; gone from losing 100,000 jobs to gaining nearly 130,000 jobs, leading to Maryland's lowest unemployment rate in a decade.

Unfortunately, Maryland will continue to struggle to attract business as long as the legislature continues to pile regulation on top of regulation on top of more regulation. The Paid Sick Leave Act is just one (big) example of the legislature's insensitivity to business – and to small businesses in particular. The bill that passed – over Governor Hogan's veto – included record-keeping and penalty provisions completely unnecessary to accomplish the goal of the bill, and very hurtful to many businesses. There were a number of other “anti-business” bills, most of which passed. Next year, it's likely that the “predictive scheduling” bill will resurface. I'm not sure how any retail business could function in compliance with the rigid requirements in that bill. As long as the party in power has a veto-proof majority, it is next to impossible to curtail this kind of legislation. The Chamber as well as individual businesses are getting more involved in the process, and it helps. But none of our neighboring states are facing this profusion of this kind of super-regulatory legislation.

Miller: The Maryland legislature has enacted a long list of legislation that harms Maryland's competitive standing relative to neighboring States (Paid Sick Leave, Increasing the Minimum Wage, Gas Tax Increase, Sales Tax Increase, Prevailing Wage Mandates – These are just a few examples). Due to this fact most rankings I see place Maryland well below Delaware and Virginia in regards to economic competitiveness. We can do much better.

Boles: Maryland has one of the highest household median incomes in the country and one of the lowest poverty rates. It has a highly skilled, well-educated workforce and spends more per capita on research than most other states. But, despite this, our economy is falling short of its growth potential, and venture capitalists still prefer to make investments in companies in Silicon Valley, New York, and Boston.

Large concentrations of poverty exist in Baltimore City, Somerset County, and elsewhere in Maryland. These areas are inclined to have higher levels of crime, poor schools, run-down housing, public health problems - and, lack of jobs, healthy food outlets, and recreational facilities.

I support pro-growth policies that encourage small - and, minority-owned, business development and that builds entrepreneurship within communities.

Gross:No response

Ziegler: We have our advantages and disadvantages, but whatever you think of Amazon and it's hunt for a second headquarters, making the finalist's list means we've got a thing or two going for us! Traffic, a lack of public transportation and the high cost of housing are detriments, but the cost of housing is high because people want to live here: a key component of businesses' location searches.

Question 4: Maryland has long had a reputation as a difficult state to do business in, which is reflected in the small number of Fortune 500 companies headquartered here. While there has been some progress in this perception in recent years, what steps could the State take to build both the perception and the reality of Maryland as a state that supports private sector employers?

Kittleman: My answer to question 3 addresses much of this issue. Certainly, Governor Hogan has improved Maryland's overall economic performance and moved us from 49th to 7th in the United States. In addition, he has done a stellar job in championing the improvements in Maryland's business climate and in marketing the highlights of his successes. Unfortunately, until Maryland's regulatory climate makes some radical changes, we will have to continue to use economic incentives as a significant part of our economic development program.

Miller: Lower taxes and eliminate anti-business laws and regulations. A top down review of government related items that harm employer's would be a good start, we need to look at what is working for surrounding states and adopt it in Maryland.

Bolen: I would stress that Maryland is home to a high-technology industrial base, leading-edge research centers and academic institutions, has a highly educated, ready-to-work, skilled workforce, and is home to major, world-class economic centers - like the Port of Baltimore. I would encourage people to make Maryland their home and make note that our State is a great place to work, live, and raise a family. It is abundant in natural resources like the Chesapeake Bay, offers four seasons for outdoor enthusiasts, has vibrant major league sports teams close by (Baltimore and Washington, D.C.), is a natural hub to the mid-Atlantic region, and has a world-leading educational system.

Our state should offer tax incentives and credits to domestic and foreign businesses to attract established firms, and start-ups, in the high-technology industry and to those that can help us build a clean, renewable energy economy. We should facilitate technology development and entrepreneurial partnerships with our academic and high-tech institutions and provide/support the opportunity for their employees to gain an advanced education at our universities.

Gross:No response

Ziegler: We could adopt the “Kirwan Commission” recommendations and make our school system the envy of the country, improve our public transportation, expand upon successful initiatives like the business incubator, create partnerships with business and school systems to offer apprenticeship programs to those who want to work right out of high school and to train a workforce that has the skills businesses need, find a way to control health care costs and prevent the individual health insurance market from imploding.

Question 5:How would you tackle the state’s structural deficit?

Kittleman: ELIMINATE LEGISLATIVE MANDATES. That is the “easy” answer, but a practical impossibility with the current legislative make-up. Governor Hogan has offered alternatives, such as for every new mandate the legislature adds, it must eliminate an existing mandate of equal amount, but it is very unlikely the legislature will give up any of the power of the mandate.

Miller: Simple, the deficit only exists because politicians want to spend more money than they collect in revenues. When businesses lose revenue they cut spending, yet the State spends more money every year – spending has almost doubled since 2003 (2003 state budget \$22.5 Billion, 2018 budget \$44.5 billion dollars)we need to eliminate many of the tax increases enacted by Gov. O'Malley and the Democrats and reduce total spending by the state.

Boles: We need to conduct a zero-based review (end-to-end) of our budget. I worked at executive levels in federal government service and managed budget and contract executions of \$100’s millions. I have led and managed teams and have successfully taken on zero-based budget reviews to turn “troubled” programs around. It can be very challenging to audit programs - it takes diligence, attention to detail, but, most of all, a willingness to make hard decisions about what is a “needed” spend item and what is a “wanted” spend item.

