



April 23, 2019

Office of the Lieutenant Governor
Office of the Speaker of the House
301 6th Avenue North Legislative Plaza
Nashville, TN 37243

Dear Lieutenant Governor Randy McNally and Speaker Glen Casada,

We, the undersigned list of businesses, write with concerns about several pieces of legislation being considered in Tennessee.

HB 563/SB 364 would enshrine taxpayer-funded discrimination into law by prohibiting cities and state agencies from implementing policies that stop taxpayer funds from being used by businesses, organizations and contractors to discriminate against LGBTQ people in employment policies. HB 1152/SB 848 and HB 836/SB 1304 would allow child welfare agencies that receive taxpayer funds to refuse to make child placements with qualified, loving families, if the family doesn't share all of the agency's religious beliefs. HB 1151/SB 1297 could unfairly target transgender Tennesseans for harassment in public places. HB 1274/SB 1499 would require the Tennessee Attorney General to either pay for legal costs or itself defend discriminatory anti-transgender school policies - mandating that taxpayers foot the bill for schools determined to discriminate against transgender students in violation of federal civil rights law.

Put simply, these bills do not reflect the values of our companies. We are disappointed to see the legislature consider discriminatory legislation.

The business community, by and large, has consistently communicated to lawmakers at every level that bills that target LGBTQ people are bad for our employees and their families, bad for our customers 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 anti-LGBTQ legislation will make it far more challenging for our businesses 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 Tennessee or anywhere in our country. As companies that pride ourselves on being inclusive and welcoming to all, we strongly urge you to not advance these bills.



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Signed,

Hilton
IKEA North America Services, LLC
InterContinental Hotels Group (IHG)
Lyft
Marriott International
MassMutual
Nike, Inc.
Replacements, Ltd.
Salesforce
Unilever
Warby Parker