



VP, Diversity and Workforce Programs

*1 New Orchard Road
Armonk, NY 10504*

June 25, 2009

Congressman Barney Frank
U.S. House of Representatives
2252 Rayburn Building
Washington, DC 20515

Dear Congressman Frank:

As one of America's leading businesses, IBM would like to express our strong support of federal workplace non-discrimination legislation that would extend basic job protections to gay, lesbian, bisexual and transgender Americans.

IBM has implemented its own non-discrimination policy to make our workplace values of fairness clear and transparent to our approximately 400,000 employees worldwide. 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 GLBT 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 values for our company and 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 the 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 GLBT.

In fact, the fairness and simplicity of this bill is one of its most compelling features. The bill fully protects all members of the GLBT community, does not mandate affirmative action or reporting requirements, and imposes no regulation (such as previously reference to ERISA) that would create confusion or unacceptable burdens on employers. 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.

Congressman Barney Frank
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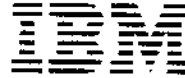
IBM strongly supports passage of the Employment Non-Discrimination Act. The principles it fosters re consistent with out corporate principles in treating all employees with fairness and respect. We encourage Congress to move quickly to enact this important legislation.

Sincerely,

A handwritten signature in black ink, appearing to read "Ronald Glover". The signature is written in a cursive style with a prominent loop at the end.

Ronald Glover
Vice President,
Diversity & Workforce Programs
IBM Corporation

RG:dp



VP, Diversity and Workforce Programs

*1 New Orchard Road
Armonk, NY 10504*

June 25, 2009

Mr. Joseph Solmonese
President, Human Rights Campaign
1640 Rhode Island Avenue
Washington, DC 20036

Dear Joe:

With the addition of provisions protecting transgender employees and the elimination of any references to ERISA, I am truly delighted to join with HRC and other great American companies in formally confirming IBM's support for the Employment Non-Discrimination Act. I have attached a signed support form and a copy of our Letter to Congressman Barney Frank expressing our strong support for Federal legislation to prohibit workplace discrimination against GLBT employees.

Equality, respect and inclusion are at the foundation of IBM's values and principles. We are honored and pleased to join with HRC to make this the reality for all Americans workers.

Sincerely,

A handwritten signature in cursive script that reads "Ronald Glover".

Ronald Glover
Vice President,
Diversity & Workforce Programs

RG:dp