WHAT IS UNITY PLEDGE?

UNITY Pledge is a concerted effort by Arizona businesses and individuals to advance workplace equality and equal treatment in housing and hospitality for Lesbian, Gay, Bisexual, and Transgender (LGBT) individuals and their allies. The business community and like-minded individuals understand that if we want to compete for top talent, we must have diverse and inclusive workplaces. UNITY Pledge was created by ONE Community, a member-based coalition of Arizona businesses and individuals dedicated to growing Arizona’s economy and otherwise improving our community.

The goal of UNITY Pledge is simple: encourage at least 10,000 Arizona businesses and organizations to stand up for diversity. Businesses and organizations of all sizes who sign the UNITY Pledge publicly join thousands of other businesses and organizations that support workplace equality and equal treatment in housing and hospitality. Directions below explain how both your business and you individually may take the UNITY Pledge.

WHY UNITY PLEDGE?

Not much has changed in 50 years!

The UNITY Pledge was created because of the overwhelming outpouring of support that ONE Community received from business leaders following our Spotlight on Success Local Heroes Awards Ceremony in October 2012.

During the ceremony, ONE Community featured Karen and Nelda—an amazing lesbian couple that have been in a committed relationship for 54 years. Karen shared with us through a video shown at the ceremony how 50 years ago individuals could be fired from their job solely because they were gay. In 2013, it is still legal in Arizona and 28 other states to fire someone simply because they are gay or transgender. It is also perfectly legal to discriminate on the same basis in housing and hospitality.

This makes little sense when you understand that LGBT people make up a combined $790 billion in spending each year in the US. These professionals, families, and individuals are also some of the most talented in their industries. Moreover, according to a report from the Center for American Progress, workplace discrimination, including discrimination against LGBT employees, costs businesses $64 billion each year. The Human Rights Campaign’s Corporate Equality Index reflects that 99% of responding businesses prohibit discrimination based upon sexual orientation and 84% of responding businesses prohibit discrimination based upon gender identify. Smart businesses want to attract LGBT professionals and travelers. Smart businesses value diversity and know that we have a responsibility to treat this community with the same dignity and respect as other communities.
We’re sure you’ll agree that Arizona’s economic success depends upon great talent, and diversity is our greatest strength. Protecting LGBT Arizonans is the right thing to do and we know we can count on you to stand up in support of LGBT workplace, housing, and hospitality equality by taking the UNITY Pledge.

*We stand in UNITY, we are ONE Community. Take the Pledge!*

**HOW DO BUSINESSES TAKE THE UNITY PLEDGE?**

Taking the UNITY Pledge is easy for businesses. To take the pledge, either (1) complete the online form at [www.UNITYPledge.co](http://www.UNITYPledge.co) or (2) complete the attached *Business UNITY Pledge Form* and return it to ONE Community. By taking this step, your business pledges as follows:

<table>
<thead>
<tr>
<th>UNITY Pledge for Businesses:</th>
</tr>
</thead>
<tbody>
<tr>
<td>As business and community leaders, we understand that if we want to compete for top talent, we must have a diverse and inclusive workplace.</td>
</tr>
<tr>
<td>We also understand that if our travel and tourism industry wants to be competitive—and if Arizona wants to be competitive on a national and international level—we must support all of our diverse communities. It’s time for LGBT inclusive non-discrimination policies in the workplace, in housing, and in public accommodations including restaurants and hotels.</td>
</tr>
<tr>
<td>For our part, the company or organization below celebrates diversity and supports workplace equality. We are committed to fostering, cultivating, and preserving a culture of diversity, inclusion, fairness, and equality.</td>
</tr>
<tr>
<td>We celebrate our employees regardless of age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, veteran status, and other characteristics that make our employees unique.</td>
</tr>
<tr>
<td>It’s time to ensure equality for all Arizona employees, residents, and consumers. It’s the right thing to do. It’s good for business. It’s good for the business of Arizona.</td>
</tr>
</tbody>
</table>
HOW DO INDIVIDUALS TAKE THE UNITY PLEDGE?

Taking the UNITY Pledge is just as easy for individuals. To take the pledge, either (1) complete the online form at www.UNITYPledge.co or (2) complete the attached Individual UNITY Pledge Form and return it to ONE Community. By taking this step, you pledge as follows:

UNITY Pledge for Individuals:

I believe that diversity is our strength and that all Arizonans deserve fair and equal treatment. If Arizona wants to be competitive on a national and international level we must support all of our diverse communities. It’s time for LGBT inclusive non-discrimination practices in the workplace, in housing, and in public accommodations including restaurants and hotels.

It’s time to ensure equality for all Arizona employees, residents, and consumers. It’s the right thing to do. It’s good for business. It’s good for the business of Arizona.

HOW DO I PROMOTE THE UNITY PLEDGE?

Promoting UNITY Pledge is just as easy as taking it. Here are some simple ways to promote UNITY Pledge:

- Word of mouth.
- Pass this informational brochure on to your friends, families, and businesses that you work with.
- Post the UNITY Pledge Badge on your website.
- Post the UNITY Pledge Text on your website.
- “Like” ONE Community’s UNITY Pledge Page on Facebook.
- Post a favorable comment to Facebook (e.g., “Let’s protect all Arizona employees, residents and consumers from discrimination. Take the UNITY Pledge and support ONE Community!”).
- Spread the word through other social-media networks (e.g., LinkedIn and MySpace).

