

Thomas E. Helfrich
Executive Vice President
Human Resources



KeyCorp
127 Public Square
Cleveland, OH 44114-1306

August 31, 2009

Congressman Barney Frank
Fourth Congressional District of Massachusetts
2252 Rayburn Building
Washington D.C., 20515
Fax Number: 202-225-0182

Dear Congressman Frank:

I am writing today on behalf of Key to urge your strong support for the Employment Non-Discrimination Act (ENDA) that was introduced into both the House of Representatives and the Senate earlier this summer.

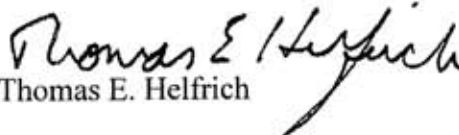
ENDA calls for national measures to protect lesbian, gay, bisexual and transgender employees from job discrimination. Recent research by Out and Equal and Witeck Combs suggests that 65 percent of lesbian and gay employees have experienced discrimination or unfair treatment in the workplace. Also, an earlier survey by the Williams Institute indicates that transgender workers reported widespread employment discrimination – up to 56 percent were fired, 47 percent were denied employment, and up to 31 percent were harassed based on their gender identity.

At Key, we believe and cultivate a diverse and inclusive workforce. Most recently, our company was honored to receive a score of 100 on the Human Rights Campaign *Corporate Equality Index* for the third consecutive year.

To show our support for ENDA, Key will join other leading U.S. employers as a member of the Business Coalition for Workplace Fairness. We believe that strong non-discrimination workforce policies boost employee morale and increase productivity. ENDA will help companies avoid costly litigation by supporting a more inclusive workforce.

We seek your leadership and partnership to ensure government adoption of this important and timely legislation that supports workplace inclusion and diversity for all.

Regards,


Thomas E. Helfrich

TEH/jm

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August 31, 2009

Jeff Merkley
United States Senator for Oregon
107 Russell Senate Office Building
Washington D.C., 20510
Fax Number: 202-228-3997

Dear Senator Merkley:

I am writing today on behalf of Key to urge your strong support for the Employment Non-Discrimination Act (ENDA) that was introduced into both the House of Representatives and the Senate earlier this summer.

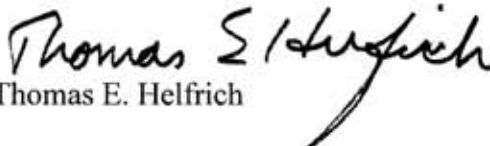
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