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Dear Chair Grayber and Members of the House Labor & Workforce Standards Committee. I write in support of HB 3187 and to share my personal story.

I experienced age discrimination while working in education as a dean for a community college. I had been employed by the college for 17 years and despite promotions and outstanding performance evaluations as well as praise from those I worked with, I lost my job during a reorganization. This occurred in the spring of 2021.

I began the job search process after I was told that I was losing my job. I applied for several positions at colleges, was successful in obtaining interviews, but was not offered a position.

I was not close to wanting to retire. To provide you with more perspective, I come from a family where longevity is the norm. All my grandparents lived to be 86 or older, with the longest of them living to be 100 and 103. My dad retired at the age of 85, so I always said I wouldn't retire until I was at least 70.

As the time drew closer to my last date of employment, I ended up taking retirement so that I would not place my family in financial hardship. Even though I took retirement, I continued to look for another job. When a person retires from a PERS position, they are not eligible for unemployment benefits. I was scrambling.

I am place-bound due to the fact that my husband is a disabled Vietnam veteran. I ended up applying for positions both inside and outside of education. I was successful in obtaining approximately 10 interviews and even moved to the finalist positions twice, but I did not receive a job offer. It was pretty clear to me that my age was a factor and a barrier to finding a job at my experience level.

After months of not being offered a position, my son introduced me to his boss who owns a construction company. I was offered a part-time job (20 hours a week) for \$25.00 an hour which is \$48.00 an hour LESS than I previously made. Eventually I found another part-time job as well.

I have not come close to making up for the financial losses that I have incurred. For the rest of my life I will suffer from those losses.

The positive spin is that I have been approached by others who have experienced age discrimination and have assisted them as they too try to land back on their feet. I have not sought out these individuals, they have found me.