

March 23, 2016

To: The Clorox Company

1221 Broadway
Oakland, CA 94612

To: Burt's Bees, a Clorox Company

210 West Pettigrew Street
Durham, NC 27701

Benno Dorer, Clorox Chief Executive Officer
Stephen M. Robb, Clorox Chief Financial Officer
Laura Stein, Clorox Executive VP, General Counsel and Corporate Affairs
Kirsten Marriner, Clorox Senior VP, Chief People Officer
Eric Reynolds, Clorox Senior VP, Chief Marketing Officer

Dear Clorox CEO and Executive Board,

Just over a month ago, the city of Charlotte, North Carolina passed an ordinance providing new legal protections from discrimination for lesbian, gay, bisexual and transgender people.

These new legal protections mean that as of April 1st businesses in Charlotte can't discriminate against lesbian, gay, bisexual, or transgender customers, in addition to long-standing protections based on race, age, religion and gender. The ordinance applies to places of public accommodation, such as bars, restaurants and stores. It also applies to taxis.

Immediately after passage of the new city ordinance many within the North Carolina legislature began advocating for statewide legislative action to block local governments from enacting their own nondiscrimination protections. When North Carolina's Governor Pat McCrory and Senate Majority Leader Phil Berger announced that they would not convene a special session of the legislature to address new legislation, the legislature took it upon themselves to convene a special session. **That special session started today at 10am.**

As the sixth largest corporation based in North Carolina, and one that proudly protects lesbian, gay, bisexual, and transgender employees through nondiscrimination protections, LGBTQ inclusive employee health plans, and employee diversity trainings, we greatly appreciate Clorox and Burt's Bees' commitment to our community. Our coalition of organizations led by Equality North Carolina, Campus Pride, and One Million Kids For Equality respectfully request that you stand with us and publicly denounce the special session to repeal these very important protections for LGBTQ individuals within your community.

Signed,

Matt Hirschy, Equality North Carolina
Shane Windmeyer, Campus Pride
Brad Delaney, One Million Kids For Equality
Charles Chan Massey, The Personal Stories Project
Faith Cheltenham, BiNet USA
Mark Snyder, Equality Federation