

## An Open Letter to the Founders and CEO of Kickstarter

We represent most of the Swedish tabletop role-playing game industry—and we urge you to change your course of action.

We understand and respect that the American tradition of relationships between workers and management is different from ours, but we would like to emphasize that Kickstarter is a global company with a global presence. We are concerned with the current development and our backers all over the world are as well.

In Sweden, we have a long and rich tradition of collaboration between employer and employee unions in a unique model so successful that even the national government has refrained from legislation on many labor matters. We know it can be done with consensus rather than conflict in many cases.

You have a company that has gone above and beyond what many could expect in an American context. You have four months of paid parental leave. You have programs for inner-city kids, for artists and for equal rights. You are a social-benefit corporation with high levels of transparency.

But you must also live up to this—not just by branding, but by heart. You have an opportunity to become a leading part of changing the entire tech industry, and set a new standard for America, building on the tenets that once formed your company.

Working with unions is not easy all the time. But it can be rewarding, because when you are in agreement with the workers, the combined force of managers and team will build bonds of loyalty and commitment.

We believe your company will be stronger if you work with the tide—not against it. We know you can do it, and we hope you will have the courage to build on your ideals.

We have successfully brought in several million dollars on Kickstarter and would hate to have to leave you, as we believe Swedish RPGs have benefited enormously from Kickstarter. But we will stand with Kickstarter United on their right to organize. You should lead the way, as was once your mission when you started.

Kind regards,

*Björn Flintberg, Eloso Publishing*

*Tomas Härenstam, Free League Publishing*

*Martin Fröjd, Helmgast*

*Lucas Falk, Bläckfisk Publishing*

*Kristofer Stenskog, Strangewood Studios*

*Tove&Anders Gillbring, Thunderbird Publishing*

Sweden, Oct 7, 2019

As a Kickstarter-active business affiliated with the Swedish tabletop and RPG industry, we also standby this pledge and urge you to take action:

*Orvar Säfström, Fandrake Publishing*