



December 13th, 2022

Dear Senators:

Together we, the signatories of this letter, write in support of the Respect for Marriage Act (H.R. 8404/S. 4556) representing a diversity of industries and brands that do business, serve customers and create jobs in nearly every community in the United States. Fairness, equal treatment, and opportunity are central to our corporate values because we care about our employees and the customers we serve. Americans from all walks of life, across demographics, geographies, and party lines agree that loving, committed couples have the right to be respected and protected under the law. Support for marriage equality for same-sex couples and interracial couples is at an all-time high -- with vast majorities of the public supporting these policies. As many of us highlighted in [our support](#) for Marriage Equality in 2015, a patchwork of inconsistent and discriminatory state marriage laws goes against our company values and makes it harder for us to do business and to recruit and retain top talent.

**This is why we support the passage of the Respect for Marriage Act.** Codifying a consistent and inclusive federal standard conferred by the *Loving*, *Windsor*, and *Obergefell* rulings will help to ensure marriage equality, eliminate confusion for employers and enable us to retain and attract talent. No person, including same-sex couples and interracial couples protected by this bill, should fear their marriage will not be recognized by the federal government or their employment benefits threatened.

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. Inclusive business practices improve our bottom lines and lead to more productive and engaged employees, increased customer satisfaction, and, ultimately, improved competitiveness and financial performance.

Our employees are the foundation of our companies - they drive our ability to successfully do business, invest in communities around the country, and create the products and services we proudly offer. As business leaders committed to inclusion and equality for our employees, their families, and the communities we serve, **we call on the Senate to pass the Respect for Marriage Act.**

Signed:

ABB  
Adobe Inc.  
Alaska Airlines  
Amalgamated Bank  
American Airlines  
Apple

Abercrombie & Fitch Co.  
AEO, Inc.  
AllianceBernstein  
Amazon.com, Inc.  
American Express  
Applied Materials, Inc.

Accenture  
Airbnb  
Altria Group  
AMD  
American Honda Motor Co., Inc.  
Asana, Inc.

Ascena (Lane Bryant, Ann Taylor, and LOFT)  
 Avanade  
 BASF Corporation  
 Berkshire Bank  
 Boehringer Ingelheim USA  
 Boston Scientific Corp.  
 Bridgestone Americas  
 Cardinal Health  
 Celanese Corporation  
 Cohesity  
 Corteva Agriscience  
 CSAA Insurance Group  
 Danone North America  
 Deloitte  
 Deutsche Bank USA Corp.  
 Dropbox  
 DWS Group  
 Electronic Arts  
 Equitable  
 Essence  
 Exelon  
 General Mills  
 GitHub  
 H&R Block  
 Hexion Inc.  
 Hyatt  
 IFF  
 Intel  
 Jacobs  
 Kearney  
 Kohl's  
 Landor & Fitch  
 Link Logistics  
 Lowenstein Sandler  
 Macy's, Inc.  
 Mars, Incorporated  
 Match Group  
 Medtronic  
 Michael Page International  
 Mindshare  
 Momentive  
 Motive  
 New Belgium Brewing  
 NIKE, Inc.  
 Okta  
 Owens Corning  
 Peloton  
 Pfizer  
 Power Home Remodeling  
 PwC  
 Recorded Future

