

**Meg Frisch, Technical Director Engineering  
Ohio Fortune 500 Company**

Chairwoman Roegner, Representative Click, and members of the Ohio Senate Government Oversight Committee,

HB68 will cost the state of Ohio about \$3 million and Ohio companies about \$30 million annually. Ohio voters are concerned about the economy and job security. This bill does not support a financially responsible Ohio and I implore your NO vote.

Passing HB68 will force good talent living in Ohio to relocate to new states and drive away good new talent that would have considered moving to Ohio for work. Implementing HB68 will destabilize Ohio's labor market and potentially driving Ohio businesses to new state leaving lasting effects for years.

Based on 2020 census data, there are roughly 10,000 households that have at least one transgender youth. If half of those households leave Ohio to ensure proper care, Ohio will lose about \$3 million in revenue if those positions are never filled or are moved to another state. Ohio companies will lose \$30 million from duplicative or unsuccessful efforts to attract, recruit, train, and retain talent. Some Ohio companies may decide to relocate to a state that enables attracting good diverse talent. This would allow them to recoup their losses and continue to operate with the talent they need.

Also of note Ohio will be the 24<sup>th</sup> state to ban medical care for transgender youth. There are only 15 states with protections in place for transgender individuals. From my recruiting experiences for my company, many students that fall on the LGBTQ+ spectrum are asking if we have open jobs in Safe Haven states like Minnesota. Considering that 25% of Gen Z identifies on the spectrum, that significantly reduces the potential work force candidates. Another factor that could destabilize the labor market, drive companies out of state, or shift positions to remote work. Whereas those 15 states with protections in place, will have an unproportional surge of talent seeking employment there. Their labor market will be booming and cause significant revenue boosts.

With election around the corner, are you really willing to gamble that your constituents are more concerned about medical access for transgender youth than the economy? Hint hint, Ohioans sight the economy as their top issue and over ¾ of the population believe transgender kids should be left alone. Remember that over 75% of all school board candidates that ran on anti-trans campaign promises were not elected.

HB68 will hinder Ohio irreparably and I implore you to vote NO.

Thank you for your time,

Meg Frisch, Technical Director at an Ohio Fortune 500 Company.

[See my full calculations and footnotes in my House Public Health Committee Testimony.](#)