



## Proposition 24, the “Jobs Tax Initiative,” Would Tax Small Businesses (and their Employees) *Out of Business*



*“Team Heating & Air Conditioning is a small business working primarily for new residential housing and military bases. Our company has been in business for more than 22 years, and these are some of the most difficult times we’ve experienced. We have 35 employees at this time – down from 150. We would like to be able to hire more, but with the housing downturn, our industry has been in a slump for more than three years now. With so many foreclosures, we’ve lost income on homes we helped build, but for which we’ve never been paid. Proposition 24’s additional taxes on employers at this time are a sure way to make it even more difficult to keep current employees, let alone hire new ones.”*

**Michael Ragland, Owner  
Team Heating & Air Conditioning, Temecula**



Team Heating and Air was established in 1988. Its team members work 24/7 on small and large projects throughout south Riverside and northern San Diego counties. In their recognition of community needs, they offer military and senior citizen discounted rates.

