



The Honorable Christopher "Kit" Bond
United States Senate
274 Russell Senate Office Building
Washington, DC 20510

Boehringer Ingelheim
Pharmaceuticals Inc.

November 19, 2009

Dear Senator

Boehringer Ingelheim Vetmedica Inc., based in St. Joseph, Missouri, has a longstanding commitment to fostering safe and inclusive workplaces through policies and practices that guard against harassment and discrimination. To demonstrate this commitment further, we hereby agree to publicly endorse the Employment Non-Discrimination Act (ENDA), calling for national measures to protect lesbian, gay, bisexual and transgender persons from job discrimination.

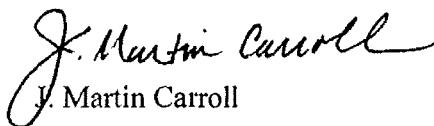
J. Martin Carroll
President and CEO
900 Ridgebury Rd/P.O. Box 368
Ridgefield, CT 06877-0368

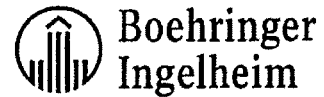
For many years, our commitment to equal employment opportunity has included specific protections against discrimination based on sexual orientation. In 2007, we expanded our global policy to also include protection against gender identity and expression.

Our GLBT employees contribute significantly to the success of our business. We know that the many protections and benefits we offer allow us to attract and retain this critical talent pool.

A copy of this letter is being forwarded to The Business Coalition for Workplace Fairness (www.hrc.org/workplace/support).

Sincerely,


J. Martin Carroll



The Honorable Sherrod Brown
United States Senate
713 Russell Senate Office Building
Washington, DC 20510

Boehringer Ingelheim
Pharmaceuticals Inc.

November 19, 2009

Dear Senator

Boehringer Ingelheim based in Columbus and Cleveland, Ohio, has a longstanding commitment to fostering safe and inclusive workplaces through policies and practices that guard against harassment and discrimination. To demonstrate this commitment further, we hereby agree to publicly endorse the Employment Non-Discrimination Act (ENDA), calling for national measures to protect lesbian, gay, bisexual and transgender persons from job discrimination.

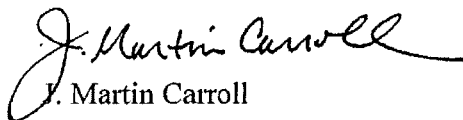
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Sincerely,


J. Martin Carroll



Boehringer Ingelheim
Pharmaceuticals Inc.

The Honorable Christopher Dodd
United States Senate
448 Russell Senate Office Building
Washington, DC 20510

November 19, 2009

Dear Senator Dodd:

Boehringer Ingelheim Pharmaceuticals, Inc., headquartered in Ridgefield, Connecticut, has a longstanding commitment to fostering safe and inclusive workplaces through policies and practices that guard against harassment and discrimination. To demonstrate this commitment further, we hereby agree to publicly endorse the Employment Non-Discrimination Act (ENDA), calling for national measures to protect lesbian, gay, bisexual and transgender persons from job discrimination.

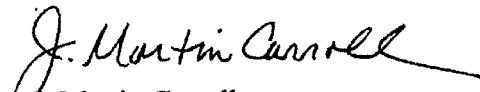
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Sincerely,


J. Martin Carroll



The Honorable Charles Grassley
United States Senate
135 Hart Senate Office Building
Washington, DC 20510

Boehringer Ingelheim
Pharmaceuticals Inc.

November 19, 2009

Dear Senator

Boehringer Ingelheim Veterinary Medicine, based in Fort Dodge, Iowa, has a longstanding commitment to fostering safe and inclusive workplaces through policies and practices that guard against harassment and discrimination. To demonstrate this commitment further, we hereby agree to publicly endorse the Employment Non-Discrimination Act (ENDA), calling for national measures to protect lesbian, gay, bisexual and transgender persons from job discrimination.

