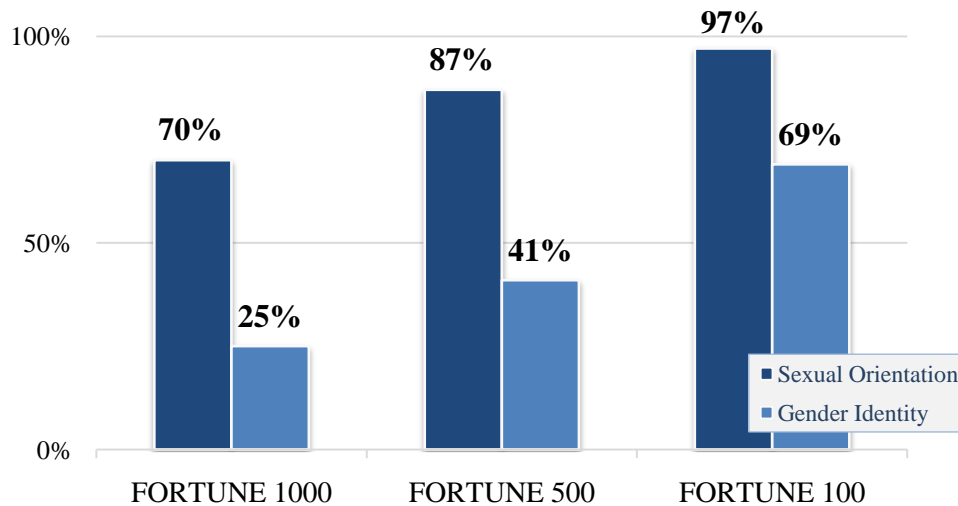


# You're in good company.



The overwhelming majority of America's leading businesses have already started addressing workplace fairness for lesbian, gay, bisexual and transgender employees. But we still need a federal standard that treats all employees the same.

Support the Employment Non-Discrimination Act, a federal bill that would provide the same basic protections that are already afforded to workers across the country. Lesbian, gay, bisexual and transgender employees are not protected under federal law from being fired, refused work or otherwise discriminated against. ENDA would do just that.

**Fairness Is Good Business.** You can join this movement among successful businesses. Support the Employment Non-Discrimination Act by signing this form and sending it to the HRC Workplace Project by e-mail to [workplace@hrc.org](mailto:workplace@hrc.org) or by fax to 866/369-3348.

---

Name of business

*supports fairness in the workplace. We support the Employment Non-Discrimination Act.*

---

Signature of authorized representative

Date

---

Name, title of authorized representative

---

Address

Number of employees

---

Phone

Fax

E-mail



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# Business Coalition for Workplace Fairness

The majority of United States businesses have already started addressing workplace fairness for lesbian, gay, bisexual and transgender employees. But we need a federal standard that treats all employees the same way.

The Business Coalition for Workplace Fairness is a group of leading U.S. employers that support the Employment Non-Discrimination Act, a federal bill that would provide the same basic protections that are already afforded to workers across the country.

Lesbian, gay, bisexual and transgender employees are not protected under federal law from being fired, refused work or otherwise discriminated against. ENDA would do just that.

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## Leading employers that support workplace fairness and the passage of the federal Employment Non-Discrimination Act:

