

Statement by Montana Growth Business CEOs Urging Moderation

We are business leaders who own and operate growth companies in Montana. We are concerned that the Montana legislature is poised to move state policy away from its current commitment to the protection of privacy as guaranteed in our state constitution and towards a policy that restricts a woman's access to the full spectrum of reproductive healthcare.

- **We create good jobs.** The signers of this statement have created hundreds of jobs in the state with an average wage of \$97,000. On average, over 70% of the revenue that we generate comes from out of state. We are big engines behind Montana's current prosperity.

As job creators, we worry that the legislature will pass anti-abortion bills and/or constitutional amendments that will cause our national clients to view Montana as an intolerant, anti-choice state where they do not want to be seen doing business because doing so hurts their business.

The following national companies have taken a stance against restricting women's right to access reproductive healthcare: Accenture, Adidas, Adobe, Airbnb, Alaska Air, Amazon, American Express, Apple, ATT, Bank of America, Biogen, Citigroup, Comcast-NBC, Conde Nast, CVS, Dell, Deloitte, Dick's Sporting Goods, Disney, Expedia, Indeed, Gap, General Motors, Goldman Sachs, Google, H&R Block, HP, Hewlett Packard Enterprise, IBM, Johnson & Johnson, JP Morgan Chase, Kroger, Levi Strauss, Macy's, Mastercard, McKinsey, Meta/Facebook, Microsoft, Morgan Stanley, Netflix, Nordstrom, Nike, Omnicom, PayPal, Paramount, Global, Publicis, PWC, Salesforce, Starbucks, Tesla, Target, Uber, Under Armor, Walgreens, Walmart, Warner Bros Discovery, Wells Fargo, WPP.

For many of us, these companies are our clients, and alienating our clients risks the loss of our clients. Increasingly, our clients are being measured by stock market rating agencies based on Environmental, Social and Governance (ESG) metrics. When choosing to use our companies' services, our clients rate us by those same scores. Being located in a state that prohibits the provision of safe medical care for women could cause us to lose those clients, and the loss of those clients would be catastrophic for our businesses.

- **We hire people to fill those jobs.** The success of our businesses depends on being able to fill the jobs we create. The ability to attract, recruit, hire, and retain diverse talent – whether native Montanans, candidates who were born here and want to move back, or newcomers to the state – is critical to our continued success.

We worry that if Montana's brand becomes associated with restricting reproductive healthcare, this pool of talent will dry up. Many of our businesses compete and win in knowledge industries, where the ability to attract and retain top talent is the critical driver of success. Our businesses will suffer when professionals who are both newer to the workforce and experienced choose not to live and work in Montana as a result of restrictive policies. When these talented individuals

move out of state to find jobs or decide against moving into our state, our businesses will cease to grow and thrive.

For example, when Indiana recently restricted women's access to reproductive healthcare, [pharma giant Eli Lilly and diesel engine manufacturer Cummins, both headquartered in the state, spoke out](#). Lilly said that it recognizes abortion as a "divisive and deeply personal issue with no clear consensus among the citizens of Indiana. Despite this lack of agreement, Indiana has opted to quickly adopt one of the most restrictive anti-abortion laws in the United States. We are concerned that this law will hinder Lilly's — and Indiana's — ability to attract diverse scientific, engineering and business talent from around the world. Given this new law, we will be forced to plan for more employment growth outside our home state."

Cummins echoed this concern, with a company spokesperson stating, "The right to make decisions regarding reproductive health ensures that women have the same opportunity as others to participate fully in our workforce and that our workforce is diverse. There are provisions in the law that conflict with this, impact our people, impede our ability to attract and retain top talent and influence our decisions as we continue to grow our footprint with a focus on selecting welcoming and inclusive environments."

Restricting women's access to reproductive healthcare is bad for Montana business. We urge the legislature to support the state's growth businesses and moderate its actions to restrict women's access to healthcare.

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Profitable Ideas Exchange

XY Planning Network

Tadpull

Next Frontier Capital

West Paw

45North Partners

DCF Exchange

Cromwell Law, PLLC

Townsend Collective + Commonform

Red Ants Pants

Creative Quarterback

Treeline Coffee Roasters

We Love Dough, Inc. DBA Great Harvest Butte