



**Albemarle Corporation**  
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Baton Rouge, Louisiana 70801-1765

**LUTHER C. KISSAM, IV**  
President and Chief Executive Officer  
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April 4, 2016

Office of the Governor  
116 West Jones Street  
Raleigh, NC 27603

April 1, 2016

Dear Governor McCrory,

I am writing to you to express my disappointment with House Bill 2 which you signed into law this week. I believe this legislation overturns protections for the LGBT community, and it is certainly inconsistent with our company's values. I ask that you urge the leadership of North Carolina's legislature to repeal this law in the upcoming legislative session.

Albemarle is a \$7.1B company with longstanding operations in North Carolina, and we are relocating our corporate headquarters to Charlotte in June. We have approximately 6,900 employees globally and must attract and retain the best and the brightest employees to allow us to compete globally. In fact, this is one of the driving factors for our decision to relocate to North Carolina. A diverse workforce is absolutely critical to our continued prosperity, and having North Carolina be viewed as a place that values and welcomes diversity is a must if companies like Albemarle are going to prosper here. HB2, which you signed into law, is an impediment to creating this welcoming business environment. This law is bad for Albemarle, and it is bad for North Carolina.

Albemarle believes in basic fairness in employment, and we strive to do the right thing. We believe discrimination is wrong, and we believe it has no place in our business and the locations in which we operate. Please urge the legislative leadership to repeal this law.

Sincerely,

Luther C. Kissam, IV

cc: Charlotte Mayor Jennifer Roberts  
Bob Morgan-Charlotte Chamber of Commerce