Gross:No response

Ziegler:Recently, capital gains tax revenues from the top 1/10 of 1% of wealthy Marylanders have been responsible for about half the capital gains tax revenues the state has taken in, but this

amount has varied widely from year to year. I agree with lawmakers who suggest capping projected revenues from this source at a very conservative level. If we get more than we projected, we can add it to the rainy day fund. We also need a very careful review of unfunded spending mandates- the real source of the structural deficit. This in turn will ultimately require some significant changes to our health care system- a discussion that is beyond the scope of this questionnaire. We need to foster and attract businesses that are not related to or dependent on the federal government, as federal budget cuts seriously threaten our projected economic growth. Lastly, we need to carefully review regulations which make business difficult in Maryland. This does NOT mean we throw the baby out with the bath water. We need protections for our workers and our environment. But over time, regulations can grow into a tangled web which serves no one and hurts our economy, and they should always be subject to occasional review.

Question 6: The soaring cost of doing business limits innovation, expansion, and hiring. Numerous bills have been considered by the legislature in the past three years that many in private industry believe places large and small employers in an uncompetitive position. What are your thoughts and position related to a \$15 minimum wage, predictive scheduling, and other labor related legislation?

Kittleman: I've covered some of this in previous answers. The whole issue of a "minimum wage" is not just anti-competitive, but a detriment to the workers who lose their jobs when businesses have to reduce staff to meet the additional cost of payroll. And it eliminates job opportunities for young people looking for their first job. Much has been written about the harmful effects of minimum wage legislation, but none of it seems to outweigh the political impact of "giving workers more money" – at least in Maryland. Every year, we also seem to pass legislation expanding the "prevailing wage" laws, which make no economic sense.

Miller: Serving on the House Economic Matters Committee I have led the fight against these horrible bills, luckily neither initiative moved this year. Luckily there are many effective business groups working in Annapolis against these bills like the National Federation of Independent Business, The Maryland Retailers Association, The Maryland Restaurant Association just to name a few.

Bolen: I believe that people should be paid a "living" wage, that employees should have input to their schedule, that we should allow them sick-leave, time-off leave, and provide reasonable accommodations for parents to support their children's school activities. We need to have fair, equitable, healthy workforce practices and help struggling families to raise their children. But,

we should support small businesses and help them “shoulder” the costs to do these things through tax credits or other incentives.

Gross:No response

Ziegler: I would argue that the real threat to business profitability is healthcare. It is not a simple thing to fix, nor can it be done quickly, but we need to be realistic about the part healthcare plays in limiting business creation, expansion and innovation, as well as wage growth.

We need to attract good, family sustaining jobs to our state, not jobs which require workers to rely on the social safety net for basic needs. A worker whose wages go from \$11/hr to \$15/hr will spend every penny of that wage increase in our economy, helping every other business succeed, and relieving the strain on public resources. Henry Ford understood that if he paid his workers a decent wage, they would buy his cars. That said, legislation needs to be carefully researched and crafted not to impose undue hardships on small businesses. Small businesses and large corporations are very different animals, create very different costs and benefits for the communities they are in, and need to be treated differently.

Question 7: Each legislative session seems to find more bills passed along party lines. How will you work in a non-partisan manner with legislators whose party differs from your own?

Kittleman:I serve on the Judiciary Committee where we have fewer philosophically partisan issues, which allows us to work together on many bills. The Justice Reinvestment Act is an excellent example of a truly bipartisan effort. We also work together on domestic violence, drunk driving and human trafficking issues. It may be the nature of the bills we hear, or the natural make-up of the committee, but I find that we listen to each other and have respect for the opinions of our committee members even on issues as volatile as gun legislation. For example, our committee did not go along with the seeming fad to ban everyone on the “Terrorist Watch List” from having guns. We discussed and understood the huge due process problem, and didn’t let political hype for the issue outweigh the good sense of the committee. In other words, you work together by earning the respect of your fellow delegates by maintaining good communications and by treating members – and their differing opinions – with respect.

I will also note that our Howard County delegation works very well together; most two-party delegations do not.

Miller: I do not agree with this statement, 80% of all bills passed by the Maryland House of Delegates receive the unanimous votes of the body. The real problem is the way media frames perception and the fact that they only cover bills that are disagreed on by both political party's. I am happy to say that Annapolis has a far better atmosphere than Washington, DC. We are able to disagree and still work together on issues important to Maryland citizens.

Boles: We need to start putting people and community ahead of party and politics. I'm running on a platform of "Responsible Government." I believe that our elected officials need to listen to us, look out for us, and be held accountable to us. I believe that we can hold onto our "core" values, but that we can also make compromise for the common good to move our communities and Maryland forward. We all live here, and we all want our communities and State to prosper and thrive. An open mind starts with having "open" ears.

Gross: No response

Ziegler: A good idea is a good idea, regardless of who it comes from and regardless of which political party it is most associated with. We have some real challenges to address in Maryland, and we need some good ideas to solve them. I'm old enough to have seen numerous philosophical flip-flops from the two major parties, (many of them in this last year), and I find the current partisan atmosphere discouraging to say the least. I'm tired of it, I think voters are tired of it, and clearly a good number of politicians are tired of it as well. I have some core values which stem from our constitution and Declaration of Independence: I believe all people are created equal and are entitled to equal treatment under the law. I believe in a level playing field. I believe government has the opportunity and the responsibility to make that playing field as fertile as possible by investing wisely in the things we know accrue to benefit of everyone, such as education. I also believe those are widely shared values, held by members of both parties, which can serve as the basis for working together as a community. Let's leave the nonsense to Washington and get some work done!

Legislative District 9B

Question 1: If elected, what will be your top three legislative priorities and why?

Flanagan: Working with Governor Hogan, County Executive Kittleman and my colleagues in the General Assembly and County Council to set aside politics and find bipartisan solutions to state and local problems. As an example from the recent past, I would point to our success in helping residents, business and property owners since the Ellicott City flood. County Executive

Kittleman, Councilman Weinstein, Governor Hogan and I came together to help our residents recover and begin again to flourish. Future success on a broad range of issues, will start with an attitude of cooperation and mutual respect.

