

President Joseph R. Biden  
The White House  
1600 Pennsylvania Ave NW  
Washington, DC 20500

Speaker Nancy Pelosi  
1236 Longworth House Office Building  
Washington, DC 20515

Majority Leader Charles Schumer  
322 Hart Senate Office Building  
Washington, D.C. 20510

October 27, 2021

Dear President Biden, Speaker Pelosi, Leader Schumer, Senators and Representatives:

As you move toward completing negotiations on the Build Back Better Act, we write to share the attached list of small and large businesses and business leaders to urge you to include a national paid family and medical leave program in this historic jobs legislation. If paid leave is eliminated from the final bill, working people, the family members who rely on them for care, small and large businesses, and the economy will all pay a price.

The organizations listed below have organized more than 1,000 companies and nearly 300 business leaders to uplift their voices in support of paid leave. These business supporters have signed letters<sup>1</sup> and petitions<sup>2</sup>, written op-eds<sup>3</sup> and letters to the editor<sup>4</sup>, joined advocacy and education days<sup>5</sup> to speak with you and your colleagues and have made individual calls to lawmakers to help get a national paid leave program established. We applaud their leadership and urge you to listen to them and what they say they need.

Public investments in paid leave support work. Paid leave programs are designed to help working people take the time they need to care for themselves or a loved one; eligibility is contingent on work history; benefits are contingent on earnings history; future eligibility is contingent on returning to the workplace.

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<sup>1</sup> <https://paidleave.us/biz-for-paid-leave>

<sup>2</sup> <https://www.smallbusinessforpaidleave.org/take-action>

<sup>3</sup> <https://www.theintelligencer.net/opinion/local-columns/2021/10/investing-in-care-infrastructure/>

<sup>4</sup> [https://richmond.com/opinion/letters/letters-to-the-editor-for-sept-17-2021-paid-family-medical-leave-would-aid-small/article\\_a6d31848-8e7e-5b3e-85d6-cb0cb987d6e9.html](https://richmond.com/opinion/letters/letters-to-the-editor-for-sept-17-2021-paid-family-medical-leave-would-aid-small/article_a6d31848-8e7e-5b3e-85d6-cb0cb987d6e9.html)

<sup>5</sup> <https://paidleave.us/businessweek>

Paid leave improves workers' and workplace health. It boosts productivity and morale. It enables small businesses to have the security they need to manage employee absences when they are necessary, and it helps smaller businesses compete with larger ones. In states with paid leave programs, California<sup>6</sup>, New Jersey<sup>7</sup>, Rhode Island<sup>8</sup>, and New York<sup>9</sup>, the vast majority of small employers are supportive of paid leave programs. They report positive or neutral effects on productivity, morale, loyalty, and the ease of dealing with employees' leaves.

Nationwide, approximately 70 percent of small businesses also consistently support national paid leave, and that was true before the pandemic<sup>10</sup>, during the height of the pandemic<sup>11</sup>, and now<sup>12</sup>. Paid leave also boosts consumer confidence in the businesses they frequent, knowing employees can take care of themselves and their loved ones. And, as important to us as the direct effects on employees and customers, a national paid leave program would also boost the economy by ensuring people can continue to purchase goods and services while they are taking a family or medical leave; even a four-week comprehensive paid family and medical leave program is estimated<sup>13</sup> to create 65,000 new jobs each year and add \$43 billion to the economy.

Business support is also driven by public support. Workers and their families are also eager to see public investments in paid leave. Early October CBS News polling<sup>14</sup> shows that nearly three-quarters of adults (73%) support federal funding for paid family and medical leave. This includes more than three-quarters of women (78%) and two-thirds of men (67%), and support across racial and ethnic groups: 69% of white people (both 4-year college and non-college graduates), 81% of Hispanic people and 84% of Black people. It also has high levels of support among people of all ages -- including eight-in-ten people under 30 (83%) and 30-44 (79%), as well as the vast majority of those 45-64 (69%) and seniors (60%). Politically, paid leave unites liberals (92%) and moderates (77%) and even generates support from 47% of conservatives. It's also trans-partisan, with support from 90% of Democrats,

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<sup>6</sup> <https://www.cepr.net/documents/publications/paid-family-leave-1-2011.pdf>

<sup>7</sup> <https://www.cepr.net/documents/nj-fli-2014-06.pdf>

<sup>8</sup> [https://www.dol.gov/sites/dolgov/files/OASP/legacy/files/AssessingRhodeIslandTemporaryCaregiverInsuranceAct\\_InsightsFromSurveyOfEmployers.pdf](https://www.dol.gov/sites/dolgov/files/OASP/legacy/files/AssessingRhodeIslandTemporaryCaregiverInsuranceAct_InsightsFromSurveyOfEmployers.pdf)

