



On Your Side®

**Nationwide Mutual Insurance Company**

One Nationwide Plaza  
Columbus, OH 43215

November 5, 2009

The Honorable Tom Harkin  
Chairman, Senate Health, Education, Labor  
and Pensions Committee  
428 Dirksen Senate Office Building  
Washington, DC 20510

The Honorable George Miller  
Chairman, House Ed and Labor Committee  
2181 Rayburn House Office Building  
Washington, DC 20515

Dear Chairman Harkin and Chairman Miller:

I am writing on behalf of Nationwide Mutual Insurance Company and our 36,000 associates to express our proud support of federal workplace non-discrimination legislation, H.R. 3017/S. 1584, the "Employment Non-Discrimination Act."

Nationwide is committed to fostering a workplace environment of inclusiveness, respect, and non-discrimination. The Employment Non-Discrimination Act (ENDA) would extend federal protections against job discrimination to gay, lesbian, bisexual, and transgender Americans. This legislation would simply and fairly extend the fundamental right to be judged on one's own merits, and without placing excessive burdens on employers.

To help create a welcoming work environment for our associates, Nationwide has implemented our own non-discrimination and harassment policies that specifically state that we will not tolerate discrimination or harassment of any associate based on sexual orientation or gender identity. These policies are an important part of our business objectives, including having a culture that embraces diversity, recruiting the best talent, and competing in the global marketplace.

The principles of ENDA are consistent with Nationwide's corporate values of treating all of our associates with fairness and respect, and we believe our policies of valuing diversity also bring financial benefits to the workplace by encouraging full and open participation by all of our associates.

On behalf of Nationwide and our associates, we thank you for your leadership on the Employment Non-Discrimination Act. If we can answer any questions or be of any help on this issue, please do not hesitate to contact us or Meredith Mull of our Washington office at [REDACTED].

Sincerely,

Stephen Keyes  
Vice President, Associate Relations  
& Human Resources Policy

Candice Barnhardt  
Vice President, Diversity and Inclusion

cc: Ohio and Iowa Delegations