

From: **Cassidy** <cassidy@cassidybrooke.net>
Date: Thu, Mar 8, 2018 at 2:12 PM
Subject: The latest draft of S.94 Remote Work bill
To: msirotkin@leg.state.vt.us

Hello,

I just read through your draft of the S.94 Remote Work bill. I think it is a bad solution for the problem of acquiring talent in Vermont, and I ask you to consider other options.

Transplants to Vermont should not get a tax credit. They should have to pay their fair share of taxes like native Vermonters. By providing them a tax credit, you undercut the people who are working hard to thrive here.

I believe it's a bad idea to provide transplants with a tax credit because it will push skilled native Vermonters out of the talent pool. The next generation of skilled native Vermonters are struggling to find jobs in the work force. If you encourage older (age 30 - 40, most likely coming here to settle down and get a high quality of life) workers with experience working at large corporations to come to Vermont you will raise the standards too high for native Vermonters to ever meet. Native Vermonters will be pushed out of the state to find work, because their local credentials will not be able to compete with those of transplants.

Here is my reasoning:

1. Most transplant remote workers will probably be working in tech, marketing and business at large corporations (small companies are less likely to let people work remote), hence they will have high salaries and not need a luxurious tax credit
2. If they ever stop working at their remote job, they will look for work within the state, taking the jobs that are very competitive and hard to find for native Vermonters
 - For example, if a Vermont tech company wants to hire an employee, the person who grew up in California and worked for Google will get the job over someone who grew up in Vermont and worked at Logic Supply!
3. There is not a lack of talent in Vermont. Companies just need to actually hire young people, which they are incredibly reluctant to do!

I feel very strongly about this. Partly because I am a fifth generation Vermonter and the first of my generation to finish college. My family has a dairy farm and my father is a logger. I put myself through Champlain College with no financial help from my family and little aid from scholarships. I obtained a BSc in Computer Science with a B+ average. I now pay \$887 a month in student loans.

It's been two years since I graduated and I have yet to find a full-time job. I have had five programming internships and contracts-to-hire at Vermont tech companies, and volunteered at three different organizations, none of which have evolved into a "real job" and none of which have paid over \$15/hr. I have applied to over 70 positions since I graduated, and often get to the final round of interviews then mysteriously don't get an offer. I fear going back to work on the farm because I will not be staying competitive by working in my industry, and having a blank spot on my resume would most likely hurt me even more. So I take all the unstable opportunities that I get. I suspect I haven't been able to find a real job because 40 year old transplants get them. It is extremely tempting for me to move to New York City where a 25 year old will be rewarded for good, hard work in their field and there will be a hope for a financially well-off future.

It would be greatly insulting to me to see transplants get more opportunities than native Vermonters. I think it would further perpetuate the issue of young people leaving the state after college.

Please consider other options, because the one you are proposing is NOT sustainable for the generations to come and puts them at a disadvantage. Perhaps provide a tax credit to native Vermonters who stay working in the state after college? Or provide a tax credit to businesses who hire native Vermonters?

Sincerely,
Cassidy Brooke