WHERE DO I OBTAIN ADDITIONAL INFORMATION ABOUT UNITY PLEDGE?

Additional information regarding UNITY Pledge is available at: www.UNITYPledge.co.
UNITY Pledge for Individuals:

I believe that diversity is our strength and that all Arizonans deserve fair and equal treatment. If Arizona wants to be competitive on a national and international level we must support all of our diverse communities. It’s time for LGBT inclusive non-discrimination practices in the workplace, in housing, and in public accommodations including restaurants and hotels.

It’s time to ensure equality for all Arizona employees, residents, and consumers. It’s the right thing to do. It’s good for business. It’s good for the business of Arizona.

Signature: __________________________

Name: __________________________

E-mail: __________________________

Address: _________________________

Telephone: ________________________

Occupation: _______________________

Return completed form by e-mail (info@unitypledge.co), facsimile (480-355-0088), or mail (ONE Community, P.O. Box 17836, Phoenix, AZ 85013). Additional information available at: www.UNITYPledge.co.

Your name may be listed on ONE Community’s UNITY Pledge website, unless a specific exclusion is requested. However, all other information above will remain confidential as permitted by law. By providing my e-mail address, I agree to receive future communications via e-mail from UNITY Pledge and ONE Community unless I elect otherwise.
UNITY Pledge for Businesses:

As business and community leaders, we understand that if we want to compete for top talent, we must have a diverse and inclusive workplace.

We also understand that if our travel and tourism industry wants to be competitive—and if Arizona wants to be competitive on a national and international level—we must support all of our diverse communities. It’s time for LGBT inclusive non-discrimination policies in the workplace, in housing, and in public accommodations including restaurants and hotels.

For our part, the company or organization below celebrates diversity and supports workplace equality. We are committed to fostering, cultivating, and preserving a culture of diversity, inclusion, fairness, and equality.

We celebrate our employees regardless of age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, veteran status, and other characteristics that make our employees unique.

It’s time to ensure equality for all Arizona employees, residents, and consumers. It’s the right thing to do. It’s good for business. It’s good for the business of Arizona.

Representative Signature: ________________________________
Representative Name: ________________________________
Representative Title: ________________________________
Representative E-mail: ________________________________
Company/Organization Name: __________________________
Company/Organization Address: ________________________
Company/Organization Telephone: ______________________
Company/Organization Website: ________________________
Number of Employees: ________________________________

Return completed form by e-mail (info@unitypledge.co), facsimile (480-355-0088), or mail (ONE Community, P.O. Box 17836, Phoenix, AZ 85013). Additional information available at: www.UNITYPledge.co.

Company name and logo information may be used on ONE Community’s UNITY Pledge website and in program materials, unless a specific exclusion is requested. However, all other information above will remain confidential as permitted by law. By providing my e-mail address, I agree to receive future communications via e-mail from UNITY Pledge and ONE Community unless I elect otherwise.
Scottsdale-based businesses- UNITY Pledge supporters
August 2014

Organization Name

[en]frame photography by rachel boyer
4SmartPhone
Affiliated Dermatology
Aker Ink Public Relations
Allegra Marketing & Printing
Andrea Leslie Weddings & Events
ARCH Vacations
Arizona Neuropsychology, P.C.
Ashley Gain Weddings & Events
Assisting Hands Home Care
Avery Telehealth
Barrio Queen
Beauty Ink
Bezalel Art Gallery
Bio Energetic Massage
Biz in a Boxx
Brock Air LLC
Butch Leiber, Realtor. Coldwell Banker Residential Brokerage
ByteWize, Inc.
Cafe Forte
Call Dana PR
Carmichael Studios
Carole's Couture
Carolyn Fuller, ND
Celebrations in Paper
Chasing Bliss Design
Chick-fil-A Scottsdale 101
Chick-fil-A on Shea

China Mist Tea Company
Clarisoft
Claudia's Custom Jewelry
Clutch Jewelry
Cortiva Institute Scottsdale
Courtney Enterprises LLC
Deco Communities
Desert Vista Consulting
Design Dimensions
Devereux Arizona
DIVINE SKIN SPA, LLC
Dr George Christakos Family Dentistry
Scottsdale-based businesses- UNITY Pledge supporters
August 2014

Equality Wealth Management
eSpark Marketing WSI
ethology
Evolve PR and Marketing
Fiori Floral Design
First Service Residential Arizona
Gentle Waters Healing Arts
Green Living Magazine
Gurley LTCI
H-1 Auto Care, LLC
Hanagan CPA PLLC
Happy Camper

Harrison Hurwitz Photography
Hotel Valley Ho
Hymson Goldstein & Pantiliat, PLLC
Images By Michael Photography
Insphere Insurance Solutions
J. L. Walton Jeweler
James J. Barnett Photography
JP Griffin Group
JW Marriott Camelback Inn Scottsdale Resort & Spa
Kai Zen Wellness
Kristel K. Patton, P.C.
Letitia Frye, LLC
Lights Up Arizona LLC
Living Energy Events and Productions
Lobo Fitness

maagcommplus
Marriott Suites Scottsdale Old Town
Mass Mutual Arizona
Mayo Clinic
Metropolis
Molever Conelly PLLC
My Health Coach
N78 Media, LLC.
National Temp Services
NAWBO
New York Bagels 'N Bialys Restaurant
NVR, LLC
Outstanding Occasions
Over Easy
Scottsdale-based businesses- UNITY Pledge supporters
August 2014

