



The Dow Chemical Company  
Midland, Michigan 48674  
USA

November 9, 2009

Rep. Charles Wilson  
226 Cannon HOB  
Washington, DC 20515

Dear Mr. Wilson,

As one of America's leading businesses, the Dow Chemical Company would like to express our strong support the Employment Non-Discrimination Act (H.R. 3017) that would extend basic job protections to gay, lesbian, bisexual and transgender (GLBT) Americans.

The Dow Chemical Company has implemented its own non-discrimination policy to make our workplace values of fairness clear and transparent to our approximately 46,000 employees world-wide. We support the formation of employee networks—such as the Gays, Lesbians, and Allies at Dow (GLAD)—and offer a place where people with common bonds can grow professionally and personally. Efforts like these have reinforced for all of our employees that fairness and non-discrimination remain fundamental in our workplace. In fact, The Dow Chemical Company was honored in 2005 as the first chemical company to achieve 100 percent rating on the Human Rights Campaign's Corporate Equality Index, which measures GLBT equality. The Company has maintained its 100 percent rating each year since.

We believe our commitment to providing a work environment that is free from discrimination on the basis of sexual orientation and gender identity has enhanced our ability to compete in the global marketplace. Our GLBT policies have been good for our workplace for two main reasons: a) retention of our employees has been enhanced, because they know that they can perform their jobs openly and with full support of their family situation without fear of repercussion and therefore have more reason to be committed to the company in return, and b) better recruitment of allies and younger workers, who often use employee benefits, such as GLBT support and flexible work hours, as a litmus test for prospective employers.

A majority of FORTUNE 500 companies, like The Dow Chemical Company, have recognized the value of diversity to remain competitive and have already addressed these issues. While fair minded corporations have emerged as leaders in adopting policies and practices that espouse the principles of equality for all employees, the reality is that it is still legal in thirty states for an employee to be fired solely because he or she is GLBT. After a thorough analysis of its provisions, we are convinced that the Employment Non-Discrimination Act (H.R. 3017) is an appropriate measure that will have a positive impact on our country's ability to compete.

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 doesn't 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 consideration. It is time to include sexual orientation and gender identity.

The Dow Chemical Company strongly supports pass of the Employment Non-Discrimination Act (H.R. 3017). 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,

A handwritten signature in black ink, appearing to read "Darleen Caron". The signature is fluid and cursive, with a large initial "D" and "C".

Darleen Caron  
Vice President  
Human Capital Planning and Development



The Dow Chemical Company  
Midland, Michigan 48674  
USA

November 9, 2009

The Honorable Jeff Merkley  
United States Senate  
107 Russell Senate Office Building  
Washington, DC 20510

Dear Mr. Merkley,

As one of America's leading businesses, the Dow Chemical Company would like to express our strong support the Employment Non-Discrimination Act (S. 1584) that would extend basic job protections to gay, lesbian, bisexual and transgender (GLBT) Americans.

The Dow Chemical Company has implemented its own non-discrimination policy to make our workplace values of fairness clear and transparent to our approximately 46,000 employees world-wide. We support the formation of employee networks—such as the Gays, Lesbians, and Allies at Dow (GLAD)—and offer a place where people with common bonds can grow professionally and personally. Efforts like these have reinforced for all of our employees that fairness and non-discrimination remain fundamental in our workplace. In fact, The Dow Chemical Company was honored in 2005 as the first chemical company to achieve 100 percent rating on the Human Rights Campaign's Corporate Equality Index, which measures GLBT equality. The Company has maintained its 100 percent rating each year since.

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Darleen Caron

Vice President

Human Capital Planning and Development



The Dow Chemical Company  
Midland, Michigan 48674  
USA

November 9, 2009

The Honorable George Miller, Chairman  
House Committee on Education and Labor  
2181 Rayburn House Office Building  
Washington, D.C. 20515

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