Accenture Ltd.	New York, NY	Harrah's Entertainment Inc.	Las Vegas, NV
Alberto – Culver Co.	Melrose Park, IL	Herman Miller Inc.	Zeeland, MI
Ameriprise Financial Inc.	Minneapolis, MN	Hewlett-Packard Co.	Palo Alto, CA
Amgen Inc.	Thousand Oaks, CA	Hospira Inc.	Lake Forest, IL
AMR Corp. (American Airlines)	Fort Worth, TX	HSBC – North America	Prospect Heights, IL
Bank of America Corp.	Charlotte, NC	Integrity Staffing Solutions Inc.	Wilmington, DE
The Bank of New York Mellon Corp.	New York, NY	International Business Machines Corp.	Armonk, NY
BASF Corp.	Florham Park, NJ	J.P. Morgan Chase & Co.	New York, NY
Bausch & Lomb Inc.	Rochester, NY	Kaiser Permanente	Oakland, CA
Best Buy Co. Inc.	Richfield, MN	KeyCorp	Cleveland, OH
Bingham McCutchen LLP	Boston, MA	Kimpton Hotel & Restaurant Group	San Francisco, CA
BMC Software Inc.	Houston, TX	KPMG LLP	New York, NY
Boehringer Ingelheim Pharmaceuticals Inc.	Ridgefield, CT	Levi Strauss & Co.	San Francisco, CA
BP America Inc.	Warrenville, IL	Marriott International Inc.	Bethesda, MD
Bristol-Myers Squibb Co.	New York, NY	Merck & Co. Inc.	Whitehouse Station, NJ
Capital One Financial Corp.	McLean, VA	Merrill Lynch & Co. Inc.	New York, NY
Charles Schwab & Co.	San Francisco, CA	Microsoft Corp.	Redmond, WA
Chevron Corp.	San Ramon, CA	MillerCoors Brewing Co.	Chicago, IL
Chubb Corp.	Warren, NJ	Morgan Stanley	New York, NY
Cisco Systems Inc.	San Jose, CA	Motorola Inc.	Schaumburg, IL
Citigroup	New York, NY	Nationwide	Columbus, OH
Clear Channel Communications Inc.	San Antonio, TX	NCR Corp.	Dayton, OH
Clorox Co.	Oakland, CA	The Nielsen Co.	Schaumburg, IL
The Coca-Cola Co.	Atlanta, GA	Nike Inc.	Beaverton, OR
Corning Inc.	Corning, NY	Pfizer Inc.	New York, NY
Dell Inc.	Round Rock, TX	PricewaterhouseCoopers LLP	New York, NY
Deloitte LLP	New York, NY	QUALCOMM Inc.	San Diego, CA
Deutsche Bank	New York, NY	RBC Dain Rauscher Inc.	Minneapolis, MN
Diageo North America	Norwalk, CT	Replacements Ltd.	McLeansville, NC
Dow Chemical Co.	Midland, MI	Robins, Kaplan, Miller & Ciresi LLP	Minneapolis, MN
Eastman Kodak Co.	Rochester, NY	Ryder System Inc.	Miami, FL
Electronic Arts Inc.	Redwood City, CA	Sun Microsystems Inc.	Santa Clara, CA
Eli Lilly & Co.	Indianapolis, IN	SUPERVALU Inc.	Eden Prairie, MN
EMC Corp.	Hopkinton, MA	Teachers Insurance and Annuity Association -	
Ernst & Young LLP	New York, NY	College Retirement Equities Fund	New York, NY
Gap Inc.	San Francisco, CA	Texas Instruments Inc.	Dallas, TX
General Mills Inc.	Minneapolis, MN	Time Warner Inc.	New York, NY
General Motors Corp.	Detroit, MI	Travelers Companies Inc.	St. Paul, MN
GlaxoSmithKline	Philadelphia, PA	Xerox Corp.	Stamford, CT
Goldman Sachs Group Inc.	New York, NY	Yahoo! Inc.	Sunnyvale, CA
Google Inc.	Mountain View, CA		
Hanover Direct Inc.	Weehawken, NJ		



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Last updated November 16, 2009 | [www.hrc.org/bcwf](http://www.hrc.org/bcwf)