Peekaboo Cookies
Postalmax
Pour Masters Bartending
R & S Insurance LLC
Rare Earth
REALTOR
Republic West Remodeling
RockPaperScissors
RococoRocks
Scott’s Taxi
Scott’s Marketplace
Scottsdale Area Chamber of Commerce
Scottsdale Artists' School
Scottsdale Cat Clinic
Scottsdale Community College
Scottsdale Convention & Visitors Bureau
Scottsdale Lincoln Health Network
Scottsdale Marriott at McDowell Mountains
Scutari & Co., LLC
Self Expressed
ServiceOrganic
Severson Sisters
Signature Events, LLC
Signs for Change
Simply Servers Event Staffing
Sip and Twirl
Smith & Co Bookkeeping Services
SOOH Media
Sorso Wine Room
Spiritual Gangster
Stop Barking, LLC, dba home-ology
Sullivan Insurance Agency, Inc.
Sycara
Tallwave
Terroir Wine Pub
The Brow Lady USA
The Clayton on the Park
The Great Pho King Food Truck
The Law Office of Marc C. Paquette, PLLC
The Saguaro
The Venue Scottsdale

Toni Allen Agency LLC
Scottsdale-based businesses- UNITY Pledge supporters
August 2014

Two Gals Events & Promotions
U & Improved
victoria canada weddings and events
Visiting Angels
Vivo Ristorante Mercato
Weiner Insurance
Wholesale Fund
Whoopie Baking Company
Wildflower Bread Company
Your Perfect Day Weddings and Events
1) 101 referral Network
2) 1 Voice Community Center
3) 10/six & Company, LLC
4) 180 Degrees Automotive
5) 25th Street Automotive
6) 4SmartPhone
7) 5th Avenue Cafe
8) 5th St Nutrition
9) 7th Street and Dunlap Self Storage
10) 32 Shea
11) A-Z Appraisal and Estate Consultants
12) A 40 Auto body
13) AAA Arizona, Inc.
14) ABC Glass Co.
15) Acacia Café
16) AEC Printing
17) A Canine Academy
18) A Circle of Warriors
19) A. F. Heckendorf Demolition Inc.
20) A Midwife's Kaleidoscope
21) A Team Credit Consulting
22) A2zHomeCleaners
23) Abandoned Memory
24) Accountingprose
25) Accurate Signs & Engraving, Inc.
26) ACME Locksmith
27) Actors Theatre
28) Adelante Healthcare
29) Adriana Fontes | Makeup & Skin
30) Advanced Chiropractic
31) Advanced Home Entertainment Services LLC
32) Afida's Hair Culture

www.UNITYPledge.co
33) Affiliated Dermatology
34) Affinis, LLC
35) Affinity Group Tours & Travel
36) AFSCME Local 2960
37) After Hours Creative
38) Aging in Place in Maricopa County
39) AHC Opening, Inc.
40) Ahmad Rashed
41) Aker Ink Public Relations
42) Aldobasic
43) Allegra Marketing & Printing
44) Ali Ink, LLC
45) Alliance of Arizona Nonprofits
46) Alliance Financial Resources – Liz McCaffrey Branch
47) All In The Present, Inc
48) All Points Meetings & Incentives, LLC
49) Allstate Corporation
50) Allstate Thompson Agency
51) Allstate Mauser Agency
52) Allpro Transportation
53) ARCH Vacation
54) Arizona Latino Research Enterprise
55) Alwun House Foundation
56) Amara Resort and Spa
57) Amazing Face
58) American Family Insurance Dan Firth Agency
59) American Medical Homecare Alliance Inc
60) American Traffic Solutions
61) Amici Catering
62) Amy Mancuso Events
63) Anderson Realty Consultants
64) Andrea Leslie Weddings & Events