<sup>9</sup> [https://www.nber.org/papers/w28672?utm\\_campaign=ntwh&utm\\_medium=email&utm\\_source=ntwg1](https://www.nber.org/papers/w28672?utm_campaign=ntwh&utm_medium=email&utm_source=ntwg1)

<sup>10</sup> <https://smallbusinessmajority.org/our-research/workforce/small-businesses-support-paid-family-leave-programs>

<sup>11</sup> <https://www.smallbusinessforpaidleave.org/press/new-poll-two-thirds-of-small-business-owners-support-a-national-policy-for-paid-family-and-medical-leave-choose-it-over-liability-protection-2-to-1>

<sup>12</sup> <https://irp.cdn-website.com/b4559992/files/uploaded/SBAF%20Tax%20Survey%20May%202021%20--%20FINAL.pdf>

<sup>13</sup> [https://medium.com/@lpalladino\\_59736/four-weeks-of-paid-family-and-medical-leave-would-add-43-billion-directly-to-the-economy-annually-b0e656f74b4d](https://medium.com/@lpalladino_59736/four-weeks-of-paid-family-and-medical-leave-would-add-43-billion-directly-to-the-economy-annually-b0e656f74b4d)

<sup>14</sup> [https://drive.google.com/file/d/1B7MW-3WXeAFgcbQ\\_2SsXxvM8\\_Sylm\\_v1/view](https://drive.google.com/file/d/1B7MW-3WXeAFgcbQ_2SsXxvM8_Sylm_v1/view)

72% of independents and 50% of Republicans - figures that are not too far off from pre-pandemic<sup>15</sup>, less politically polarized times.

It is unthinkable that we will have lived through a global health crisis and not take this opportunity to invest in paid leave. We urge you not to turn away from your commitment to working families and business. Please listen to the business leaders whose signatures we present to you today, listed in full below.

Signed,

Molly Day and Corinne Roller  
Paid Leave for the United States

Chanda Causer and Stephen Michael  
Main Street Alliance

Vicki Shabo  
New America, Better Life Lab

Thomas P. Oppel  
American Sustainable Business Council

Kristin Rowe-Finkbeiner and Ruth Martin  
MomsRising

John Arensmeyer  
Small Business Majority

Monifa Bandele and Latifa Lyles  
TIME'S UP

### **Statement from more than 1,000 Businesses and Business Leaders**

As Congress considers major investments to our nation's care infrastructure, a growing list of business owners and operators - large and small, across the country, from a range of industries - have added their names to the urgent call for a comprehensive paid leave program:

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<sup>15</sup> <http://www.nationalpartnership.org/2018poll>

*As businesses owners, operators and leaders from across the United States, from a range of industries, and from businesses large and small, we urge Congress to meet the moment by passing a comprehensive federal paid family and medical leave policy that provides long-term health benefits and economic security to all American families and contributes to the vitality and sustainability of our businesses. We need a policy that is inclusive and that protects all workers equally, regardless of what kind of work they do, where they live, or whom they love. An equitable and comprehensive paid family and medical leave program must include time to welcome a newly arrived child, time to care for a seriously ill family member, and time to care for one's own serious illness. With an equal paid leave policy in place, we can help stem the historic tide of women leaving the workforce and ensure that low-wage earners and people of color have the time they need to care for themselves and their families. Access to paid leave also leads to better retention, personal health, and improved morale, which contributes to greater stability and viability for our businesses, ultimately helping our bottom line. In short, paid leave is good for business.*

Business owners and executives signed letters at [PL+US](#), [Main Street Alliance](#), [Small Business Majority](#), [MomsRising](#) and ASBC.

#### Full List of Companies

#5SmartReads	Liz Gamache, LLC
1st Priority Staffing	Local Roots - A Farm to Table Restaurant
4arc	Lockhart Realty
76 Words	LOLA
90 Day Business Launch	Long Beach Alliance for Clean Energy
A Touch of Life	Longfellow Health Clubs
A.K. A Coach and Company	Lori Stefano, Freelance Court Reporter
AaronScottBell Landscaping	Lori's Table
Achievement Dynamics	Luminalt
Aclaria Partners Inc.	M. Gill & Associates, Inc.
Acting Singers Project	M.M.LaFleur
Advance Air & Heat Co., Inc.	Magic Mosaics
AdvantageSafety	Magic Spoon
Advocates Building Lasting Equality in NH	Magnet Media
Aerial Dance	Mailchimp

AFFEW  
Age Advantage Senior Services  
Ahwahnee Gardens  
Aida L Redondo Sole propertyary  
AIL  
Aledade  
Alexandratos Rental Properties  
Alima Pure  
All Quality Plumbing Inc.  
  
