



RE: Cook County Paid Sick Leave Ordinance

To Whom It May Concern:

As a business owner, today's environment is very challenging. These new ordinances would affect our business in a negative manner. We offer an extremely rich benefit plan, including providing Full-time employees 2 sick days per calendar year, & the new ordinance would affect our Company by the 118 employees that would be off an additional 354 days a year. This would create a substantial cost to our business for actual time off and productivity that is unmeasurable at this time.

This would negatively impact our business and productivity, as well as negatively impact the employees as this could lead to lay-offs and hiring freezes. There are several positions within the Dealership where we do not have back-up, and this would have a direct impact on our Customer Service. We strive to deliver the customer with a lifetime experience when they visit our Dealership, and the additional sick days will have a direct negative impact on our Customer Service, productivity, and efficiency.

In addition, we have increasing costs every year, including taxes and healthcare, and would have to adjust our benefit plan accordingly to recoup long-term costs of this ordinance.

Sincerely,

A handwritten signature in dark ink, appearing to read "David Nocera", with a long horizontal flourish extending to the right.

David Nocera
Dealer Principal