Ensuring that every Howard County child has access to a world class education and bolstering educational opportunities in every other county and Baltimore City. We need to recruit and retain the best teachers and empower our students to prepare themselves to lead successful lives and careers.

Redistricting will occur following the 2020 census. We must stop the practice of drawing district lines to benefit a particular party or candidate. Districts should be compact and join neighborhoods with common interests. Adherence to the principle of “one person, one vote”; requires equal populations (+or- 1%). Redistricting reform will promote bi-partisanship.

Medinger: Building up our public education system will be a major priority. I am the Chamber’s representative to the Budget Review Committee for Howard County Public Schools and I have learned first-hand the needs of a dynamic and often over burdened school system.

I look forward to implementing the report of the “Commission on Innovation and Excellence in Education” (the Kirwan Commission) and moving our schools forward. Getting the Kirwan Commission recommendations operational will be a financial and management challenge but our children’s future is too important not to take on the task.

Second, I will be a strong advocate for small business and entrepreneurs. Small businesses are an important part of our economy. They are sources of hope for individuals to make their professional and personal dreams come true. Also, small businesses employ more than 52% of our workforce. They support working families and those who are building their careers. I am concerned that small businesses are often overlooked. We also must encourage entrepreneurs to grow their ideas here in Maryland.

Third, I will work to develop a holistic plan for Aging in our state. Soon the largest demographic group will be over 65 years old and our state needs to review policies and procedures that encourage our seniors to age in community and to receive the services that they need for a successful and happy life.

Watson:

1. Healthcare – Ensure that Marylanders with preexisting health conditions have access to healthcare in the most practical and inexpensive way that can be designed, should the federal Affordable Care Act be repealed or fail.

2. Education – Implement the recommendations of the Commission on Education Excellence and Innovation so that our K-12 public schools are working in the most

efficient manner to produce graduates who will be self-reliant and fill the labor needs in our state.

3. Economy/Environment – Provide incentives and support for innovation in job creation in all industries but especially in alternative energy, public transportation, infrastructure maintenance, healthcare, and technology. We can create efficiencies that will serve a dual purpose leading to both job creation and environmental sustainability.

Question 2: What are the top challenges facing the State, and what solutions do you have to solve them?

Flanagan: For decades, our state has benefited from the growth of the federal government. Most recently, Governor Ehrlich succeeded in the BRAC competition, bringing job growth to Fort Meade and the National Security Agency. The Food and Drug Administration has also been a job magnet. However the looming federal budget crises will mean that the growth of federal jobs will slow. In response, we must find ways to promote high quality private sector jobs. We have the best educated, most talented workforce in the world. We must create a friendly business environment that encourages job creators to employ out talented workers so that they stay here.

At the same, we have successful people who are retiring and moving out of the state to avoid our high income tax burden. We cannot afford to lose these talented individuals. Since two-thirds of state and local budgets go to education, when their children are out of school, they are contributing far more in tax revenues than they are using in services. We must retain our retirees by reducing their tax burden.

Medinger: We need to raise the profile of our state as a great place to do business, to work, to raise a family and to retire. Maryland needs better “branding.” As a professional communicator with clients from Singapore to Seattle, I will share my expertise and experience to better tell Maryland’s story to the U.S. and the world. Maryland is a great state and I want to make it better.

Also, we need to grow private sector businesses. Our close location to Washington is an important asset but we need to do more to encourage private business to open, to expand and to relocate here. We will need productivity growth by investing in plants, equipment and our workforce. We will need to invest in doing research and development and improving our infrastructure. We need to encourage innovation.

Also, we need to find new ways of providing state services. Yes, we need to root out “waste, fraud and abuse” but we also need to engage our state workforce to deliver services

better. As I have met with many state employees, they tell me that they have ideas to improve their jobs but “no one asks them.” With the help of our professional state workers, we can unleash their creativity and experience to develop new and innovative ways of accomplishing the mission of state services.

Watson:

1. Transportation – we must continue to invest in the long-term solution of public transportation, which provides employees with better access to jobs, reduces gridlock and promotes the state’s ability to attract businesses.
 2. Education – public schools in the state must continue to improve. Good schools attract employers to Maryland and to provide an educated workforce for high need labor areas such as technology and healthcare.
 3. Infrastructure- Maryland’s aging infrastructure includes roads, bridges as well as water supply, sewers and electrical grids. These are fundamental systems and facilities on which we depend. In addition to maintaining these critical systems for today, we must plan to ensure that our infrastructure is sustainable, resilient and fosters community wellbeing and economic growth for Maryland.
-

Question 3: How would you rate the state’s competitive position in relationship to our neighboring states regarding attracting new employers and retaining and growing existing employers?

Flanagan: On the positive side for businesses, Maryland offers a high quality of life, excellent educational opportunities, access to social , cultural and recreational resources and a highly educated and talented workforce.

Governor Hogan has made the business climate more predictable by reducing fees, tolls, some taxes. He has put a stop to eight years of O’Malley’s incessant tax increases. He has fought to ensure that business regulations that are reasonable, predictable and fairly applied.

On the other hand we have a high tax burden and a history of being disrespectful of job creators. Decades of treating business as a “cash cow”, will not be easily forgotten.

The solution is more years of steady governance from Governor Hogan and other leaders like him.

Medinger: Maryland is improving but more needs to be done. Maryland has much to offer: an educated work force, significant public institutions, robust non-profits and a strategic location. Our current governor has expanded activities to “sell” Maryland and we need to continue to increase those initiatives. Maryland needs to make its assets better known. No state is better positioned than Maryland for businesses that want to grow locally, regionally, nationally or internationally.

Watson: While attracting new business to the state is important, I believe our resources are often better spent on growing and retaining our existing employers. We have work to do in both areas.

Question 4: Maryland has long had a reputation as a difficult state to do business in, which is reflected in the small number of Fortune 500 companies headquartered here. While there has been some progress in this perception in recent years, what steps could the State take to build both the perception and the reality of Maryland as a state that supports private sector employers?

