



Bristol-Myers Squibb Company

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James M. Cornelius
Chief Executive Officer

July 24, 2007

The Honorable Barney Frank
2252 Rayburn House Office Building
United States House of Representatives
Washington, DC 20515-2104

Dear Representative:

Bristol-Myers Squibb Company, headquartered in New York, New York, has a long-standing 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 2006, 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).

Very truly yours,

James M. Cornelius

cc: Calvert Investments