AllVoices  
Alpha Data Systems  
Amalgamated Bank  
Ambition  
AMCONYC  
American Provenance  
Angel Haven Home Daycare  
Anichini, Inc.  
Animal Crackers Pet Supply  
Anne Shoemaker, LLC  
Anne Shoemaker, LLC  
Annika Inez  
Another Tomorrow  
Antigua Latin Inspired Kitchen  
Antigua Restaurant  
Apache Hardware LLC  
ApeMade  
Apiari  
Aplomb Consulting LLC  
ARA Consulting  
Arch Fiberglass Corp.  
Archetype Graphic Design & Writing  
Services, Inc.  
Ariel Gordon Jewelry  
  
Main Street Landing  
MakeLoveNotPorn  
Mamava  
Mandarin Rose  
Margaret Andem ARNP, LCSW  
Mark's Bookmark Bookseller  
Marketing Options  
Marlow Group, Inc.  
Mary Amelia Center for Women's Health Equity  
Research at Tulane University  
Matt Sheridan Dog Walking  
Maui ESG Project  
Maven Clinic  
Maxwell  
Mayors Innovation Project  
McPherson Strategies  
MEAS PCS  
Medela  
Media Garcia  
Megan Wagoner, PsyD, PLLC  
Meghan Foley Yoga  
MEI Inc  
Merrymaker Fine Paper  
Metis Consulting  
Michael Metz and Associates  
Michael's Mobile Massage LLC  
Michele Hamlett  
Michigan Warm Hugs Quilts  
Mighty Forces  
Milk Makeup  
MILLC  
  
MillenniCare  
Millennium Electronics

Artifact  
Arvorie  
Asheville Healing Energy  
Aspen copies & office supplies  
Atlantic Media Productions, LLC  
Atlassian  
Augustine's Bar & Bakery  
Baby2Baby  
Babyation  
Babylist  
Bad Robot Productions  
Ball State University  
Barbara A.Bryce, Psy.D.  
Bargain Upholstery  
Bayou City Graphics & Printing  
Becca PR  
Bedlam Book Cafe  
Beezherk Entertainment  
Beginner Steps Daycare LLC  
Benefit Bump LLC  
BentonWebs  
Berry Bears Farm  
betsy & iya  
Better Bennington Corporaiton  
Better Hearing Care, Inc  
Better Speech Now, LLC  
BetterHope LLC (dba Poisera)  
Beyond Envisioning LLC  
Beyond the Sea  
Big Dipper Retail Inc.  
Big Lots  
Billie Jean King Leadership Initiative  
Bindle Systems, Inc.

Mindful Family Mentor  
Mindful Return LLC  
Mindstrong  
Minority Woman Marketing LLC  
Mirza  
Mischief Toy Store  
Misfits Market  
MK Partners  
MLB inc  
Mode  
Modern Military Association of America  
molly moon's homemade ice cream  
Mom's Hierarchy of Needs, LLC  
Momful  
Monadnock Food Co-op  
Monica Botkier Creative LLC  
Mori  
Morning Dew Productions  
Motel Del Rogue  
Motherly  
MotherNation  
Mount Kisco Foot Specialists  
mParticle  
MULTISERVICIOS INC  
Music For Little Folks  
Naive Melody  
Namu Baru Inc.  
Nancy R.Borelli,MA,CCC-SLP  
NASA Goddard Child Development Center  
Nataliya PLLC  
Natural Vibes Jewelry  
Naturepedic Organic Mattresses  
NC Early Childhood Foundation

BIOMILQ	NeedlePaint LLC
Biopsychosocial Wellness Partners	Negstad Consulting
Birnbaum Associates LLC	Neighborhood Arts and Music School
Blackthorn Mercantile	Nestl Space
Bliss Point Farm and B&B	Net Impact
Block Party	Neue Fund
Blooma	Neveah Services, LLC
Blooma Yoga	Neverland Designs
Bob's Copy Shop	New Terra Cafe, LLC
Bobbie Baby, Inc.	Newfront Insurance
Body Wisdom	Nextdoor, Inc.
Bolton Valley Resort	NH Businesses for Social Responsibility
bombilla creative, inc.	Nia Impact Capital
Bora Architecture & Interiors	Nice Data LLC
Bose Construction. LLC	Nimble Consulting Inc
Boulder	NJ Sustainable Business Council
Bowery Farming	North Carolina Business Council
Brave Space, LLC	North Shore Yoga & Fitness, Inc
Bread SRSLY LLC	NORTHERN WATERS SMOKEHAUS
BreastfeedLA	Norwegian Star Fiber Works
Brechan Administrative Assistance	nTopology
Bright Start Early Care & Preschool	Nu Shooz Orchestra LLC
Brink Communications	Nyquist & Associates, Inc.
BRS Tax Service	Oasis (Present Communications, Inc)
BTN	Oath Care
BuidlingGreen, Inc.	Obsidian Health and Wellness
Building Our Nation's Daughters, Inc.	Ode to Babel (Aleim Adorn Inc)
Building Road Research Institute	Omaze
BuildingGreen, Inc.	Once Upon a Farm
Built In	Ontario Employment Education and Research Centre
Bullfrog Ballades	Organica!
BurkNett	Oso
Busy Bees Real Estate	Outschool, Inc.

