

Morgan Stanley

November 4, 2009

The Honorable Jeff Merkley
United States Senate
107 Russell Senate Office Building
Washington, D.C. 20510

Re: S. 1584

Dear Senator Merkley:

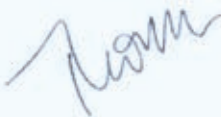
As one of America's largest financial services firms, Morgan Stanley would like to continue to express its strong support of federal workplace non-discrimination legislation that would extend basic job protections to gay, lesbian, bisexual and transgender Americans. To that end, Morgan Stanley has, for several years running, been part of the growing list of corporations that have endorsed the Employment Non-Discrimination Act (ENDA).

Morgan Stanley has long had in place its own non-discrimination policy to make our global workplace values of equal opportunity, fairness, dignity and respect clear and transparent to our over 45,000 employees. In the years since its implementation, our policy has been communicated vigorously and accepted broadly, having a far-reaching positive impact on our firm's culture of inclusion. We believe strongly that our long-standing commitment to diversity brings benefits to the workplace by encouraging full and complete participation and engagement by all employees and helps us better serve the broad range of clients who entrust us with critical business decisions.

Our Non-Discrimination and Anti-Harassment Policy, which is also incorporated in our Code of Conduct, already extends its protections to employees based on sexual orientation and gender identity. ENDA likewise extends those protections and creates appropriate legal safeguards for them.

Morgan Stanley therefore proudly supports the passage of ENDA. The principles it fosters are consistent with our own corporate principles in treating all employees with fairness, dignity and respect. We urge Congress to move quickly to enact this important legislation.

Sincerely,



Morgan Stanley

November 4, 2009

The Honorable George Miller, Chairman
House Committee on Education and Labor
2181 Rayburn House Office Building
Washington, D.C. 20515

Re: H.R. 3017

Dear Chairman Miller:

As one of America's largest financial services firms, Morgan Stanley would like to continue to express its strong support of federal workplace non-discrimination legislation that would extend basic job protections to gay, lesbian, bisexual and transgender Americans. To that end, Morgan Stanley has, for several years running, been part of the growing list of corporations that have endorsed the Employment Non-Discrimination Act (ENDA).

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