



Business Statement on Anti-LGBTQ State Legislation

The companies joining this statement do business, create jobs, and serve customers throughout the United States. Our businesses strongly embrace diversity and inclusion because we want everyone who works for us or does business with us to feel included and welcomed as their true, authentic selves. Fairness, equal treatment, and opportunity are central to our corporate values because we care about our employees and the customers we serve. What's more, these values also matter to our bottom lines. Inclusive business practices lead to more productive and engaged employees, increased customer satisfaction; and, ultimately, improved competitiveness and financial performance.

We are deeply concerned by the bills being introduced in state houses across the country that single out LGBTQ individuals - many specifically targeting transgender youth - for exclusion or differential treatment. Laws that would affect access to medical care for transgender people, parental rights, social and family services, student sports, or access to public facilities such as restrooms, unnecessarily and uncharitably single out already marginalized groups for additional disadvantage. They seek to put the authority of state government behind discrimination and promote mistreatment of a targeted LGBTQ population.

These bills would harm our team members and their families, stripping them of opportunities and making them feel unwelcome and at risk in their own communities. As such, it can be exceedingly difficult for us to recruit the most qualified candidates for jobs in states that pursue such laws, and these measures can place substantial burdens on the families of our employees who already reside in these states. Legislation promoting discrimination directly affects our businesses, whether or not it occurs in the workplace.

As we make complex decisions about where to invest and grow, these issues can influence our decisions. **America's business community has consistently communicated to lawmakers at every level that such laws have a negative effect on our employees, our customers, our competitiveness, and state and national economies.**

As business leaders dedicated to equal treatment, respect, and opportunity for all - as well as to improving the financial and investment climate across the country - **we call for public leaders to abandon or oppose efforts to enact this type of discriminatory legislation and ensure fairness for all Americans.**

Signed:

1-800-FLOWERS.COM, Inc.
23andMe
2U, Inc.
360 Behavioral Health
3M Company
Abercrombie & Fitch Co.
Accenture
Acxiom LLC

The Adecco Group
Adobe Inc.
Advance Auto Parts
AEO Inc.
Affirm
Airbnb
Airbus Americas
Albemarle Corporation

AllianceBernstein
Ally
Altria Group Inc.
Amalgamated Bank
Amazon
AMD
American Airlines
American Express
American Honda Motor Company
Amgen, Inc.
AMN Healthcare
Anaplan
Anywhere Real Estate
Apple
Applied Materials, Inc.
Arcadis U.S. Inc.
Asana, Inc.
Ascena
AstraZeneca
AT&T
Atlassian
Autodesk
Avanade, Inc.
Avantor
Avita Care Solutions/QCare+
Baker Tilly US
BASF Corporation
Bayer US LLC
BCW (Burson Cohn & Wolfe)
BD (Becton, Dickinson & Co.)
Beam Suntory
Ben & Jerry's Homemade, Inc.
Berkshire Bank
Best Buy Co., Inc.
Biogen
Block, Inc. (Formerly Square, Inc.)
Bloomberg LP
Blue Cross & Blue Shield of Rhode Island
Blueprint Medicines
Boehringer Ingelheim USA
Boston Consulting Group
Boston Scientific
Bounteous
Box, Inc.
BP
Bright Health Group
Bright Horizons Family Solutions
Brown-Forman Corporation
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Built Technologies
Capital One
Capri Holdings Limited
Cardinal Health
Cargill
Cargo Transporters, Inc.
CarGurus
Carlson
Catalent, Inc.
Celanese
Center for Community Self-Help
Charles River Laboratories
Chartis
Chobani
Cisco Systems, Inc.
Citigroup Inc.
Clearway Energy Group
CNA Insurance
The College Board
Comcast NBCUniversal
Compass
Consumer Safety Technology
CONVERSE, Inc.
CoreLogic
Corning Incorporated
Cowen Inc.
CrowdStrike
CSAA Insurance Group
CSG International
Curology
CVS Health
Dechert LLP
Deckers Brands (UGG, HOKA, Teva, Sanuk and Koolaburra by UGG)
Dell Technologies
Deutsche Bank USA Corp.
Discord
Dow Inc.
Doximity
Dropbox Inc.
DWS Investments
EAB
Early Warning Services, LLC
Eastern Bank
Ecolab Inc.
EDP Renewables North America
Elanco Animal Health
Electronic Arts