**Small employers that support workplace fairness and the passage of the federal Employment Non-Discrimination Act:**

Ability Market	Morristown, NJ	McCown & Evans LLP	San Francisco, CA
All Pro Home Inspections	San Diego, CA	Merge Media Group Gp LLC	Dallas, TX
ALT Services Inc.	Plano, TX	Michael Chamness Co.	Montpelier, ND
Americas Trade & Supply Co.	Miami, FL	Michael Toomey Pa	Miami, FL
August eTech LLC	Hamilton Square, NJ	Mirage Images Inc.	Chattanooga, TN
BancForce Financial Staffing	San Diego, CA	On-Site Productions Inc.	Alexandria, VA
Calvert Group Ltd.	Bethesda, MD	Osmosis Medialab Inc.	New York, NY
Classic Doors and Shutters Inc.	Memphis, TN	P2p Staffing Corp.	Coral Springs, FL
Cooney, Daniel Fine Art	New York, NY	PinnaclePay Merchant Services Inc.	Lawrenceville, GA
Corner Office Consultants	Tucker, GA	PocketNurse Enterprises Inc.	Pittsburgh, PA
David W. Cropper Insurance Agency LLC	Alexandria, VA	Prime Access Inc.	New York, NY
Delucchi Plus LLC	Washington, DC	Production Solutions Inc.	Vienna, VA
Emilio Robba Boutique	Coral Gables, FL	Project Designworks	San Diego, CA
Environmental Waste Solutions Inc.	Media, PA	Pulse Communication Inc.	New York, NY
Fair Measures Inc.	Santa Cruz, CA	Quorum	St. Paul, MN
Floordesigns Inc.	San Francisco, CA	Route 7 Productions Inc.	Miami Beach, FL
Four Star Cargo Inc.	Miami, FL	RSF Execare	Rancho Santa Fe, CA
Frontline Data Group	Vienna, VA	Scoji Enterprises LLC	Natchitoches, LA
Funny Boy Films LLC	Los Angeles, CA	Scotwork, NA, Inc.	Parsippany, NJ
Galerie	Hebron, KY	Sky's The Limit Consulting Inc.	Esteros, FL
Greater San Diego Business Association	San Diego, CA	Smart Women Co.	St. Paul, MN
Green Ink Communications	Voluntown, CT	SQN Communications Design Inc.	Vienna, VA
Hanlon Brown Design Inc.	Portland, OR	Stanley Sumner LLC	Miami Shores, FL
Instant Signs of Santee	Santee, CA	Trillium Asset Management	Boston, MA
Intersource Inc.	Minneapolis, MN	Unique Impressions	Phoenix, AZ
Jennifer Brown Consulting LLC	New York, NY	Walden Asset Management	Boston, MA
Kell Consulting LLC	Louisville, KY	Westlake Drug Inc.	Kalamazoo, MI
Leverage Technologies Inc.	Brecksville, OH	Witeck-Combs Communications Inc.	Washington, DC
Masters Realtors Inc.	Dallas, TX	Zebra Printing & Graphic Inc.	Dallas, TX



HRC is proud to partner with NGLCC in obtaining small business support for ENDA.



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# Support for Equal Employment for LGBT Americans

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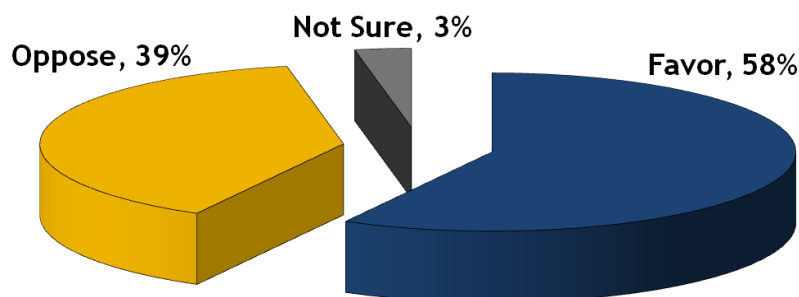
**85** percent of FORTUNE 500 companies already ban discrimination based on **sexual orientation** — and **more than a third** ban it based on **gender identity**, a **tenfold increase** since 2000. The most successful employers value diversity.

## C Corporate support for equal employment over the last decade:

- 1996** Employment Non-Discrimination Act comes within one vote of passage in U.S. Senate
- 2000** 23 U.S. corporations support passage of federal workplace anti-discrimination law including:  
AT&T, Eastman Kodak, General Mills, Honeywell, Merrill Lynch and Microsoft
- 2002** 4 U.S. corporations testify in support of anti-discrimination law before a U.S. Senate committee:  
Eastman Kodak, FleetBoston, Hewlett-Packard and Shell Oil
- 2004** 49 U.S. corporations and 55 small businesses support passage of federal workplace anti-discrimination law including:  
BP, JP Morgan Chase, IBM, Levi Strauss, Nationwide, Nike and Yahoo!

*ENDA is not only the right thing to do, but it is also good for business.  
We want our employees focused on doing the very best they can at their job.*  
— General Mills Inc.

## Americans overwhelmingly favor federal protections for LGBT workers...



Peter D. Hart Research Associates, Inc. Jan. 31- Feb. 5, 2007.



