



April 27, 2015

The Honorable Rick Jones, Chairman
Senate Judiciary Committee
P.O. Box 30036
Lansing, Michigan 48909 -7536

RE: SB 0004--Religious Freedom Restoration Act (RFRA)

Dear Chairman Jones:

Our world is experiencing complex political and social change that challenges each of us to look deep within ourselves and define our higher purpose. At the core of every business is the need to develop great products and services and provide great returns for investors, but more importantly we must face scrutiny as to our humanity, and always strive to do the right thing, or we will fail in our mission. I believe that the laws of our nation and our state must face that same scrutiny.

As the RFRA hearings approach, we believe doing the right thing means upholding the first amendment principles and protections inherent in our Constitution, and purposely expanding existing State legislation to effectively ban discrimination of any kind. At Herman Miller, our principles are clear. We have a deliberate focus on building a more inclusive and diverse community. We support religious freedom, and we strongly oppose any form of discrimination. We call on you, and the members of the Judiciary Committee, to ensure our State law can live up to the same scrutiny.

For Michigan to become a location of choice for both new business and expansion of existing business, all employees must feel welcome where they live, work and play. Today this simply is not the case. As a major employer, this arguably is the most critical factor impacting our ability to attract and retain great talent, which directly affects our prosperity, growth and overall economic vitality. Our state laws must uphold constitutional protections and strike a balance that addresses both religious freedom and equality for all. This will strengthen Michigan's competitive position on a global scale, and continue to fuel the positive business momentum we have all worked so hard to build.

We believe religious freedom is already protected via the Constitution, and additional RFRA legislation is not needed. However; we feel current State law does not effectively ban all forms of discrimination, and the Elliot Larsen act must be expanded to ensure equality for all.

Sincerely,

Brian C. Walker
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