



Marriott International, Inc.  
Corporate Headquarters

Marriott Drive  
Washington, D.C. 20058

November 3, 2009

David A. Rodriguez, Ph.D.  
Executive Vice President  
Global Human Resources

The Honorable Tom Harkin, Chairman  
Health, Education, Labor and Pensions  
United States Senate  
Washington, D.C. 20510

Dear Senator Harkin:

As a lodging industry leader, Marriott International, Inc. would like to express our support of the Employment Non-discrimination Act (S. 1584) which would extend fair employment practices under federal law to gay, lesbian, bisexual and transgender employees.

Marriott has implemented its own non-discrimination policy to make our workplace values of fairness clear and transparent to our employees. 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 gay, lesbian, bisexual and transgender 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 in our workplace.

Businesses that drive away talented and capable employees are certain to lose their competitive edge, an outcome that we must not accept in this competitive global marketplace. That is why a majority of FORTUNE 500 companies have already addressed these issues. We believe 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 gay, lesbian, bisexual and transgender employees.

Marriott strongly supports passage of the Employment Non-Discrimination Act. The principles it fosters are consistent with our company principles in treating all employees with fairness and respect. We encourage Congress to move quickly and enact this important legislation.

Sincerely,

DR:dw



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November 3, 2009

David A. Rodriguez, Ph.D.  
Executive Vice President  
Global Human Resources

The Honorable Michael B. Enzi, Ranking Member  
Health, Education, Labor and Pensions  
United States Senate  
Washington, D.C. 20510

Dear Senator Enzi:

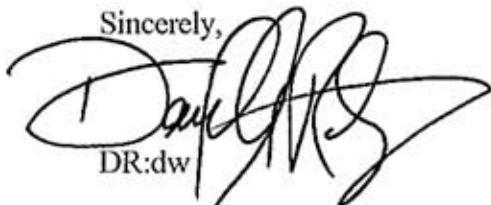
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