

# Congressman Blaine Luetkemeyer Talks Building The Economy And Supporting Small Businesses

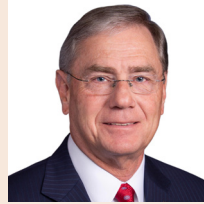
**PAYCHEX**  
Business  
Series

Coronavirus



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## Full transcript

### **Gene Marks:**

Hey everybody, and welcome to the Paychex Business Series podcast. My name is Gene Marks. I'm glad you're joining me because on this conversation today, I'll be speaking with the ranking member of the House of Representatives Small Business Committee, Blaine Luetkemeyer. Blaine represents the Republicans on this committee, very much involved with a lot of small businesses issues and we're going to be talking about those issues that impact your small business, including the minimum wage and how that might impact you and whether or not he feels that it's a good thing for the economy.

### **Gene Marks:**

Unemployment payments are being made, deficit spending, as well as other things where there might be some bipartisan agreement, particularly on infrastructure. Ranking Member Luetkemeyer, thank you so much for joining me. I'm glad that you're here.

### **Blaine Luetkemeyer:**

My pleasure, Gene. Good to be with you today.

### **Gene Marks:**

You have just become the ranking member of the Small Business Committee for the House, and I'm curious how that first of all came about and what your experience is with the committee and small business in general?

### **Blaine Luetkemeyer:**

Well, thank you for the question. I spent 10 years on the committee and then I stepped off last session when the Republicans lost the House and we didn't have enough slots for all of the freshmen to be able to serve on different committees. And so, I already serve on the Financial Service Committee as well, and so I offered that slot up so that some freshmen could have that slot, and so they took it.

**Blaine Luetkemeyer:**

And now they've asked me to come back on the committee and be able to lead that committee because there really is no senior leadership on there. Most of all the senior members have all left the committee and we have term limits on our committee chairmanships and Chairman Chabot, and Ranking Member Chabot, who was turned down, couldn't hold out with the chairmanship or ranking membership anymore. So they asked me to consider it. I did, and made my presentation at the steering committee meeting, and was given this opportunity.

**Gene Marks:**

Good. I'm glad. In the years that I've been writing about the committee, and I've interviewed Congresswoman Velazquez, Congressman Chabot as well. It is a rare place in Congress that is quite bi-partisan because I think the members do share many of the same concerns about the issues affecting small businesses. Has that been your experience as well?

**Blaine Luetkemeyer:**

Yeah, I think it is fairly bi-partisan. I think, myself having a business background, it enables me to be able to understand the issues on there and I know that serving on the steering committee as well, that when we populate the committees, we try and find individuals and individuals who asked for these committees that are a nice match from standpoint of their backgrounds, their interests, their districts.

**Blaine Luetkemeyer:**

And so when we have our members on the committee, those folks actually do have some sort of a background in small business or a lot of small businesses in their district, or they have an interest in small business of some kind. So they're people who genuinely want to be on the committee, who are interested in the welfare of small businesses and want to participate. So it's a good mix of folks and as a result, we get a lot of good, in my experience anyways, we get a lot of good back and forth in the hearings with regards to the issues that are discussed those days.

**Gene Marks:**

So as you and I are recording this now, and we're in the latter part of January, and as this will be listened to, President Biden's stimulus proposal is out there. It's going to be taken up by Congress and discussed and debated. I picked out a few items from his stimulus proposal, Congressman Luetkemeyer, that affects small businesses. And I do want to just hear your insights, your thoughts as a member of the committee.

**Gene Marks:**

So the first item that he mentioned, that he has in this proposal, is about increasing the minimum wage nationally to \$15 an hour. So can you share with what is your opinions on that? Is that good or bad for small business? Does that depend? What are your thoughts on the minimum wage?

**Blaine Luetkemeyer:**

Well, I think generally, it's bad for small businesses. I think, there's a difference between locales across the country, whether you're in New York or whether you're in my home County of Miller County in central Missouri, which is very, very rural. I mean, there's a big difference in having a small business in Miller County versus downtown New York, what kind of wage you'll pay.

**Blaine Luetkemeyer:**

But I think generally speaking minimum wage is something that is not helpful to most small businesses because they're, at the present time, their business model is built on a certain wage scale for their employees and if you suddenly increase that significantly, they're going to have to make some choices. Whether you retain employees by an increasing your pay to them and then have to increase the cost of your product or service your giving, or do you let employees go and find an alternative, downsize for instance, or do you go find some way to automate?