Butter Bakery Cafe	Ovatterra
Button Vail Farms	Oxland Builders
C. Wolfe Software Engineering & Pony Named Bill Tack Shop	Pacific Community Ventures
Cadre	Pacific Crest Real Estate Advisors
California Green Academy	Pacific Holiday
Calm	Padma Life Coaching
Care.com	Panorama
CareCentrix	Parenthood Ventures
CAREFIRST BLUE CHOICE	Parents in Tech Alliance
Carefully Inc	Park Place Payments
CareLuLu	Patagonia
Caresplit	Patreon
Cariloop	Patrick Nono
Caring Heart Counseling	People First Economy
carlotta's cleaning	Perfect Supplements
Carroll Photos,LLC	Phoenix Books
Cars To The Stars LLC	Phoenix Growth Systems
Cat Bates Jewelry and Accessories	Phoenix Process Consultants
CB Business Consulting	Picky Bars
Center for Community Based Enterprise	Pie Shop
Center for Parental Leave Leadership	PinPoint Collective
CFE Industries LLC	Pinterest
CGB Communications	Pioneer Supply Company
Chalkbox Creative	PJ's Used Records
Chewelah Veterinary Clinic	Plaid Room Records
Chiara deRege	Plug Power
Chief	Plural
Chimera Bioengineering	Policygenius
choney inc	POOR DAD LLC
Christian Marriage Ministries	Por Que No taqueria
Cicily Cares	Poverty Bay Coffee Company
Cinedigm	Prima Pizza

Cityblock Health	Prime Tech
Civix Strategy Group	Private Dispute Resolution
CLARE V.	Pro-Tec Advantage
Clear the Clutter	Professional Paperwork Services, LLC
Clearance Castle LLC	Progress North
Cleo	Progressive Promotions
Climbings	PsychArmor
Collective Kind	Public Table
Colugo	Pulp Pantry
CommitChange	R&ARIE
Common Roots Cafe	Raddish Kids
ConsciouslyUnbiased	Rafferty Engineering
Consultant	Ralph Martinez Trucking, Inc.
consulting	Rancho Gallina
Cool Cat Audio	Randall K. Foreman, APLLC
Coppertoppe Inn	RANDCO DEVELOPMENT
Corrine's Little Explorers	Rational Unicorn Legal Services
Coulee Bicycle Co	RAYGUN
Counseling	real estate investment
Courtney Smith & Co	Rebecca Minkoff
Creative Paintings Inc	Red Hen Baking Co
Cricket Cafe	REfocused LLC
Cubbiekit	Regenerative Landscape Alliance
Culture's Last Stand	Relativity Space, Inc.
Current Forward	Remembering Your Spirit Connections
Cypress Healthcare	Remembering Your Spirit Connections
Dadventures	Rent the Runway
Dafer Tax and accounting Service	Rentorations LTD
Dancing For Birth, LLC	ReVision Energy
Dancing Roots Farm	Revolver Fashion
Danone	Rick Brinkman Productions Inc.
DARITY	Riden Safe
David James Robinson, Attorney	Ripple

Davis Law Office PLLC	RISEQUITY, Inc.
Davis Studio, LLC	Roasted LLC
Dean Donohoe LLC	Robin Cushman Photography
Decisely Insurance Services, LLC	Rockford Construction
Decor & Diagonals	Room & Board
Del Sol Furniture	Rothy's, Inc
Demo Solutions	Royal Blue Organics
Dennis Eamon Young Photo	Royal Foundry Craft Spirits
DESIGNER REVIVAL	Rule of Design Inc.
devine investment properties llc	Rural Infrastructure and Human Resource Development Organization (RIHRDO)
Diageo North America	Sala
Discord	Sales Assembly
Distance Learning Consulting	Salesforce
Dorsia	Sanderson Sustainable Design
Dotson Studios	Sandkamp Woodworks LLC
Dotti Ohlman PC, Health Therapies	Sandman
DOUBLE RIVER FORWARDING LLC	Santo Press
Double River Forwarding, LLC	Schmidt Family Farms
Dough Co. Pizza	Self-employed writer
Downtown Dogs	Self-The Rosebud Agency
Dreamers & Doers	Seven Seven Six
Durango Compost Company	Seventh Generation
Eagle Automation	Shannon Rose Consulting LLC
Eagle Yachts	Shifting Patterns Consulting
EarlyWorks llc	Shifting Patterns Consulting, LLC
Earth Evolution	Silicon Valley Bank
east coast resources llc	Silverland Bakery
East Tenth Group	Simonetti Graphics
Easy Solar	SimpliFed
EcoPlum	Simply Living
ECOS	Sittercity
EcoVertex	Six Lites Graphics

