

Dear Members of the Ohio House of representatives:

As an elected Republican for over a decade and current corporate attorney in Cincinnati, I write in strong opposition to House Bill 454. Putting aside the medical professionals', including all major hospital systems, nearly unanimous opposition to the Bill, this type of legislation carries the potential to undo much of your good work over many years to attract, retain, and grow business in this State. Creating strong incentives for companies of all sizes to choose Ohio as their home has been a strong priority of our State's elected leadership over many years. We have seen great progress!

H.B. 454 telegraphs to all that our priorities have changed. Many business leaders with whom I have spoken agree. The message this type of legislation sends is that our goals lie elsewhere. Moving down this path changes our story; a path which young professionals seeking new careers notice. Attraction of talent is the number one issue today of many companies. Legislation such as H.B. 454 creates a barrier and disincentive to young talent to relocate here. It is not outside the realm of possibility should this type of legislation become law that Ohio will see corporations departing for more business/employee friendly states.

We are in an economic environment in which Ohio should and can succeed in seeking business relocation. The coasts are out of favor. Our tax structure has vastly improved under your leadership. The time is right. This type of legislation can stem

those tides. A legislature which changes focus to these cultural wars will undermine years of effort. The prospect of boycotts is a real possibility, even a likelihood. It can become a deciding factor in companies' decisions on where to reside.

Let's keep focus on growing our economy and allowing Ohio to achieve our true potential. H.B. 454 will do the opposite.

**Gregory P. Hartmann**

Of Counsel

[GHartmann@KMKLAW.com](mailto:GHartmann@KMKLAW.com)

**KMK | Law**

**Keating Muething & Klekamp PLL**

One East Fourth Street | Suite 1400 | Cincinnati, OH 45202 | [Map](#)

Direct: (513) 579-6984 | Fax: (513) 579-6457

[kmklaw.com](http://kmklaw.com) | [KMK on LinkedIn](#) | [KMK on Twitter](#)