

**Strengthen Minnesota's Economy by  
Supporting Inclusion and Equality;  
Don't Harm it with a Constitutional Amendment that is  
Anti-Jobs, Anti-Business and Anti-Family**

**Inclusion Strengthens the Economy.** Employers know that inclusive and engaging environments are key to driving increased productivity, profits and economic growth within companies and in the community as a whole. Employers have long understood this, and rely on a well-established set of economic data to drive decisions:

- "...Companies with a highly engaged employee population turned in **significantly better financial performance** (a 5.75% difference in operating margins and a 3.44% difference in net profit margins). Of particularly strong engagement influence...workplace culture and policies."<sup>i</sup>
- "Engaged organizations have **2.6 times the earnings per share growth rate**."<sup>ii</sup>
- "Organizations with highly engaged employees achieve **twice the annual net income**."<sup>iii</sup>
- "Cities that offer a high quality of life and who best accommodate diversity enjoy **the greatest success in talent attraction/retention** and in **growth of technology-intensive economic activities**."<sup>iv</sup>
- "**Peoples' love for or attachment to their community** – including how open and welcoming the community is to different types of people, including lesbian and gay citizens – **may be a leading indicator for economic growth**."<sup>v</sup>
- "**Cities with the highest rates of attachment** had the **highest rates of GDP growth**."<sup>vi</sup>
- "There is a link between employee engagement in the workplace and business outcomes...which helps to underscore why attachment matters. Just as engaged employees are more productive and committed to the success of their organizations, **highly attached residents are more likely to actively contribute to a community's growth**."<sup>vii</sup>

**Anti-Inclusion Harms Recruitment/Retention; Creates Competitive Disadvantage.** Minnesota's current 515 anti-inclusive laws harm recruitment/retention, and create a competitive disadvantage for business. Consideration of an anti-inclusion, anti-jobs Amendment would further exacerbate these serious challenges. **21 different states/jurisdictions**, many peers to Minnesota, recognize gay and lesbian couples and families under the law; **18 states** offer comprehensive recognition.<sup>viii</sup> **3 states** more are expected to expand relationship recognition in law this year.<sup>ix</sup> **39 countries** –from South and Central America to Western/Eastern Europe and Scandinavia – offer comprehensive recognition to gay and lesbian couples and families.<sup>x</sup>

**Minnesota Employers Lead Way Toward Inclusion, Jobs and Growth.** Because they understand the positive economic impact, Minnesota employers are already leaders in advancing engaging and inclusive environments, including employee benefit equity for gay and lesbian couples and families, with **over 290** offering domestic partner benefits, including **70% of Fortune 500 companies** based in MN (14 of 20).<sup>xi</sup>

**Minnesotans Strongly Support Equality.** **80 percent** of Minnesotans believe that gays and lesbians should be treated no differently under the law.<sup>xii</sup> In contrast, at least 515 state laws harm the over 16,000 gay and lesbian couples and families living in Minnesota<sup>xiii</sup> by denying access to the 515 rights *and* responsibilities that those laws provide to married couples. **Permanently placing this discrimination in the state constitution would move Minnesota backward, hurt jobs and put our state at further economic risk.**

**Strengthen Minnesota's economy by choosing inclusion and equality, not a constitutional amendment that is anti-jobs, anti-employer and anti-family. Communities that embrace inclusion prosper.**