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ANEW: Spiritual Community
Annie Gerber, Photographer
Annie Boomer Vintage
Apollo Garcia
Apollo Group/University of Phoenix
Apollo's Lounge
Arizona Adoption & Foster Care
Arizona Alliance for Community Health Centers
Arizona Animal Welfare League and SPCA
Arizona Bridge to Independent Living
Arizona Broadway Theatre
Arizona's Children Association
Arizona Commercial Kitchen
Arizona Community Media Foundation
Arizona Family Health Partnership
Arizona Grand Resort
Arizona Hispanic Chamber of Commerce
Arizona Latino Research Enterprise
Arizona Multihousing Association
Arizona Neuropsychology, P.C.
Arizona Options
Arizona Scenic Tours LLC
Arizona State University
Arizona Teaching Fellows
Arizona Technology Council
Arizona Theatre Company
Arizona Women in Tune
Arrivederci
Art One Gallery
Ashley Gain Weddings & Events
Aside of Heart
AskSandyRogers.com
97) Assisting Hands Home Care
98) Attentive Home Health
99) Audience Audit Inc.
100) Audrey's Inn
101) Aunt Abby's Treats
102) Aunt Rita’s Foundation
103) Aura Face Painting
104) Avery Telehealth
105) AZ Appraisal and Estate Consultants
106) AZ Food Crafters
107) AZ Mining Corps
108) AZ Renaissance Festival
109) AZ Trails Less Traveled LLC
110) AZ Wine Lifestyle
111) AZ Women's Conference
112) Back In Motion Family Chiropractic
113) Badger West Corporation
114) Baker's Travertine Power Clean, Inc.
115) BakerWee Inc.
116) Balatone Press
117) Ballet Arizona
118) Balloon Stuff
119) Bangz Art and Hair Salon
120) Bank of America
121) Barber Law Group, PLLC
122) Bargain Store Equipment
123) Barrio Café
124) Barrio Queen
125) Beautiful U Travel
126) Beatitudes Campus
127) Beauty & Brains Consulting, LLC
128) Beauty Ink
129) Beckett’s Table
130) Be Hip Marketing
131) Bellavoce Studios
132) Belnap & Forbes, PLLC
133) Beyond Video
134) Bezalel Art Gallery
135) Big Kisses Lingerie
136) BiGa Restaurant
137) Bill Cogswell
138) Bio Energenic Massage
139) Bisbee Bug
140) Biz in a Boxx
141) Black N Blue Vintage
142) Blake Housecleaning
143) Bliss ReBAR
144) Blue Media
145) Body by Wrapping
146) Body Therapy by Penny
147) Bourin Studios
148) Boutique Solie
149) Bowman Productions LLC
150) Brandon Kauffman Realtor
151) Brierwood Enterprises, LLC
152) Bright Bokeh
153) Britney Summers Pride
154) Brock Air LLC
155) Brookdale Place
156) Brothers Plumbing & Air Conditioning
157) BTS Event Management
158) Bud's Glass Joint
159) Bumper 2 Bumper Xpress Auto
160) Burland Jewelry Center

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161) Butch Leiber, Realtor-Coldwell Banker Residential Brokerage
162) Butterfly Petals
163) ByteWize, Inc.
164) Cafeteria
165) Cafe Forte Bistro
166) Call Dana PR
167) Camelback Health Care
168) Camelback VW Subaru Mazda
169) Carmona Consulting, LLC
170) Campaign for Better Neighborhoods
171) Carole’s Couture
172) Carolyn Fuller, ND
173) Carpenter inspections
174) Carte Blanche Gourmet Tacos
175) Carter Law Firm, PLLC
176) Carter Law Group, P.C.
177) Casa de Cristo Church and Apostolic Center
178) CASCO Financial Groups
179) Castaneda Law
180) Catalina Valley Properties LLC
181) Celebrations in Paper
182) Cellar Door Vintage
183) Cenpatico of Arizona
184) Central Eyeworks
185) Century 21 AZ Foothills
186) Changing Hands Bookstore
187) Chasing Bliss Design
188) Chicanos Por La Causa
189) Chick-fil-A Camelback and 16th Street – Phil Thomas
190) Chick-fil-A Goodyear/Avondale – Bruce Ploeser
191) Chick-fil-A Mesa Riverview – Brandon Barrett
192) Chick-fil-A Paradise Valley – Lourdes M. Hatten

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193) Chick-fil-A Scottsdale 101 – Daniel Trotter
194) Chick-fil-A Shea – Frank Johnson
195) Chick-fil-A Stapley Drive – Travis Cranford
196) Chick-fil-A Surprise Marketplace – David McGrew
197) Chick-fil-A University at Mill – Brandon Barrett
198) Children’s Museum of Phoenix
199) China Mist Tea Company
200) Chloe + Isabel by Lexie
201) Creative License
202) Christopher’s
203) Chrysalis
204) Chuck Waggin Pet Food Pantry
205) City of Phoenix
206) City of Tempe
207) City of Tempe Human Relations Commission
208) City Square Church
209) Clarisoft
210) Claudia’s Custom Jewelry
211) Clean Air Cab
212) Cleo and Clementine
213) Cleaning By Grace
214) Cloudburst Technology
215) Clutch Jewelry
216) Coach’s Corner Grill
217) CO+HOOTS
218) Coca-Cola Company
219) Colca Canyon Ventures Inc.
220) Communications Workers of America International Union – Arizona State Council
221) Coldwell Banker Residential Brokerage - Gilbert
222) Community Medical Clinic
223) Community Tire Pros & Auto Repair

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224) Comprehensive Testing Solutions, LLC
225) Concilio Latino de Salud, Inc.
226) Connections Marketing & Communications
227) Copper City Inn
228) Copperstate Interior Construction
229) Cortiva Institute Scottsdale
230) Courtney Enterprises LLC
231) Craig Johnson Consulting, LLC
232) Cre8ive Event Rentals
233) Creations in Cuisine Catering
234) Creatista
235) Creative Kismet
236) Creative License
237) Creative Occasions
238) Creative Touch Entertainment
239) Cree Canyon Outfitters
240) Crescent Ballroom
241) Crowne Plaza Phoenix Airport
243) Cruise Planners Lets Vamoose
244) Crush Lounge
245) CSAA Insurance Group
246) Cultural Sponge
247) Curlz Creative
248) current
249) Cyndi Hardy Photography
250) Daniel Brook
251) Danton Photography & Fine Arts
252) DAP Construction Management, LLC
253) Daphne's Headcovers
254) David Bauer Inc.
255) David Mendoza Insurance Agency

