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 or by fax to 866/369-3348.

Name of business supports fairness in the workplace. We support the Employment Non-Discrimination Act.

<table>
<thead>
<tr>
<th>Sexual Orientation</th>
<th>Gender Identity</th>
</tr>
</thead>
<tbody>
<tr>
<td>72%</td>
<td>40%</td>
</tr>
<tr>
<td>91%</td>
<td>61%</td>
</tr>
<tr>
<td>95%</td>
<td>79%</td>
</tr>
</tbody>
</table>

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Name of business supports fairness in the workplace.

Signature of authorized representative  
Date

Name, title of authorized representative

Address  
Number of employees

Phone  
Fax  
E-mail
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. The following leading employers support workplace fairness and the passage of the federal Employment Non-Discrimination Act.

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Accenture Ltd.
AIG
Alcoa Inc.
American Eagle Outfitters Inc.
American Institute of Architects
Ameriprise Financial Inc.
Amgen Inc.
AMR Corp. (American Airlines)
Amgen Inc.
Ameriprise Financial Inc.
Apple
AT&T Inc.
Bank of America Corp.
The Bank of New York Mellon Corp.
(BNY Mellon)
Barclays
BASF Corp.
Bausch & Lomb Inc.
Best Buy Co. Inc.
Bingham McCutchen LLP
Biogen Idec Inc.
BMC Software Inc.
BNP Paribas
Boehringer Ingelheim Pharmaceuticals Inc.
BP America Inc.
Bristol-Myers Squibb Co.
Broadridge Financial Solutions Inc.
Brown-Forman Corp.
CA Technologies Inc.
Caesars Entertainment Corp.
Capgemini U.S. LLC
Capital One Financial Corp.
Cardinal Health Inc.
CareFusion Corp.
CC Media Holdings Inc. (Clear Channel)
Charles Schwab & Co.
Chevron Corp.
Choice Hotels International Inc.
Chuck Corp.
Cisco Systems Inc.
Citigroup
Clorox Co.
The Coca-Cola Co.
Cominc Inc.
Darden Restaurants Inc.
Delhaize America Inc.
Dell Inc.
Deloitte LLP
The Depository Trust & Clearing Corp.
Deutsche Bank
Diageo North America
Dow Chemical Co.
E. I. du Pont de Nemours and Co. (DuPont)
Eastman Kodak Co.
Electronic Arts Inc.
Eli Lilly & Co.
EMC Corp.
Ernst & Young LLP
Expedia Inc.
Gap Inc.
General Electric Co.
General Mills Inc.
General Motors Corp.
GlatxoSmithKline
Goldman Sachs Group Inc.
Google Inc.
Group Inc.
Hanover Direct Inc.
Herman Miller Inc.
Small employers that support workplace fairness and the passage of the federal Employment Non-Discrimination Act:

| Ability Market | Morris, NJ | McCown & Evans LLP | San Francisco, CA |
| All Pro Home Inspections | San Diego, CA | Merge Media Group Op LLC | Dallas, CA |
| 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 |
| Floor designs 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 | Scoi 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. | Estero, 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 |
| JVA Campaigns LLC | Dublin, OH | Westlake Drug Inc. | Kalamazoo, MI |
| Kell Consulting LLC | Louisville, KY | Witeck-Combs Communications Inc. | Washington, DC |
| Leverage Technologies Inc. | Brecksville, OH | Zebra Printing & Graphic Inc. | Dallas, TX |

HRC is proud to partner with NGLCC in obtaining small business support for ENDA.
Support for Equal Employment for LGBT Americans

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

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
2013 120 U.S. corporations support passage of federal workplace anti-discrimination law as ENDA is approved by the Senate on November 7, 2013, by a bipartisan vote of 64-32.

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...

Oppose, 39%
Not Sure, 3%
Favor, 58%

State and local governments have steadily added workplace protections.

Sixteen states, the District of Columbia and 122 cities and counties ban discrimination based on gender identity and sexual orientation in workplaces. Five additional states and 201 cities and counties ban discrimination based on sexual orientation only.

… but discrimination based on sexual orientation and gender identity remains legal in 33 states.
Draft Letter of Support

The Honorable Jeff Merkley
United States Senate
Washington, DC 20510

The Honorable Jared Polis
United States House of Representatives
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 — 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