Flanagan: We must continue to improve our strengths such as offering the highest quality education and producing the most competent graduates for the Maryland workforce.

My answer must also take into account the fact that the Maryland General Assembly consists of two Democrats for each Republican. Furthermore, insular Democratic leaders use coercive tactics to ensure that its caucus votes as a unanimous block “on demand”. In the past, this has led to a continuous cycle of increased spending and taxes that must be stopped. Governor Hogan has succeeded in doing so. The best opportunity for improved business climate is to preserve and employ the powers of the executive branch to ensure that business regulations are fairly and reasonably applied and block future legislation that increases the burden on employers such as added record keeping and threats of nuisance litigation.

Medinger: First, let’s be positive. I agree there is a perception about Maryland and business, however, some of that perception is self-inflicted. Too many political leaders have talked down our state to build up their own campaigns. I encourage our elected leaders to promote our state.

We need to improve how we tell our story. We need a steady stream of positive – branded – messages that promote Maryland. We need to invest more resources to recruit business and to publicly celebrate our acquisitions.

We also need some bold, attention getting initiatives. For example, could we suspend payroll taxes for two-years for every new job that's created? Payroll tax savings may entice businesses – those that are looking to expand and those that are looking to move – and it wouldn't cost the state anything because it's new money. Maryland would benefit from the increased multiplier of all of the new employees who will spend their money in Maryland.

A bold, public initiative will create an image of Maryland as forward looking and welcoming.

Watson:

1. Ensure that public K-12, community colleges, and universities are producing career ready graduates
2. Continue to improve and build public transportation
3. Ease unnecessary regulations

Question 5:How would you tackle the state's structural deficit?

Flanagan: The structural deficit has been exacerbated every year by passing special interest legislation for more mandated spending. As Governor Hogan has found ways to trim spending; mandated spending bills have been passed that increase it. These bills will cease when there is enough votes to sustain a veto by Governor Hogan. Unfortunately, insular Democratic leaders have coerced their caucuses to vote as a block to overturn his vetoes. Electing five more Republican Senators or seven more Delegates, will give the Governor sufficient bargaining power to negotiate the end to the structural deficit and lead to common sense budgeting.

Medinger: A structural deficit is another way of saying “not paying your bills.” The governor and the legislature must act responsibly in caring for the state's shared wealth. A plan that moves the state to a true balanced budget needs to be developed and the state needs to have the discipline to live within its means.

In the past, state funds, such as casino revenue which was promised to public education, have been inappropriately used. Transportation funds and pension funds have also been raided. We need to put the money where it's intended and keep it there.

We also need more discipline in longer term investments. It is unjust to pass along a "structural deficit" to the next generation.

Watson:The State Spending Affordability Committee asked for the elimination of the structural deficit by fiscal 2019. While it was reduced, there is still a significant deficit that is projected to grow to over \$1 billion in 2023. This results from general fund spending growing faster than revenues. The impact of the federal level tax cuts that were implemented this year have not been factored into the projections. The first step is to understand how the changes in tax law at the federal level impact the deficit. The second step is to look at reallocation of spending and if necessary revision of the state tax structure. The state budget that is passed each year must be balanced as this is a requirement of the state constitution.

Question 6:The soaring cost of doing business limits innovation, expansion, and hiring. Numerous bills have been considered by the legislature in the past three years that many in private industry believe places large and small employers in an uncompetitive position. What are your thoughts and position related to a \$15 minimum wage, predictive scheduling, and other labor related legislation?

Flanagan:An entry level job can be a very important opportunity in person's life. It can teach the values of reliability and basic work skills. A pay check can lead to a sense of accomplishment. An entry level job can be the beginning of a successful and prosperous career. Any proposed legislation must be evaluated in its effect on the availability of entry level jobs. Laws that make it more expensive to hire workers, will encourage employers to find alternatives. They will find ways of automating work to eliminate jobs or reducing hours of employment. Studies of \$15 minimum wages in Seattle show that workers are worse off.

Medinger: One reason that I am running for the Maryland House of Delegates is because we have too few people from business in the legislature. Also, too few legislators collaborate directly with the business community. So, some legislative solutions to business problems are

either unworkable or ineffective. As a member of the Howard County Chamber, I will work to make the views and needs of the business community better understood.

In Maryland's diverse business community, "one size does not fit all." Maryland's diverse business community cannot be told how to run its business by legislative dictates. The business community and the legislature need to work together toward shared goals and values.

Watson: Businesses, especially small businesses, depend on consistency and predictability. There must be a coordinated effort among stakeholders that recognizes and mitigates where possible the impact on employers of labor related legislation. In the private sector I work with hundreds of business owners across the state of Maryland and am keenly aware of unintended consequences that have affected businesses which was not always well understood before legislation was considered.

Question 7: Each legislative session seems to find more bills passed along party lines. How will you work in a non-partisan manner with legislators whose party differs from your own?

Flanagan: When it comes to my working in bi-partisan manner, my past is prologue. The 2018 legislative session was lauded by the Washington Post and Baltimore Sun as an example of putting politics aside and working with the other party. An important example of my joining a bipartisan coalition was my support for a bill to stabilize the health care insurance industry. There is no member of the House of Delegates who voted more often with a majority of the other party to support legislation that Governor Hogan signed into law.

Here are just a couple of additional examples. I was specially assigned to the work group of the House Environment and Transportation Committee that drafted legislation to eliminate the mandated "rain tax". I cosponsored legislation that created an important study of appropriate levels of commercial harvesting of oysters to be used as future guidance. Valued Democratic colleagues have publically noted my contributions to passing important bipartisan bills. Since 2016, the tragic flooding of Historic Ellicott City gave me the opportunity to work successfully with Council Member Jon Weinstein to restore and improve Main Street.

