



Tennessee is a great place to do business: Corporate investments and entrepreneurship are growing. Visitors to the state spent [more than \\$22 billion](#) in 2018. We have one of the nation's lowest unemployment rates. Tennessee's thriving economy is proof that business-friendly legislative efforts have paid off.

We believe Tennessee's continued growth and innovation rely on the state being open and welcoming to everyone. The recent passage of HB 386 sends the opposite message. This law will allow child welfare organizations -- including taxpayer-funded adoption and foster care agencies -- to turn away qualified Tennesseans seeking to care for a child in need, including LGBTQ couples, interfaith couples, single parents, divorced people, or anyone to whom the agency has a religious objection.

Policies that signal that the state is not welcoming to everyone put our collective economic success at risk. As we seek to maintain and grow our world-class workforce, we often face questions about whether our state is welcoming to the LGBTQ community and beyond. It is both a business imperative and core to our corporate values that our customers, our employees and their families, and our potential employees feel fully included in the prosperity of our state.

**We ask that lawmakers not pursue any further legislation that would target or exclude LGBTQ people, which would do harm to Tennesseans and create unnecessary hurdles to economic competitiveness.** We urge policymakers to remain committed to the values of innovation and growth that we all share.

**We ask our legislative leaders to help us continue to make Tennessee a welcoming and inclusive state to all people.**

**We appreciate your public service and look forward to continuing our partnership.**



### **Corporate Signers**

1. AllianceBernstein
2. Amalgamated Bank
3. Amazon
4. American Airlines
5. Bridgestone Americas
6. Camelot Care Services
7. CMT
8. Concord
9. Cummins, Inc.
10. Curb Records
11. Dell Technologies
12. Discovery, Inc.
13. Dow
14. Genesco
15. Hilton
16. IKEA North America Services, LLC
17. Lyft, Inc.
18. Marriott International, Inc.
19. Mars, Inc.
20. Nashville Convention and Visitors Corp
21. Nashville International Airport, BNA
22. Nashville Predators
23. Nashville Soccer Club
24. Nike, Inc.
25. Nissan North America
26. Postmates
27. Salesforce
28. ServiceSource
29. Sustainable Food Policy Alliance, including member companies Danone North America; Mars, Incorporated; Nestlé USA; and Unilever United States
30. Tennessee Titans
31. Trillium Asset Management
32. Unilever

### **TN Small Business Signers**

1. 11seventy
2. 2nd Chance Insurance, LLC
3. 3rd POWER Amplification, LLC
4. Advanced Family Medical
5. AffordableInsuranceQuotes.com
6. Allegro Member Solutions, Inc.
7. Angelfish Arts
8. bam! social business, LLC
9. Batch Nashville, LLC
10. Belcourt Theatre
11. Big Frog Custom T-shirts
12. Brinnovate Digital
13. Butcher & Bee
14. Cadium Music Publishing
15. Cannery Ballroom
16. Christina R. Perkins, LCSW
17. Clemmons & Clemons, PLLC
18. CodeScience
19. Coffee Brake, Inc.
20. Conjure
21. Covenant of the Cross
22. Culture Shift Team
23. Cumberland Property Investments
24. Deb Palmer George Consulting
25. Dickinson Wright, PLLC
26. Diversity Builder, Inc
27. dkupish production, LLC
28. Dog and Duck
29. Element Salon
30. EurAupair Multicultural Child Care Plans of Knoxville
31. Events R Us Photography
32. Exit Realty Elite
33. Fleet Street Pub
34. Flemmings Prime Steakhouse and Wine Bar
35. FLWR Shop
36. Focus Mid-South



33. Vanderbilt University  
34. Warby Parker  
35. Warner Music Group

37. Focus Middle Tennessee  
38. Frothy Monkey  
39. GasLamp Antiques and Decorating  
Mall  
40. Good Neighbor Festivals  
41. Graceful Tables  
42. Green Building Management  
Services, LLC  
43. HighHorse  
44. Home Run Pet Care  
45. Hyatt Place Nashville Downtown  
46. Indian Lake Animal Clinic  
47. Interprofessional Health Services,  
LLC  
48. JayKillEvents  
49. Jeffrey C. Kovalski, PLLC  
50. Jenn Strickland Counseling  
51. Kaleidoscope Custom Vapor  
Lounge LLC  
52. KJB Security Products Inc.  
53. Lake Animal Clinic  
54. Levy's, Inc.  
55. Liberty Extractions LLC  
56. MediCopy  
57. Mercy Lounge  
58. Mott Counseling Services  
59. MP Dezgn Technology Solutions  
60. Music City Tents  
61. Nashville Ballet  
62. Nashville Cares  
63. Nashville Children's Theatre  
64. Nashville Computer Guru  
65. Nashville In Harmony  
66. Nelson's Green Brier Disterillery  
67. No Quarter  
68. Noah E. Spiegel Consulting  
69. Odark30studio  
70. One  
71. Out & About Nashville, Inc.