**Blaine Luetkemeyer:**

So I think it affects employment on many, many levels and I think, while it may sound good, to me, I've always talked about the unemployment, or the minimum wage, in the context that you really don't need a minimum wage if you've got a growing economy. If you have a growing economy, there's going to be competition for workers. For instance, before the pandemic hit, we had 1.2 million jobs more than we had people to fill them. So if you have that sort of a surplus of jobs, you're going to have employers who are going to really compete for employees, and they're going to drive that cost up as they can afford to pay it and adapt their pricing structure for their goods and services and it'll be a nice way to grow the economy in a managed way.

**Blaine Luetkemeyer:**

When you just across the board, unilaterally decided to raise the minimum wage, it has a very disruptive effect. And those businesses that can't raise their pay, they will go out of business and it's quite unfortunate because that has a ripple across not just that particular business, but across the entire local economy of an area. So I think, again, I'm not a big fan of the minimum wage. When you have a downturn in the economy where people become unemployed, that's whenever you may need a floor, but you don't need a floor in growing times.

**Blaine Luetkemeyer:**

So when people start talking about a minimum wage to me, it's like, "Okay, you're telling me that the economy is either stagnating or going to go backwards. Why do you need a minimum wage in good times?" And so I think, to me, if President Biden is putting a minimum wage in his bill, what he's telling me, he anticipates some bad times. And if he gets the heck out of the way and doesn't do this, with rules and regulations that are in place right now, and don't add to them, with the taxes that are in place right now, and don't change it, our economy is set to grow as soon as this pandemic is minimized, just like it was growing prior to the pandemic.

**Blaine Luetkemeyer:**

But if you get in the middle of this and you wind up with more rules and regulations and you increase taxes, you've changed the business model of the dynamic of our economy such that, you may need a minimum wage at that point because you're going to throw us into a recession.

**Gene Marks:**

Unemployment insurance. The President does want to extend the payments, actually increase them now, right now it's \$300 per week, the federal added benefit to the state benefit. He wants to increase that to \$400 per week through the end of September. A lot of business owners I speak to have struggled with this. They do care that their employees or ex-employees are receiving unemployment during these challenging times, but they have found that the federal benefit almost acts as a deterrent towards returning to work. So what are your thoughts on that provision of his proposal?

**Blaine Luetkemeyer:**

Rather than the \$300 or \$400 extra check, why don't you give those people a job? Why don't you quit the lockdowns so that people can be employed? And let me give you an example in my own state of Missouri. In Missouri, our lockdown ended mid-May in 2020. We had about a 5% increase in revenues for the state over 2019. Yes, let me state that again. We had an increase in revenues coming into the state of about 5% in 2020, over 2019.

**Blaine Luetkemeyer:**

Right now, we've got about a 4.4% unemployment rate, which is about 2.3% under the national rate of 6.7%. And we've got 200,000 jobs that are going unfilled at the moment. Whenever you start talking about unemployment, the choices that have been made by some of these governors on the coast and in Illinois, for instance, New Jersey, New York, and California, to shut down their states. Yes, they're paying a price for that, with the unemployment rates and all of that and we're supposed to bail them out for poor management. That's really frustrating to me to see that.

**Blaine Luetkemeyer:**

And it's interesting now that today, everybody's made headlines, which I think Washington D.C., Michigan, Illinois, and California, are all opening up as of Monday, if I'm not mistaken. So they're realizing the errors of their way. I've got a survey in front of me that Governor Cuomo did of his state between September and November of last year. And this shows for instance, that restaurants and bars only added 1.4% to the cases of COVID in his state. Personal and haircare folks, personal care and hair beauty salon folks, is 0.1% of the cases were attributed to COVID for those sorts of businesses.

**Blaine Luetkemeyer:**

So I think this is why you see them starting to open up. They realize that the businesses can walk and chew gum at the same time. They can make their businesses able to offer their services in a healthy way, that people can take advantage of their businesses in a healthy way, and everybody can win by this. So people can get their goods and services they need, the businesses can stay open and they do it in a way where they manage it themselves, between both the customer and the business, where it's a healthy situation.

**Blaine Luetkemeyer:**

So to me, my state as an example, you look at Florida, Texas, other states that have been open. Yes, we still have COVID cases, but the lockdowns haven't worked in states that have these lockdowns. You look at the death rate from Florida and New York, they're basically the same size population, but Florida had 20... 23,000 people where New York had 39,000 people.

