



REPLACEMENTS, LTD.
China, Crystal & Silver
Old & New

April 19, 2007

The Honorable Howard McKeon, Ranking Member
House Committee on Education and Labor
2181 Rayburn House Office Building
Washington, DC 20510

Dear Representative McKeon:

As the world's largest retailer of active and discontinued china, crystal, flatware and collectibles to people around the world we 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.

Replacements, Ltd. has implemented its own non-discrimination policy to make our workplace values of fairness clear and transparent to our 550 employees. In the year 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.

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.

We are convinced that the Employment Non-Discrimination Act is an appropriate, low-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.

The bill does not mandate affirmative action or reporting requirements, and imposes no regulation. 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, color, sex, religion, ethnic origin, disability, age or other non-performance related consideration. It is time to include sexual orientation and gender identity.

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

Sincerely,

Robert L. Page
Chairman/CEO

1-800-REPLACE (1-800-737-5223)
1089 Knox Road, PO Box 26029, Greensboro, NC 27420
1-336-697-3000 • FAX 1-336-697-3100
www.replacements.com



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The Honorable Michael Enzi, Ranking Member
Senate Committee on Health, Education, Labor and Pensions
428 Dirksen Senate Office building
Washington, DC 20510

Dear Senator Enzi:

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The Honorable George Miller, Chairman
House Committee on Education and Labor
2181 Rayburn House Office Building
Washington, DC 20510

Dear Representative Miller:

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The Honorable Edward Kennedy
Senate Committee on Health, Education, Labor and Pensions
428 Dirksen Senate Office Building
Washington, DC 20510

Dear Senator Kennedy:

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