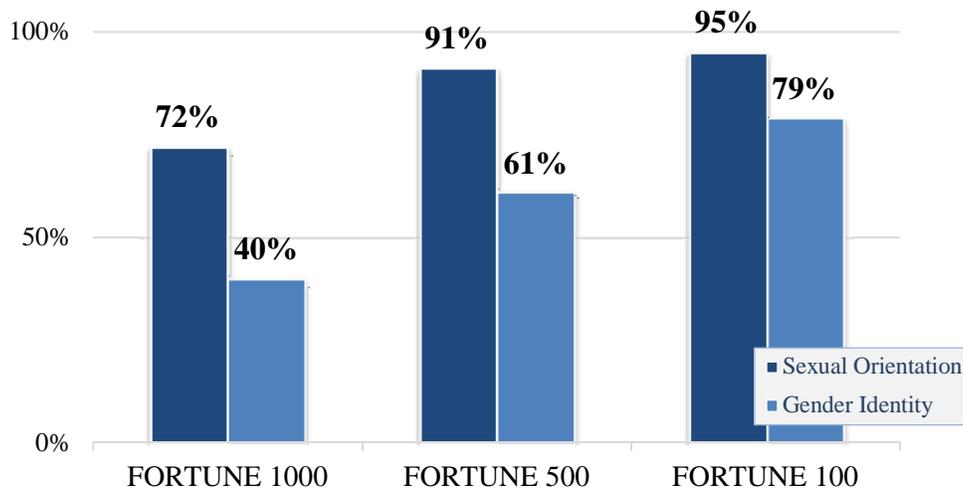


You're in good company.



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.