**Blaine Luetkemeyer:**

So the lockdown is a huge problem, I think, when it comes to the unemployment, you unemployed people intentionally, and I think getting people back to work solves the problem more than this \$300 or \$400 check, which is, as you had indicated, Gene, is counterproductive. I've talked to lots and lots of employers, especially small business people. They just can't find enough people because people will stay home for this \$300 or \$400 check. The unemployment benefits is fine. If people are legitimately unemployed, they need to have some help. But some of these folks will not go back to work because they do get this extra check. They would go back to work if they were getting just unemployment, because they can make more going to work, then they can on unemployment.

**Blaine Luetkemeyer:**

Whenever you add the unemployment and this check, now they're making more money than going back to work and you have a lot of people that will... And I've had them tell me that. I've had people tell me, "As long as I get this check, I'm not going back to work. I can stay home and do this or that and make a little money on the side, a little cash business here and doing that, and I'm fine."

**Gene Marks:**

It's funny, I've had some clients complain to me that before COVID, they were having a difficult time finding employees because the economy is so strong. Now they're having a difficult time finding employees because the government is paying them more to stay home. So it's a similar issue.

**Gene Marks:**

Congressman Luetkemeyer, you have a lot of experience and a background in the banking industry as well. Both Republicans and Democrats have spent a lot of money on stimulus, for all good reasons, I believe, but it has put a huge amount of pressure on our deficits and of course our national debt. And our national debt itself, our public debt, is somewhere on record of like 140% of our gross domestic product. The proposals by the Biden administration will add to that.

**Gene Marks:**

And I'm not saying that they're good or bad. Again, I believe people do things with the right intention, but as a business owner, based on your experience in financial services, what does business owners have to be concerned about with such a significant increase in our deficits and our national debt?

**Blaine Luetkemeyer:**

Well, I think there's two things there. I think you've got inflation that could take place if you keep pouring money into the economy and then not be targeted and I think then you also wind up with higher interest rates, which could be detrimental. So you wind up with inflation and higher interest rates, it's a double whammy to your small businesses, especially. Now I'm not necessarily against some of the things we've done. I voted for some of these programs because I think it's kind of like whenever you break a leg and you can't go to work, but you still have bills to pay, what do you do? You go to the bank or a credit union, you borrow the money to pay the bills for six weeks so that you can get by. Then when you get back on your feet, what do you do? You pay it back.

**Blaine Luetkemeyer:**

I don't have a problem with that. The problem that we have at the national level is borrowing the money to be able to get us through this problem, but then we don't stop and start paying it back when we get back to good times. There's where the problem is. When you get in a crunch like we're in right now, yes, this is a time that you do some extraordinary things like borrow money to be able to get through it. But when we get out of this mess, that's whenever we need to take a step back and say, "Okay, we've got to pay the money back. Now we need to balance our budget and find a way to minimize these increased costs that we're incurring because of the debt that we're adding to ourselves here."

**Blaine Luetkemeyer:**

So I don't, again, just to summarize, I'm not necessarily against some of this spending that's going on, but when we get done with it, we need to start finding a way to balance our budget and start paying it back. And I think the money that we're spending needs to be very targeted. What we've found now over the last several months, initially, we had no idea what was going to happen. And so we're just did what we thought was a scatter gun approach, just try and help as many people as we could. But now we know, and we've seen the economy pickup in various parts of the country and then we see various industries that are doing fine, but we do know where there needs to be some targeted relief.

**Blaine Luetkemeyer:**

And I think that's the problem. That's what we tried to do in our bill that we passed in December, end of December here. And this is, I think, the problem that that President Biden has with his approach. His approach goes back to well, let's throw all the money we can at the problem and it'll all find its way to the right place. No, no, no, no. This is \$1.9 trillion dollars, that we really don't need to spend in my mind because it needs to be more targeted than that. And I'll give you another quick example there. With regards to the state and local money in there. I asked the question in committee of a former budget director, "How many dollars do we need to put into our CARES Act 2.0, which we were discussing at the time, to be able to make the states whole from what they're losing as a result of COVID?"

**Blaine Luetkemeyer:**

And he said, "Look, most states are doing okay with their sales tax revenue. It's the income tax revenue with the shortfall and he says it takes about \$200, \$250 billion to make them whole from what they're losing as a result of COVID. What President Biden is doing is he's got this significantly higher than that and what he's trying to do is help these states who have been mismanaged all these years, especially their pension plans, to be able to help bail those plans out.