EdNavigator	Sky Moon Imports
Edward Craig	Slay Co
EES	Slightly Reserved
Eighty2degrees LLC	Small Business Majority
El Corazon	Smart Set, Inc.
Elaine Larson Arts	SMSBF
ELEEK INCORPORATED	So Damn Good / Mad Skillz Salon
Elirion, Inc.	SoFlow Inc.
Ellen Redish& Associates	Soiling Solutions
Ember Foods LLC	Solace Media, LLC
EMC Communications	Solutions for Breastfeeding
EMD Technical Services	Solve HQ
Emilia George®	Some Spider
Emily Eley Coaching LLC	Something Major Coaching
Emotional Currency	Sound Massage Therapy
Empire Global Ventures LLC	South Carolina Small Business Chamber of Commerce
Empower Work	Southpaw Insights
Empowering Families	Soutiens
Encore Editorial Services	Spark Collective
EnRoute Consulting	Spatial Matters Inc.
Enspira	Spatial Matters Inc.
Equal Exchange	spconsults ventures
Equilibria.LLC	Spirit Room
Equip	Spotify
Etsy, Inc.	Springbank Collective
Eventbrite	SRBG PR + Communications
Events of our Times	St. Johnsbury Chamber of Commerce
Events to Remember	Stakeholders Capital
Evergreen Sustainability, LLC	Stam Signs LLC
Evolve Restore Nutrition and Fitness LLC	StarRise
Exceed Enterprises	Starry Eyes Media
Fair Play	Stay In The Game
Fairygodboss	Stephenson Law, LLC

Family Eye Care	Stewarts' Cheesecake
Fan Controlled Football	Stinson Advising
Farmer's Daughter Market & Butcher	Stitch Fix
FarVision Consulting	StoryMine
Fatherly	Structural Plastics Corporation
FIGS, Inc	Style House
Financial Alternatives	Successful Elements
Fingerboard Extension, The	Sun Life
Flex Fusion Studios	Sunrun
Flexable	Sunshine
Flockjay	Sunsport Gardens
Floortex Integrated	Superkin
Floriel	Sustainable Works
Foley Waite LLC	Suzie Health Solutions
Foodology Feeding Therapy	Sweetpolly's Creations
Forage	T. Ramsey & Asscoates
Former Owner at HELS KITCHEN CATERING	T.A. Russo Consulting
Fourthwall	Tails & Trotters
Freeport Wild Bird Supply	Telling Her Stories
Gardeneers	Tend
Gary Peniston Construction	TendLab
Geben Communication	Thalia
Gems N Art	Thalia & Stephen Lubin, Architects
Gia Project Foundation	Tharreo Birth
Gigi's Treats	The Balanced Runner System™
Girls Who Code	The Basil Tree Inc
Gladstone Street Pizza	The BOL (Bridge of Life)
Good Buy Gear	The BWC
Good Morning Sunshine Preschool	The Cru
goop	The Diabetes Initiative
Granny's Attic	The Energy Centre
Graphicast, Inc.	The Expecting Entrepreneur

Great Pacific	The Fifth Trimester
Green America	The Fourth Place
Green Bay Brewing Company, Inc.	The Gallery of Arts & Culture
Green Earth Goods	The growing tree
GREEN H2O	The Haunted Bookshop
Green Haven Living LLC	The Help Company
Green Vibes RVA	The Honest Company
Green's Handyman Service	The Insightful Executive
Greenhouse Software	The Institute for Families and Nannies
Greeningfullife	The Justice Dept
Grey Horse Communications	The Lemon Branch
Groennfell Meadery	The Little Market
Gryphon Solutions, LLC	The Loved Child: Parents@Work
H.O.W. Highly Organized Woman	The Lusory
Habitat Studio Architecture	The MAiZE Inc.
HairDesign by Catherine	The Mane Attraction
Halcyon Yarn	The Mendery
Hamlar-Curtis Funeral Home & Crematory	The Mom Project
Hangout Lighting	The Movement Puzzle LLC
Harbor West Design	The New 21st Century Mo
Harmony Lodge Music	The New 21st Century Movement Association
Haus Beauty	The Odigo Group
Healing Arts Massage	The Olea Group
Health-Ward Group LLC	The One Cat
Hello Bello	The Penguin Brothers
Hello!Lucky	The Petrova Experience LLC
Helpr	The Plant Based Eater, Inc.
Hennepin RestoMods, LLC	The Revolution Continues
HER Academy	The Roundhouse
Herode Beauvais LLC	The Seventh Spark Company
Hey Mirza	The Strickland-Fletcher Group, Inc
HeyMama	The Tree House Family Child Care
High Flight Arts and Letters	The Tucker Schoeman Venture (a

