

DECLARATION OF JILL SIMEONE

**UNITED STATES DISTRICT COURT
WESTERN DISTRICT OF WASHINGTON**

STATE OF WASHINGTON and
STATE OF MINNESOTA,

Plaintiffs,

v.

DONALD TRUMP, in his official
capacity as President of the United
States; U.S. DEPARTMENT OF
HOMELAND SECURITY; JOHN F.
KELLY, in his official capacity as
Secretary of the Department of
Homeland Security; REX W.
TILLERSON, in his official capacity
as Acting Secretary of State; and the
UNITED STATES OF AMERICA,

Defendants.

CIVIL ACTION NO. 2:17-cv-00141-JLR

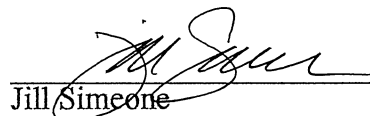
Pursuant to 28 U.S.C. § 1746(2), I, Jill Simeone, hereby declare as follows:

1. I am over the age of eighteen and competent to testify.
2. I am General Counsel of Etsy, Inc. ("Etsy"). In my capacity as General Counsel I oversee the legal team and oversee Etsy's overall legal strategy. In addition, I work with human resources to ensure compliance with immigration laws and regulations.
3. Etsy is a global creative commerce platform. Our mission is to reimagine commerce in ways that build a more fulfilling and lasting world. Founded in 2005, Etsy has been empowering creative small businesses to connect directly with buyers around the world. We build markets, services, and economic opportunities that empower creative entrepreneurs and shape a positive future for business. As of December 31, 2016, our platform connected 1.7 million active Etsy sellers and 28.6 million active Etsy buyers in nearly every country in the world. Over 80% of our sellers are women.
4. Etsy is a values-based company. Etsy has been a "Certified B Corporation" since 2012, and is committed to rigorous standards of social and environmental performance, accountability, and transparency.
5. We strongly believe that a diverse work force and candidate pool is essential to Etsy's success. Etsy currently employs over 1,000 employees, both U.S. and non-U.S. citizens, with most employees working at Etsy's headquarters located in Brooklyn, New York, as well as our satellite office in Hudson, New York.

- 1 6. The Trump administration's revised Executive Order, "Protecting the Nation from
2 Foreign Terrorist Entry into the United States", signed on March 6, 2017 (the
3 "Executive Order") has both immediate and long-term negative consequences for Etsy,
4 our employees, their families and loved ones, prospective candidates, and by extension,
5 the millions of small businesses that we support through our platforms and services.
6 7. Etsy has employees who are not citizens of the U.S. and who are currently working in
7 the U.S. on a visa. Additionally, Etsy has over 175 employees working outside of the
8 United States who often visit Etsy's U.S. headquarters. Some of our employees are, or
9 have family members and loved ones who are, from the countries impacted by the
10 Executive Order. Our employees have expressed concern about their immigration
11 status, and are worried about their continued ability to travel to and from the United
12 States.
13 8. In response to the initial Executive Order, on January 28, 2017, Etsy's CEO, Chad
14 Dickerson, reached out to all of Etsy's employees and encouraged employees to ask for
15 help and coordinate with Etsy's legal and human resources team for any immigration
16 concerns they might have. Multiple employees reached out in response, indicating their
17 fears and anxieties about immigration policies, including concerns about their visa and
18 concerns about their families and loved ones who live in the affected countries. We
19 believe that the revised Executive Order does not alleviate, but in fact perpetuates, the
20 stress related to these issues.
21 9. Etsy has employees who were born in and/or who have family and loved ones living in
22 predominantly Muslim countries, including countries listed in the Executive Order. Our
23 employees are anxious, confused, and frightened by the prospect of being unable to
24 return home to visit their family and loved ones. The Executive Order's prohibition of
25 nationals from predominantly Muslim countries has also caused our employees of
26 Muslim faith to feel ostracized.
27 10. Etsy is a diverse company and it is important to us to be able to recruit and retain
28 highly-skilled, diverse workers for our global workforce. We are concerned that the
29 Executive Order has the impact of discouraging highly-skilled, diverse workers who are
30 of Muslim faith from choosing to work for us because they may feel unsafe,
31 unwelcome, or uncertain about traveling to the U.S.

32 I declare under penalty of perjury that the foregoing is true and correct.

33 Executed on this 11th day of March, 2017

34 
35 _____
36 Jill Simeone