EMD Serono, MilliporeSigma and EMD
Electronics
Emerson
Envision Healthcare
Equinix
Equitable
Etsy, Inc.
Eventbrite
Exelon
FactSet Research Systems Inc.
Fastly
FleishmanHillard Inc
Flexport, Inc.
G2
GAP, Inc.
Gearbox
Genentech
General Mills
General Motors
Gilead Sciences, Inc.
Ginkgo Bioworks
GitHub
Glassdoor
GLG
Global Blood Therapeutics, Inc.
GlobalFoundries
GoDaddy
Google
GP Strategies Corporation
GSK
Gusto
H&M
H&R Block
Harley-Davidson Motor Company
The Hartford
Hewlett Packard Enterprise
Hilton
Hitachi Vantara
Houghton Mifflin Harcourt
HP Inc.
HSBC Bank USA
HubSpot
Hyatt
Hyve Solutions
IBM
ICM Partners
IHG Hotels & Resorts
IHS Markit

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IKEA
Included Health
Indeed
Indigo Ag
Instacart
Intel
Interpublic Group
Intuit
Invitae Corporation
J.M. Smucker Co., The
Jacobs
JCPenney
John Hancock
Johnson & Johnson
Kaplan, Inc.
Kearney
Kellogg Company
The Knot Worldwide
The Kraft Heinz Company
Lam Research
LegalZoom
Levi Strauss & Co.
Lexmark International, Inc.
LinkedIn
Logitech
L'Oréal USA
Lululemon
Lush Fresh Handmade Cosmetics
Lyft, Inc.
Macy's, Inc
Mailchimp
ManpowerGroup
Marriott International, Inc.
Mars, North America
Marsh McLennan
MassMutual
Mastercard
Mattel, Inc.
McKesson
Medtronic
Meow Wolf
Merck
Meta
MetLife, Inc.
Micron
Microsoft
Mobilize
Momentive

MolsonCoors
Mondelez International
Moss Adams
Motive Inc.
Nestlé USA
New Belgium Brewing
NextRoll, Inc.
NI
Niantic
Nielsen
Nike, Inc.
Nordstrom, Inc.
Nuance Communications
NXP USA, Inc.
Okta
Olo
OpenText
Oracle Corporation
Pacific Gas & Electric Company
Paramount Global
Pariveda Solutions
Patagonia
Patreon
PayPal
Peloton Interactive, Inc.
Penguin Random House
PepsiCo
PetSmart, LLC
Pinterest
Pfizer Inc.
PNC Financial Services Group
Power Home Remodeling
PowerSchool
Prudential Financial, Inc.
PwC
R1 RCM Inc.
Ralph Lauren
Randstad
RedFin Real Estate
Red Hat, Inc.
REI Co-op
RES (Renewable Energy Systems)
Ripple
Royal Bank of Canada
SAGE Publishing
Salesforce
SAP
ServiceNow
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Shell USA, Inc.
Shipt, Inc.
Shutterstock
Siemens Corporation, USA
Siemens Gamesa Renewable Energy
Siemens Healthineers USA
Signet Jewelers
Silicon Labs
Sony Interactive Entertainment
Sony Music Group
Sony Pictures Entertainment
Splunk
Starbucks
State Street Corporation
SunLife
Sustainable Food Policy Alliance, including member companies Danone North America; Mars, Incorporated; Nestlé USA; and Unilever United States
Symetra Life Insurance Company
Synchrony Financial
Sysco Corporation
T-Mobile USA Inc.
Takeda Pharmaceuticals, U.S.A., Inc.
Tapestry
Target
Taskrabbit
TD SYNnex
TechNet
TerraPower LLC
Teva Pharmaceuticals
Thermo Fisher Scientific
Tinuiti, Inc
Toyota Motor North America, Inc.
Trane Technologies
TransUnion
Trillium Asset Management
TriNet Group, Inc.
Tripadvisor
TripleLift
Trupanion
U.S. Bank
Uber
UKG
Unilever United States
Union Pacific
United Airlines
Unity

Upwork
VF Corporation
Via Transportation
Victoria's Secret & Co.
ViiV Healthcare
VMLY&R
Vmware
The Walt Disney Company
Warby Parker
Warner Media
Warner Music Group
Wayfair
Wayside Youth & Family Support Network
WE Communications
Weber Shandwick
Wells Fargo
WeWork
Wiley

Wise
Workday, Inc.
Workiva
WPP
Wpromote
Xerox Corporation
Xperi Holding Corporation
Xylem
Yahoo
Yelp Inc.
Yext
Zendesk
Ziff Davis
Zillow Group
Zoom Video Communications
Zurich North America
Zwift
Zynga Games