

My name is Aaron Seyedian and I am the founder of Well-Paid Maids, a living-wage home cleaning company based out of Takoma Park. We have been in business since 2017 and employ over 30 people.

My company supports this bill. As a Maryland small business, we believe this is the right thing to do for workers and job-seekers. In addition, we already do this – all job opportunities at Well-Paid Maids are announced with the starting pay included – and I can't imagine operating any other way. I also can't imagine why being required to do this would be a big deal for any other business.

If we didn't do this, a great deal of time would be wasted reviewing applications and engaging with candidates who wouldn't consider working for what we pay.

Because we are so up front about our compensation, I know that we can review applicants for fit and qualifications, not affordability. This way, we spend less time hiring and have better outcomes with retention. As a small business without a large HR team, that time and cost savings is crucial.

We also appreciate that the law requires employers to include in a job announcement a "general description of benefits and other compensation" in addition to the pay range. This allows us to provide a fuller picture of what we can offer an employee. In addition to our starting

wage of \$24 per hour, we offer a comprehensive benefits package and its details are important. Every job seeker should know that information coming into the interview so that they don't miss a crucial opportunity to ask questions and understand their total compensation package.

From a workforce development and modernization standpoint, this bill is beneficial. American society encourages people to educate and train so they have access to better job opportunities. But if employers aren't transparent about what they can pay, Marylanders will be held back in their efforts to move into higher paying jobs.

In fact, in [one study](#), pay transparency shifted education choices, especially among poor students, leading them to majoring in fields with higher economic return. And, for those already in the workforce, posting pay ranges helps workers get information on which industries pay better and allows them to hone in on higher-paying industries. I believe, under the status quo, we are doing Maryland's economy and workforce harm by creating additional friction in the hiring process and allowing pay to be kept secret.

I urge a favorable report. Thank you.