



Office of the Speaker of the House  
201 West Capitol Ave.  
Jefferson City, MO 65102

Dear Speaker Richardson,

We write with concerns about legislation your chamber is currently considering, SJR 39, which would place on the statewide ballot, a constitutional amendment that would allow individuals, religious organizations and private associations to use religion to discriminate against lesbian, gay, bisexual and transgender (LGBT) Missourians in some of the most important aspects of their lives, including at work, at schools, in their family life and more. Put simply, SJR 39 is not an initiative that reflects the values of our companies.

We were disappointed to see the Senate pass this 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 SJR 39 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 Missouri or anywhere in our country. As companies that pride ourselves on being inclusive and welcoming to all, we strongly urge you to work to ensure this bill is not brought to the ballot.

Sincerely,

*Laura Alber, President and Chief Executive Officer, Williams-Sonoma, Inc.*  
*Brandee Barker, Cofounder 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*  
*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*  
*Chad Dickerson, CEO, Etsy*  
*Lynne Doughtie, Chairman and CEO, KPMG LLP*  
*Amy Erret, Founder and CEO, Madison-Reed*  
*Jared Fliesler, General Partner, Matrix Partners*  
*Jennifer Fonstad, Cofounder and Managing Partner, Aspect Ventures*  
*Dave Gilboa, Co-founder and Co-CEO, Warby Parker*  
*Joe Gebbia, Cofounder and CPO, Airbnb*  
*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*  
*Drew Houston, CEO, Dropbox*  
*Laurene Powell Jobs, Founder and Chair, Emerson Collective*  
*Steve Joyce, President and Chief Executive Officer, Choice Hotels International, Inc.*  
*David Karp, Founder and CEO, Tumblr*  
*Travis Katz, CEO, Gogobot*  
*Albrecht Kissel, President, Boehringer Ingelheim Vetmedica*  
*Klaus Kleinfeld, Chairman and Chief Executive Officer, Alcoa Inc.*  
*Kees Kruythoff, President, North America, Unilever*  
*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*  
*John Legere, President & CEO, T-Mobile US*  
*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*  
*Rob Marcus, Chairman and CEO of Time Warner Cable*  
*Melody McCloskey, Founder, StyleSeat*  
*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*  
*Michelle Peluso, CEO, Gilt*  
*Lars Petersson, President, IKEA US*  
*Mark Pincus, Founder and Executive Chairman, Zynga*  
*Kevin Ryan, Founder and Chairman, AlleyCorp*  
*Gary Shapiro, President and CEO, Consumer Technology Association*  
*Tom Sheahan, CEO, Red Oxygen*  
*Arne Sorenson, President and CEO, Marriott International*  
*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*  
*Anne Wojcicki, CEO, 23andMe*  
*Robert Wolfe, CEO, CrowdRise*  
*Emanuel Seth Yekutieli, CEO, ESY Strategies*  
*John Zimmer, Cofounder and President, Lyft*