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256) Davidson & Belluso Inc
257) DeAtley Events & Design
258) Deb's Glass Designs
259) Deco Communities
260) Deeply Relaxed Hypnosis, LLC
261) Denise Meridith Consultants
262) DePoy Studios
263) Desert Botanical Garden
264) Desert Car Care Center Chandler
265) Desert Digital Imaging
266) DESERT'S EDGE RV - THE PURPLE PARK
267) Desert Song Healing Arts Center
268) Desert Star Family Planning
269) Desert Vista Consulting
270) Design Dimensions
271) Despins Printing
272) Devereux Arizona
273) Digital Financial Group
274) DIVINE SKIN SPA, LLC
275) Dizzy's Deli
276) DKB Massage
277) Dog Is My CoPilot, Inc.
278) Dog Star Web Solutions
279) Double Dutch & Company
280) Doublejack Guesthouse
281) Doug Cook
282) Downtown Phoenix Venues
283) DRA Strategic Communications
284) DR Brown Investment
285) Dr. George Christakos Family Dentistry
286) Drew Coleman Consulting LLC
287) Drift Inn Saloon

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288) Duryea and Associates
289) Dynamic Life Coaching
290) Dysart Community Center
291) ECHO Magazine/ACE Publishing
292) Eliot Management Group
293) Emerald Paw LLC
294) Endless Entertainment
295) [en]frame photography by rachel boyer
296) Engineering Wireless Services, LLC
297) Engraved Graphic Arts
298) Equality Arizona
299) Equality News Network
300) Equality Wealth Management
301) Equality Websites
302) Erb Realty & Property Management
303) Eric Miller
304) Erica Velasco Photographers
305) eSpark Marketing WSI
306) ethology
307) EVERGREEN RECYCLING
308) Evolve PR and Marketing
309) EXPOSED Studio & Gallery
310) Fabulous Food Fine Catering and Events
311) Facades Alternative Wellness & Resources, LLC.
312) Fairfield Inn & Suites Phoenix Midtown
313) Fairtrade Café
314) Falanga Equities LLC
315) Farmers Insurance - Earhart Agency
316) Farmers Insurance/Jennifer Husskinson
317) Farmers Insurance/Jennie Zaporowski
318) Farmers Insurance office of Ray Johnson
319) Farra Swan, ND

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320) FASTSIGNS on Central
321) Feng Shui Golden Moon
322) Fever Relief Fund Foundation
323) FEZ
324) Fiesta Flowers, Plants & Gifts
325) Fiori Floral Design
326) Fire Fly Living
327) Firesky Resort & Spa
328) First Congregational United Church of Christ
329) First Service Residential
330) Fitness 4 Home Superstore
331) Fitness Forum
332) Five Rings Financial Team AZ
333) Fizzy Bella Bath Boutique
334) Flavor Marketing
335) floo-id YOGA
336) Flooring Professionals, LLC
337) Fluff It Marshmallows
338) Flying Marlena's CG
339) Focus Climbing Center
340) Footsteps Ministries
341) Forakis Law Firm
342) Friends of Animal Care and Control
343) Fromm Smith & Gadow, P.C.
344) Furniture Affair
345) Furniture Mattress Discounters
346) Future Leaders Consulting
347) Gabriel’s Angels
348) Gallo Blanco Café
349) Gayle Parent
350) Genesis City
351) Gensler

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352) Gentle Water Healing Arts
353) Gentry Pediatric Behavioral Services
354) Genworth Financial
355) George and Dragon Pub
356) Gerbers Furniture
357) Get Control, Inc.
358) GET Phoenix
359) Giant Cabs
360) Giuseppe’s on 28th
361) Glendale Chamber of Commerce
362) Glendale Chiropractic Life Center
363) Global Technology Investing LLC
364) GLSEN Phoenix
365) Go 2 Transportation
366) Gold Canyon Financial Planning
367) Golden Rule Tattoo
368) Golf for Cause, LLC
369) Goodwin Miller Group
370) Got You Covered
371) Gr8Savings
372) Grand Canyon Performing Arts
373) Greater Phoenix Black Chamber of Commerce
374) Greater Phoenix Gay & Lesbian Chamber of Commerce
375) Greater Phoenix Urban League
376) GreenHAUS
377) Greenster IT
378) green Kidz R Us
379) Green Living Magazine
380) Green Restaurant
381) Guardian Angels Catholic Community
382) Gurley LTCI
383) H-1 Auto Care, LLC

