



Advocating for Ohio agribusiness by creating a sustainable business climate through collaborative policy leadership, continuous education and effective communication.

August 31, 2015

Wage and Hour Division  
US Department of Labor  
Room S-3502  
200 Constitution Avenue, N.W.  
Washington D.C. 20210

ATTN: Docket ID No. WHD-2015-0001; RIN: 1235-AA11

RE: Comments on Defining and Delimiting the Exemptions for Executive, Administrative, Professional, Outside Sales and Computer Employees

To Whom It May Concern:

The Ohio AgriBusiness Association opposes the US. Department of Labor proposed rule to increase the standard salary level for the exemption from minimum wage and overtime pay for executive, administrative, professional, outside sales, and computer employees.

Raising the salary threshold from \$23,660 to \$50,440 annually is a significant increase. It will dramatically increase labor costs and ultimately the cost of doing business; an impact which will be felt most by America's top job creators: small businesses. Small businesses, including many agricultural retailers, do not have the ability to adjust to dramatic increases in labor costs without detriment to their business or the people they employ. This rule puts small businesses at a disadvantage and will have a significant impact on their ability to maintain competitiveness in the market.

An employee's compensation should be determined by their skills and qualifications, the market, and the duties of that role, not an arbitrary threshold. The agribusiness industry is very concerned about the impact of this rule on businesses and their ability to operate competitively in the marketplace. We oppose the proposed rule and request that the Department revisit a more appropriate standard salary level.

Sincerely,

A handwritten signature in black ink that reads "Christopher Henney".

Christopher Henney  
President and Chief Executive Officer