Medinger: I am a consensus builder. As a person who has been successful in business, I have learned that compromise is important, productive and, often, good. My business experience will be helpful when I am a member of the legislature.

My first career was journalism. I learned to get many points of view and perspectives to produce a story. As a legislator, I will use these skills to gather a clear understanding of issues.

Also, my job in the House of Delegates is to represent my Ellicott City district and I will stay close to my constituents to do the best I can for them and their interests.

One factor that causes partisanship is gerrymandering. Politicians picking voters has polluted our political process and created a climate where compromise and collaboration is discouraged. Maryland is too good of a state to be gerrymandered for local, state or national politics. I will work to eliminate gerrymandering in Maryland.

Watson: My history as a legislator on the Howard County Council reflects a nonpartisan approach to

legislation where I worked equally with members from both parties and the public to make decisions in the best interest of the county citizens. The district that I represented on the Council, and the one that I seek to represent as a state delegate, is the only swing district in Howard County. When you represent a swing district you become skilled at building consensus. My work on the state level would have the same approach.

Legislative District 12

Question 1: If elected, what will be your top three legislative priorities and why?

Hooe: First, I have an anti-tax revenue generation plan, it is an immigrant pay to work program, I believe that all people living and working in Maryland should be paying their fair share. We have 350,000 undocumented workers in our state who are not paying taxes and they should be. Second, we need to improve funding for education, and reintroduce vocational technical training programs. Third, we need better legislative regulation of insurance companies: Insurance companies are out of control, each year premiums increase, while coverages decrease. The negative impact on businesses and families are devastating. We must hold insurance companies accountable.

Lam: No response

Sigaty: No response

Cockey:

- Spending accountability (Whereas the Lottery and Casino money)
- Develop a long range plan for infrastructure to match growth

- Pay First Responders and Veterans what they are due

Harris: My top three legislative priorities once elected will be focusing on meaningful education reform to increase equity among schools and students, working to assist in stemming the opioid epidemic, and supporting efforts to make Maryland more affordable to live, work, own a business and retire. I will work to encourage private sector growth to make Maryland more affordable by reducing the tax and regulatory burdens that harm our small and medium-sized businesses the most. I have plans that will build wealth and create opportunities in the poorer areas of my district, where there are both challenges, and opportunities, given the appropriate attention.

Russell: No response

Bratt: No response

Broccolino: No response

Ebersole: No response

Feldmark: No response

Heflin: No response

Hill: If elected, my top priority would be, establishing a deeper and broader behavioral health system including counselors, social workers and other behavioral health specialists in the schools from elementary through high school to help identify and address emotional, psychological and somatic mental health issues at their earliest stages and throughout childhood and adolescence. In addition, I continue working towards an adequate behavioral health support systems for adults with addiction and the mental health problems. For too long society has failed to appropriately face these issues which have profound, intergenerational, negative effects on efforts to achieve education and workforce goals, reduce gun violence, improve the criminal justice system and stabilize health care costs. It costs more to do nothing than it would to and it would for us to finally commit to tackling this issue and all of its variations early and long-term.

Secondly, I would continue to work on reducing the high cost of healthcare including delivery, pharmaceuticals, technology and timely and effective access. This is of critical importance to all segments of society from both an economic and from a quality of life perspective.

Thirdly, I prioritize development of to press for comprehensive regional mass transportation solutions, without which we will continue to be handicapped in our efforts to support economic development and social mobility. The retreat from mass transit over the last 3 years has deepened our competitive disadvantage against other states and regions, and if not addressed soon, will relegate us to second tier competitor status for the foreseeable future.

Howard: My top three priorities will be environmental protection, affordability of higher education, and preventing gun violence.

Environmental protection is a complex issue with long-term consequences. In particular, the decisions we, as a society, are making today will effect Maryland for potentially hundreds of years into the future. Rising sea levels will leave the state's main economic drivers in Baltimore underwater and unusable. But we are also see the effects today with respect to severe storms in Howard County that are increasing in severity and damage done.

With respect to higher education, my concern is about the rising costs of college. Recent laws providing for free community college are a major step forward but will only help some students. The require for recent graduation from high school precludes students who are nontraditional or changing careers, both groups of students we should encourage to promote economic growth. Finally, gun violence has become a mainstream problem in the United States. The image of kids fleeing a school is headline-grabbing, but our children are also at risk at home and on the streets. To reduce gun violence, we must make it harder to get access to guns and increase penalties for those misusing them.

Weaver: My priorities will be raising the minimum wage, campaign finance reform and reducing carbon dioxide emissions.

The first is a popular reform that will both help the poor and the broader economy. Those extra wages will be spent in the near term. That will act as a stimulus to the economy.

The second is a longer-term reform that will allow better policies to be enacted by empowering smaller donors.

Question 2: What are the top challenges facing the State, and what solutions do you have to solve them?

Hooe: The problems facing Maryland are too numerous to list, however high living costs, a poorly regulated insurance industry, heavy business regulations, failing infrastructure, a failing educational system, a lack of vocational technical programs, gerrymandering, the environment and high crime are just some of the most pressing issues facing Maryland. We need to elect senators like me who will support Governor Hogan and help lead Maryland in a positive direction. We need to promote business ownership and financial independence.

Lam: No response

Sigaty: No response

Cockey: Place Inspector General in Baltimore City to see how our tax dollars are being spent.

Harris: One of our biggest challenges as a state are the number of Marylanders voting with their feet and leaving Maryland for states that more affordable for retirees, more affordable to own a business, and with more affordable housing options. The burdens are beginning to lift with Governor Hogan's initiatives, but the limited support in Annapolis poses a serious challenge. Another great challenge is that we have been governed without an eye towards our need to grow our private sector.

We have real advantages in our proximity to the DC area and the federal jobs that brings, and in the Baltimore Harbor, a major shipping and transportation hub. With legislators focused on our challenges, building our economy through reduced burdens and controls, and supporting our private sector, Maryland will experience the kind of growth its citizens and businesses deserve.

