



TRACY J. O. KOFSKI  
Vice President, Compensation & Benefits

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GENERAL MILLS

November 5, 2009

Senator Susan Collins  
413 Dirksen Senate Office Building  
Washington, DC 20510

**RE: S. 1548 - the Employment Non-Discrimination Act (ENDA)**

Dear Senator Collins,

On behalf of General Mills, thank you again for your sponsorship of S. 1548, the Employment Non-Discrimination Act (ENDA). General Mills has been a consistent supporter of this important legislation, recognizing its power to protect and provide fairness to all American workers.

Respect is a core value for General Mills. This is reflected in our own non-discrimination policy that specifically includes protection for sexual orientation and gender identity. We train all of our employees on these values.

ENDA recognizes that some in the U.S. do not receive the fundamental dignity and respect in the workplace that should apply to all. Passing this legislation will correct this and send a powerful message to all Americans.

Thank you again for your leadership on this important legislation.

Sincerely,

Tracy Kofski  
Vice President  
Compensation & Benefits



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GENERAL MILLS

November 5, 2009

Senator Jeff Merkley  
107 Russell Senate Office Building  
Washington, DC 20510

**RE: S. 1548 - the Employment Non-Discrimination Act (ENDA)**

Dear Senator Merkley,

On behalf of General Mills, thank you again for your sponsorship of S. 1548, the Employment Non-Discrimination Act (ENDA). General Mills has been a consistent supporter of this important legislation, recognizing its power to protect and provide fairness to all American workers.

Respect is a core value for General Mills. This is reflected in our own non-discrimination policy that specifically includes protection for sexual orientation and gender identity. We train all of our employees on these values.

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Vice President  
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GENERAL MILLS

November 5, 2009

Representative George Miller, Chairman  
U.S. House Committee on Education and Labor  
2181 Rayburn House Office Building  
Washington, D.C. 20515

**RE: H.R. 3017 - the Employment Non-Discrimination Act (ENDA)**

Dear Chairman Miller,

On behalf of General Mills, thank you for your sponsorship of H.R. 3017, the Employment Non-Discrimination Act (ENDA). General Mills has been a consistent supporter of this important legislation, recognizing its power to protect and provide fairness to all American workers.

Respect is a core value for General Mills. This is reflected in our own non-discrimination policy that specifically includes protection for sexual orientation and gender identity. We train all of our employees on these values.

ENDA recognizes that some in the U.S. do not receive the fundamental dignity and respect in the workplace that should apply to all. Passing this legislation will correct this and send a powerful message to all Americans.

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Sincerely,

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GENERAL MILLS

November 5, 2009

Representative Zach Space  
315 Cannon House Office Building  
Washington, D.C. 20515

**RE: H.R. 3017 - the Employment Non-Discrimination Act (ENDA)**

Dear Representative Space,

On behalf of General Mills and our 1,200+ employees who live and work in your district, I ask you to support H.R. 3017, the Employment Non-Discrimination Act (ENDA). General Mills has been a consistent supporter of this important legislation, recognizing its power to protect and provide fairness to all American workers.

Respect is a core value for General Mills. This is reflected in our own non-discrimination policy that specifically includes protection for sexual orientation and gender identity. We train all of our employees on these values.

ENDA recognizes that some in the U.S. do not receive the fundamental dignity and respect in the workplace that should apply to all. Passing this legislation will correct this and send a powerful message to all Americans.

Thank you for considering this important legislation.

Sincerely,

Tracy Kofski  
Vice President  
Compensation & Benefits



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GENERAL MILLS

November 5, 2009

Representative Erik Paulsen  
126 Cannon House Office Building  
Washington, D.C. 20515

**RE: H.R. 3017 - the Employment Non-Discrimination Act (ENDA)**

Dear Representative Paulsen,

On behalf of General Mills and our 2,200+ employees who live in your district, I ask you to support H.R. 3017, the Employment Non-Discrimination Act (ENDA). General Mills has been a consistent supporter of this important legislation, recognizing its power to protect and provide fairness to all American workers. This legislation enjoys the support of many other prominent Minnesota employers, including Target, Best Buy, Wells Fargo, Ameriprise, Medtronic, and over 140 more.

Respect is a core value for General Mills. This is reflected in our own non-discrimination policy that specifically includes protection for sexual orientation and gender identity. We train all of our employees on these values.

ENDA recognizes that some in the U.S. do not receive the fundamental dignity and respect in the workplace that should apply to all. Passing this legislation will correct this and send a powerful message to all Americans.

Thank you again for considering this important legislation.

Sincerely,

Tracy Kofski  
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GENERAL MILLS

November 5, 2009

Representative David Scott  
225 Cannon House Office Building  
Washington, D.C. 20515

**RE: H.R. 3017 - the Employment Non-Discrimination Act (ENDA)**

Dear Representative Scott,

On behalf of General Mills and our 90 employees who live in your district, I ask you to support H.R. 3017, the Employment Non-Discrimination Act (ENDA). General Mills has been a consistent supporter of this important legislation, recognizing its power to protect and provide fairness to all American workers.

Respect is a core value for General Mills. This is reflected in our own non-discrimination policy that specifically includes protection for sexual orientation and gender identity. We train all of our employees on these values.

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Sincerely,

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Vice President  
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GENERAL MILLS

November 5, 2009

Representative Mario Diaz-Balart  
328 Cannon House Office Building  
Washington, D.C. 20515

**RE: H.R. 3017 - the Employment Non-Discrimination Act (ENDA)**

Dear Representative Diaz-Ballard,

On behalf of General Mills and our employees who live in your district, I ask you to support H.R. 3017, the Employment Non-Discrimination Act (ENDA). General Mills has been a consistent supporter of this important legislation, recognizing its power to protect and provide fairness to all American workers.

Respect is a core value for General Mills. This is reflected in our own non-discrimination policy that specifically includes protection for sexual orientation and gender identity. We train all of our employees on these values.

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Vice President  
Compensation & Benefits



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Vice President, Compensation & Benefits

GENERAL MILLS

November 5, 2009

Representative Lincoln Diaz-Balart  
2244 Rayburn House Office Building  
Washington, D.C. 20515

**RE: H.R. 3017 - the Employment Non-Discrimination Act (ENDA)**

Dear Representative Diaz-Ballard,

On behalf of General Mills and our employees who live in your district, I ask you to support H.R. 3017, the Employment Non-Discrimination Act (ENDA). General Mills has been a consistent supporter of this important legislation, recognizing its power to protect and provide fairness to all American workers.

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GENERAL MILLS

November 5, 2009

Representative David Obey, Chairman  
U.S. House Committee on Appropriations  
2314 Rayburn House Office Building  
Washington, D.C. 20515

**RE: H.R. 3017 - the Employment Non-Discrimination Act (ENDA)**

Dear Chairman Obey,

On behalf of General Mills and our 47 employees who live in your district, I ask you to support H.R. 3017, the Employment Non-Discrimination Act (ENDA). General Mills has been a consistent supporter of this important legislation, recognizing its power to protect and provide fairness to all American workers.

Respect is a core value for General Mills. This is reflected in our own non-discrimination policy that specifically includes protection for sexual orientation and gender identity. We train all of our employees on these values.

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