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

Accenture Ltd.	New York, NY	The Hershey Co.	Hershey, PA
AIG	New York, NY	Hewlett-Packard Co.	Palo Alto, CA
Alcoa Inc.	New York, NY	Hillshire Brands Co.	Downers Grove, IL
American Eagle Outfitters Inc.	Pittsburgh, PA	Hilton Worldwide	McLean, VA
American Institute of Architects	Washington, DC	Hospira Inc.	Lake Forest, IL
Ameriprise Financial Inc.	Minneapolis, MN	HSBC – North America	Prospect Heights, IL
Amgen Inc.	Thousand Oaks, CA	Hyatt Hotels Corp.	Chicago, IL
AMR Corp. (American Airlines)	Fort Worth, TX	Integrity Staffing Solutions Inc.	Wilmington, DE
Apple	Cupertino, CA	Intel Corp.	Santa Clara, CA
AT&T Inc.	Dallas, TX	InterContinental Hotels Group Americas	Atlanta, GA
Bank of America Corp.	Charlotte, NC	International Business Machines Corp.	Armonk, NY
The Bank of New York Mellon Corp. (BNY Mellon)		Jenner & Block LLP	Chicago, IL
Barclays	New York, NY	Johnson & Johnson	New Brunswick, NJ
BASF Corp.	New York, NY	JPMorgan Chase & Co.	New York, NY
Bausch & Lomb Inc.	Florham Park, NJ	Kaiser Permanente	Oakland, CA
Best Buy Co. Inc.	Rochester, NY	KeyCorp	Cleveland, OH
Bingham McCutchen LLP	Richfield, MN	Kimpton Hotel & Restaurant Group	San Francisco, CA
Biogen Idec Inc.	Boston, MA	KPMG LLP	New York, NY
BMC Software Inc.	Weston, MA	Levi Strauss & Co.	San Francisco, CA
BNP Paribas	Houston, TX	Marriott International Inc.	Bethesda, MD
Boehringer Ingelheim Pharmaceuticals Inc.	New York, NY	Marsh & McLennan Companies Inc.	New York, NY
BP America Inc.	Ridgefield, CT	Medtronic Inc.	Minneapolis, MN
Bristol-Myers Squibb Co.	Warrenville, IL	Merck & Co. Inc.	Whitehouse Station, NJ
Broadridge Financial Solutions Inc.	New York, NY	Microsoft Corp.	Redmond, WA
Brown-Forman Corp.	Lake Success, NY	MillerCoors Brewing Co.	Chicago, IL
CA Technologies Inc.	Louisville, KY	Mitchell Gold + Bob Williams	Taylorsville, NC
Caesars Entertainment Corp.	Islandia, NY	Moody's Corp.	New York, NY
Capgemini U.S. LLC	Las Vegas, NV	Morgan Stanley	New York, NY
Capital One Financial Corp.	New York, NY	Motorola Inc.	Schaumburg, IL
Cardinal Health Inc.	McLean, VA	Nationwide	Columbus, OH
CareFusion Corp.	Dublin, OH	The Nielsen Co.	Schaumburg, IL
CC Media Holdings Inc. (Clear Channel)	San Diego, CA	Nike Inc.	Beaverton, OR
Charles Schwab & Co.	San Antonio, TX	Oracle Corp.	Redwood City, CA
Chevron Corp.	San Francisco, CA	Orbitz Worldwide Inc.	Chicago, IL
Choice Hotels International Inc.	San Ramon, CA	Pfizer Inc.	New York, NY
Chubb Corp.	Silver Spring, MD	PricewaterhouseCoopers LLP	New York, NY
Cisco Systems Inc.	Warren, NJ	Procter & Gamble Co.	Cincinnati, OH
Citigroup	San Jose, CA	QUALCOMM Inc.	San Diego, CA
Clorox Co.	New York, NY	RBC Wealth Management	Minneapolis, MN
The Coca-Cola Co.	Oakland, CA	Replacements Ltd.	McLeansville, NC
Corning Inc.	Atlanta, GA	Robins, Kaplan, Miller & Ciresi LLP	Minneapolis, MN
Darden Restaurants Inc.	Corning, NY	Self-Help Credit Union	Durham, NC
Delhaize America Inc.	Orlando, FL	SUPERVALU Inc.	Eden Prairie, MN
Dell Inc.	Salisbury, NC	Target Corp.	Minneapolis, MN
Deloitte LLP	Round Rock, TX	Teachers Insurance and Annuity Association - College Retirement Equities Fund	New York, NY
The Depository Trust & Clearing Corp.	New York, NY	Tech Data Corp.	Clearwater, FL
Deutsche Bank	New York, NY	Texas Instruments Inc.	Dallas, TX
Diageo North America	Norwalk, CT	Thomson Reuters	New York, NY
Dow Chemical Co.	Midland, MI	Time Warner Inc.	New York, NY
E. I. du Pont de Nemours and Co. (DuPont)	Wilmington, DE	Travelers Companies Inc.	New York, NY
Eastman Kodak Co.	Rochester, NY	UBS AG	Stamford, CT
Electronic Arts Inc.	Redwood City, CA	US Airways Group Inc.	Tempe, AZ
Eli Lilly & Co.	Indianapolis, IN	Verizon Communications Inc.	New York, NY
EMC Corp.	Hopkinton, MA	WellPoint Inc.	Indianapolis, IN
Ernst & Young LLP	New York, NY	Wells Fargo & Co.	San Francisco, CA
Expedia Inc.	Bellevue, WA	Whirlpool Corp.	Benton Harbor, MI
Gap Inc.	San Francisco, CA	Wynn Resorts Ltd.	Las Vegas, NV
General Electric Co.	Fairfield, CT	Xerox Corp.	Stamford, CT
General Mills Inc.	Minneapolis, MN	Yahoo! Inc.	Sunnyvale, CA
General Motors Corp.	Detroit, MI		
GlaxoSmithKline	Philadelphia, PA		
Goldman Sachs Group Inc.	New York, NY		
Google Inc.	Mountain View, CA		
Groupon Inc.	Chicago, IL		
Hanover Direct Inc.	Weehawken, NJ		
Herman Miller Inc.	Zeeland, MI		



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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.	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
Masters Realtors 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

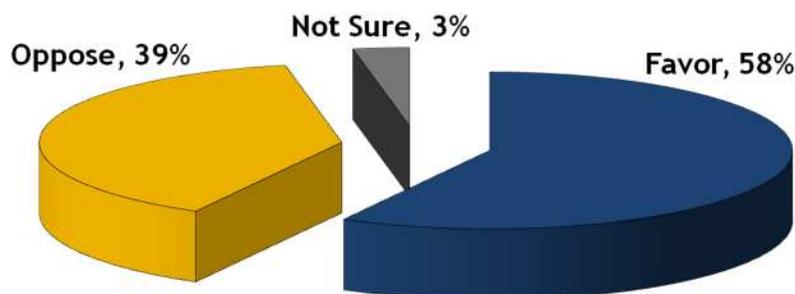
91 percent of FORTUNE 500 companies already ban discrimination based on **sexual orientation** — and **half** ban it based on **gender identity**, a **tenfold increase** since 2000. The most successful employers value diversity.

