

**Salesforce Shareholder Meeting - Proposal #7 Statement**  
**Justin Danhof, Esq., General Counsel and Free Enterprise Project Director**  
**The National Center for Public Policy Research, June 12, 2018**

I'm Justin Danhof of the National Center for Public Policy Research and I move proposal seven on behalf of my colleague David Ridenour.

Under CEO Marc Benioff's leadership, this company has worked to eradicate religious freedom in the United States. In doing so, the company has obfuscated facts, contravened the Constitution and been extremely hypocritical. I'll address these failings in order.

When the company threatened to divest from the state of Georgia over that state's consideration of a religious freedom restoration law, it claimed it was doing so because the measure was designed to discriminate against the LGBT community.<sup>1</sup> That's not true.

The federal government and 31 states have heightened religious freedom laws. These laws say that the government should not interfere with an individual's religious freedom unless doing so is necessary to reach an important government goal. They also say that if the government can reach its goal in a way that does not abridge religious freedom, it should choose the less obstructive method. That's it. The federal religious freedom restoration law that inspired these state laws was co-authored by Senator Ted Kennedy and signed into law by President Clinton.

Religious freedom has been part of American jurisprudence since our nation's founding. So it's fair to ask: Why is Salesforce voicing objection to this basic civil right now? There is zero evidence for the company's supposed concern over discrimination. These laws only require the government to avoid interfering with religious freedom if it can do so while still achieving important government goals – one of which, in every state of the union, is outlawing discrimination.

The company also signed the Human Rights Campaign's (HRC) highly disingenuous *amicus* brief in the *Masterpiece Cakeshop, Ltd. v. Colorado Civil Rights Commission* U.S. Supreme Court case.<sup>2</sup> The company's position would have allowed states to compel speech of private businesses and citizens all while further eroding religious freedom. Last week, the Supreme Court struck down the position of HRC and Salesforce in a landslide 7-2 opinion.<sup>3</sup> The company's position was far outside of constitutional bounds.

Finally, while the company regularly attacks religious freedom here in the United States, it also does business in China, India and Morocco – all countries with extremely questionable track records regarding women's rights, religious rights and LGBT rights.<sup>4</sup> Where are the company's threats to divest from those regions as it did in Georgia?

Our proposal offers the company a chance to explain these inconsistencies and justify its appalling record on religious freedom.

Please join me in voting yes on proposal seven. Thank you.

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<sup>1</sup> <https://www.cnbc.com/2016/02/26/salesforce-ceo-id-leave-georgia-over-gay-rights.html>

<sup>2</sup> [https://assets2.hrc.org/files/assets/resources/16-111\\_bsac\\_37\\_Businesses\\_and\\_Organizations.pdf?\\_ga=2.159037690.1171820174.1528661646-265520832.1470858850](https://assets2.hrc.org/files/assets/resources/16-111_bsac_37_Businesses_and_Organizations.pdf?_ga=2.159037690.1171820174.1528661646-265520832.1470858850)

<sup>3</sup> <http://www.scotusblog.com/case-files/cases/masterpiece-cakeshop-ltd-v-colorado-civil-rights-commn/>

<sup>4</sup> <https://www.salesforce.com/company/locations/>