



Office of the Governor  
Office of the Lieutenant Governor  
Office of the Speaker of the House  
400 High St  
Jackson, MS 39201

Dear Governor Bryant, Lieutenant Governor Reeves and Speaker Gunn:

We write with concerns about legislation signed this week, HB 1523, which would allow individuals, religious organizations and private associations to use religion to discriminate against lesbian, gay, bisexual and transgender (LGBT) Mississippians in some of the most important aspects of their lives, including at work, at schools, in their family life and more. Put simply, HB 1523 is not a bill that reflects the values of our companies.

We are disappointed to see the legislature and governor's office pass discriminatory legislation. The business community, by and large, has consistently communicated to lawmakers at every level that such laws are bad for our employees and bad for business. This is not a direction in which states move when they are seeking to provide successful, thriving hubs for business and economic development. We believe that HB 1523 will make it far more challenging for businesses across the state to recruit and retain the nation's best and brightest workers and attract the most talented students from across the country. It will also diminish the state's draw as a destination for tourism, new businesses, and economic activity.

Discrimination is wrong, and we believe it has no place in Mississippi or anywhere in our country. As companies that pride ourselves on being inclusive and welcoming to all, we strongly urge you to repeal this bill.

Sincerely,

*Laura Alber, President and Chief Executive Officer, Williams-Sonoma, Inc.*

*Karen Appleton, Senior Vice President, Box*

*Brandee Barker, Co-founder and Partner, Pramana Collective*

*Marc Benioff, Chairman and CEO, Salesforce*  
*Chip Bergh, President and Chief Executive Officer, Levi Strauss and Co.*  
*Michael Birch, Founder, The Battery*  
*Lisa Bisaccia, EVP and Chief HR Officer, CVS Health*  
*Neil Blumenthal, Co-founder and Co-CEO, Warby Parker*  
*Steven Boal, CEO, Quotient*  
*Craig Bromley, President, John Hancock Financial*  
*Lesley Slaton Brown, Chief Diversity Officer, HP Inc.*  
*Wes Bush, Chairman, CEO and President of Northrop Grumman*  
*Lloyd Carney, CEO, Brocade Communications Systems, Inc.*  
*Sukhinder Singh Cassidy, Founder and CEO, Joyus*  
*Amy Chang, CEO, Accompany*  
*Giovanni Colella, CEO, Castlight Health, Inc.*  
*Alex Constantinople, CEO, The OutCast Agency*  
*Bracken P. Darrell, CEO, Logitech*  
*Chad Dickerson, CEO, Etsy*  
*Alex Dimitrief, Senior Vice President and General Counsel, GE*  
*Lynne Doughtie, Chairman and CEO, KPMG LLP*  
*Sandy Douglas, Executive Vice President and President, Coca-Cola North America, The Coca-Cola Company*  
*Jonathan Eppers, CEO, RadPad*  
*Amy Erret, Founder and CEO, Madison-Reed*  
*Jared Fliesler, General Partner, Matrix Partners*  
*Jennifer Fonstad, Cofounder and Managing Partner, Aspect Ventures*  
*Kenneth C. Frazier, Chairman and Chief Executive Officer, Merck*  
*Joe Gebbia, Cofounder and CPO, Airbnb*  
*Dave Gilboa, Co-founder and Co-CEO, Warby Parker*  
*Jason Goldberg, Founder, Pepo*  
*Peter T. Grauer, Chairman, Bloomberg L.P.*  
*Julia Hartz, Cofounder and President, Eventbrite*  
*David Hassell, CEO, 15Five*  
*Robert Hohman, Founder and CEO, Glassdoor*  
*Lane S. Hopkins, Chief Diversity and Inclusion Officer, Capital One Financial Corporation*  
*Drew Houston, CEO, Dropbox*  
*Laurene Powell Jobs, Founder and Chair, Emerson Collective*  
*Steve Joyce, President and Chief Executive Officer, Choice Hotels International, Inc.*  
*Travis Kalanick, CEO, Uber*  
*David Karp, Founder and CEO, Tumblr*  
*Travis Katz, CEO, Gogobot*  
*Brian Krzanich, CEO, Intel*  
*William P. Lauder, Executive Chairman, The Estée Lauder Companies Inc.*  
*Sarah Leary, Cofounder, Nextdoor*  
*Aileen Lee, Founder and Managing Partner, Cowboy Ventures*

*Max Levchin, CEO, Affirm, Inc.*  
*Aaron Levie, CEO, Box*  
*Dion Lim, CEO, NextLesson*  
*Andrew N. Liveris, CEO and Chairman of the Board, The Dow Chemical Company*  
*Joe Lonsdale, General Partner, 8VC*  
*Tom Mangas, CEO, Starwood Hotels & Resorts Worldwide*  
*Melody McCloskey, Founder, StyleSeat*  
*Ryan McDonough, CFO, Accompany*  
*Bob Moritz, US Chairman and Senior Partner, PwC*  
*Dr. Nathan Myhrvold, Founder and CEO, Intellectual Ventures*  
*Christopher J. Nassetta, President & Chief Executive Officer, Hilton Worldwide*  
*Lorrie Norrington, Operating Partner, Lead Edge Capital*  
*Bob Page, Chairman and CEO, Replacements, Ltd.*  
*Sunil Paul, Founding Partner, Spring Ventures*  
*Mark Pincus, Founder and Executive Chairman, Zynga*  
*Michelle Peluso, CEO, Gilt*  
*Walter Robb, Co-CEO, Whole Foods Market*  
*Dan Rosensweig, CEO, Chegg Inc.*  
*Kevin Ryan, Founder and Chairman, AlleyCorp*  
*Gary Shapiro, President and CEO, Consumer Technology Association*  
*Tom Sheahan, CEO, Red Oxygen*  
*Ben Stevenson, Data Engineer, Accompany*  
*Jeremy Stoppelman, CEO, Yelp*  
*Christopher J. Swift, Chairman and CEO, The Hartford*  
*Brian Tippens, Vice President, Chief Diversity Officer, Hewlett Packard Enterprise*  
*David Tisch, Managing Partner, BoxGroup*  
*Nirav Tolia, Cofounder and CEO, Nextdoor*  
*Robb Webb, Chief Human Resources Officer, Hyatt Hotels Corporation*  
*Tony West, EVP Government Affairs, General Counsel and Corporate Secretary, PepsiCo*  
*Anne Wojcicki, CEO, 23andMe*  
*Robert Wolfe, CEO, CrowdRise*  
*Emanuel Seth Yekutiel, CEO, ESY Strategies*  
*John Zimmer, Cofounder and President, Lyft*