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!
- 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...



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



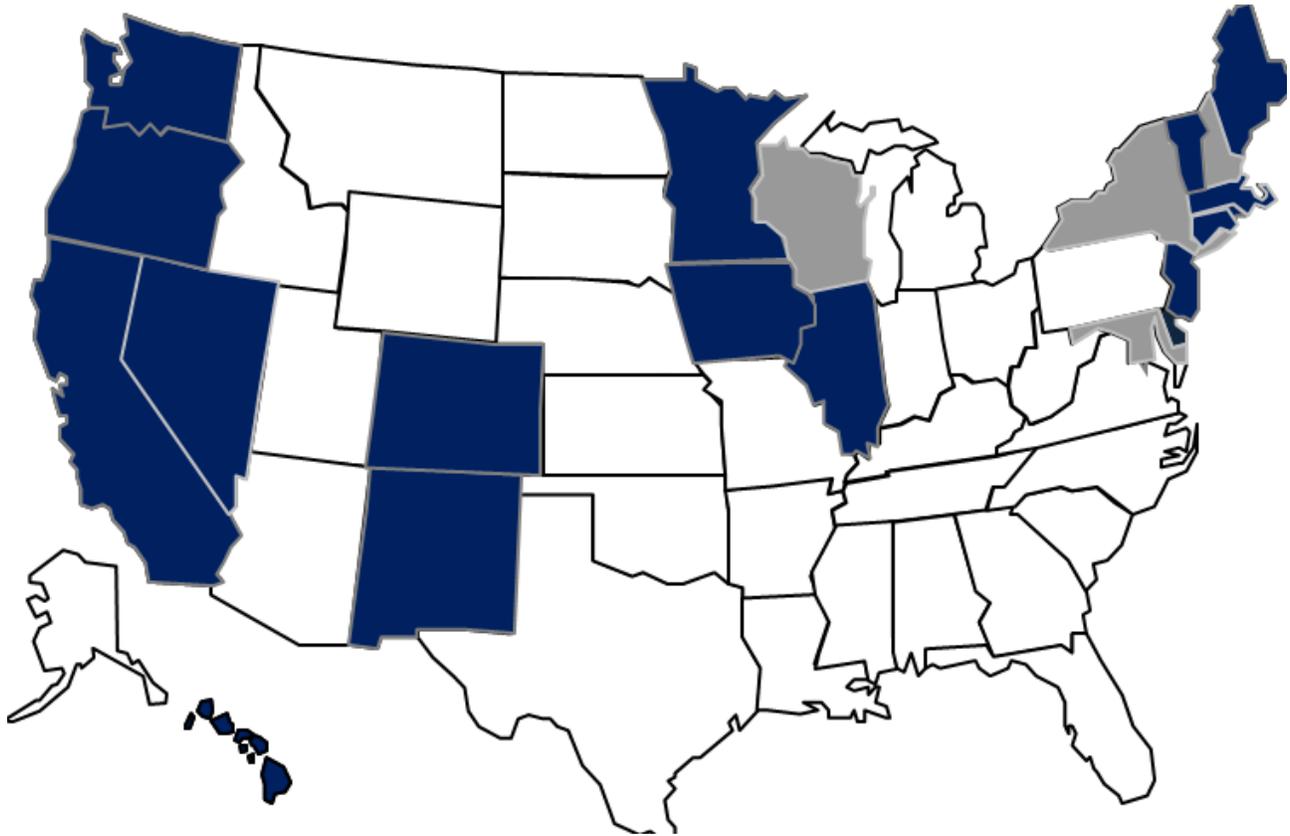
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SState and local governments have steadily added workplace protections.

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.



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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



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