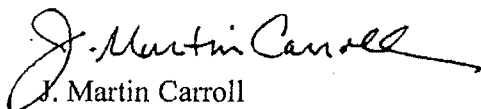
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Sincerely,


J. Martin Carroll



The Honorable Tom Harkin
United States Senate
731 Hart Senate Office Building
Washington, DC 20510

Boehringer Ingelheim
Pharmaceuticals Inc.

November 19, 2009

Dear Senator

Boehringer Ingelheim Veterinary Medicine, based in Fort Dodge, Iowa, has a longstanding commitment to fostering safe and inclusive workplaces through policies and practices that guard against harassment and discrimination. To demonstrate this commitment further, we hereby agree to publicly endorse the Employment Non-Discrimination Act (ENDA), calling for national measures to protect lesbian, gay, bisexual and transgender persons from job discrimination.

J. Martin Carroll
President and CEO
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Sincerely,


J. Martin Carroll



**Boehringer
Ingelheim**

**Boehringer Ingelheim
Pharmaceuticals Inc.**

The Honorable Joseph Lieberman
United States Senate
706 Hart Senate Office Building
Washington, DC 20510

November 19, 2009

Dear Senator Lieberman:

Boehringer Ingelheim Pharmaceuticals, Inc., headquartered in Ridgefield, Connecticut, has a longstanding commitment to fostering safe and inclusive workplaces through policies and practices that guard against harassment and discrimination. To demonstrate this commitment further, we hereby agree to publicly endorse the Employment Non-Discrimination Act (ENDA), calling for national measures to protect lesbian, gay, bisexual and transgender persons from job discrimination.

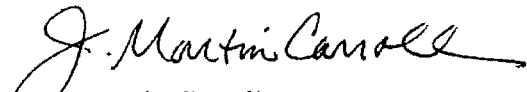
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Sincerely,


J. Martin Carroll



The Honorable Claire McCaskill
United States Senate
717 Hart Senate Office Building
Washington, DC 20510

Boehringer Ingelheim
Pharmaceuticals Inc.

November 19, 2009

Dear Senator

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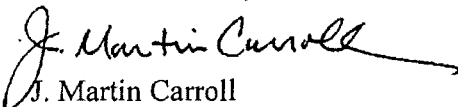
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Sincerely,


J. Martin Carroll



The Honorable George Voinovich
United States Senate
524 Hart Senate Office Building
Washington, DC 20510

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Pharmaceuticals Inc.

November 19, 2009

Dear Senator

Boehringer Ingelheim based in Columbus and Cleveland, Ohio, has a longstanding commitment to fostering safe and inclusive workplaces through policies and practices that guard against harassment and discrimination. To demonstrate this commitment further, we hereby agree to publicly endorse the Employment Non-Discrimination Act (ENDA), calling for national measures to protect lesbian, gay, bisexual and transgender persons from job discrimination.

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Sincerely,


J. Martin Carroll



Boehringer
Ingelheim

The Honorable Mark Warner
United States Senate
459A Russell Office Building
Washington, DC 20510

Boehringer Ingelheim
Pharmaceuticals Inc.

November 19, 2009

Dear Senator

Boehringer Ingelheim Chemicals, Inc., based in Petersburg, Virginia, has a longstanding commitment to fostering safe and inclusive workplaces through policies and practices that guard against harassment and discrimination. To demonstrate this commitment further, we hereby agree to publicly endorse the Employment Non-Discrimination Act (ENDA), calling for national measures to protect lesbian, gay, bisexual and transgender persons from job discrimination.

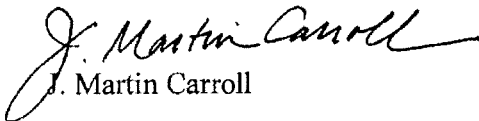
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J. Martin Carroll



**Boehringer
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Pharmaceuticals Inc.**

The Honorable Jim Webb
United States Senate
144 Russell Senate Office Building
Washington, DC 20510

November 19, 2009

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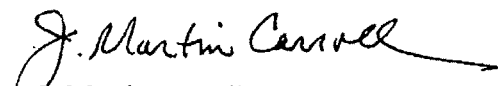
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