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

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.  

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

November 19, 2009
The Honorable Sherrod Brown  
United States Senate  
713 Russell Senate Office Building  
Washington, DC 20510

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
President and CEO
900 Ridgebury Rd/P.O. Box 368
Ridgefield, CT 06877-0368
The Honorable Christopher Dodd  
United States Senate  
448 Russell Senate Office Building  
Washington, DC 20510  

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

November 19, 2009
The Honorable Charles Grassley  
United States Senate  
135 Hart Senate Office Building  
Washington, DC 20510

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
President and CEO
900 Ridgesbury Rd/P.O. Box 368
Ridgefield, CT 06877-0368
The Honorable Tom Harkin  
United States Senate  
731 Hart Senate Office Building  
Washington, DC 20510  

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  
President and CEO  
900 Ridgebury Rd/P.O. Box 368  
Ridgefield, CT 06877-0368
The Honorable Joseph Lieberman  
United States Senate  
706 Hart Senate Office Building  
Washington, DC 20510

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

J. Martin Carroll
The Honorable Claire McCaskill
United States Senate
717 Hart Senate Office Building
Washington, DC 20510

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.

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Sincerely,

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

November 19, 2009
The Honorable George Voinovich  
United States Senate  
524 Hart Senate Office Building  
Washington, DC 20510

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

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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Sincerely,  

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

November 19, 2009  

J. Martin Carroll
The Honorable Jim Webb  
United States Senate  
144 Russell Senate Office Building  
Washington, DC 20510

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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November 19, 2009