

March 1, 2013

Dear Honorable Senators and Members of Congress:

The undersigned represent the vast number of U.S. corporations who support the values and principles that are at the core of the Uniting American Families Act (S.296, H.R.519).

Our companies represent diverse industries, from pharmaceuticals to hospitality to technology. What we share is frustration at seeing our lesbian, gay, bisexual, and transgender (LGBT) employees treated differently under U.S. immigration law than their colleagues.

We have each worked to help American employees whose families are split apart because they cannot sponsor their committed, permanent partners for immigration benefits. We have lost productivity when those families are separated; we have borne the costs of transferring and retraining talented employees so they may live abroad with their loved ones; and we have missed opportunities to bring the best and the brightest to the United States when their sexual orientation means they cannot bring their family with them.

We have long supported LGBT employees facing immigration discrimination and we will continue to support them, but the real solution is for Congress to amend the Immigration and Nationality Act to recognize same-sex permanent partners. Passage of the Uniting American Families Act, the Reuniting Families Act, or the inclusion of permanent partners in comprehensive immigration reform would accomplish this necessary goal.

We endorse this legislation not only as a matter of fairness, but because we cannot afford to lose our most precious resource: talent.

Sincerely,

**Business Coalition for the
Uniting American Families Act**

American Airlines

Fort Worth, Texas

Bain & Company

Boston, Massachusetts

Barclays

New York, New York

BNP Paribas

New York, New York

Boehringer Ingelheim USA

Ridgefield, Connecticut

Bristol-Myers Squibb

New York, New York

Carlson

Minnetonka, Minnesota

Cisco Systems

San Jose, California

Citi

New York, New York

Diageo

Norwalk, Connecticut

The Dow Chemical Company

Midland, Michigan

eBay

San Jose, California

Ernst & Young LLP

New York, New York

The Estée Lauder Companies

New York, New York

Fifth & Pacific Companies

New York, New York

Goldman Sachs

New York, New York

Google

Mountain View, California

Intel

Santa Clara, California

Marriott International

Bethesda, Maryland

Medtronic

Minneapolis, Minnesota

Merck & Co., Inc.

Whitehouse Station, New Jersey

Nike

Beaverton, Oregon

Ogilvy & Mather

New York, New York

Omnicom

New York, New York

Pfizer

New York, New York

Replacements, Ltd.

Greensboro, North Carolina

Starwood

White Plains, New York

Texas Instruments

Dallas, Texas

Thomson Reuters

New York, New York

US Airways

Tempe, Arizona

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Fifth & Pacific Companies

Goldman Sachs

Google

Intel

Marriott International

Medtronic

Merck & Co., Inc.

Nike

Ogilvy & Mather

Omnicom

Pfizer

Replacements, Ltd.

Starwood Hotels

Texas Instruments

Thomson Reuters

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