



Activehours, Inc d/b/a EarnIn
391 San Antonio Rd,
Mountain View, CA 94040

March 4, 2025

The Honorable C.T. Wilson
Chair, Committee on Economic Matters
Maryland House of Delegates
Room 230, House Office Building
Annapolis, MD 21401

In support of MD HB 1294 - Earned Wage Access and Credit Modernization

Dear Chair Wilson and members of the committee:

My name is Kyle George, and I am the National Political Director for EarnIn, one of the largest providers of Earned Wage Access services, or EWA, in the country. As a former resident of Maryland, it is a privilege to testify in support of HB 1294 today.

In the business context, we readily understand that *when* a business gets paid can be as important to its success, as how much it gets paid. A business with significant accounts receivable may struggle to meet its financial obligations, even if they may be doing fine on paper.

But families also worry about cash flow. For decades, policymakers have recognized the plight of families living paycheck-to-paycheck. And for decades, solutions that address the crisis have been elusive. Earned Wage Access (EWA) does not solve the issue of how much workers get paid, but it does address the timing of when workers can access the wages that they have already legally earned.

Working class Marylanders often make difficult decisions when the month is longer than their paycheck. I know from personal experience that families often have to make difficult decisions about which bills they must pay this month, which bills can be late, or even if it is more cost effective to incur an overdraft or a late fee. Often, these decisions arise because due dates arrive before paydays.

HB 1294 would enshrine safeguards that protect Maryland consumers from more expensive alternatives such as expensive credit cards fees, overdraft fees, or late fees, by



allowing them to access their own wages that are sitting just out of reach and won't arrive in time. And HB 1294 ensures that EWA is always non-recourse, and that free options are always available to Marylanders.

The EWA business model empowers consumers because all fees are voluntary, and customers can reschedule or postpone their need to repay with no penalty if life happens and they can't repay. There are never any mandatory fees, credit checks, late fees, interest or credit reporting under the current framework. Being non-recourse, consumers will always retain the legal right to walk away from EWA provider without fear of collections or negative credit reporting.

In Maryland, more than 92,000 residents have used our earned wage access product, including more than 40,000 last year. The top employers of our customers include Johns Hopkins Medical, Baltimore County Public Schools, Baltimore City Public Schools, and Prince George's County Public Schools.

For too long, policymakers have done little more than paid lip service to families living paycheck-to-paycheck. It is refreshing to see Maryland take meaningful action to provide a solution to the crisis, by codifying the consumer-friendly and worker-friendly benefits of Earned Wage Access. I encourage the Committee to pass HB 1294 and ensure your constituents have access to this safe and effective product.

Sincerely,

Kyle George

Kyle George
National Political Director
Activehours, Inc, d/b/a EarnIn