Hightower  
hive  
Hoffman Regulatory and Quality Consulting  
Honeylove  
honto88  
Horn of Africa  
Humu, Inc.  
Hungryroot  
Hustle Hunters LLC  
Hyacinth LLC  
i2Coalition  
ideas42  
iFinancial by Tierra, LLC  
ILC, LLC  
ImmacuClean Cleaning Service LLC  
Impactree  
[Incite.org](http://incite.org)  
independent Knowledge  
Indianhead Community Action Agency, Inc.  
Ingebretsen's Nordic Marketplace  
Inland NW Cultural Resources  
inNate Graphix  
innovative designed environments associates.  
Interfaith Center on Corporate Responsibility  
Into Balance Bodywork  
Irene Strohbeen & Associates, LLC  
Irene Strohbeen and Associates, LLC  
Iron Galaxy Studios  
Irwin Arnstein Inc  
It's Working Project  
The Tucker Schoeman Venture (architects)  
The Wonder  
The World's Fossils and Minerals  
The Wright Touch  
The Yogurt Shop LLC  
Therapeutic Kneads, Ltd.  
Therapy via Skype  
Things That Float, Inc  
Thinx  
ThirdLove  
Thomas R. Warner Architecture  
Three Presidents Consulting LLC  
Thumbtack  
Tinybeans  
TLC Pet Sitting  
TNT Landscape and Debris  
Together Digital  
Tony's Bodywork  
TOOTRis  
Tot Squad  
Totum  
Tough Tina, Inc  
Trillium Asset Management  
Trophy Cupcakes  
True Colors Psychotherapy, PLLC  
True North Solutions, LLC  
Truist, LLC  
Trust & Will  
Turner Impact Capital  
Tykes & Trykes

It's Erica's Place (Clothing Store)	Uncommon Cacao
J&M Electric	Uncommon Goods
Jane Kilmer Therapy	Unitec
Janice Sanes Accounting	United Dwelling
Jeannine's Daycare	Upfront
Jennifer Behr LLC	UrbanSitter
Jodie Fleming	Ursula's Property Management Services, LLC
John G. Wienert, LL.B. (Esquire)	Vanderbilt/dba Greenvest
Judith Brickman, Realtor	Veganista Beauty
Julie Clarke Photography	Vera Scents, LLC
Just Women's Sports	Veris Wealth Partners
Kary Parys Rental	Verishop
Kathleen Malley, PhD, MEd	Vermont Community Loan Fund
Kathy's Daycare	Verna Holmes
KD's	<a href="http://veselasimic.com">veselasimic.com</a>
KDM	Vic DeAngelo IT Consulting
Keap Co.	VieConnect US, Inc.
KEEN	Villyge
Keep the Change	Vinaigrette
Keith Heimlich, Electrical Contractor	vitality seminars
Kennedy Global HR	Viv LLC
kent mollohan designs	Vogelman & Associates
Kickapoo Peace Circle	Volley
Kin Ship Goods	Von Piglet Productions
Kinkor Consulting	Votivate
Kinside	W.S. Badger Company, Inc
Kjersten Gmeiner, MD	Walker Enterprises
Komae	Walnut Grove Farm Veterinary Relief Services
Kreme & Krumbs	Washington Worldwide, LLC
Kuiper Property Services	WCP Inc.
Kuk Sool Won of St. Paul	Wear Ever Jewelry
Kunik	WeekdayRx
L'Oca d'Oro	Weil Aquatronics, Inc

Lacewing Gardening Services	Welch Road Pediatrics
Ladies Get Paid	Well-Paid Maids
LampeCreative	west-bourne
Lapis Otter Designs	Williams Maintenance Solutions LLC DBA MainTech Solutions
Las Americas Business Center	WilyfoXX
Laurie Allan & Associates LLC	Wise Hearts Willing Spirits LLC
Lavender Sky Messages	Wist Office Products
Lazy Susan MKE	Wolf Water Resources
Leaders Forum	Wolf's Ridge Brewing
Leah Steen Interior Design	Wolfpack Promotionals
Learning Motherhood	Woodward Design+Build
Legendary homes LLC	Workable Concept
LetterpressPLAY	Worker Justice Wisconsin
Levi Strauss & Co.	Workforce & Organizational Research Center
LG's Business Services	Workplayce
Life360	WRK/360
Light Dark Landscape	XYZ Venture Capital
Lightspeed	Yahara River Learning Center
Lime	Yamhill Valley Vineyards
Linda Johnson Therapy	Yelum Carolyn Boutique
Lindo Mexico Restaurante Mexicano	Yorkshire Consulting
Lion's Mouth Bookstore	Your Stellar Self, LLC
Lions + Tigers	Yumi
Lisa's Little Ones	Zero Grocery
Little Flower Coffee Inc.	Zest AI
Little Patakha LLC	Zinah Artistic Retail LLC
Little River Timber Frames	Zola
<a href="http://Livewell.ai">Livewell.ai</a>	Zonies Closet