## Over 290 Minnesota Employers Offer Domestic Partner Benefits (Fortune 500 Bolded) <sup>xiv</sup>

3M

Accenture  
The Ace Group, LLC  
Advanced Respiratory  
African American Family Services  
Alexandra House  
**Alliant Techsystems**  
Allianz Life Insurance  
Allina Health System  
American Cancer Society  
American Communications Supply, Inc.  
American Institutional Supply Co.  
American Public Media Group  
American Red Cross, Minneapolis Chapter  
AmeriChoice  
**Ameriprise Financial**  
Amherst H. Wilder Foundation  
Anesthesiology, PA  
The Antioch Co. (Creative Memories)  
Apothecary Products  
Apple Inc.  
ARC Greater Twin Cities  
Associated Banc-Corp  
Assurant Health  
AT&T  
ATK  
Augustburg College  
Avon Products, Inc.  
Banfield The Pet Hospital  
Bank of America Corp.  
Barnes & Noble  
**Best Buy**  
Best and Flanagan  
Blake School  
Blockbuster Inc.  
Blue Cross/Shield of Minnesota  
BMC, Inc. (formerly Buckbee Mears Corporation)  
Born Information Services  
Boston Scientific  
Bremer Financial Corporation  
The Bridge for Runaway Youth, Inc.  
Briggs & Morgan  
Capella Education Company  
Cargill  
Caribou Coffee  
Carleton College  
Carlson Companies, Inc.  
Cassatt Corporation  
Central MN Task Force on Battered Women  
Cerdian Corporation  
Cernit  
Checkpoint Security, Inc.  
Children's Home Society of Minnesota  
Children's Hospitals & Clinics, Inc.  
Church World Service (National Council Churches of Christ in the USA)  
Circuit City Stores Inc.  
City Pages  
Clear Channel Communications Inc.  
The Coca-Cola Co.  
Computer Integration Technologies  
Comcast Corp.  
Comfortex Inc.  
Cornerstone  
Courage Center  
Criminal & Juvenile Justice International, Inc.  
Cummins Power Generation / Onan Corporation  
Cunningham Group  
Dakota Communications, Inc.  
Dakota Communities  
Daly, Joseph L.  
Dart's, Inc.  
DaVita

Definity Health, Inc.  
Deloitte and Touche LLP  
Delta Airlines  
Delta Dental Plan of Minnesota  
Deluxe Corporation  
Diasorin Inc.  
Digital River  
Dorsey & Whitney LLP  
Eaton Corp.  
**Ecolab Inc.**  
Ema, Inc.  
Emergency Physicians Professional Association  
Episcopal Diocese of Minnesota  
Ernst & Young LLP  
Ev3, Inc.  
Express Scripts, Inc.  
Faegre & Benson LLP  
Fair, Isaac & Co., Inc.  
Fairview Health Services  
Family Partnership  
Family Tree Clinic  
FamilyMeans  
Federal Reserve Bank of Mpls., 9th District  
FilmTec Corporation  
Fingerhut Direct Marketing, Inc.  
First Student  
FirstTech Computer  
The Fitzgerald Theatre Company  
Ford Motor Company  
Fortis, Inc.  
Fredrikson & Byron P.A.  
Fresh Energy  
Friends School of Minnesota  
G&K Services  
Gap Inc.  
GE Capital Solutions  
**General Mills, Inc.**  
Goodwill/Easter Seals of Minnesota  
Greater Twin Cities United Way  
Green Tree Servicing LLC  
Greenspring Company  
Gustavus Adolphus College  
Guthrie Theatre  
H&R Block  
Half Price Books  
Hamline University  
Harris Communications  
Hazelden Foundation  
Headwaters Foundation for Justice  
HealthEast  
HealthPartners, Inc.  
Hennepin Faculty Associates  
Henson & Efron, P.A.  
Hilton Hotels Corp.  
Historic Theatre Group, Ltd.  
HMS Security  
Home Depot Inc.  
Honeywell, Inc.  
Hopkins Technology LLC  
Human Development Center  
IBM  
Identix Inc.  
IKON Office Solutions  
Imation  
Identix Inc.  
Infenix  
ING Group  
International Decision Systems  
International Wolf Center  
Interstate Power Products and Services  
Itasca Consulting Group, Inc.  
ITT Hartford Insurance Company  
IQ Marketing, Inc.  
JC Penney Company Inc.

Jewish Family and Children's Services  
Kaplan Professional Schools  
Keane, Inc.  
Kinko's Copy Centers  
Knight Ridder (St. Paul Pioneer Press)  
Kohl's Department Stores  
KPMG, LLP  
KTCA / KTCI Public Television  
Labor Arbitration Institute  
**Land O'Lakes**  
Law Enforcement Targets, Inc.  
Lawson Software  
Leeds Precision Instruments  
Lettuce Entertain You Enterprises  
LifeUSA Insurance Company  
Limited Brands, Inc.  
Lockridge Grindal Nauen P.L.L.P.  
Long Term Care Group  
Lowe's  
Lucent Technologies  
Macalester College  
Macy's Inc.  
MakeMusic, Inc.  
Marriott International  
Maslon, Edelman, Borman & Brand  
Mayo Clinic & Hospitals  
McDonalds, Inc.  
McKesson Corp.  
Medica  
**Medtronic**  
Mental Health Resources, Inc.  
Merrill Corporation  
MeritCare Health System  
MetLife, Inc.  
Microsoft  
Midwest Systems Inc.  
Milavetz, Gallop, and Milavetz  
Minneapolis Foundation  
Minneapolis Institute of Arts  
Minnesota AIDS Project  
Minnesota Community Action Partnership  
Minnesota Council of Nonprofits  
Minnesota Historical Society  
Minnesota Medical Association  
Minnesota Monthly Publications  
Minnesota Orchestral Association  
Minnesota Public Radio  
Minnesota Senior Federation  
Minnesota Visiting Nurse Agency  
The MNN Radio Networks  
Morgan Stanley  
NCR Corporation  
NCS Pearson  
Net Perceptions  
New Flyer of America Inc.  
Nordstrom, Inc.  
North Memorial Health Care  
Office Depot Inc.  
Olsen Thiel  
Open Arms of Minnesota  
Oppenheimer Wolff & Donnelly, LLP  
Oracle  
O S I Batteries  
OutFront Minnesota  
Ovations  
Padilla, Speer & Beardsley  
Park Nicollet Health Services  
Park Nicollet Medical Center  
Pearson  
Pepsi Beverages Company  
Personnel Decisions International  
Pillsbury United Communities  
Planned Parenthood of Minnesota/South Dakota  
PriceWaterhouseCoopers, LLP

