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**STATEMENT FOR THE RECORD BEFORE THE VIRGINIA SENATE COMMITTEE ON  
COMMERCE AND LABOR ON HB1207 “PAID FAMILY & MED. LEAVE INSURANCE  
PROGRAM; DEFINITIONS, NOTICE REQUIREMENTS, CIVIL ACTION, REPORT.”**

**March 2, 2026  
Giovanni Delfino  
CEO & Founder, DelfinoCo**

Thank you, Chair Deeds and Members of the Committee:

My name is Giovanni Delfino and I am the founder and CEO of DelfinoCo, which focuses on fostering small business growth, integrating Latino-owned businesses and driving economic development since 2013. DelfinoCo specializes in business development strategies, market behavior analysis and economic policy, providing tailored solutions that have guided countless businesses to success. I have contributed to programs like Women Entrepreneurs of the Americas and mentored entrepreneurs through the University of Maryland and George Mason University, cementing my reputation as a leading voice in the small business community.

As a long-time Virginia small business owner and resident, I strongly support HB 1207, which would establish a state-run paid family and medical leave program. I’m self-employed and I also serve part-time as a Fractional CMO, so I manage my own schedule and take time off as needed. But when life does not allow me to work or to bill my time, I don’t make money. This is particularly true for self-employed individuals like me across the state.

Self-employed individuals must figure out how to pay their bills if they are getting ready for the birth of a child or dealing with a serious illness. It’s hard enough to prepare for the birth of a child and you can’t plan for sudden injury or illness. This is precisely why I support HB1207 (SB2) as it would allow myself and other self-employed individuals to opt-in to the program at a very low-cost and access paid leave when we need it most.

Virginia will continue to see competition between businesses but now the Commonwealth has the opportunity to level the playing field for small businesses. With access to robust and comprehensive benefits at a reasonable cost, it will be easier for small businesses like mine to thrive and contribute to Virginia’s economy. I urge you to pass HB 1207 to support small businesses.

Thank you,

Giovanni Delfino  
Owner  
DelfinoCo