

March 17, 2026

Delegate Heather Bagnall
Chair, House Health Committee
241 Taylor House Office Building
Annapolis, MD 21401

RE: Written Testimony in SUPPORT of HB 1472, “Better Small Business Employee Benefit Act of 2026”

Dear Chair Bagnall, Vice Chair Cullison and Members of the Committee:

ADP TotalSource appreciates the opportunity to provide comments in support of HB 1472, legislation that would align Maryland with the 47 other states that permit professional employer organizations (PEOs) to offer large group health plans to the worksite employees of our small business clients regardless of client size.

ADP TotalSource is the country’s largest PEO with over 18,000 clients and more than 750, 000 worksite employees. We partner with small and mid-sized businesses, providing them with comprehensive Human Resource services and their worksite employees with top of the line benefits. Our Maryland footprint includes 54 clients, 6,553 worksite employees and an office in Middle River.

In Maryland, ADP TotalSource sponsors fully-insured large group plans that comply with the Affordable Care Act (ACA). The carriers we primarily partner with in Maryland are Aetna and UHC. We work with insurance advisors and brokers to ensure both a compliant *and* robust selection of plan offerings for worksite employees.

HB 1472 would meaningfully broaden access to stable, comprehensive health coverage options for Maryland’s small business community. As many small employers continue to confront escalating costs and constrained market options, this legislation would create an additional avenue to secure more affordable, high quality health benefits for PEO worksite employees. Providing this flexibility would strengthen the ability of small businesses to compete for talent while maintaining responsible and compliant benefit structures.

For these reasons, we respectfully request that you vote favorably on HB 1472. If you have any questions, please contact me at melissa.kelly@adp.com or our legislative advocate, Bill Frick, at 240.475.8251.

Thank you for the opportunity to provide comments and for your consideration.

Sincerely,

Melissa Kelly
Senior Director, Government Relations