



2021 Open Letter of Tennessee Businesses Against Discrimination

Tennessee is a great place to do business. As we work to recover from the economic impacts of the COVID-19 pandemic, we still have one of the nation's lowest unemployment rates, and companies in many sectors are expanding and hiring. Business interest in relocating to the state remains high, and we continue to build thriving sports, tourist, and convention business across the state. Our economy is proof that our business-friendly legislative agenda is the right approach, and one that benefits all of the state's citizens.

However, one thing continues to concern companies: the state's reputation on inclusion and diversity as it relates to our ability to attract, nurture, and retain talent and tourism business.

Tennessee's future growth and innovation rely on the state being open and welcoming to everyone. Policies that signal that the state is not welcoming to everyone put our collective economic success at risk.

Our businesses strongly embrace diversity and inclusion because we want everyone who works for us or does business with us - and their families - to feel welcome and safe as their authentic selves. **Fairness, equal treatment, and opportunity are central to our values because we care about our employees and the customers we serve. These values also directly affect our bottom lines:** Inclusive business practices and communities lead to more productive and engaged employees, more creativity, increased customer satisfaction, and improved competitiveness.

We ask that lawmakers not pursue legislation that would target or exclude LGBT people of all ages. We need our workers and their families – including any transgender members of their families – to feel welcome. We urge policymakers to remain committed to the values of innovation and growth that we all share.

Any movement of these exclusionary bills is particularly troubling while we are dealing with so many other pressing workforce and economic concerns amidst the COVID-19 crisis. Overwhelming empirical evidence shows that discrimination is bad for business, bad for economic competitiveness, and bad for the state. In challenging economic times, we can't support our state putting energy behind anything that could make us less innovative or competitive.



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. Amazon
3. Castle Retail Group
4. Central BBQ / RSCB Holdings
5. Dell Technologies
6. Discovery, Inc.
7. Diversity Builder, Inc.
8. ENA
9. Genesco Inc.
10. MediCopy
11. MP&F Strategic Communications
12. Nashville Convention and Visitors Corp
13. Nashville International Airport, BNA
14. Nashville Soccer Club
15. Nissan North America, Inc.
16. Peloton Interactive, Inc.
17. Pfizer Inc.
18. ServiceSource International, Inc.
19. Sustainable Food Policy Alliance, including member companies Danone North America; Mars, Incorporated; Nestlé USA; and Unilever United States
20. Tennessee Business Roundtable
21. Tennessee Chamber of Commerce and Industry

TN Small Business Signers

1. 11Seventy
2. A Catered Affair
3. ADL Southeast
4. Anchor Employment Services, Inc.
5. Angelfish Arts
6. Anne-Marie Zanzal Coaching
7. Any Lab Test Now
8. Any old iron Lc
9. Architecture Inc
10. Associated Urologists of Nashville
11. Axis7 Enterprises, LLC
12. BAM! Social Business, LLC.
13. Batch
14. Be Truly Social
15. Belcourt Theatre
16. Blue Monkey Ent LLC
17. Brinnovate LLC
18. Butcher & Bee
19. Chady Property Management
20. CHOICES – Memphis Center for Reproductive Health
21. Christina R. Perkins, LCSW
22. Clemmons & Clemons, PLLC
23. Clifton+Leopold
24. Comstasis, LLC
25. Conexión Américas
26. Connect
27. Cooper-Young Community Association



22. The RayNa Corporation
23. The Turnip Truck
24. Vanderbilt University
25. Warner Music Group
28. Culture Shift Team
29. DL Bradford Interiors and Design LLC
30. DOG AND A DUCK
31. Doggie Doo's
32. Fairfield by Marriott Nashville Downtown/The Gulch
33. First Congregational UCC Church
34. Franklin Pride TN
35. Friends For Life
36. G Squared Wireless, LLC
37. Good Neighbor Festivals
38. Good People Collective, LLC
39. Hair Vibes/Hair by Brandy
40. Harbin Hollow, LLC
41. HARMONY COACHING & CONSULTING
42. Hawley-Rooks Real Estate Team
43. Holliman Psychotherapy Services
44. Home Run Pet Care
45. Hyatt House Nashville at Vanderbilt
46. Hyatt Place Nashville Downtown
47. Inspired Concepts and Events
48. James Covington, Realtor
49. Jane Kilmer Therapy
50. Johnson Squared Consulting LLC
51. JONATHAN Davis
52. Kaleidoscope Vapor
53. Kevin Hackney Real Estate
54. KKirton STRP
55. Knoxville Behavioral & Mental Health Services
56. Law Office of Ben Israel
57. Law Office of Kevin Teets
58. Legacy Farms
59. Leven Works
60. LLOYD MCDONALD USHEALTH ADVISORS



61. Lovejoy Weddings
62. Main Event Productions, LLC
63. Manicured Lawns
64. Margot Cafe and Bar
65. Matt Dillman - Realtor, Reliant Realty
66. Melo Green Botanics LLC
67. Miriam's Promise
68. Momentum Counseling, LLC
69. Nashville Ballet
70. Nashville in Harmony
71. Nashville Men's Health
72. Nashville Scene/ FW Publishing
73. Nelson's Green Brier Distillery
74. No Quarter
75. Noah E. Spiegel Consulting
76. Old Town Trolley Tours of Nashville
77. Pape Ventures, Inc.
78. Pawsitive Pet Care
79. Peckers Bar & Grill
80. Perennial Design Studio
81. Play
82. Pretty Useful Co.
83. Rager Adolescent Health, PLLC
84. Rubenfeld Law Office, PC
85. Rustic Restaurants, LLC
86. S&L Companies, LLC
87. S&L Solutions
88. Sara Ray Interior Design
89. Shakti Power Yoga
90. Simply With Dawn S Corp
91. Social Link
92. Soles4Souls
93. SolomonWood, LLC
94. Southern Fatty Media, LLC
95. Southport Solutions, LLC
96. Spay Memphis
97. Stark Business Optimization LLC
98. Suzy Wong's