**Blaine Luetkemeyer:**

Now, I don't mind helping those states to the extent that they've got COVID expenses, but I'm not going to support, continue to bail out, their mismanagement of their retirement plans and all the rest of their state government activities. That's where I have a problem with what President Biden's doing and I think if you look at his plan, there's way, way too much money in there for state and local governments to be able to do just that thing, shore up some of the mismanagement of the past years.

**Gene Marks:**

Got it. All right. I'm going to turn to the new stimulus plan that was passed at the end of December, which you were very much involved in, and rather than talk about some of the bigger items in it, like Paycheck Protection or whatnot, you mentioned just before about targeting the money. So the new stimulus plan is trying to target more money towards businesses in low- to moderate-income areas and businesses like in your district that are the farmers, as well.

**Gene Marks:**

So here's your chance. Congressman Luetkemeyer, if you're talking to business owners in low- to moderate-income areas, or if you're talking to farmers in your district that have not been taking the kind of advantage over this stimulus that they should have been taking, what should they be doing right now to take full advantage of the money that's available to them?

**Blaine Luetkemeyer:**

Are you're talking about the new program? Or are you talking about the one President Biden...

**Gene Marks:**

The new program. I'm talking about the new program and I'm leaning also, I mean, if we start with the low to moderate income businesses because they need to hear it from someone like yourself. There is a lot of money, billions of dollars, that have been set aside for certain types of... Well, I'll let you talk about it, infrastructure, financial, community banks, and CDFIs and all that. So can you talk a little bit about those opportunities?

**Blaine Luetkemeyer:**

I think we tried in this bill to be better at targeting those monies. As we saw, we limited the, instead of \$10 million per loan, it's down to \$2 million. We said you had to have at least a 25% decrease in revenue in one of the first three quarters of last year. So if you actually target the people who have suffered as a result of the COVID situation, not somebody who has done real well, I mean, you've got grocery stores and you've got contractors. I mean, you can't find a contractor right now because they're all so busy. So there's certain industries that are doing well and they don't need to be in line to be helped out.

**Gene Marks:**

I think there's like a two-year waiting list to get a pool installed in your house, in the Midwest. So yeah, there are businesses that are doing very well.

**Blaine Luetkemeyer:**

But there are some that are still struggling and there are certain industries, for instance, the restaurants and bars and travel industry and airlines and those sort of folks there, and those people who work for those, those people are struggling and we need to find a way to help those. I don't have a problem with that. I think that's what we should be doing, should target the relief to those sort of folks to help them get them on up and be able to participate in our growing economy.

**Blaine Luetkemeyer:**

But I think that's what we try to do in this bill. I mean, as you look at, for instance, the difference between, let's say you've got a hardware store on the corner that actually has been suffering for some reason, although there shouldn't be many hardware stores that are suffering, but let's say there is one, they can only do two and a half times their payroll for a month versus a restaurant can actually do three and a half times.

**Blaine Luetkemeyer:**

So we tried to target and help those folks who have, we believe, struggled over the last several months to be able to help them more than the other folks who are struggling. So I think, again, the bill is not perfect. There's some things I would have liked to have seen different in there, but these bills are always a discussion between folks. So I think, as a whole, I thought that it turned out pretty well. I have discussed those, the PPP loans with, I talked to a banker association over the weekend and I talked to some bankers over the weekend and so far so good.

**Blaine Luetkemeyer:**

There was a couple of little glitches, but compared to the initial rollout of the PPP program back in March, this is on a really nice glide path right now. It rolled out in stages and so far it's minimal problems with compared to what it was. And by and large, the banks and the customers are really excited about what's going on and are thrilled to see that the quality of the program and the ability to respond of SBA to all this.

**Gene Marks:**

So going forward, I'm going to pivot now towards the next two years, particularly before the midterm elections. Do you see bi-partisan agreement on potential major bills in Congress that could have a significant impact on the economy and small businesses? And I'll start with one. What do you think is going to happen to a potential infrastructure bill, for example?

**Blaine Luetkemeyer:**

I think there's an opportunity with an infrastructure bill and there's a lot of places, Gene, that we could come together on things. The problem that we're going to have, I'm fearful, is that the other side right now seems to be driven by the far, far left and their ideas of infrastructure, their ideas of tax reform, their ideas of helping small businesses, trade deals, whatever it may be, is completely different than, quite frankly, most of our, not only our folks on our side of the aisle, but even some of them on the Democrats side of the aisle.

