

We are 80 CEOs, former CEOs, and business leaders from 77 companies across 12 industries. We call on President Trump to uphold refugee and immigration policies that affirm the equal opportunity of the American Dream.

Dear President Trump,

The strength of the United States of America has always been rooted in the way we respond and lead in times of crisis. We, the undersigned CEOs and business leaders, write to affirm our support for a United States immigration and refugee policy open to people of all faiths and nationalities and commensurate with global humanitarian needs. We stand behind our intelligent, hardworking immigrant and refugee employees who have been impacted by the recent executive actions.

As business leaders, we have seen first-hand the positive economic benefits of immigrants and refugees in our communities and firms. Many of us have such heritage ourselves; indeed, [40 percent](#) of all Fortune 500 companies were founded by refugees, immigrants, or their children. Immigrants and refugees [revitalize shrinking cities](#) and workforces, and [create new business and American jobs](#). The United States already [lags behind](#) many developed economies in attracting global talent; further isolating our economy from smart, dedicated prospective immigrants will only harm US economic interests. Overly-restrictive immigration policies will likely cause [billions of dollars](#) in economic loss to our education and tourist industries and weakened foreign investment.

Our safety and the economic health of our firms and nation are jeopardized by terrorism, but refugees are not terrorists. Of the 2.9 million refugees admitted to the United States since the passage of the Refugee Act of 1980, [not a single one](#) has carried out a fatal terrorist attack on US soil. Neither have any citizens of the seven Muslim-majority countries identified in the Executive Order been responsible for a single fatal terror attack on US soil [over the past twenty years](#). Policies that, in their symbolism and effect, ban Muslims introduce reputational risks for our business abroad in alienating Muslim-majority markets and for US security in countering terrorist propaganda; ensuring our country continues to offer freedom, fairness and opportunity for all is a crucial element of our brand.

As business leaders committed to increasing national prosperity, we fully recognize the economic and security benefits of welcoming refugees and immigrants to the United States. In addition to these benefits, it is an affirmation of the core of the American Dream. We urge you to reconsider policies that single out specific Muslim-majority countries; conduct a speedy and good faith review of security vetting procedures, preferably while allowing existing policies to remain in place; raise the arbitrary cap on the number of refugees admitted to the US; and enact policies that recognize the economic importance of immigrants and a robust refugee resettlement program aligned with the enduring values upon which this country was founded.

Sincerely,

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Former CEO
ADP

Jonathan Kim
CEO
Appcues

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Co-Founder & Managing Partner
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