

Members of the Utah Legislature,

Thank you for your service to the great State of Utah.

We write you today seeking your approval of **S.B. 296 - Antidiscrimination and Religious Freedom Amendments**. As you know, this legislation is the result of an historic negotiation between the LDS church, Republican and Democrat lawmakers, and several human rights organizations.

While our companies may compete in the products and services we offer, we all agree on one thing: our firms' success depends on recruiting and employing individuals who are talented and hard working. Furthermore, as proud Utahns we know that our state cannot successfully compete in the global economy without a strong and stable workplace.

As business leaders in this community, we know a statewide nondiscrimination law will help our companies and others recruit the best and brightest employees, and allow us to grow and expand in the State of Utah. If Utah wants to continue recruiting good workers and highlighting its positive workforce, we must embrace people from different races, ethnicities, religions, socioeconomic and educational backgrounds, gender identities and sexual orientations. Our customers represent this wonderful mix; our workers must, too.

For this reason, we encourage your support of S.B. 296, sponsored by Senators Adams and Urquhart. This bill will give all Utahns access to the most basic necessities: a roof over their heads and a job to support themselves and their families. Further, the legislation provides a balanced approach to protecting religious liberties.

Like you (and the majority of Utahns who favor passage of a statewide nondiscrimination bill) we care about our current and future employees and want them to feel welcome in Utah. S.B. 296 is good economics and a fair compromise to all. And it's not just us: the Board of the Governor's Office of Economic Development unanimously agrees that Utah needs a non-discrimination bill to maintain our competitive advantage.

Thank you for your service, and thank you for passing policies that are good for business, good for Utah and good for Utahns.

Sincerely,

