

To Whom It May Concern:

As the chief executive of a small company, I am appalled at the proposed new rule which intends to narrow the “advice exception” under the Labor Management and Reporting Disclosure Act. Simply stated, there is no need for such a rule; more importantly, it is counterproductive and even destructive.

The burden that such a rule will place on small companies such as ours will add work that brings no benefit to either employees, customers, or our community, and will stifle any investment and subsequent job creation.

As a small company, we do not hire many consultants or attorneys. However, during the past two years, we have engaged consultants to assist us with the development of a new strategic plan, and again to help us to increase our manufacturing efficiencies by eliminating waste in our production process. In the course of both of these projects, the consultants worked directly with many of our employees.

In the future, we had hoped to engage consultants on additional projects, including:

- The selection and implementation of a new information system which would ultimately allow us to expand our business and create more jobs
- The development of an employee and customer product training program
- The implementation of an employee survey which would point out to management the ways that we might make this company a better, more rewarding place to work.

With the additional reporting requirements that the proposed new rule would place on us, I seriously doubt we will undertake any of these projects. The reviewing and reporting burden would cost us too much for us to justify such programs.

We also send employees to trade shows several times a year, and they regularly attend industry-specific seminars and presentations at these trade shows. Under this new rule, we would have to either review the agenda of every single trade show or conference, or simply prohibit our employees from attending them. Opportunities to gain expertise and industry knowledge and become more competitive – which would lead to more job creation - will be lost if we do that.

In addition, we communicate from time to time with an outside attorney on issues pertinent to our business, in order to make sure we are in compliance with all tax, labor, and competition laws. I suppose we will either have to review every such communication in the future, or cease having discussions with our attorneys, thereby further increasing our risk.

Ultimately, the proposed rule will add to companies such as ours a tremendously costly and unproductive review and reporting burden. In addition, the potential

criminal liability that every consulting or legal relationship would bring will make many of them simply not worth the risk. The net effect of this rule will be to hamper growth, investment, and job creation for companies - all of this in the interest of the labor unions, and at the expense of the working people who depend on our company and others like ours to provide a living to them and their families.