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| **Initial Small Business Impact Statement***(As required by M.G.L. c. 30A §§ 2, 3 & 5)* |
| **CMR No: 108 CMR 17.00 (Veterans Equality Review Board – Rules of Procedure)** |
| **Estimate of the Number of Small Businesses Impacted by the Regulation:**  |
| **Select Yes or No and Briefly Explain** |
| Yes[ ]  | No[x]  | Will small businesses have to create, file, or issue additional reports?  |
| Yes[ ]  | No[x]  | Will small businesses have to implement additional recordkeeping procedures?  |
| Yes[ ]  | No[x]  | Will small businesses have to provide additional administrative oversight?  |
| Yes[ ]  | No[x]  | Will small businesses have to hire additional employees in order to comply with the proposed regulation?  |
| Yes[ ]  | No[x]  | Does compliance with the regulation require small businesses to hire other professionals (e.g. a lawyer,  |
| Yes[ ]  | No[x]  | Does the regulation require small businesses to purchase a product or make any other capital investments in order to comply with the regulation?  |
| Yes[ ]  | No[x]  | Are performance standards more appropriate than design/operational standards to accomplish the regulatory objective?(Performance standards express requirements in terms of outcomes, giving the regulated party flexibility to achieve regulatory objectives and design/operational standards specify exactly what actions regulated parties must take.)  |
| Yes[ ]  | No[x]  | Do any other regulations duplicate or conflict with the proposed regulation?  |
| Yes[ ]  | No[x]  | Does the regulation require small businesses to cooperate with audits, inspections or other regulatory enforcement activities?  |
| Yes[ ]  | No[x]  | Does the regulation require small businesses to provide educational services to keep up to date with regulatory requirements?  |
| Yes[ ]  | No[x]  | Is the regulation likely to *deter* the formation of small businesses in Massachusetts?  |
| Yes[ ]  | No[x]  | Is the regulation likely to *encourage* the formation of small businesses in Massachusetts? |
| Yes[ ]  | No[x]  | Does the regulation provide for less stringent compliance or reporting requirements for small businesses?  |
| Yes[ ]  | No[x]  | Does the regulation establish less stringent schedules or deadlines for compliance or reporting requirements for small businesses?  |
| Yes[ ]  | No[x]  | Did the agency consolidate or simplify compliance or reporting requirements for small businesses?  |
| Yes[ ]  | No[x]  | Can performance standards for small businesses replace design or operational standards without hindering delivery of the regulatory objective?  |
| Yes[ ]  | No[x]  | Are there alternative regulatory methods that would minimize the adverse impact on small businesses?  |