AT&T, Inc.  
 Bain & Company  
 Bayer U.S. LLC  
 Best Buy Co., Inc.  
 Boston Beer Company  
 BP  
 Capital One  
 Cargo Transporters, Inc.  
 Chobani, LLC  
 Comcast NBCUniversal  
 Cox Enterprises  
 CVS Health  
 Deckers Brands (UGG, HOKA, Teva, Sanuk and Koolaburra by UGG)  
 DoorDash  
 DTCC  
 Ecolab  
 EMD Serono, MilliporeSigma and EMD Electronics  
 Etsy  
 Ford Motor Company  
 General Motors  
 Google  
 Harley-Davidson Motor Co.  
 Hilton  
 IAC  
 IHG Hotels & Resorts  
 IRI (Information Resources, Inc.)  
 Johnson & Johnson  
 Kellogg Company  
 KPMG LLP  
 Levi Strauss & Co.  
 LinkedIn  
 Lush Cosmetics – North America  
 Mallinckrodt Pharmaceuticals  
 Marsh McLennan  
 McKesson  
 Meta Platforms, Inc.  
 Micron Technology, Inc.  
 Mitchell Gold + Bob Williams  
 Mondelez International  
 National Grid  
 New York Life  
 Nordstrom, Inc.  
 Omnicom Group  
 Patagonia  
 PepsiCo  
 Pinterest  
 Prudential Financial  
 Ralph Lauren Corporation  
 Red Hat, Inc.

Autodesk, Inc.  
 Bank of America  
 BCW  
 Bloomberg LP  
 Boston Consulting Group  
 Braze, Inc.  
 Carbon Health  
 Carlyle  
 Citigroup, Inc.  
 Constellation Energy Corp.  
 Creative Artists Agency  
 Daniel J. Edelman, Inc.  
 Dell Technologies  
 Delta Air Lines  
 Dow  
 DuPont de Nemours, Inc.  
 Edison International  
 Equinix  
 Ernst & Young, LLP  
 Eventbrite  
 Gap Inc.  
 Gilead Sciences, Inc.  
 GroupM  
 Hewlett Packard Enterprise  
 HP  
 IBM  
 IKEA Retail US  
 Jackson Family Wines  
 JPMorgan Chase  
 KIND LLC  
 Land O'Lakes Inc.  
 Liberty Mutual Insurance  
 Logitech  
 Lyft, Inc.  
 Marriott International  
 MassMutual  
 MediaCom  
 MGM Resorts International  
 Microsoft Corporation  
 Molson Coors Beverage Co.  
 Morgan Stanley  
 Nestlé USA  
 Nextdoor  
 Ogilvy  
 Oracle  
 PayPal  
 Petco  
 Porter, Wright, Morris & Arthur LLP  
 PVH Corp.  
 Raymond James Financial  
 Redfin

REI Co-op  
Salesforce  
Seyfarth Shaw LLP  
Siemens Healthineers  
Slalom  
Sony Music Group  
Splunk Inc.  
Starbucks  
Sustainable Food Policy Alliance  
T-Mobile  
Target  
The Estée Lauder Companies  
The Knot Worldwide  
The Walt Disney Company  
TIAA  
TPG  
Twitter  
Unilever United States  
Upwork  
Verizon  
Via Transportation  
Walgreens Boots Alliance  
Warner Music Group  
WPP  
Xperi Holding Corporation

Rockwell Automation  
SAP America, Inc.  
Shipt  
Siemens USA  
Sony Corporation of America  
Sony Pictures Entertainment  
Standard Chartered Bank  
State Street  
Synchrony  
Takeda Pharmaceuticals  
Tesla, Inc.  
The Goldman Sachs Group, Inc.  
The PNC Financial Services  
Group  
Tiffany & Co.  
TransUnion  
Uber Technologies, Inc.  
United Airlines  
U.S. Bank  
Vertex Pharmaceuticals  
VMLY&R  
Walmart, Inc.  
Wells Fargo & Co.  
Wunderman Thompson  
Ziff Davis

Royal Bank of Canada  
Saul Ewing Arnstein & Lehr LLP  
Shutterstock  
Signet Jewelers  
Sony Electronics Inc.  
Southwest Airlines Co.  
Stanley Black & Decker  
Sunrun, Inc.  
Sysco  
Talbots  
The Clorox Company  
The J.M. Smucker Co.  
The Procter & Gamble Company  
Thermo Fisher Scientific  
Toyota North America  
Tripadvisor  
UKG  
Universal Music Group  
Vail Resorts  
VF Corporation  
VMware  
Warner Brothers Discovery  
Workday Inc.  
Xerox Holdings Corporation  
Zillow