



Office of the Governor
116 West Jones Street
Raleigh, NC 27603

Dear Governor McCrory,

We write with concerns about legislation you signed into law this week, House Bill 2, which has overturned protections for LGBT people and sanctioned discrimination across North Carolina. Put simply, HB 2 is not a bill that reflects the values of our companies, of our country, or even the overwhelming majority of North Carolinians.

We are disappointed in your decision to sign this discriminatory legislation into law. 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 HB 2 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 North Carolina or anywhere in our country. As companies that pride ourselves on being inclusive and welcoming to all, we strongly urge you and the leadership of North Carolina's legislature to repeal this law in the upcoming legislative session.

Sincerely,

Joseph M. Adams, Managing Partner & CEO, RSM US LLP
Laura Alber, President and Chief Executive Officer, Williams-Sonoma, Inc.
Rick Anicetti, President and CEO, The Fresh Market
Karen Appleton, Senior Vice President, Box
James Avery, CEO, Adzerk

Brandee Barker, Cofounder, The Pramana Collective
Yaron Ben-Zvi, CEO and Co-Founder, Haven Life
Marc Benioff, CEO, Salesforce
Thomas J. Benton, CEO, Direct Marketing Association
Chip Bergh, President and CEO, Levi Strauss & Co.
Michael Birch, Founder, Blab
Ed Black, President and CEO, Computer & Communications Industry Association
Paul Black, CEO, Allscripts Healthcare Solutions, Inc.
Lloyd C. Blankfein, Chairman and Chief Executive Officer, The Goldman Sachs Group
Nathan Blecharczyk, Cofounder and CTO, Airbnb
Neil Blumenthal, Co-founder and Co-CEO, Warby Parker
Steven R. Boal, CEO, Quotient Technology Inc.
Alex Boden, General Manager, Plum Organics
Ron Boire, CEO, Barnes and Noble
Lorna Borenstein, CEO, Grokker
Brad Brinegar, Chairman and CEO, McKinney
Craig Bromley, President, John Hancock Financial
Michael Bronner, President, Dr. Bronner's
Lesley Slaton Brown, Chief Diversity Officer, HP Inc.
John Bryant, Chairman and Chief Executive Officer, Kellogg Company
Ursula Burns, Chairman and Chief Executive Officer, Xerox Corporation
Wes Bush, Chairman, CEO and President, Northrop Grumman
Mandy Cabot, Co-Founder & CEO, Dansko
Mike Cannon-Brookes and Scott Farquhar, co-CEOs, Atlassian
Lloyd Carney, CEO, Brocade Communications Systems, Inc.
Gregory C. Case, President and CEO, Aon plc.
Marc Casper, President and CEO, Thermo Fisher Scientific, Inc.
Safra Catz, CEO, Oracle
Brian Chesky, CEO, Airbnb
Ivan Cheung, CEO, Eisai, Inc.
Emanuel Chirico, Chairman and Chief Executive Officer, PVH Corp.
Giovanni Colella, CEO, Castlight Health, Inc.
Wendy Collie, CEO, New Seasons Market
Ron Conway, Founder and Co-Managing Partner, SV Angel
Tim Cook, CEO, Apple
Roger W. Crandall, Chairman, President and Chief Executive Officer, Massachusetts Mutual Life Insurance
Scott Custer, Chief Executive Officer, Yadkin Bank
Paul T. Dacier, Executive Vice President and General Counsel, EMC Corporation
Bracken P. Darrell, CEO, Logitech
Dean Debnam, Chairman and CEO, Workplace Options
Mike DeFrino, Chief Executive Officer, Kimpton Hotels & Restaurants
Donna DeMaio, President and CEO, United Guaranty Corporation

Bill Demchak, Chairman, President and Chief Executive Officer, The PNC Financial Services Group, Inc.
Chad Dickerson, CEO, Etsy
Alex Dimitrief, Senior Vice President and General Counsel, GE
Jack Dorsey, CEO, Square and Twitter
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Sandy Douglas, Executive Vice President & President, Coca-Cola North America, The Coca-Cola Company
Martin Eakes, CEO, Self-Help
David Ebersman, Cofounder and CEO, Lyra Health
Mike Elliott, Executive Vice President, People, JetBlue Airways
Laurence D. Fink, Chairman and Chief Executive Officer, BlackRock
Randy Fiser, CEO, American Society of Interior Designers
Blair Fleming, Head, RBC Capital Markets, U.S.
Jared Fliesler, General Partner, Matrix Partners
Vince Forlenza, Chairman, CEO and President, BD
Kenneth C. Frazier, Chairman and Chief Executive Officer, Merck
Mark Gainey, CEO, Strava Inc.
Christopher Gavigan, Co-Founder/Chief Products Officer, The Honest Company
Joe Gebbia, Cofounder and Chief Product Officer, Airbnb
Dave Gilboa, Co-founder and Co-CEO, Warby Parker
Jason Goldberg, CEO, Pepo
Kristen Koh Goldstein, CEO, BackOps
Mitchell Gold, co-founder and chair-man, Mitchell Gold + Bob Williams
John H. Graham IV, President and CEO, American Society of Association Executives
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Mike Gregoire, CEO, CA Technologies
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Gerald Hassell, Chairman and Chief Executive Officer, BNY Mellon
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Steve Huffman, CEO, Reddit

Chad Hurley, Cofounder, YouTube
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Travis Katz, Founder and CEO, Gogobot
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Tom Klein, CEO, Sabre
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Vishal Makhijani, COO, Udacity
Tom Mangas, CEO, Starwood Hotels & Resorts Worldwide
Rose Marcario, CEO, Patagonia
Rob Marcus, Chairman and CEO, Time Warner Cable
Bill Maris, CEO, Google Ventures
Marissa Mayer, President and CEO, Yahoo
Melody McCloskey, CEO, StyleSeat
Charlesiah McLean III, Director, Diversity & Inclusion, Leidos
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Alexis Ohanian, Cofounder, Reddit
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Bob Page, Founder and CEO, Replacements, Ltd.
Dheeraj Pandey, Co-Founder and CEO, Nutanix
Doug Parker, Chairman and CEO, American Airlines
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Mike Pedersen, CEO and President, TD Bank, N.A.
Michelle Peluso, Strategic Advisor and former CEO, Gilt
Christine Perich, CEO, New Belgium Brewing
Lars Petersson, President, IKEA US
Sundar Pichai, CEO, Google
Mark Pincus, Founder and Executive Chairman, Zynga
Mary Powell, CEO, Green Mountain Power
Hosain Rahman, CEO, Jawbone
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Howard Schultz, Chairman and CEO, Starbucks
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Brad Smith, President and Chief Legal Officer, Microsoft
Jostein Solheim, CEO, Ben & Jerry's
Arne Sorenson, President and CEO, Marriott International
David Spector, Cofounder, ThirdLove
Jeremy Stoppelman, CEO, Yelp
Yancey Strickler, CEO, Kickstarter
Jerry Stritzke, President and CEO, REI
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Paul Van Deventer, President & CEO, Meeting Professionals International
Ken Wasch, President, Software & Information Industry Association
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Bob & Harvey Weinstein, Co-Founders and Co-Chairmen, The Weinstein Company
Devin Wenig, CEO, eBay
Tim Westergren, Founder and CEO, Pandora Media, Inc.
Stephen A. White, President and CEO, Milliman
Anne Wojcicki, CEO, 23andMe
Robert Wolfe, CEO, CrowdRise
Mark Zuckerberg, Founder and CEO, Facebook