**Blaine Luetkemeyer:**

But the far left seems to be driving the agenda and that's my concern is that while I think there was some room for some bi-partisan work on some of these issues, I think especially transportation, the far left is going to drive it into the ground, I'm fearful, because of the liberal want list that they've got. And you can see from President Biden's executive orders and some of the first things he's talked about and the way he's done things, it's like, holy smokes, this is not a good start. This is not how you want to engender some good feelings on our side to be able to work with you.



**Gene Marks:**

Understood. But even some on the infrastructure side, just staying on that for a minute. I mean, I do realize that the left has supported the Green Bill. There's a lot of things there that for a lot of people feel is really not something that can really be accomplished, but that's what they did. But looking forward, both parties do not agree from an infrastructure scale, feel that there is a lot of need for transportation, for our electrical grids, for our roads and systems, and certain building infrastructure that even if some accommodation was given towards environmentally-friendly investments, that this could be something that happens in the first two years.

**Gene Marks:**

And I ask that, and I focus on that because, I mean, just so many small businesses are both directly and indirectly impacted when the government spends what could be more than a billion dollars on infrastructure. And I'm just curious what your thoughts are on that. Do you think that there could be a middle ground for that?

**Blaine Luetkemeyer:**

Well, I think there could be. My concern, as I indicated, is that the far left is driving the agenda on the other side versus common sense willingness to be able to sit down and find common ground. The far left doesn't seem to be willing to find that common ground, which I think, we're willing to look at some other issues and say, "Okay, we'll give you here, but you've got to give to us." But right now with the far left, it's their way or the highway. I mean, if you sit down and negotiate with these people, that's where they are, unfortunately.

**Blaine Luetkemeyer:**

But I think there is an ability I think, to get to some common ground because I think, you're right, there are a lot of things that we all agree on with regards to transportation needs to be fixed that we could agree, we could go forward with. But I'm very concerned about the way that the other side's allowing a small group of people within their conference to drive the agenda.

**Gene Marks:**

I have two other small issues and then we'll wrap things up. I really want to be conscious of your time. Number one is, retirement plans. And by the way, again, if you're not well-versed, just say it's completely fine. But when President Biden was running for office, he has a proposal to change the nature of 401(k) plans, which could affect your businesses both big and small. The nature was instead of allowing for a deduction for a 401(k) contribution like you and I can take advantage of, it would be more in the form of a tax credit based on your income levels.

**Gene Marks:**

So I'm curious if you've had any time to spend on what his proposal was and whether or not you think that's something that could happen during this first term, or during this next term in Congress?

**Blaine Luetkemeyer:**

I haven't looked at that to be honest with you. I haven't seen that part of his proposal. I really prefer not to comment unless I know more about it, but I think 401(k)s are something that are very, very important to individuals to be able to prepare themselves. And I think it's... I hope he doesn't tinker around with it in a way that's going to be detrimental to it because it is a very popular program and it's been very successful.



**Gene Marks:**

It is. I'm actually glad that you answered it in that way, because, I mean, it is something that when you take a fresh look at it, it might be something that you'd be considered, you haven't formed an opinion on it yet, which is great. The other thing, which is another huge issue for businesses, and I'm curious if this has come across the committee yet, has to do with independent contracting. President Biden was a big supporter of AB5 in California, which was the rule that really changed the way most employers, other than some of the ride sharing firms who got their own carve out, would have to classify their employees.

**Gene Marks:**

Many of them using independent contractors in the past, wouldn't be allowed to classify them as independent contractors anymore, particularly if those independent contractors were generating revenue for their businesses. And a lot of small business owners and frankly, my business, we use independent contractors all the time and I bill them out to clients. If that was something that changed on a national level would have an enormous impact on small businesses. So I'm curious how much... How high on your radar independent contracting is for you as a member of Congress and as a member of the committee?

**Blaine Luetkemeyer:**

Well, I can tell you from being an insurance agent for 30 years, there is an ongoing discussion between insurance agents and companies with regards to, especially if you're a captive agent, of whether you are an independent contractor or whether you are an employee of the company. And so when you look at... And this is an ongoing discussion that we've had ever since I was an agent 30 years ago when it first got in there and it continues to this day.

**Blaine Luetkemeyer:**

So this is a huge issue, quite frankly, because in some instances, the business likes to claim you as an employee yet treat you as independent contractor and especially with insurance agents, I mean, it makes a big difference from the standpoint of what they pay you, what your retirement is, how your social security is figured, all of those things.

