

To Whom it May Concern

I am a member of two restaurant groups in Annapolis, Maryland. One of which I am the Operating Member.

I reached this position as a restaurant worker first. I dropped out of college when I was 20 years old and began my career as a prep cook and line cook. I then moved to the front of house as a tipped employee. I also acted as the catering manager for this company which was a big job, we did thousands of dollars in catering events that ranged between 100-10000 people. I then became an assistant manger for a couple years. I left this position to accept a General Manager (GM) position with a different company. After almost two years I accepted a GM position with my original restaurant group at their flagship restaurant.

One of my co-workers started opening Five Guys Burgers and Fries franchises in Washington DC and he offered me a position to manage all of their stores as a Director of Operations. We opened several stores and I eventually left to manage several units for a different franchisee of Five Guys in Southern Maryland,

After almost 9 years in these positions I came on board with my brother and his wife to open a restaurant in Annapolis, MD. We have been in business for 13 years, and the second business we opened was right down the street and my wife is the other operating partner.

The reason I wrote a quick synopsis of my resume is I'm not sure any of this would've happened if entry level or tipped employees were paid \$25/hr.. This sort of requirement puts a very heavy burden on employers (especially small employers) and basically eliminates entry level positions. It also eliminates the opportunity for kids to earn money in the summer and on breaks from school because of the investment required to bring someone in, train them, and compensate them.

It will necessarily cause us to cut jobs that are available and it will requires us to limit the hours required to operate our business.

As for tipped employees, there are some fantastic benefits of their pay structure. Tipped employees are guaranteed minimum wage under the current law, but they can far exceed that pay rate through tips. It's extra incentive to represent themselves and their employee in a good light and it certainly rewards them for that, but does not put the burden on the employer up front. I would say that service standards will drop. If employees are no longer encentivised by performance, that excellent work will stop, almost entirely.

I write this as someone who realized early in my career that excellent performance and learning your chosen profession has great benefits. When we start by guaranteeing the equivalent of \$50,000.00 per year, what will happen to the incentive to learn? To get better? To achieve the benefits I have earned without any degree. Mind you, I am far from wealthy, but we own a home, we each own a car, and when we aren't working, we get to enjoy life a little bit. I worry that none of this will continue to happen if enough money is handed to anybody that can get hired.

Sincerely,

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