



**Senate Bill 11
Proponent Testimony**

Before the Judiciary Committee

Presented By

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Thank you Chair Eklund, Vice Chair Manning, Ranking Member Thomas and members of the Judiciary Committee, for the opportunity to provide written testimony on behalf of Whirlpool Corporation in support of Senate Bill 11. Our company is the world's leading major home appliance company, with \$21 billion in annual sales and 92,000 employees. In Ohio, Whirlpool Corporation has five manufacturing facilities with approximately 10,000 employees.

Very simply, Whirlpool Corporation believes that Ohio's continued economic growth can be enhanced through more inclusive workplace policies that enable employers to continue recruiting and retaining top talent. The state must foster a business environment that values inclusion and protects the right of each and every citizen to have fair and equitable treatment.

At Whirlpool, we know firsthand that a commitment to diversity and inclusion is critical to our company's success. Our employees must reflect the growing diversity of our global consumers. To achieve that, people from all walks of life must be able to bring their whole selves to work so they can contribute to their fullest potential. And we know that we can maximize business outcomes if everyone leverages and shares their unique experiences.

Many companies – including Whirlpool and the majority of Fortune 500 companies – have adopted nondiscrimination policies for sexual orientation and gender identity/expression. However, without state-level protections there are countless people across Ohio who must go to work every day and fear losing their jobs, being denied a promotion, or becoming victims of discrimination or harassment simply because of who they are.

A fully inclusive nondiscrimination law that includes both sexual orientation and gender identity/expression is a big step toward ensuring every Ohio citizen can wholly contribute to the success of the state of Ohio. It's not only the right thing to do – it's something we must do for Ohio's competitiveness. All of Ohio will benefit by sending the message that the state welcomes everyone.

Thank you again for the opportunity to provide testimony and for bringing this important issue before the committee.