Principal Financial Group  
Prudential  
The Public Strategies Group  
Qualtech International Corp.  
Qwest Communications  
RadioShack Corp.  
RBC Wealth Management  
Regions Medical Center  
REI  
Reliastar Financial  
REM MN, a member of The MENTOR Network  
RESOURCE, Inc.  
Results Unlimited, Inc.  
Retek  
ROR Tax Professionals  
RSVP Travel  
Saint Paul Chamber Orchestra  
Saint Paul Travelers Co. Inc.  
Science Museum of Minnesota  
Seagate Technology Inc.  
Secure Computing Corporation  
Secured Storage - US Bank  
Sentient Consultants  
SGI (formerly Silicon Graphics)  
Siemens Power Transmission & Distribution  
Smarte Carte, Inc.  
Smitten Kitten  
Sprint Nextel Corp.  
SPX  
St. David's Child Development & Family Services  
St. Olaf College  
**St. Jude Medical**  
Star Tribune  
Starbucks Coffee, Inc.  
Starwood Hotels & Resorts Worldwide  
**SUPERVALU Inc.**  
Symantec  
TakeAction Minnesota  
**Target Corporation**  
Thomas Allen, Inc.  
Thomson Reuters (formerly Thomson West)  
Toro  
Touchstone Mental Health  
Travelers Companies, Inc.  
Tubman Family Alliance  
Twin Cities Public Television  
University of Minnesota  
Unisys  
United Behavioral Health  
United Church of Christ  
**United HealthGroup**  
URS Corporation  
**USBancorp**  
Verizon Communications Inc.  
Vertis, Inc.  
Vibes Tech  
Walgreens Co.  
Walker Art Center  
Waste Management Inc.  
Wedge Community Co-op  
Wells Fargo  
West Side Community Health Services  
Whole Foods  
William Mitchell College of Law  
**Xcel Energy**  
Xerox Corporation  
Xitech Corp.  
YWCA - Minneapolis  
Zelle Hofman Voelbel Mason & Gette  
Zimmer

<sup>i</sup> [www.towersperrin.com](http://www.towersperrin.com)

<sup>j</sup> [GMJ.Gallup.com](http://GMJ.Gallup.com)

<sup>k</sup> [www.kenexaresearchinstitute.com](http://www.kenexaresearchinstitute.com)

<sup>lv</sup> Florida, et al. *Competing on Creativity*, 2002.

<sup>v</sup> Knight Foundation/Gallup Survey and Report, Nov. 2010, pages 2, 4, 10, 11. [www.soulofthecommunity.org](http://www.soulofthecommunity.org)

<sup>vi</sup> Knight Foundation/Gallup Survey and Report, Nov. 2010, page 4. [www.soulofthecommunity.org](http://www.soulofthecommunity.org)

<sup>vii</sup> Knight Foundation/Gallup Survey and Report, Nov. 2010, page 5. [www.soulofthecommunity.org](http://www.soulofthecommunity.org)

