



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,

Karen Appleton, Senior Vice President, Box
Brandee Barker, Cofounder, The Pramana Collective
Marc Benioff, CEO, Salesforce
Chip Bergh, President and CEO, Levi Strauss & Co.
Michael Birch, Founder, Blab
Ed Black, President and CEO, Computer & Communications Industry Association

Nathan Blecharczyk, Cofounder and CTO, Airbnb
Steven R. Boal, CEO, Quotient Technology Inc.
Ron Boire, CEO, Barnes and Noble
Lorna Borenstein, CEO, Grokker
Brad Brinegar, Chairman and CEO, McKinney
John Bryant, Chairman and Chief Executive Officer, Kellogg Company
Wes Bush, Chairman, CEO and President of Northrop Grumman
Mike Cannon-Brookes and Scott Farquhar, co-CEOs, Atlassian
Lloyd Carney, CEO, Brocade Communications Systems, Inc.
Brian Chesky, CEO, Airbnb
Ron Conway, Founder and Co-Managing Partner, SV Angel
Tim Cook, CEO, Apple
Dean Debnam, Chairman and CEO, Workplace Options
Jack Dorsey, CEO, Square and Twitter
David Ebersman, Cofounder and CEO, Lyra Health
Jared Fliesler, General Partner, Matrix Partners
Vice Forlenza, Chairman, CEO and President, BD
Joe Gebbia, Cofounder and Chief Product Officer, Airbnb
Jason Goldberg, CEO, Pepo
Alan King, President and COO, Workplace Options
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
Logan Green, CEO, Lyft
Mike Gregoire, CEO, CA Technologies
Paul Graham, Founder, Y Combinator
David Hassell, CEO, 15Five
Charles H. Hill III, Executive Vice President, Worldwide Human Resources, Pfizer Inc.
Reid Hoffman, Chairman, LinkedIn
Robert Hohman, Cofounder & CEO, Glassdoor
Drew Houston, CEO, Dropbox
William H. Howle, President of U.S. Retail Banking Group, Citibank
Steve Huffman, CEO, Reddit
Chad Hurley, Cofounder, YouTube
Dave Imre, Partner and CEO, IMRE
Dev Ittycheria, President & CEO, MongoDB
Laurene Powell Jobs, President, Emerson Collective
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
Travis Katz, Founder and CEO, Gogobot
Brian Krzanich, CEO, Intel
Joshua Kushner, Managing Partner, Thrive Capital
Michael W. Lamach, Chairman and CEO, Ingersoll-Rand plc
Max Levchin, CEO, Affirm

WORKING FOR LESBIAN, GAY, BISEXUAL, AND TRANSGENDER EQUAL RIGHTS

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Dyke Messinger, President and CEO, Power Curbers Inc.
Steve Mollenkopf, CEO, Qualcomm Inc.
Brian Moynihan, CEO, Bank of America
Hari Nair, Vice President and General Manager, Orbitz.com & CheapTickets.com
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David Spector, Cofounder, ThirdLove
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