99. Taylor Made Plans
100. The Beauty Shop Restaurant
101. The Lipstick Lounge
102. The Sirraaj Agency
103. The Working Law Firm
104. Thistle Farms
105. Tinney Contemporary Gallery
106. TNB-Fitness
107. Tolbert Marketing and Events
108. Tonda McKay Photography
109. Tribe
110. Utopia Animal Hospital
111. Weatherford Enterprises LLC
112. Welty Law Office

Individual Business Statements

Company: “Quote”

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 urge the legislature to reject and Gov. Lee to veto any such bills.”*

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.”*

Nashville Soccer Club: *“As a major league sports club 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 the LGBTQ community and their families. Our team and we believe our*



city, should be open to all, regardless of sexual orientation, gender, ethnic origin, and race, and we stand as proudly with the LGBTQ community as we do with all other communities.”

Diversity Builder, Inc: *“We affirm that Tennessee is a welcoming state where we value and celebrate difference. We encourage the people of Tennessee and its legislature to protect workers from discrimination based sexual orientation and gender identity, which are protected classes under the category of sex in federal law.”*



Geographic Breakdown of Signers:

Corporate Signers: Castle Retail Group, Central BBQ / RSCB Holdings, Discovery Network, Inc., Diversity Builder, Inc., ENA, Fairfield by Marriott Nashville Downtown/The Gulch, Genesco Inc., MediCopy, Nashville Soccer Club, Nissan North America, Inc., Peloton Interactive, Inc., Pfizer Inc., ServiceSource International, Inc., Sustainable Food Policy Alliance, including member companies Danone North America; Mars, Incorporated; Nestlé USA; and Unilever United States, Tennessee Business Roundtable, The Turnip Truck, Vanderbilt University, Warner Music Group

West Tennessee: Architecture Inc., Blue Monkey Ent LLC, CHOICES – Memphis Center for Reproductive Health, Cooper-Young Community Association, First Congregational UCC Church, Friends For Life, Harmony Coaching & Consulting, Law Office of Ben Israel, Pretty Useful Co., Spay Memphis, The Beauty Shop Restaurant, The Working Law Firm, Utopia Animal Hospital

Middle Tennessee: 11Seventy, ADL Southeast, Anchor Employment Services, Inc., Angelfish Arts, Anne-Marie Zanzal Coaching, Any Lab Test Now, Any Old Iron LC, Associated Urologists of Nashville and Nashville Men's Health, Axis7 Enterprises, LLC, BAM! Social Business, LLC., Batch, Be Truly Social, Belcourt Theatre, Brinnovate LLC, Butcher & Bee, Chady Property Management, Clemmons & Clemons, PLLC, Clifton+Leopold, Comstasis, LLC, Conexión Américas, Connect, Culture Shift Team, DL Bradford Interiors and Design LLC, DOG AND A DUCK, Doggie Doo's, Franklin Pride TN, G Squared Wireless, LLC, Good Neighbor Festivals, Good People Collective, LLC, Hair Vibes/Hair by Brandy, Harbin Hollow, LLC, Hawley-Rooks Real Estate Team, Holliman Psychotherapy Services, Home Run Pet Care, Hyatt House Nashville at Vanderbilt, Hyatt Place Nashville Downtown, Inspired Concepts and Events, James Covington, Realtor, Jane Kilmer Therapy, Johnson Squared Consulting LLC, Jonathan Davis, Kaleidoscope Vapor, Kevin Hackney Real Estate, KKirton STRP, Knoxville Behavioral & Mental Health Services, Law Office of Kevin Teets, Leven Works, Lloyd McDonald USHealth Advisors, Lovejoy Weddings, Main Event Productions, LLC dba Legacy Farms dba A Catered Affair, Manicured Lawns, Matt Dillman - Realtor, Reliant Realty, Melo Green Botanics LLC, Miriam's Promise, Momentum Counseling, LLC, MP&F Strategic Communications, Nashville Ballet, Nashville Convention & Visitors Corp, Nashville in Harmony, Nashville Scene/ FWPublishing, Nelson's Green Brier Distillery, No Quarter, Noah E. Spiegel Consulting, Old Town Trolley Tours of Nashville, Pape Ventures, Inc., Pawsitive Pet Care, Peckers Bar & Grill, Perennial Design Studio, Play/Tribe/Suzy Wong's, Rager Adolescent Health, PLLC, Ray Rico Freelance, LLC, Focus Magazines (Memphis & Nashville). Rubenfeld Law Office, PC, Rustic Restaurants, LLC dba Margot Cafe and Bar, S&L Companies, LLC, S&L Solutions, Sara Ray Interior Design, Shakti Power Yoga, Simply With Dawn S Corp, Social Link, Soles4Souls, SolomonWood, LLC, Southern Fatty Media, LLC, Southport Solutions, LLC, Taylor Made Plans, The Lipstick Lounge, The RayNa Corporation, The Siraaj Agency, Thistle Farms, Tinney Contemporary Gallery, TNB-Fitness, Tolbert Marketing and Events, Tonda McKay Photography, Weatherford Enterprises LLC, Welty Law Office



East Tennessee: Christina R. Perkins, LCSW, Stark Business Optimization LLC