



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 1068		DATE: 3/4/2025	
COMMITTEE: Economic Development			
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: ARNIE C."HONEST-ABE" DIENOFF-STATE PUBLIC ADVOCATE		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL: arniedienoff@yahoo.com	ATTENDANCE: In-Person		SUBMIT DATE: 3/4/2025 11:27 PM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.			
I am in Support of this Bill. This Bill makes sense.			



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 1068		DATE: 3/4/2025	
COMMITTEE: Economic Development			
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
REGISTERED LOBBYIST:			
WITNESS NAME: BRAD JONES		PHONE NUMBER: 573-619-3077	
REPRESENTING: NFIB		TITLE:	
ADDRESS: 308 E. HIGH			
CITY: JEFFERSON CITY		STATE: MO	ZIP: 65101
EMAIL: Brad.Jones@nfib.org	ATTENDANCE: Written		SUBMIT DATE: 3/2/2025 6:44 PM
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.			



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 1068		DATE: 3/4/2025	
COMMITTEE: Economic Development			
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
REGISTERED LOBBYIST:			
WITNESS NAME: CADE TREMAIN		PHONE NUMBER: 573-634-3511	
REPRESENTING: MISSOURI CHAMBER OF COMMERCE AND INDUSTRY		TITLE: LOBBYIST	
ADDRESS: 428 EAST CAPITOL AVENUE			
CITY: JEFFERSON CITY		STATE: MO	ZIP: 65101
EMAIL:	ATTENDANCE:	SUBMIT DATE: 3/4/2025 12:00 AM	
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.			



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 1068		DATE: 3/4/2025	
COMMITTEE: Economic Development			
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
REGISTERED LOBBYIST:			
WITNESS NAME: KATIE GAMBLE		PHONE NUMBER: 573-634-4876	
REPRESENTING: MISSOURI HOTEL AND LODGING ASSOCIATION		TITLE: LOBBYIST	
ADDRESS: PO BOX 1865			
CITY: JEFFERSON CITY		STATE: MO	ZIP: 65102
EMAIL:	ATTENDANCE:	SUBMIT DATE: 3/4/2025 12:00 AM	
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.			



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 1068		DATE: 3/4/2025	
COMMITTEE: Economic Development			
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
BUSINESS/ORGANIZATION:			
WITNESS NAME: MATHEW KAGEL		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME: INTERNATIONAL FRANCHISE ASSOCIATION		TITLE: DIRECTOR, STATE & LOCAL GOVERNMENT RELATIONS	
ADDRESS: 1900 K. ST. NW			
CITY: WASHINGTON		STATE: DC	ZIP: 20006
EMAIL: mkagel@franchise.org	ATTENDANCE: Written	SUBMIT DATE: 2/21/2025 3:36 PM	
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.			

Matthew W. KagelInternational Franchise Association1900 K St. NWSte. 700Washington, DC 20006February 21, 2025The Honorable Chairwoman Sherri GallickMissouri State Capitol 201 W Capitol Ave. Jefferson City, MO 65101Dear Chairwoman Gallick, Vice Chairman Thompson, and Members of the Committee:On behalf of the International Franchise Association (IFA), representing all three segments of the franchise model—franchisees, franchisors, and the supplier industry — I wish to express our strong support for HB 1068, which clarifies the relationship between franchisees and franchisors.Right here in Missouri, franchising accounts for over 175,000 jobs across more than 16,600 franchise establishments, contributing over \$17.7 billion in economic activity in 2024.HB 1068 is a proactive measure to ensure that future regulatory changes do not disrupt the well-established relationship between franchisors and franchisees. By codifying the long-accepted standard that franchisors and franchisees are not joint employers, this bill provides much-needed certainty for small business owners operating under the franchise model. Without this clarity in state law, future actions at the federal level could create unnecessary uncertainty and risk for local businesses. HB 1068 safeguards Missouri's franchise businesses by ensuring they are not subject to shifting interpretations of joint employment under state law. One need to look no further than the uncertainty created for over a decade at the National Labor Relations Board (NLRB) under the Obama & Biden Administrations in Washington and the billions it cost the franchise business model in needless litigation.This clarification is critical for franchise businesses currently operating in Missouri and those looking to expand into the state. By providing clear legal guidance, HB 1068 reinforces Missouri's commitment to fostering a strong business environment. Additionally, state agencies will benefit from clear legislative directions on how to oversee the franchise industry. Twenty-one other states have already enacted similar legislation, and passing HB 1068 will ensure Missouri remains a welcoming place for franchising to grow and thrive.We urge the passage of HB 1068 to protect Missouri's franchise businesses and provide them with the certainty they need to succeed.Respectfully, Matthew W. KagelDirector, State & Local Government RelationsInternational Franchise Association



