

March 30, 2015

Honorable Mike Pence
Governor of Indiana
State House Room 206
Indianapolis, Indiana 46204-2797

Dear Governor Pence:

Regardless of the original intention of the Religious Freedom Restoration Act, we are deeply concerned about the impact it is having on our employees and on the reputation of our state. All of our companies seek to promote fair, diverse and inclusive workplaces. Our employees must not feel unwelcome in the place where they work and live.

As we seek to attract and retain great talent from Indiana and around the world, it is critical that we make it clear that Indiana is the welcoming state we all believe it to be. As leaders in the Indiana business community, we call on you to take immediate action to ensure that the Religious Freedom Restoration Act will not sanction or encourage discrimination against any residents or visitors to our state by anyone.

By immediately enacting new legislation that makes it clear that neither the Religious Freedom Restoration Act nor any other Indiana law can be used to justify discrimination based upon sexual orientation or gender identity, our state's elected leaders can provide the reassurance to the people of our state, our nation and the world that is needed at this critical moment.

Sincerely,

William S. Oesterle
Chief Executive Officer
Angie's List, Inc.

Jeffrey H. Smulyan
Chairman, President and CEO
Emmis Communications Corporation

Joseph R. Swedish
President and CEO
Anthem, Inc.

Daniel F. Evans
President and Chief Executive Officer
Indiana University Health

Tom Linebarger
Chairman and Chief Executive Officer
Cummins Inc.

Jack Phillips
President and CEO
Roche Diagnostics Corporation

Tim Hassinger
President and CEO
Dow AgroSciences

Scott McCorkle
CEO
Salesforce Marketing Cloud

John C. Lechleiter
Chairman, President, and CEO
Eli Lilly and Company

March 30, 2015

Honorable David Long
President Pro Tempore, Indiana Senate
200 W. Washington Street
Indianapolis, Indiana 46204-2785

Dear Senate President Pro-Tem Long:

Regardless of the original intention of the Religious Freedom Restoration Act, we are deeply concerned about the impact it is having on our employees and on the reputation of our state. All of our companies seek to promote fair, diverse and inclusive workplaces. Our employees must not feel unwelcome in the place where they work and live.

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March 30, 2015

Honorable Brian Bosma
Speaker of the Indiana House of Representatives
200 W. Washington Street
Indianapolis, Indiana 46204-2786

Dear Speaker Bosma:

Regardless of the original intention of the Religious Freedom Restoration Act, we are deeply concerned about the impact it is having on our employees and on the reputation of our state. All of our companies seek to promote fair, diverse and inclusive workplaces. Our employees must not feel unwelcome in the place where they work and live.

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