[www.UNITYPledge.co](http://www.UNITYPledge.co)
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<thead>
<tr>
<th>Number</th>
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<td>Hagerty Photography</td>
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<td>Hallmark Hospice</td>
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<td>386)</td>
<td>HALO Animal Rescue</td>
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<td>Handy Woman Home Repair</td>
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<td>Happy Camper</td>
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<td>Harleman Property Services LLC</td>
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<td>Hanagan CPA PLLC</td>
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<td>Hansen Mortuaries &amp; Cemetery</td>
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<td>Harley's Italian Bistro</td>
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<td>Harmony Integrative Medicine</td>
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<td>Harrison Hurwitz Photography</td>
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<td>Heads Up Barber Styling</td>
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<td>Hector Cerda Insurance Services</td>
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<td>Hensley Beverage Company</td>
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<td>407)</td>
<td>HEROES</td>
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<td>H J Trophies &amp; Awards</td>
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<td>Highway Twenty</td>
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<td>Hildeez Enterprises, Inc.</td>
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<td>Home Tax Prep, LLC</td>
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<td>HomeSmart Superior AZ Homes</td>
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<td>Hooper's Antiques</td>
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<td>Hoot &amp; Holler</td>
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<td>415)</td>
<td>Hospice of the Valley</td>
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417) Hotel Palomar
418) Hotel Valley Ho
419) Howland Studios
420) HP2, Inc. Premiums and Promotions
421) HULA'S Modern Tiki
422) Human and Equal Rights Organizers
423) Human Rights Campaign Arizona
424) Hunter Durham Residential
425) Huston Environmental
426) Hutchens Law
427) HYADOC MEDICAL
428) Hydrogen Properties, LLC
429) Hymson Goldstein & Pantiliat, PLLC
430) IAA CO
431) Ian Joseph Events
432) IBS
433) Idea Source Inc.
434) Ideal Physical Therapy
435) Images by Michael Photography
436) Imagine Wellness Chiropractic
437) Imoni Events
438) In the RA Fitness
439) In Touch Wellness Center
440) Income Diversification Strategies LLC
441) Ingram & Co.
442) Innovative HITECH Healthcare Solutions
443) Insphere Insurance Solutions
444) Inspired Connections, Inc.
445) InsuranceAZ, LLC
446) International Printing Co.
447) Intuitive Touch Massage By Jon

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448) Invest Green
449) ION Arizona Magazine
450) IPA AZ
451) IPM Advancement
452) It’s All About the Marketing, LLC
453) It’s Only Hair Salon
454) Itzamna Translations
455) Jacked Ice
456) Jacobson Solutions
457) Jak’s Fine Foods
458) Jamburritos Cajun Grille Express
459) James J. Barnett Photography
460) Jamie T. Levy, Realty One Group
461) Janson Cleaners
462) Jasmine Journey Records
463) Jay Bonne
464) Jay Thorne, Inc.
465) Jeanette Leblanc
466) Jesse James Body Wellness
467) Jewish Family & Children’s Service
468) J L Walton Jeweler
469) J.M. Helfgot Communications
470) Joan Gale LCSW
471) Jobot
472) Joe Hengemuehler Consulting
473) John Loredo & Associates
474) John Pomerenke
475) Joshua Tree Feeding Program
476) JP Griffin Group
477) Juan Sandoval Agency at Farmers Insurance
478) Julie McAllister, PLLC
479) Jungle Jane's Jems LLC

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481) JW Marriott Desert Ridge
482) Kai Zen Wellness
483) Karen A Melillo INC
484) Kathy Zimmerman Photography
485) Katie Jean Designs
486) KD Transport
487) Keegan Company
488) Keep It Cut
489) Keep Phoenix Beautiful
490) Keith Pitts Photography, LLC
491) Ken Crocker
492) Kenneth Clark, LLC
493) Kenneth Mosely
494) Kenzie Mac & Company
495) KEO Marketing
496) KEO Coaching dba ActionCOACH
497) Key Innovative Solutions, Inc.
498) Kindred Spirit Wellness, LLC
499) Kinsman Art Works
500) Kleinman Law Firm
501) KNUV 1190AM
502) Kobalt Bar
503) Kodi’s Natural Pet Foods
504) Kool Party Rentals
505) Kristel K. Patton, P.C.
506) Krypton Properties, LLC
507) LÄ© D Clothing, Inc.
508) La Frontera Arizona, Inc.
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511) Landmark Jewelers

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518) Law Offices of John Phebus
519) Law Office of Magaly Fontes, PLLC
520) Law Offices of Matthew H. Gren
521) Law Office of Sara J. Powell
522) Lawn Gnome Publishing
523) LawTruck / Beam Law, PLC
524) Leaders in Cicha She
525) Leo's Dash Covers and More
526) Le Studio Salon
527) Lesley Alward, Realty Executives Northern AZ
528) Leslie Hospitality Consulting
529) Let Them Eat Cake
530) Letitia Frye, LLC
531) LGBT Devils' Pride Chapter of the ASU Alumni Association
532) Liberty Mutual Insurance
533) Life Design Event Planning
534) Life Development Institute
535) LifeGuard Wellness Clinic
536) Lightform Lighting
537) Lights Up Arizona
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539) Lin Insurance Agency LLC
540) Lin Ray Legacy Enterprises
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543) Live Fully Life Coaching, Inc.

