

United States Senate

WASHINGTON, DC 20510

March 27, 2017

Scott Powell
Chief Executive Officer
Santander Holdings USA/Santander Bank, N.A.
75 State Street
Boston, Massachusetts 02109

Dear Mr. Powell:

We write to urge you to respect the rights of Santander Holdings USA (Santander) U.S. employees to choose whether they want union representation by staying neutral in the U.S. workers' organizing efforts. Banco Santander's 150,000 unionized workers throughout Europe and South America have benefitted from union representation, and the nearly 10,000 U.S. workers deserve the opportunity to choose without pressure from Santander management whether collective bargaining is right for them.

We understand that workers at Santander locations in the U.S., with the support of thousands of workers in eight countries, recently attempted to meet with management to ask the company to stay neutral in the U.S. workers' organizing efforts. We were disappointed to hear that, to date, Santander's U.S. management has not responded to the workers' requests and has continued to discourage employees from participating in union activities, even on their own time. We hope the company's unwillingness to have a conversation with its employees about neutrality is not a harbinger of management's opposition to their unionizing efforts.

Banco Santander's global workforce has helped it grow from a regional institution to one of the world's 10 largest banks. In particular, it has implemented agreements in the countries where its workforce is unionized that have helped it to avoid certain abuses that have become more prevalent among U.S. banks. Santander's U.S. employees deserve the same opportunity to form a union if they choose, and we urge you to stay neutral in those organizing efforts.

Sincerely,



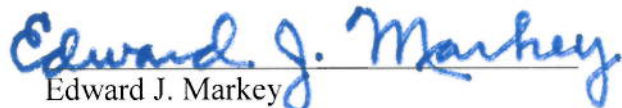
Sherrod Brown
United States Senator



Kirsten Gillibrand
United States Senator



Richard Blumenthal
United States Senator



Edward J. Markey
United States Senator

Bob Casey, Jr.

Robert P. Casey, Jr.
United States Senator

Robert Menendez

Robert Menendez
United States Senator

Jeff Merkley

Jeff Merkley
United States Senator

Tammy Baldwin

Tammy Baldwin
United States Senator

Chris Van Hollen

Chris Van Hollen
United States Senator

Bernard Sanders

Bernard Sanders
United States Senator

Christopher Murphy

Christopher Murphy
United States Senator

Elizabeth Warren

Elizabeth Warren
United States Senator

Cory A. Booker

Cory A. Booker
United States Senator