Russell: No response

Bratt: No response

Broccolino: No response

Ebersole: No response

Feldmark: No response

Heflin: No response

Hill: The Augustine and Kirwin Commissions have done commendable work in identifying and postulating solutions to Maryland's challenges with respect to the business climate and education, two areas critical to the state's continued and future success. In implementing the recommendations, we must be mindful to not only focus on solutions but to attend also to the methods and means, used to achieve our goals. Understanding the significant, unintended consequences that can be wrought when we focus narrowly on goals and failing to first design solutions which fare well when viewed through both an equity lens and an environmental justice lens. While such an approach may seem costly upfront, we incur far greater costs, in terms of both human and economic capital, down the road by doing otherwise, it is cheaper and easier to do it right than to do it over.

Howard: The top problem facing the state right now is the problem of environmental damage. However, this goes above and beyond cutting carbon emissions. Even if Maryland were to eliminate all carbon emissions, we cannot be sure our counterparts around the world did the same. Sea level rise is essentially inevitable.

At the same time, Maryland has more coastline per square mile of land than any other state. Our extremely long border with the water, while beautiful, provides extreme risk from rising sea levels. And the Chesapeake Bay is already rising faster than the oceans overall. Planning today to manage the rise of the Chesapeake Bay is the most complex and fraught problem our state faces.

This is because the issue touches on jobs, homes, how the Eastern Shore, exposed on three sides to sea should adjust, and other problems. This is above and beyond complexity brought by those introducing doubt about climate change for profit. The sooner decisions are made and any long-term planning begins, the cheaper and easier those solutions will be to implement. Accordingly, the state must address them now.

Weaver: Entrenched poverty in Maryland has fostered a divided society. You see it in crime distribution, educational disparities and even in political engagement. An increased minimum wage and educational reform will help.

Providing affordable health care is a real challenge, given how the federal government has shirked its responsibilities. Working toward a single payer system in the state can help, as well as some health clinics in the poorest areas, perhaps in “community schools.”

We need to mandate lower CO2 emissions and help utilities and customers achieve those lower levels.

Question 3: How would you rate the state’s competitive position in relationship to our neighboring states regarding attracting new employers and retaining and growing existing employers?

Hoee: I rate Maryland as having high potential. We have great opportunities to compete against neighboring and surrounding states, but not until we give our governor the full support that he needs. We need 5 additional republican senators to protect our governor’s vetoes and I am willing to serve as one of those senators. We need to support our teachers and police, which in turn will help to reduce crime. We need to implement business friendly policies and work toward becoming the easiest place in America to start, own and run a business.

Lam: No response

Sigaty: No response

Cockey: The crime in Baltimore City and workforce pool leaves a lot to desire with our natural resource, we should be the jewel of the Mid- Atlantic.

Harris: The state's competitive position for business is sub-optimal, not simply for the whole country but even for the Mid-Atlantic. Maryland has some of the most significant burdens and restrictions on business activity in the entire country, and most of it is unnecessary, especially since very little of it is duplicated elsewhere. There is significant room to reduce the burden of government without impacting, at all, Maryland citizens.

Russell: No response

Bratt: No response

Broccolino: No response

Ebersole: No response

Feldmark: No response

Heflin: No response

Hill: What an interesting question given that, if Amazon is the model of the large employer of the future (i.e. Bethlehem Steel or IBM),) we will soon have a real-time measure of how we rate and why.

By some measures - education, skills, major transportation access, public amenities, supporting industries, climate, lifestyle -, we compare favorably. But in areas such as regional transportation and taxes, we fare less well. The importance, however, of soliciting businesses does not negate the need for crafting solicitations based on full rather than cherry-picked information. Otherwise we will be unable to compete effectively.

The Prime Act legislation was a calculated bid for a corporate prize which I would be glad to see come to the area. However, I could not support the legislation because Sage's Economic Impact Report commissioned by the State, simply restated claims of potential benefits, without discussing and weighing potential associated state and local cost for schools, roads and other critical infrastructure. Nor did it project and compare the net impact to Maryland of H2 locating to northern Virginia or Washington, DC. This failure of due diligence was particularly glaring because of the encouragement given by Amazon for bidders to work collaboratively in preparing their proposals.

The fact that gains in revenues returned and jobs created are generally greater when we invested in supporting and , growing native businesses as compared to inducing outside businesses to move in-state, does not mean that we should choose one strategy over the other. We need to do both. But Maryland cannot make the right investments, place the smart bet, or win in the long run if we fail to do our homework.

Howard: Maryland has a long-running reputation for being anti-business. But our state is in the top fifth of states by GDP per capita, beating the national average by roughly 10 percent every year for the last 10 years. Importantly, we also beat Virginia, our only real competitor for business. The anti-business reputation is unearned and undeserved and the lives and amenities

we have in Maryland show it. Maryland is great for business.

Unless you're a starting a new business. Every business starts small and we have some of highest filing fees in the nation. For a small or microbusiness, annual filing fees can be as much as a tenth of your revenue. I know because I've paid them. We can make Maryland startup friendly by cutting filing fees and reducing other barriers to entry across the government. Because Maryland shouldn't be friendly to just big business.

Weaver: Regulations should be regularly reviewed so that they are effective, efficient and easily understood. We should also, if possible work towards making regulations more uniform across state lines to avoid a “race to the bottom.”

Question 4: Maryland has long had a reputation as a difficult state to do business in, which is reflected in the small number of Fortune 500 companies headquartered here. While there has been some progress in this perception in recent years, what steps could the State take to build both the perception and the reality of Maryland as a state that supports private sector employers?