### **Full List of Business Leaders and Executive Signatories**

Adam Boyes, Co-CEO, Iron Galaxy Studios

Karin Kuo, Vice President of People, Relativity

Adriana Cisneros Basulto, CEO, Maxwell	Space
Adriana Quaranto, CEO, AMCONYC	Kasey Edwards, CEO & Founder, Helpr
Alaina Shearer, Founder, Together Digital	Kate Gardiner, CEO, Grey Horse Communications
Alec Davis, Owner, Dough Co. Pizza	Kate Ryder, Founder & CEO, Maven Clinic
Alessandra Lezama, CEO, TOOTRiS Child Care On-Demand	Katya Libin, Co-Founder & CEO, HeyMama
Alex Tew, Co-Founder & Co-CEO, Calm	Kelly Pallanti, Chief Executive Officer, Kennedy Global HR
Alexandra Stanton, CEO, Empire Global Ventures	Ken Kurtzig, Co-Founder & CEO, Impactree
Alexis Ohanian, CEO, Seven Seven Six	Kevin Dunn, CEO, Decisely Insurance Services, LLC
Alyce Desrosiers, Founder & Executive Director, The Institute for Families and Nannies	Kevin Kinkor, CEO, Kinkor Consulting
Amanda Hirsch, Founder and President, Mighty Forces	Kimberly Didrikson, CEO and Founder, Learning Motherhood
Amel Zahid, COO, Parents in Tech Alliance	Kiran Rai, Co-Founder, ConsciouslyUnbiased
Amir Nathoo, CEO, Outschool Inc.	Kristen Brown, Owner & Chief Creative Officer, Hoot Design Company
Amy Collins, Founder & CEO, The Olea Group	Kristin Langenfeld, CEO & Co-Founder, Good Buy Gear
Amy Henderson, CEO, TendLab	Kurt (Serrano) Landon, CEO & Founder, Enspira
Andrea Ippolito, CEO, SimpliFed	Laura Chambers, CEO, Willow Innovations
Andrei Cherny, CEO and Co-Founder, Aspiration	Laura Watt, EVP Human Resources, Diageo North America
Andy Marsh, CEO, Plug Power	Lauren Fleshman, Co-Founder, Picky Bars
Anjali Kumar, Founder, Slightly Reserved	Lauren Rieckhoff, Co-Founder, WilyfoXX
Anna Prell, Chief of Staff, Forage	Lauren Smith Brody, Founder, The Fifth Trimester
Ariana Roviello, Owner, Laundré	Leana Jelen Tapnack, Owner, Stam Signs LLC
Arianna Taboada, Founder & Owner, The Expecting Entrepreneur	Leila Strickland, CSO, BIOMILQ
Ariel Gordon Maffei, CEO & President, Ariel Gordon Jewelry	Lena Furci, CEO, HER Academy
Ariel Wengroff, Founder & CEO, Culture's Last Stand	Leslie Borrell - CEO/Founder, Carefully Inc.
	Leslie Forde, CEO, Mom's Hierarchy of Needs

Ariela Rozman, Co-Founder, EdNavigator  
Ariessa Palmer, Executive Director, BrestfeedLA  
Ashley Lapin, Partner, Current Forward  
Ashley Louise, Co-Founder, Ladies Get Paid  
Ateira Griffin, CEO, Building Our Nation's Daughters, Inc.  
  
Athena Uslander, President, Silverland Bakery  
Augustus Warren, CEO, Bindle Systems  
  
Ben Chestnut, Co-Founder and CEO, Mailchimp  
Ben Jones, CEO, Haus Beauty  
  
Ben McKean, Founder & CEO, Hungryroot  
Bonnie Jaindl, General Manager, Designer Revival  
  
Bradford Sawler, Owner, Oxland Builders  
Bradley Rothenberg, CEO, nTopology  
Brandon Barkdull, Partner & CEO, The Penguin Brothers  
Brea Starmer, Founder & CEO, Lions+Tigers  
Brenda Craig, Founder & CEO, Craig Safety Technologies  
Brian Vawter, Co-Owner, Atlantic Media Productions, LLC  
Brian Walker, CEO, Picture Motion  
Brooke Nielsen, Founder & Owner, The Empowering Mama LLC  
  
Callan Bount Fleming, CEO, Spark Collective  
  
Camilla Hermann, CEO, Oath Care  
  
Carolyn Childers, CEO & Co-Founder, Chief  
Chandler Chang, Ph.D., CEO, Therapy Lab  
  
Liesl Gertholtz, Program Advisor, The Little Market  
Lindsay Johnson, Founder & CEO, FitPros  
Lindsay Kaplan, CBO & Co-Founder, Chief  
Lisa Colella, Founder & CEO, Truist  
Lisa D. Beaudoin, Executive Director, Advocates Building Lasting Equality in NH  
Lisa Greaves Taylor, Founder, Birth Matters NYC & Astoria Doula Collective  
Liz Gulliver, Co-Founder, Kunik  
Liz McCabe, Founder & Managing Partner, Stinson Advising  
Liz Meyerdirk, CEO, The Pill Club  
Lori Mihalich-Levin, Founder & CEO, Mindful Return LLC  
Lorna Randlett, CEO, Leaders Forum  
Lydia Bell, Founder, ElleBelle Photography Design & Events  
Lynn Perkins, CEO, UrbanSitter  
Mani White, Owner, Flex Fusion Studios  
Maria Katris, CEO, Built In  
  
