

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

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
Lynne Doughtie, Chairman and CEO, KPMG LLP
Sandy Douglas, Executive Vice President & President, CocaCola North America, The CocaCola Company
Martin Eakes, CEO, SelfHelp
David Ebersman, Cofounder and CEO, Lyra Health

Mike Elliot, 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, CoFounder/Chief Products Officer, The Honest Company
Joe Gebbia, Co-founder 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 chairman, Mitchell Gold + Bob Williams
John H. Graham IV, President and CEO, American Society of Association Executives
Peter T. Grauer, Chairman, Bloomberg L.P.
Logan Green, CEO, Lyft
Mike Gregoire, CEO, CA Technologies
Paul Graham, Founder, Y Combinator
John J. Haley, CEO, Willis Towers Watson
Peter D. Hancock, President & Chief Executive Officer, AIG
David Hassell, CEO, 15Five
Gerald Hassell, Chairman and Chief Executive Officer, BNY Mellon
Charles H. Hill III, Executive Vice President, Worldwide Human Resources, Pfizer Inc.
Dick Hodgins, Co-Owner and Chief Engineer, Osceola Music Inc.
Reid Hoffman, Chairman, LinkedIn
Robert Hohman, Co-founder & CEO, Glassdoor
Lane S. Hopkins, Chief Diversity and Inclusion Officer, Capital One Financial Corporation
Mark Hoptman, President and CEO, Hyatt Hotels Corporation
Drew Houston, CEO, Dropbox
Stephen R. Howe, Jr., U.S. Chairman and Managing Partner, Americas Managing Partner, Ernst & Young LLP
William H. Howle, President of U.S. Retail Banking Group, Citibank
Steve Huffman, CEO, Reddit
Chad Hurley, Co-founder, YouTube
Dave Imre, Partner and CEO, IMRE
Dev Ittycheria, President & CEO, MongoDB
Richard Jenrette, Founder, Classical American Homes Preservation Trust
Laurene Powell Jobs, President, Emerson Collective
Michael O. Johnson, Chairman and Chief Executive Officer, Herbalife

Kim Jordan, Founder & Executive Chair, New Belgium Brewing
Cecily Joseph, VP Corporate Responsibility and Chief Diversity Officer, Symantec Corporation
Steve Joyce, CEO, Choice Hotels International
Travis Kalanick, CEO, Uber
David Karp, Founder and CEO, Tumblr
Ron Kass, President and CEO, Hunter Douglas Inc.
Travis Katz, Founder and CEO, Gogobot
Fred Keller, Founder & Chairman, Cascade Engineering
Alan King, President and COO, Workplace Options
Dave King, CEO, LabCorp.
Tom Klein, CEO, Sabre
Klaus Kleinfeld, Chairman and Chief Executive Officer, Alcoa Inc.
David Kohler, President & CEO, Kohler Co.
Brian Krzanich, CEO, Intel
Joshua Kushner, Managing Partner, Thrive Capital
Michael W. Lamach, Chairman and CEO, Ingersoll-Rand plc
Stefan Larsson, President and Chief Executive Officer, Ralph Lauren Corporation
William P. Lauder, Executive Chairman, The Estée Lauder Companies Inc.
Ralph Lauren, Executive Chair and Chief Creative Officer, Ralph Lauren Corporation
Jeff Lawson, Founder, CEO and Chairman, Twilio
Matthew Lepore, Senior Vice President and General Counsel, Chief Compliance Officer, BASF Corporation
Max Levchin, CEO, Affirm
Tom Linebarger, Chairman and CEO, Cummins Inc.
Dion Lim, CEO, NextLesson
Frank Longobardi, CEO, CohnReznick LLP
Shanlyn Ma, CEO, Zola
Elie Maalouf, Chief Executive Officer, The Americas, InterContinental Hotels Group
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
F. William McNabb III, Chairman & CEO, Vanguard
Apoorva Mehta, Founder and CEO, Instacart
Douglas Merrill, CEO, Zestfinance
Dyke Messinger, President and CEO, Power Curbers Inc.

Chris Meyrick, Chief Diversity Officer, American Express Company
Steve Mollenkopf, CEO, Qualcomm Inc.
Bob Moritz, US Chairman and Senior Partner, PwC
Denise Morrison, President and Chief Executive Officer, Campbell Soup Company
Brian Moynihan, CEO, Bank of America
Oscar Munoz, President and CEO, United Airlines
Hari Nair, Vice President and General Manager, Orbitz.com & CheapTickets.com
Christopher J. Nassetta, President & Chief Executive Officer, Hilton Worldwide
Michael Natenshon, CEO, Marine Layer
Alexi G. Nazem, Cofounder and CEO, Nomad Health
Alexis Ohanian, Cofounder, Reddit
Laurie J. Olson, EVP, Strategy, Portfolio and Commercial Operations, Pfizer Inc.
Bob Page, Founder and CEO, Replacements, Ltd.
Dheeraj Pandey, Co-Founder and CEO, Nutanix
Doug Parker, Chairman and CEO, American Airlines
Mark Pearson, CEO, AXA Financial Inc.
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
Michael Rapino, CEO & President, Live Nation Entertainment
Bill Ready, CEO, Braintree
Evan Reece, CEO, Liftoptia
Stan Reiss, General Partner, Matrix Partners
John Replogle, CEO, Seventh Generation
Walter Robb, co-CEO, Whole Foods Market
Chuck Robbins, CEO, Cisco Systems
Virginia M. Rometty, Chairman, President and CEO, IBM Corporation
Dan Rosensweig, CEO, Chegg
Patricia Rossman, Chief Diversity Officer and HR Communications, BASF Corporation
Kevin P. Ryan, Founder and Chairman, Alleycorp
Bijan Sabet, General Partner, Spark Capital
Brian Samelson, CEO & President, eMaint Enterprises, LLC
Julie Samuels, President, Engine
George A. Scangos, PhD, CEO, Biogen

Charles W. Scharf, Chief Executive Officer, Visa Inc.
Paula Schneider, CEO, American Apparel
Steve Schoch, CEO, Miramax
Dan Schulman, President and CEO, PayPal
Howard Schultz, Chairman and CEO, Starbucks
Adam Shankman, Director and Producer
Gary Shapiro, President and CEO, Consumer Technology Association
David A. Shaywitz, MD, PhD, Chief Medical Officer, DNAnexus
Behshad Sheldon, President and CEO, Braeburn Pharmaceuticals
Ben Silbermann, CEO, Pinterest
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
John G. Stumpf, Chairman and Chief Executive Officer, Wells Fargo & Company
Julie Sweet, Group Chief Executive North America, Accenture
Christopher J. Swift, Chairman and CEO, The Hartford
Bret Taylor, CEO, Quip
Todd Thibodeaux, CEO, CompTIA
Brad Tilden, CEO, Alaska Airlines
Brian Tippens, Vice President, Chief Diversity Officer, Hewlett Packard Enterprise
David Tisch, Managing Partner, BoxGroup
Nirav Tolia, Cofounder and CEO, Nextdoor
Ed Townley, CEO, Cabot Creamery
Kevin A. Trapani, President and CEO, The Redwood Groups
Mark Trudeau, President and Chief Executive Officer, Mallinckrodt Pharmaceuticals
Paul Van Deventer, President & CEO, Meeting Professionals International
Ken Wasch, President, Software & Information Industry Association
Casey Wasserman, Chairman and CEO of Wasserman & President and CEO of the Wasserman Foundation
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