Hooe: We need to improve transportation, reduce burdensome regulations, properly regulate insurance companies and promote business growth. We need to attack crime head on, and promote fair and innovative labor laws. Businesses and employees cannot operate in an unsafe environment and certain areas in Maryland are among the most dangerous in the world. This can no longer be tolerated.

Lam: No response

Sigaty: No response

Cockey:

- E-commerce focus
- Assign post as MD Ambassadors to foreign countries to attract investment

Harris: There is a lot of room to reduce the regulatory and tax burdens in Maryland without impacting essential services. There is a lot of space for real improvement. We can reduce the tax burdens and reduce many of the licensing and employment regulations that exclusively raise the cost of doing business without providing any advantages to the public or the business community.

Russell: No response

Bratt: No response

Broccolino: No response

Ebersole: No response

Feldmark: No response

Heflin: No response

Hill: Again, I would differ to the Augustine Commission recommendations and look towards implementing them with due diligence given to the details of the legislative proposals and the timing and sequencing of doing so, particularly as federal initiatives significantly impact our plans and efforts.

Howard: First, we should understand that the number of Fortune 500 companies headquartered in Maryland is a meaningless measure. Over the last 25-plus years, innovations in technology and logistics have made it possible to spread businesses across multiple jurisdictions and allowing business to do the right part of each job in the right place. Take, for instance, Under Armor (#527 on the Fortune list), makes their actual product in Asia, Central and South America and Mexico. Baltimore is just where accounting and finance happen. That's also why more than 80 percent of REITs are based in Maryland.

On to actual measures of business success, the two that tell the most are also places where Maryland outperforms. As noted in the answer to the last questions, GDP/capita is higher than most of the United States. The second is state unemployment. At the time I write this, Maryland is in the middle of the pack nationally, at 4.3 percent. Not bad, but not great either. This is a place where Maryland must pick up the slack, but as noted in my last response, the primary problem here is the state's startup culture and support system.

Weaver: Maryland has a customer base second to none. Reasonable incentives may be given to employers who seek to increase hiring, especially smaller firms “on the rise.”

Question 5: How would you tackle the state’s structural deficit?

Hooe: I have a plan to raise \$350 million per year without raising taxes by creating an immigrant pay to work program, whereby all 350,000 undocumented immigrant workers in our state would be required to purchase an annual temporary right to work for \$1000 and their employers would

be required to purchase a blanket hiring certificate. My plan will raise \$350 million annually in permit sales alone and millions more after income taxes.

Lam: No response

Sigaty: No response

Cockey:

- Create 10 year plan that gets revised every year
- Build infrastructure and slow housing growth

Harris: The driver of the deficit is spending. To reduce spending, we need to reduce the burdens on Marylanders, not only to reduce the costs of enforcing the regulations and taxes, but also so that our people can build themselves up and escape poverty. By continuing the trend of spending Maryland gets caught in a cycle of downwards progress.

Russell: No response

Bratt: No response

Broccolino: No response

Ebersole: No response

Feldmark: No response

Heflin: No response

Hill: This is not an area of expertise and I do not have specific solutions. I would continue to rely on my colleagues and the professional staff as the State continues to grapple with this dynamic issue during changing economic times including the anticipation of further shifting of federal responsibilities to the states.

Howard: Raise taxes.

Weaver: To the extent that Maryland needs more revenue, it should use the progressive income tax system to raise funds from those who have benefitted the most.

Question 6: The soaring cost of doing business limits innovation, expansion, and hiring. Numerous bills have been considered by the legislature in the past three years that many in private industry believe places large and small employers in an uncompetitive position. What are your thoughts and position related to a \$15 minimum wage, predictive scheduling, and other labor related legislation?

Hoee: I believe in paying people more, but I also believe that mandatory high minimum wages hurt businesses and employees. I believe that we need more apprenticeships, whereby employees work for less for a specified period of time and are then paid more as they develop their skills. I am not opposed to a limit on the amount of time that a person is paid an apprentice wage, in-other-words, if you have not been developed in a specified period of time, then you move on. As for scheduling, it should be worked out between the employer and the employee. It is simply not fair for government to interfere with a business's best practices.

Lam: No response

Sigaty: No response

Cockey: Minimum wage is not for raising families, it's entry level and for kids. Our workforce programs are broke. Partner with corporations to create high pay - more Vo- tech education

Harris: The net result of the \$15 minimum wage is to harm the poorest workers, who are often just starting out, whether out of high school or on their own. It will prevent them from finding productive work and not allow them to develop the skills and reputation to advance and rise above \$15. It would create a new permanent underclass. Not only that, but since labor is the primary cost of business, raising the minimum wage would just be captured by inflation in the long run. The costs of recreation, food, and clothing will increase to match the increased costs of labor.

Predictive Scheduling is an unnecessary burden on many businesses, especially small businesses with unpredictable needs. Extra costs to bring in staff will only hurt both employers and employees, by lowering wages and increasing the costs of meeting customer demand.

Currently, the scales are tipped so that it puts extra strain on businesses. This creates an unfriendly environment and is not economically sustainable long-term. I oppose these initiatives; overtaxing and regulating businesses is not the solution to making Maryland less expensive.

Russell: No response

Bratt: No response

Broccolino: No response

Ebersole: No response

Feldmark: No response

Heflin: No response

Hill: Being only a few years out from the recession, many small businesses are just re-establishing financial stability. Meanwhile, we see unprecedented profits in business, generally, and a widening wealth gap. There's no question that the recently set minimum wage is insufficient. At the same time, differentiating between a training wage, starting wage, minimum wage and a living wage should be part of the discussion. Additionally, workers may be - hired at a reasonable wage but receive no increase in salary and benefits over time. When wages do not keep up, at a minimum, with increases in the cost of living, the public sector is left to address unmet financial needs - subsidizing housing, food and health care, etc. This occurs even when by virtue of their length of employment, hours worked, skills demonstrated, and increasing profits, they should be earning enough to support themselves. The middle class fears they are falling behind because they are.