Maria Molland, CEO, Thinx  
Marianna Kerppola, CEO and Founder, BetterHope LLC  
Mary Beth Ferrante, CEO, WRK/360  
Mary Fox, CEO, Marlow Group, Inc.  
Matt Mireles, Founder & CEO, Oasis (Present Communications, Inc)  
Matt Rogers, Founder, Incite.org  
Swati Mylavarapu, Founder, Incite.org  
Matthew Patsky, CEO, Trillium Asset Management  
Matthew Pohlson, CEO, Omaze

Charles Wolfe, Owner, C. Wolfe Software Engineering

Charlotte Michailidis, Founder & CEO, Parenthood Ventures

Chauncey Hamilton, Partner, XYZ Venture Capital

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Chelsea Seid, COO, Marlow Group, Inc.  
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Chris McGurk, CEO, Cinedigm

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Christine Michel Carter, Owner, Minority Woman Marketing LLC

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Christine Mulcahy, CEO, The Odigo Group

Christy MacGregor, Chief Parent Officer & General Counsel, Colugo

Cindy Gallop, Founder & CEO, MakeLoveNotPorn

Claire Schmidt, Founder and CEO, All Voices

Claire Wasserman, Co-Founder, Ladies Get Paid

Clara Planel, Co-Founder & CEO, Collective Kind

Clare Vivier, CEO, CLARE V.

Claudia Kahn, Owner, The Help Company

Cody Barbo, Founder & CEO, Trust & Will

Dana Levin-Robinson, CEO, Upfront

Daniel Chait, CEO, Greenhouse Software

Daniel Plenge, Founder & Creative Lead, Plural

David Lang, Founder, Iron Galaxy Studios

Debi Yadegari, CEO, Villyge

Megan Cunningham, Founder & CEO, Magnet Media

Melissa Gonzales, Executive Vice President, Americas, Medela

Michael Acton Smith, Co-Founder & Co-CEO, Calm

Michael Katz, CEO, mParticle

Michael Rubenstein, President, AppNexus

Michelle Chan, CEO, Workplayce

Michelle Egger, CEO, BIOMILQ

Michelle Stephens, CNO, Oath Care

Michelle Wagner, CEO, Mindstrong

Michelle Ward, CEO, 90 Day Business Launch

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Mike de Vere, CEO, Zest AI

Mike Tambashe, Owner, POOR DAD LLC

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Natalie Hartkopf, Co-Founder & CEO, Hightower

Nicole de Beaufort, President, EarlyWorks LLC

Nicole Quinn, General Partner, Lightspeed

Patrick Matos, Co-Founder & CEO, CareLulu

Pedro Silva, CEO, Arvorie

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Dr. Tina Atherall, CEO, PsychArmor

Ed Jaffe, Founder, Demo Solutions

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Greg Sewitz, Co-CEO, Magic Spoon

Gregory Mundy, CEO and Founder, Rose Mary's Pralines

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Ryan Williams, CEO, Cadre

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Sarah Hardy, COO & Co-Founder, Bobbie

Sarah LaFleur, Founder & CEO

Sarah Robinson, CEO, The Wonder

Sarah Slavik, Principal, Slay Co

Sarahjane Sacchetti, CEO, Cleo

Sascha Mayer, CEO, Mamava

Scott Nelson, Owner, Kite Island

Selah Rhodes, Founder & CEO, DARITY

Selma Sims, CEO, Gardeneers

Shaan Hathiramani, CEO, Flockjay

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Heather Ainsworth, CEO & Founder, Workable Concept

Heather Hasson, Co-CEO & Co-Founder, FIGS, Inc.

Heather Whaling, CEO, Geben Communication

Heidi Zak, Co-Founder & CEO, ThirdLove

Hitha Palepu, Founder, #5SmartReads

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Iyah Romm, Co-Founder & CEO, Cityblock Health

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Janna Meyrowitz, President, Style House

Jason Citron, CEO, Discord

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Jen Saxton, Founder & CEO, Tot Squad

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Sohrob C. Farudi, CEO, Fan Controlled Football

Spike Lipkin, Co-Founder & CEO, Newfront Insurance

Stacy Callighan, Founder, PinPoint Collective

Stephanie Boms, CEO, Nestl Space

Stephanie Rothstein Bruce, Co-Founder, Picky Bars

Stephen Dypiangco, CEO, Dadventures

Stephen Hawthornthwaite, Co-Founder & CEO, Rothys

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Vanessa Barboni Hallik, CEO, Another Tomorrow

Vanessa Loder, CEO, Parents in Tech Alliance

Whitney Poma, Founder & CEO, Momful

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