<sup>viii</sup> Five states (Vermont, New Hampshire, Connecticut, Massachusetts, Iowa) and two jurisdictions (the District of Columbia and the Coquille Indian Tribe in Oregon) now perform and recognize marriage for gay and lesbian couples. Four states recognize marriages for gay and lesbian couples performed in other states (New York, Maryland, Rhode Island and New Mexico). In RI, the Attorney General issued an advisory opinion declaring that the state can recognize out-of-jurisdiction marriages. However, in Dec. 2007, the RI Supreme Court refused to grant a divorce to gay and lesbian couples legally married in Massachusetts. [http://en.wikipedia.org/wiki/Same-sex\\_marriage\\_in\\_New\\_York](http://en.wikipedia.org/wiki/Same-sex_marriage_in_New_York); [http://en.wikipedia.org/wiki/Same-sex\\_marriage\\_in\\_Rhode\\_Island](http://en.wikipedia.org/wiki/Same-sex_marriage_in_Rhode_Island); [http://en.wikipedia.org/wiki/Recognition\\_of\\_same-sex\\_unions\\_in\\_Maryland](http://en.wikipedia.org/wiki/Recognition_of_same-sex_unions_in_Maryland); [http://gavcitynews.com/articles/2011/01/14/gay\\_city\\_news/news/doc4d2d0936cd4df178511906.txt](http://gavcitynews.com/articles/2011/01/14/gay_city_news/news/doc4d2d0936cd4df178511906.txt)). Seven states offer gay and lesbian couples and families comprehensive recognition under the law, but not civil marriage (New Jersey, California, Oregon, Washington, Nevada, Illinois (Jan. 2011) and most recently Hawaii (Feb. 2011)). Due in part to the complex relationship with federal law, none of these solutions are full and equal to state level civil marriage recognition. <http://www.nj.gov/oag/dcr/downloads/CURC-Final-Report-pdf>. Five additional states have created legal unions for gay and lesbian couples that offer varying subsets of the rights and responsibilities. (Colorado, Maine, Maryland, Rhode Island and Wisconsin provide varying subsets of the rights and responsibilities of marriage under the laws of those jurisdictions, though MD and RI do so without registries.). [http://en.wikipedia.org/wiki/Same-sex\\_marriage\\_in\\_the\\_United\\_States](http://en.wikipedia.org/wiki/Same-sex_marriage_in_the_United_States); [www.hrc.org/state\\_laws](http://www.hrc.org/state_laws).

<sup>ix</sup> Rhode Island: [http://www.boston.com/news/local/rhode\\_island/articles/2011/01/07/new\\_push\\_for\\_gay\\_marriage\\_in\\_ri/](http://www.boston.com/news/local/rhode_island/articles/2011/01/07/new_push_for_gay_marriage_in_ri/); Maryland: [http://articles.cnn.com/2011-01-12/politics/maryland.same.sex.marriage.1\\_civil-unions-marriage-bill-gay-couples?\\_s=PM:POLITICS](http://articles.cnn.com/2011-01-12/politics/maryland.same.sex.marriage.1_civil-unions-marriage-bill-gay-couples?_s=PM:POLITICS); New York: <http://www.hrcbackstory.org/2011/01/marriage-equality-top-agenda-items-in-three-states/>.

<sup>x</sup> Eleven countries throughout the world now perform and recognize marriage for gay and lesbian couples (Argentina, Belgium, Canada, Iceland, Netherlands, Norway, Portugal, South Africa, Spain, Sweden, Mexico (some jurisdictions)). An additional five countries do not perform but do recognize marriage for gay and lesbian couples under the law (Aruba, Curacao, Israel, Mexico, Sint Marteen). Twenty additional countries provide comprehensive recognition for unions for gay and lesbian couples other than marriage in all jurisdictions (Andorra, Austria, Colombia, Czech Republic, Denmark, Ecuador, Finland, France, New Caledonia, Wallis & Futuna, Germany, Greenland, Hungary, Ireland, Luxembourg, New Zealand, Slovenia, Switzerland, United Kingdom, Uruguay), with an additional three countries in some jurisdictions (Australia, Mexico, Venezuela). [http://en.wikipedia.org/wiki/Same-sex\\_marriage](http://en.wikipedia.org/wiki/Same-sex_marriage).

<sup>xi</sup> HRC 2010 Corporate Equality Index, Page 13; [www.hrc.org/issues/workplace/benefits.asp](http://www.hrc.org/issues/workplace/benefits.asp)

<sup>xii</sup> Statewide poll by Decision Resources Ltd., 2006.

<sup>xiii</sup> <http://www.law.ucla.edu/williamsinstitute/publications/MinnesotaCensusSnapshot.pdf>

<sup>xiv</sup> Workplace Alliance/OutFront Minnesota, August 2008.