An indexed increase in the minimum wage is part of the solution, but negative effects must be mitigated through tax credits, gradual phase-in, identifying different employment categories and wage levels, exclusions wages, accounting for geographic economic variation, or other measures.

Similarly, the need for predictive scheduling is real, but ,one-size-fits-all solution is not ideal.

These problems affect significant numbers of people and opponents to these and similar initiatives should engage and offer alternative solutions. If the business community and workers cannot arrive at a solution collaboratively, it is likely that one will be legislatively imposed. Under those circumstances, I would tend to support an imperfect bill that helps individual workers over supporting the status quo.

Howard: First, we should raise the minimum wage. The minimum wage has fallen in real terms, but especially in Maryland, the rise in cost of living has exceeded the rate of inflation. Simply indexing the minimum wage would not provide the simple fix everyone hopes for. Accordingly, I support raising the minimum wage to \$15, though I do think it should be phased in over a 5-7 year period to prevent a market shock.

Predictive scheduling is a necessity. Those most affected by predictive scheduling are those who (1) have children and must be able to secure childcare and (2) must work multiple jobs to make ends meet, especially since employers are reticent to give their employees full-time positions. When working multiple jobs, it is necessary to have predictive scheduling to prevent conflicts in scheduling.

Other labor-related positions depend on the proposal.

Weaver: I am pro-labor, as you have seen. I also have been an employer, so I know that, in the end, work must be done on the job in order to generate the revenue that sustains all of us.

I favor a higher minimum wage, even if we have to pay 50 cents more for our burgers. Predictive scheduling is hard to legislate, given the complexity of the scheduling process, but we should nevertheless try to make schedules more predictable so that some can work the second job they need, provide child care, etc.

Question 7: Each legislative session seems to find more bills passed along party lines. How will you work in a non-partisan manner with legislators whose party differs from your own?

Hooe: I will find common ground with my fellow legislators, for example: The environment is important to us all, but the manner in which we legislate the protection of it differs by party. As a state senator, I will rewrite comar, so that vehicles with significant oil leaks would be required to be repaired before they could operate on Maryland roadways. Every year tens of thousands of quarts of oil and antifreeze are leaked into the Chesapeake Bay and I believe that this is unacceptable. We can correct this problem and others like it easily, by making common sense changes to existing laws.

Lam: No response

Sigaty: No response

Cockey: I'm a person not a party, I'm the small business guy with common sense.

Harris: This is one of the reasons that I'm running for office. It's about effective representation for the district. We need more legislators in Annapolis who can reach across the aisle and serve the best interests of their constituents. These issues require well-thought out solutions meant for the long-term, rather than quick band-aids that are pushed through to claim progress. To reach such solutions, we need legislators that can put people over politics. This is something we need more of in every branch of government. Annapolis has become disconnected from its obligation to serve the people.

Russell: No response

Bratt: No response

Broccolino: No response

Ebersole: No response

Feldmark: No response

Heflin: No response

Hill: I disagree with the premise of the question, and I work with legislators interested in similar outcomes whose partisan ideologies differ from my own. ,By focusing on the shared desired outcome, discussing how and why our underlying assumptions as to cause, effect, conditions and predictive results differ, solutions can often be found that are satisfactory to both sides. In addition, legislators on either side often shift their position when confronted by arguments from the advocates, request of constituents, and personal stories which expose us to lived realities of which we'd been unaware.

Going forward, I would continue to work the sameway.

Howard: It depends on the nature of the proposal. Some bills naturally pull together diverse constituencies. Others, not so much. When the bill lends itself to working across the aisle, then we should let nature take its course. When the bill does not, and the opposition is recalcitrant, finding common ground may not be possible. Letting nature take its course is again, appropriate.

Weaver: I appreciate political differences and enjoy the debate. I know that everybody can learn and I am willing to do so.

Legislative District 13

Question 1: If elected, what will be your top three legislative priorities and why?

Guzzone: No response

Yates: No response

Atterbeary: No response

Pendergrass: No response

Pretlow: No response

Terrasa: No response

Turner: No response

Question 2: What are the top challenges facing the State, and what solutions do you have to solve them?

Guzzone: No response

Yates: No response

Atterbeary: No response

Pendergrass: No response

Pretlow: No response

Terrasa: No response

Turner: No response

Question 3: How would you rate the state's competitive position in relationship to our neighboring states regarding attracting new employers and retaining and growing existing employers?

Guzzone: No response

Yates: No response

Atterbeary: No response

Pendergrass: No response

Pretlow: No response

Terrasa: No response

Turner: No response

Question 4: Maryland has long had a reputation as a difficult state to do business in, which is reflected in the small number of Fortune 500 companies headquartered here. While there has been some progress in this perception in recent years, what steps could the State take to build both the perception and the reality of Maryland as a state that supports private sector employers?

Guzzone: No response

Yates: No response

Atterbeary: No response

Pendergrass: No response

Pretlow: No response

Terrasa: No response

Turner: No response

Question 5: How would you tackle the state's structural deficit?

Guzzone: No response

Yates: No response

Atterbeary: No response

Pendergrass: No response

Pretlow: No response

Terrasa: No response

Turner: No response

Question 6: The soaring cost of doing business limits innovation, expansion, and hiring. Numerous bills have been considered by the legislature in the past three years that many in private industry believe places large and small employers in an uncompetitive position. What are your thoughts and position related to a \$15 minimum wage, predictive scheduling, and other labor related legislation?

Guzzone: No response

Yates: No response

Atterbeary: No response

Pendergrass: No response

Pretlow: No response

Terrasa: No response

Turner: No response

Question 7: Each legislative session seems to find more bills passed along party lines. How will you work in a non-partisan manner with legislators whose party differs from your own?

Guzzone: No response

Yates: No response

Atterbeary: No response

Pendergrass: No response

Pretlow: No response

Terrasa: No response

Turner: No response
