



February 15, 2016

Representative Paul Holvey
House Committee on Business and Labor
900 Court Street NE
Salem, OR 97301

Dear Chair Holvey and Members of the Committee:

I am John Stadter CEO and Co-Founder of FCR, a call center company that provides inbound customer service and technical support services to clients all over the country. We strongly support raising the minimum wage as passed by the Senate.

Our 1400 + employees are located in the rural Oregon communities of Roseburg, Grants Pass, Coos Bay, Veneta, and Independence, as well as a Eugene Corporate office. Our call centers are in rural communities because that is where there is a tremendous need for jobs and a great workforce.

My initial reaction to the minimum wage proposal was negative and fearful. Rather than give into the fear, I took up the challenge: how could we improve pay for our employees and still keep the company on solid ground.

After doing some financial modeling two things became clear: The ramp time must be long enough to adjust our business. Second, \$13.50 was the tipping point beyond which we could not make it a win-win. The Senate bill meets both criterion and works well for us.

The Senate bill has another important feature, one that does not affect us but is important never the less. That is to recognize the differences in the economy in different parts of the State. I think the Senate bill strikes a good balance relative to the different economic needs within the State.

Finally, and most critically at this stage, we are not willing to gamble our business on the hope of defeating ballot measures. The impact of their passage would be devastating. We would rather lead on a reasonable solution and gain the certainty that the way forward is well reasoned and good. That is why I again urge passage of a minimum wage bill in the House.

Sincerely,

A handwritten signature in black ink, appearing to read "J. Stadter".

John Stadter, CEO

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