



**Jeffrey R. Immelt**  
Chairman & CEO

GE  
3135 Easton Turnpike  
Fairfield, CT 06828  
USA

April 1, 2015

The Honorable Mike Pence  
200 W. Washington Street  
Room 206  
Indianapolis, IN 46204

Dear Governor Pence:

I am very concerned about the potential impact the Religious Freedom Restoration Act could have on our company and our employees.

At GE we believe that a wide variety of cultural and individual experiences helps us innovate and deliver the best results for our customers. We foster an inclusive workplace where all employees have the opportunity to reach their growth potential and contribute to the progress of the industries and communities we support.

GE is developing the technologies of tomorrow, and diverse thinking from employees with varied backgrounds, styles and experiences results in more effective ideas. We have zero tolerance for discrimination of any kind. The impact of laws like the Religious Freedom Restoration Act in Indiana and proposed similar laws in other states could have a very negative impact on our employees and their communities.

I urge you, the Indiana legislature and other state leaders across the country to make it clear immediately that state laws do not permit discrimination of any kind, including discrimination based on sexual orientation or gender identity.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Jeff Immelt', written in a cursive style.