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Luncha Libre
LUX Wedding Florist
M Catering by Michael's
M Culinary Concepts
M Silva Law Firm PLC
maagcomplus
Macias Consulting
Magic Touch Mechanical
Magid Elhassan
Mahaffey Studios, Inc
Main Course Catering
Maizie's Cafe
Malibu Cleaners
Mamma Toledo's
Mamma Mia Pizza
Many-to-One Facilitation
Marc J. Victor P.C.
Maria Jones Law Firm
Maricopa Community Colleges
Maricopa County NAACP
Marigold Marketing Group, LLC
Mario E Diaz & Associates

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577) Marriage Equality USA - Arizona Division
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582) Massachusetts Mutual Life Insurance Company
583) Maxwell Preschool Academy
584) Mayo Clinic
585) MBA Partners LLC
586) McGAugh’s Smoke & Bottle
587) McCormick Ranch Golf Club
588) McCubbin Law, PLLC
589) McMurry TMG
590) MCW Ventures
591) Media Out Loud Global
592) Melinda Vail, Inc.
593) Mendez for Arizona
594) Mesa Urban Garden
595) Method Art
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597) MG Boals & Associates
598) Michael Amerla
599) Michael P. Denea, PLC
600) Michael Snitz PLLC
601) Midnight Mayhem
602) MIM Musical Instrument Museum
603) Mire Images
604) Mobinnov
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606) Molever Conelly PLLC
607) Moran Strategies, LLC

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609) Mountain Park Health Center
610) Mountain Spirit Co-Op, LLC
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613) MRSter
614) Mulligan's Manor
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616) My Dog’s Hair Salon
617) My Health Coach
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619) NARAL Pro-Choice Arizona
620) National Association of Asian American Professionals
621) National Bank of Arizona
622) Nationwide Insurance
623) Native American Connections
624) Native Health
625) National Association of Hispanic Nurses Phoenix Chapter
626) National Association of Women Business Owners
627) National Temp Services
628) Natural Magick
629) NEDCO
630) Neighborhood Housing Services of Phoenix, Inc.
631) Neo Concrete
632) NeNe Unique Home and Gifts
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635) New Foundation Christian Fellowship
636) New Global Citizens
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638) New Pathways for Youth
639) New Wonders Sports

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Next Generation Consulting
Nicantoni’s Pizza
Niccoli’s Italian Grocery
NIH Consulting, LLC
NOAH's Events
Noble Beast, Pet Market
Northern Arizona Pride Association
North Valley Mechanical
Nosh Arizona
Now, Voyager Hypnotherapy
NVR, LLC
O Grace Photography
Oasis Behavioral Health
Observer Weekly
Ogborne Law, PLC
Oggi's Pizza & Brewing Company
Olivastro Oils & Balsamics
ONE Community Media, LLC
One Rhythm Productions, LLC.
One Source Accounting Solution
one n ten
One to One Creative Services
Ooh la la
Open Wide Dental
OpenSpark
Opus Fromus
Orange Blossom Hacienda, Bed and Breakfast
Osborne Maledon PA
OutDestinations.com
Outsourcing Solutions

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679) Peacock Proud, LLC
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683) Penny Pulz Golf LLC
684) PEP Solar
685) Perry Consulting
686) PetSmart
687) PFLAG Phoenix
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689) Phoenix Art Museum
690) Phoenix Business Journal
691) Phoenix College
692) Phoenix Film Foundation
693) Phoenix Lamps, Shades, Repairs, & Antiques
694) Phoenix Life Center
695) Phoenix Men’s Health Center PLLC
696) Phoenix Mercury
697) Phoenix Metropolitan Men’s Chorus
698) Phoenix Pride
699) Phoenix Shanti Group
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703) Pinnacle Telemedicine Consulting, LLC

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704) Pinot's Palette - Paradise Valley
705) Pizza People Pub
706) P.J.'s Gift Shoppe
707) Playworks Arizona
708) Plaza Osborn LLC
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710) Pomegranate Press LLC
711) Pool Folks
712) Polly's Paws Professional Pet Sitters
713) Pool Folks
714) Porter Mountain Steakhouse
715) Postalmax
716) Pour Masters Bartending & Simply Servers
717) Premier Audio Visual
718) Prescott College
719) Prestige Custom Rides
720) Prime Timers of Phoenix
721) Pride Car Service
722) Pride Group LLC
723) Primary Residential Mortgage, Inc.
724) ProActive Therapeutic Massage
725) Procure IT
726) Project ALWAYS
727) Project Arizona
728) Pro-Tec Refrigeration, Inc
729) PSA Behavioral Health Agency
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731) Puppy Love Pet Grooming
732) Puppy Software LLC
733) Quality Automotive Inspections
734) Quick Move
735) R&S Insurance LLC

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737) Randy’s Vision Photography
738) Rare Earth
739) Redirect Health
740) Redmond Business Solutions, LLC
741) Redneck Heifer Creations
742) Reformed Catholic Church
743) ReFresh IT LLC
744) Relationship Insurance
745) Relay - Rejuve
746) Rem A D Window Repair LLC
747) Renaissance Phoenix Downtown Hotel
748) Republic Ramen
749) Republic Services
750) Republic West Remodeling
751) Rest Assured, Inc.
752) Retirement Wealth Strategies, LLC.
753) Reynolds Project Management, LLC
754) Richard Spoors
755) Rico's Secretarial Service, LLC
756) Robert Richards
757) Rocha Corp
758) RockPaperScissors
759) RococoRocks
760) Rodan & Fields
761) Roosevelt Row
762) Roy Cox
763) Safety Third
764) Safeway
765) SAGE Counseling, Inc.
766) Saint Mary's Food Bank Alliance
767) Salon de Manila

