



THE BANK OF NEW YORK MELLON

Robert P. Kelly
Chairman and Chief Executive Officer

May 25, 2010

The Honorable Tom Harkin, Chairman
Senate Committee on Health, Education, Labor and Pensions
428 Senate Dirksen Office Building
Washington, DC 20510

Dear Chairman Harkin:

As a global leader in the financial services sector, BNY Mellon has a strong commitment to building a culture of diversity and inclusion that helps make us stronger, smarter and more successful. We have backed up that commitment by lending our corporate support to a business coalition supporting support equal rights for lesbian, gay, bisexual and transgender (LGBT) workers. We are proud to be joining other major businesses in supporting the Human Rights Campaign Workplace Project, where we are listed as officially supporting passage of legislation consistent with our corporate principles of treating all employees with fairness and respect. It's the right thing to do for workplace equality, and it sends a message of support to our LGBT employees.

While many companies and states have passed laws to protect LGBT individuals from employment discrimination, federal legislation has yet to catch up. Without a federal law to provide consistent protections, it remains legal in 29 states to discriminate based on sexual orientation and in 38 states to do so based on gender identity or expression. That's just not right.

We strongly support the Employment Non-Discrimination Act (ENDA) (H.R. 3017 and S.1584) which, simply put, would provide all Americans with basic employment protection from discrimination based on sexual orientation or gender identity. We are fully behind this important legislation, which will open the doors of opportunity to all Americans – regardless of sexual orientation or sexual identity – to ensure everyone has an equal opportunity to excel. We encourage Congress to move quickly to enact ENDA and commend your leadership.

Sincerely,

