

April 4, 2016

Honorable Elijah Haahr
Missouri House of Representatives
201 West Capitol Avenue
Room 410-A
Jefferson City MO 65101

Dear Representative Haahr,

Like many employers, we promote diverse, inclusive and equitable workplaces. In the global competition for talent, the success of our companies is heavily based on our ability to attract and retain the best and most diverse group of highly skilled employees, regardless of religion, race, gender or sexual orientation. Our workers and potential workers must feel welcome in the state where they choose to live and work. It is equally vital for Missouri to have an open business environment that welcomes all residents and visitors.

We respect the right of all individuals to exercise their religious beliefs as enshrined in the U.S. and Missouri Constitutions. However, we are concerned that some provisions of Senate Joint Resolution 39 are directly counter to our Missouri values and will have significant negative economic effects on our state.

As we saw in the reaction to the signing of the Indiana Religious Freedom Restoration Act last year, laws that allow those engaged in public commerce to discriminate will hurt our economy and our image as a welcoming state. Estimates of economic losses due to travel boycotts and canceled business expansions in Indiana are as high as \$60 million and the negative effects are still being felt a year later.

While we understand the desire to protect clergy and religious institutions from having to perform ceremonies counter to their beliefs, expanding protections to individuals and private businesses that voluntarily enter the stream of public commerce sends the message to the rest of the country that Missouri condones discrimination. We urge you to amend SJR39 to remove these provisions.

Sincerely,

Warner L. Baxter
Chairman, President
and Chief Executive Officer
Ameren Corporation

Jerald L. Kent
Chairman and Chief
Executive Officer
Cequel III, LLC

John R. Sondag
President
AT&T Missouri

David Kemper
Chairman
and Chief Executive Officer
Commerce Bank

Steven H. Lipstein
President & CEO
BJC HealthCare

Larry Ryan
President, Energy
and Water Solutions
The Dow Chemical Company

David P. Hatfield
President
and Chief Executive Officer
Edgewell Personal Care Company

Sam Fox
Founder
Harbor Group

Hugh Grant
Chairman and Chief
Executive Officer
Monsanto Company

James G. Powers
President
UniGroup

James D. Weddle
Managing Partner
Edward Jones

Mark Trudeau
President and CEO
Mallinckrodt Pharmaceuticals

Jack Dorsey
CEO and Chairman
Square

Mark S. Wrighton
Chancellor
Washington University in St. Louis

George Paz
Chairman and CEO
Express Scripts

Rob Reeg
President, MasterCard
Operations & Technology
MasterCard

Joe Reagan
President & CEO
St. Louis Regional Chamber