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 1068		DATE: 3/4/2025	
COMMITTEE: Economic Development			
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
REGISTERED LOBBYIST:			
WITNESS NAME: MICHAEL HENDERSON		PHONE NUMBER: 573-520-7240	
REPRESENTING: U S CHAMBER OF COMMERCE; AMERICAN HOTEL AND LODGING ASSOCIATION		TITLE: LOBBYIST	
ADDRESS: 235 EAST HIGH STREET, SUITE 301			
CITY: JEFFERSON CITY		STATE: MO	ZIP: 65101
EMAIL:	ATTENDANCE:	SUBMIT DATE: 3/4/2025 12:00 AM	
THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.			



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 1068		DATE: 3/4/2025	
COMMITTEE: Economic Development			
TESTIFYING: <input checked="" type="checkbox"/> IN SUPPORT OF <input type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
BUSINESS/ORGANIZATION:			
WITNESS NAME: NAIM A MUHAMMAD		PHONE NUMBER: 314-556-4443	
BUSINESS/ORGANIZATION NAME: COMMUNITY ACTION TEAM		TITLE:	
ADDRESS: 2331 WHARTON CT			
CITY: FLORISSANT		STATE: MO	ZIP: 63031
EMAIL: naimabdulmuhammad@yahoo.com	ATTENDANCE: In-Person		SUBMIT DATE: 2/24/2025 7:23 PM

THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.

Naim Muhammad, Counselor, Owner/Co-Director Naim Muhammad is a Professional Counselor, having graduated from the University of Missouri with a master's Degree in counseling psychology and Lindenwood University with a BS in business. He has been a Counselor since 2004 but has been working in the field of community health in various capacities since 1998. Mr. Muhammad has 25 years of substance abuse counseling, residential treatment, community outreach and assisting individuals who are members of the aging population and elderly in the private and public sector. He is compassionate and has a strong desire to provide valuable community health, his clients and to the community. Naim is the CEO of Community Action Team and oversees hiring, monitoring the training, policies and procedures, billing, and the marketing team.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 1068		DATE: 3/4/2025	
COMMITTEE: Economic Development			
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: ALEX CASON		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL: strandedvisitor@gmail.com		ATTENDANCE: Written	SUBMIT DATE: 2/24/2025 8:03 PM

THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.

Any person who works at a franchise should be legally considered an employee of the franchise.



MISSOURI HOUSE OF REPRESENTATIVES
WITNESS APPEARANCE FORM

BILL NUMBER: HB 1068		DATE: 3/4/2025	
COMMITTEE: Economic Development			
TESTIFYING: <input type="checkbox"/> IN SUPPORT OF <input checked="" type="checkbox"/> IN OPPOSITION TO <input type="checkbox"/> FOR INFORMATIONAL PURPOSES			
WITNESS NAME			
INDIVIDUAL:			
WITNESS NAME: ARNIE C."HONEST-ABE" DIENOFF-STATE PUBLIC ADVOCATE		PHONE NUMBER:	
BUSINESS/ORGANIZATION NAME:		TITLE:	
ADDRESS:			
CITY:		STATE:	ZIP:
EMAIL: arniedienoff@yahoo.com		ATTENDANCE: In-Person	SUBMIT DATE: 2/25/2025 11:47 PM

THE INFORMATION ON THIS FORM IS PUBLIC RECORD UNDER CHAPTER 610, RSMo.

I am Opposed to this Bill. Some thing fishy is taking place with this propose legislation. Defeat this Bill.