



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

Dear Lieutenant Governor Ramsey and Speaker Harwell,

We write with concerns about legislation being considered in Tennessee. HB 2414 and SB 2387 would deny transgender students access to bathrooms and locker rooms consistent with their gender identity, at both K-12 and public universities in Tennessee. Put simply, HB 2414 and SB 2387 is not legislation that reflects 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 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 SB 2387 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 Tennessee or anywhere in our country. As companies that pride ourselves on being inclusive and welcoming to all, we strongly urge you to not pass 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

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.
Marc Casper, President and CEO, Thermo Fisher Scientific, 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
Joe Gebbia, Cofounder and CPO, Airbnb
Dave Gilboa, Co-founder and Co-CEO, Warby Parker
Jason Goldberg, Founder, Pepo
Julia Hartz, Cofounder and President, Eventbrite
David Hassell, CEO, 15Five
Gerald Hassell, Chairman and Chief Executive Officer, BNY Mellon
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.
Travis Kalanick, CEO, Uber
David Karp, Founder and CEO, Tumblr
Travis Katz, CEO, Gogobot
Klaus Kleinfeld, Chairman and Chief Executive Officer, Alcoa Inc.
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
Melody McCloskey, Founder, StyleSeat

Ryan McDonough, CFO, Accompany
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
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
Jerry Stritzke, President and CEO, REI
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 Yekutiel, CEO, ESY Strategies
John Zimmer, Cofounder and President, Lyft