**Blaine Luetkemeyer:**

I mean, it's frustrating and we've tried to arrest this a lot of times, and I know that there's other industries that you mentioned in your question, there's other industries that have independent contractor problems as well with... And each individual industry kind of has a unique spin on this. It has a unique position because of uniqueness of the industry and it's hard, we tried to look at this a couple different times, and it's kind of hard to go on a one-size-fits-all on this because of the uniqueness of some industries.

**Blaine Luetkemeyer:**

But you're right, it is a big problem and I don't know whether we can solve it or not. I don't know that President Biden's got the right approach on or not. I question it because it's such a complex issue because of the uniqueness of so many different industries on how they approach it.

**Gene Marks:**

Fair enough. All right, I'm going to wrap things up with just a couple of predictions for you and sort of a personal question. I'd love to get your thoughts on, again, from the aspect of a small business owner, how you think 2021 will turn out economically, and then while you're answering that question, you can think in the back of your mind, Congressman Luetkemeyer, if you were done with Congress in two years, and let's say you don't go back to financial services ever again, if there is a small business yourself that has always interested you in starting up, whether that's a passion or just because it's in a potentially hot industry. So tell us what you think 2021 is going to be and I'm curious to think where you think personally there'd be some interesting opportunities.

**Blaine Luetkemeyer:**

Well, I think if the Biden administration does not raise taxes significantly, and if they do not increase regulations significantly, I think by the end of the year, I think you'll see us have a really nice rebound economically. I think COVID is going to be managed better to the point where I think you'll see the rest of the country respond like my state did. You'll see growth in it, you'll see jobs being created. I think you'll see a lot of opportunity for people. And in our country, as long as there is the ability for the entrepreneur to take a risk, they will do that where they see the risk/reward sitting there.

**Blaine Luetkemeyer:**

But if you regulate too much and you raise taxes too much, the risk/reward will not be there. And as a result, they will not take that risk and you will not see that kind of growth.

**Blaine Luetkemeyer:**

So as long as the President doesn't get too aggressive with what he's trying to do, I think we have a great opportunity to have by the end of 20 21, a great year, because I think if you look at where we were before the pandemic hit, 1.2 million more jobs than we had the people to fill them, an economy that was going through the roof and it was an economy that was helping everybody across the board. Every demographic group was improving, and that's the kind of growth that you want and the kind of economy you want and I think that's what we could have, again, as long as we don't mess it up with rules and regulations and taxes.

**Gene Marks:**

Got it. Well, I'm not going to let you skirt the last question. So what business would you open if you had the opportunity?

**Blaine Luetkemeyer:**

Well, that's a great question. I've not really thought about that from the standpoint... I would probably take my own business and maybe expanded. My brother and I own a small community bank. My son has my insurance agency now. I probably would not get into that, but I would probably expand our existing business. But I think maybe a manufacturing business where you would find a niche that you could get into, a unique product that you could break into the market and try. It would take a little time, take a little capital to make it happen but I think there's always a place in the market in our country for that niche market, that individual, who can find that unique product that is different from everybody else, for whatever reason. More effective, more prettier or more functional or whatever it is and I think if you did something like that, to me, I've always enjoyed manufacturing. I would like to try and get into manufacturing of some kind.

**Gene Marks:**

I tell you, sometimes I just think we're both too old to do that. You just want to retire at this point.

**Blaine Luetkemeyer:**

I am. I'm too old to try that, I can assure you, I'm not. A few years ago, I almost jumped into a manufacturing business, but I didn't do it at the time because I was busy with other things and it was going to take more money and I really wanted to put into it and so I backed off on it. And right now, I'm too old to do that. I'd rather go chase grandkids and work on my farm. So that's a lot more productive and more satisfying.

**Gene Marks:**

I understand. Well, you've earned it. Well, thank you.

**Gene Marks:**

Ranking member Blaine Luetkemeyer is Republican Congressman from Missouri. Thank you very much, Congressman Luetkemeyer for joining us today, your insights were very, very valuable.

**Gene Marks:**

My name is Gene Marks. You've been listening to the Paychex Business Series Podcast. If you'd like more information and advice to help you run your business, visit us at [paychex.com/WORX](https://paychex.com/WORX). That's W-O-R-X. Again, my name is Gene Marks. We look forward to seeing you again next time, thanks.

**Speaker 3:**

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