



Dear City Council member,

As a local Berea business, we would like to express our strong support of a local Fairness ordinance in Berea. This ordinance — which would promote fair treatment and equal opportunity for all persons regardless of race, color, religion, national origin, sex, age (over the age of 40), disability, sexual orientation, gender identity, or familial status — is not only good for Berea's businesses and economy, but is also the right thing to do.

We have adopted an inclusive company non-discrimination policy to ensure our workplace is welcoming to every one of our employees. Our policy sends a clear message to prospective and current employees that they will be judged solely on the quality of their work, and we would love to see Berea adopt the same attitude and policy.

A staggering 94 percent of Fortune 100 businesses have non-discrimination policies that include protections for sexual orientation; 100% of Kentucky's Fortune 500 companies have such policies. Like these companies, our non-discrimination policy keeps us competitive by ensuring that we hire and retain only the most hardworking, talented individuals, based on skill and experience instead of factors that are irrelevant to their ability to do the job. Just as our non-discrimination policy keeps us competitive, a local Fairness ordinance would keep Richmond's industry as a whole competitive.

A Berea Fairness ordinance is clearly the right choice for our community: it has small associated costs, and immeasurable benefits. We urge you to support this law and demonstrate that Berea is a city of Fairness.

Sincerely,