72. Overlook Nashville
73. Oz Arts Nashville
74. Parana River Group
75. Peace Love and Paws
76. Pecker's Bar & Grill
77. Rachel + Winfree Data Analytics Consulting
78. Rager Adolescent Health
79. Ray Rico Freelance
80. Sanctuary Yoga
81. Sifted
82. SkillSet Organizing
83. Spray Pal
84. STF Events and Catering
85. Strategic Hospitality
86. Sustainable Food Policy Alliance
87. Synchronous Health
88. The Artist's Circle
89. The Biser Group
90. The Crag
91. The Crag
92. The Dog Houzz
93. The High Watt
94. The RayNa Corporation
95. The RayNa Corporation
96. Third Coast Comedy Club
97. TNB-Fitness, LLC
98. Triumph Strategies
99. TSTL Holdings LLC dba Boro Hemp Co.
100. Turnip Truck
101. Two Old Hippies
102. Warner Music Group
103. Water Quality & Erosion Control of Tennessee
104. Weatherford Enterprises, LLC
105. White & Rhodes, P.C.
106. Wild Goose Chase Events
107. Zeus Enterprises LLC.



## Individual Business Statements

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**Concord:** *“The creative community in TN, and especially in Nashville, is essential to the state’s culture and economy. It is a community that was built on inclusiveness and continues to thrive because of it. The signing of HB 0836 / SB 1304 into law does not reflect the type of inclusiveness that Concord believes makes better communities, creative works, and culture. Concord will continue to speak out against any laws that threaten its stakeholders and have therefore added our name to an ever-expanding list of TN businesses that oppose such legislated discrimination.”*

**Mars Petcare:** *“At Mars, we believe our business and our community are at their best when we embrace and celebrate all people. We firmly believe that everyone is equal and that every person deserves to be treated with respect, dignity, and fairness. We value our presence across the state of Tennessee and continue to invest here as it has been a great place to do business. Discrimination has no place in our business or our laws. We strongly oppose any bill that would negatively impact our entire community and the thriving business environment that we currently have. We respectfully ask Gov. Lee to veto it.”*

**Nashville Hospitality Industry:** *“Nashville is an open, welcoming city that respects and embraces the differences among us, and we believe that our differences make our community stronger. Discriminatory legislation does not reflect the inclusive culture of our city. We are disappointed that some of these discriminatory bills have advanced, harming our city’s reputation as a great place to do business and host conventions. We will continue to work with the city, business leaders and the 450 members in the Tennessee Thrives business coalition who share our commitment to inclusivity. We look forward to further conversations with state leaders about the harmful economic impact of discriminatory bills. Music is the universal language, and everyone is welcome in Music City.”*

**Nashville Predators:** *“The Nashville Predators and Bridgestone Arena oppose discrimination of any kind. In an effort to keep our state vibrant with potential for tremendous economic and social growth, we proudly support Tennessee Thrives. We have seen our city and state stand with us during NHL All-Star Weekend and the NHL Stanley Cup Final and we have witnessed lower Broadway embrace the incredible volume of fans for the SEC during the Men’s and Women’s basketball tournaments. Passing discriminatory legislation would limit revenue for the city of Nashville and the state of Tennessee by inhibiting our ability to secure events like those and future events such as league marquee events, NCAA Games, award shows and countless*



*potential concerns. We strongly encourage our elected officials to keep us on an inclusive path that protects the rights of all Tennessee citizens.”*

**Nashville Soccer Club:** *“As a major league sports club approaching our inaugural season in Major League Soccer, we carefully selected diversity and inclusion as two of our core values as an organization. We cannot and do not condone discrimination of any form, or support legislation that explicitly or implicitly allows discrimination against LGBTQ people and their families. Our team, and we believe our city, should be open to all, regardless of sexual orientation, gender, ethnic origin or race, and we stand as proudly with the LGBTQ community as we do with all other communities.”*

**Postmates:** *“Postmates continues to be alarmed by the Lee Administration’s anti-LGBTQ agenda, particularly as we consider expanding our presence in the Volunteer State. It is impossible for Tennessee to be a great place to do business while its government imposes policies of exclusion and discrimination. State leaders cannot and will not be able to expect companies like ours to power its economic engines while supporting legislation that undermines our ability to feel welcome in this state unless they commit to a new pathway to include all families & all workers. HB 386 undermines businesses’ ability to recruit top talent and grow in the state by policies that say not all are welcome — and it’s just plain wrong. To our Postmates fleet, our customers, our small business owners, our entire community: we stand with you no matter who you love or who you are, and we will not accept this kind of flagrant hatred.*

**ServiceSource:** *“Although our company is headquartered in Colorado, we have a significant presence in Nashville (over 700 employees in the city center) and we were recently made aware of the proposed legislation that would disadvantage our LGBT community members, as well as the open letter to the legislature sponsored by your organization. We at ServiceSource are committed to equality and believe that policies and laws that promote tolerance and equal opportunity are critical not only to business but to society.”*

**Warner Music Group:** *“WMG is proud of its longstanding presence in Tennessee. The continued success and growth of our business here depends on our ability to recruit and retain a best-in-class, diverse workforce. We often receive questions about whether Tennessee is a welcoming and inclusive place to live for the LGBT community. These bills send a clear message that LGBT artists, songwriters and employees are not welcome.”*