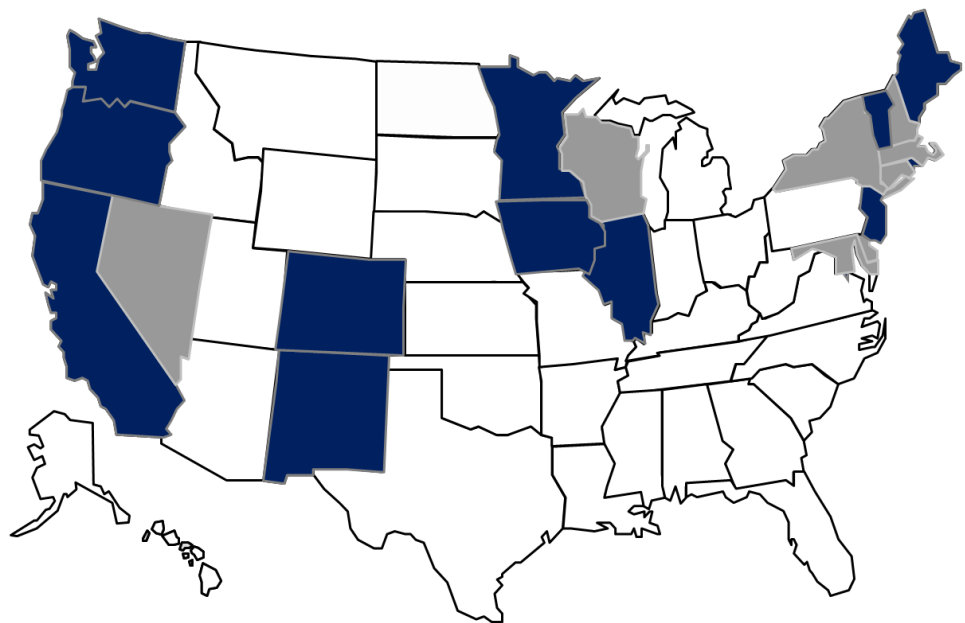
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# **S**State and local governments have steadily added workplace protections.

Twelve states, the District of Columbia and 107 cities and counties ban discrimination based on gender identity and sexual orientation in workplaces. Nine additional states and 187 cities and counties ban discrimination based on sexual orientation only.



**... but discrimination based on sexual orientation and gender identity remains legal in 38 states.**



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# Draft Letter of Support

The Honorable Jeff Merkley  
United States Senate  
107 Russell Senate Office Building  
Washington, DC 20510

The Honorable George Miller, Chairman  
House Committee on Education and Labor  
2181 Rayburn House Office Building  
Washington, D.C. 20515

Dear RECIPIENT:

As one of America's leading businesses, EMPLOYERNAME would like to express our strong support of the Employment Non-Discrimination Act (H.R. 3017 / S. 1584) — federal workplace non-discrimination legislation that would extend basic job protections to lesbian, gay, bisexual and transgender Americans.

EMPLOYERNAME has implemented its own non-discrimination policy to make our workplace values of fairness clear and transparent to our ### employees. In the years since its implementation, the policy has been accepted broadly, and we believe it has affected our bottom line for the better. Our LGBT employees feel that they are equally protected and valued by the company. And it has further reinforced for all of our employees that fairness and non-discrimination remain fundamental in our workplace.

Enhancing our work environment to prohibit discrimination on the basis of sexual orientation and gender identity has not added any financial cost to our organization. Instead, we believe our philosophy and practice of valuing diversity bring financial benefits to the workplace by encouraging full and open participation by all employees.

Businesses that drive away talented and capable employees are certain to lose their competitive edge, an outcome that we must not accept in this competitive global marketplace. That's why a majority of FORTUNE 500 companies have already addressed these issues. After a thorough analysis of its provisions, we are convinced that the Employment Non-Discrimination Act is an appropriate, no-cost measure that will have a positive impact on our country's ability to compete, by extending protection in the majority of U.S. states where it remains legal to fire employees who are LGBT.

In fact, the fairness and simplicity of this bill is one of its most compelling features. The bill does not mandate affirmative action or reporting requirements, and imposes no regulation. It does not compel employers to grant spousal benefits. The Employment Non-Discrimination Act merely embodies the principle of non-discrimination that already enjoys the wide support of the American people.

It has been the law of the land that employment discrimination is unacceptable based on race, gender, religion, ethnic origin or other non-performance-related considerations. It is time to include sexual orientation and gender identity.

EMPLOYERNAME strongly supports passage of the Employment Non-Discrimination Act. The principles it fosters are consistent with our corporate principles in treating all employees with fairness and respect. We encourage Congress to move quickly to enact this important legislation.

Sincerely,

REPRESENTATIVE, EMPLOYERNAME



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