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768) Salon D' Shayn
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770) Salon Nouveau
771) Salty Sow Restaurant
772) Salut Kitchen Bar
773) Sassy Glasses
774) Saxton Consulting
775) Schuster Print & Marketing
776) Scotty Kirby Photo
777) Scott's Marketplace
778) Scott’s Taxi
779) Scottsdale Area Chamber of Commerce
780) Scottsdale Artists' School
781) Scottsdale Cat Clinic
782) Scottsdale Community College
783) Scottsdale Convention & Visitors Bureau
784) Scottsdale Lincoln Health Network
785) Scottsdale Marriott at McDowell Mountains
786) Scutari & Co., LLC
787) Scuter's Divetastic Adventures
788) Sedona Pines Resort
789) Sedona Rentals & Property Management, Inc.
790) SEED SPOT
791) Service Employees International Union AZ Local 48
792) Self Expressed
793) Senza Pelo Med Spa
794) SEO Essential Solutions
795) Serendipity Cinematography
796) Sergio Photographer
797) ServiceOrganic
798) Seventh Street Dental Care
799) Severson Sisters

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800) Shallue Team
801) Sheila D Harris Consulting Services LLC
802) Sheraton Phoenix Downtown Hotel
803) Sherry L. Butler Communications
804) Short Leash Hotdogs
805) Shine Coffee
806) Sign-A-Rama
807) Signature Events, LLC
808) Signs for Change
809) Silon Entertainment, LLC
810) Silverman Patton, PLLC
811) Simone Whitehead, M.A., Inc.
812) Simple Software
813) Simply Servers Event Staffing
814) Sip and Twirl
815) SKY Renewable Energy
816) SkyTouch Technology
817) Slagle & Associates LLC dba Warranties Plus
818) Small Business Accounting Tax & Bookkeeping
819) Smith & Co Bookkeeping Services
820) Smith Insurance Services - Allstate Insurance
821) Smitty’s Carpet Care
822) Social Station
823) SOLO Trattoria
824) Sonesta ES Suites
825) Sonoran Business Solutions
826) Sonoran Studios
827) SOOH Media
828) Sorso Wine Room
829) Soundpost Studio
830) Southern Arizona Pride
831) Southwest Autism Research & Resource Center

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864) Sue Wieger Golf
865) Suenos y Recuerdos
866) Sugar Jam Cookies
867) Sullivan Insurance Agency, Inc.
868) Summers Interior Expressions
869) Summit Alliance Solutions
870) Sun Travel Group
871) Sunsprite Cottage Home and Garden
872) Sunsteam Carpet Cleaning
873) Sunwest Pharmacy
874) Super Cleaners
875) Susan Hurley Music
876) Sutra Midtown
877) Suzanne's Bridal Boutique
878) Swan Cleaners
879) SWAY Events
880) Sweets by 5ftLatina
881) Switch Restaurant & Wine Bar
882) Sycara
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884) T & I Inc.
885) T-Account Solutions LLC
886) Tall Cotton Consulting
887) Tallwave LLC
888) Tammie Coe Cakes
889) Tan United Group
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891) Table Tops Etc.
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893) teamworks communication management
894) Ted A. Dunham’s Designs
895) Tempe12

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896) Tempe Dodge
897) Terri’s Consign and Design
898) Terroir Wine Pub
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905) The Clayton on the Park
906) The Dhaba
907) The Frutkin Law Firm, PLC
908) The FUSION Foundation
909) The Great Pho King Food Truck
910) The Halpin Companies, Inc.
911) The Handy Lawn Maintenance LLC
912) The Herbalista
913) The Inn at 410 B&B
914) The Invitation Lady, LLC
915) The Law Office of Marc C. Paquette, PLLC
916) The Live Today Center
917) The Lunsford Group, LLC
918) The Melonhead Foundation
919) the monOrchid
920) The Motor Lodge
921) The Paper Place
922) The Phoenix Philanthropy Group
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925) The Romero Team
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927) The Self Portrait Station

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934) The Wrigley Mansion
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936) Ticoz Resto-Bar
937) Tiffany & Bosco, P.A.
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958) Ubiquity
959) Unitarian Universalist Congregation of Phoenix

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966) Unravel Body Therapy
967) Uptowne Drycleaning, Inc.
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969) Urban Beans LLC
970) Urban Yoga
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973) Valley of the Sun United Way
974) Valley Rehabilitation Association
975) Val-U-Wash 24 Hour Coin Laundromat
976) Velasco Consulting LLC
977) Ventola Photography
978) Venue at the Grove
979) Veridus, LLC
980) Vicki Nercon
981) Victoria Canada Weddings and Events
982) Vino 100
983) Vivo Ristorante Mercato
984) VIP Taxi
985) Visiting Angels
986) Voices of the Desert
987) VOLR Salon
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989) Walt Danley Realty
990) WedAZ Magazine
991) Weiner Insurance

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