



January 30th, 2017

Since our founding, Qatalyst has relied on, and benefited from, a “birthplace blind” search for the most promising and talented individuals we could find. Currently, over 25% of our US team are with us thanks to visas or green cards that permit them to work in the US. Diversity comes in many ways, and birthplace is one of them.

We believe the recent Executive Order on immigration is antithetical to the diversity we – and our clients – treasure, and to the founding principles of this great nation. We worry about the impact on the lives and livelihoods of our current visa-holding team members and their families. We worry about the reduced funnel of talent we may see at the universities from which we recruit, and from the market for talent more generally.

We also can’t help but look beyond the short-term disruption and worry about the long-term impact on Qatalyst, the technology landscape in which our clients participate, and the competitiveness of America on the global playing field, if the smartest talent, because of its religion or country of origin, has to find work beyond our borders within other companies and industries. This would ensure that we will lose our competitive edge and our place in the world as a beacon of creativity, innovation, and tolerance. Most importantly, this Executive Order is wholly inconsistent with the core principles in which we strongly believe - those that truly make America great.

It is with all of this in mind that we have made a \$100,000 donation to the American Civil Liberties Union, in order to help them with the significant work they have ahead to uphold the rights of immigrants in this nation of immigrants.

It is important that we stand up for what we believe is right and take care of each other, hoping that the powerful moral principles on which this great nation was built will ultimately prevail.