

**House Bill 176
Proponent Testimony
House State Government Committee
Wednesday, June 3, 2009**

Cardinal Health

Chairman Gerberry, Ranking Member Daniels, members of the Committee, thank you for the opportunity to appear before you today in support of House Bill 176. My name is Ron Templin and I am a nine-year employee of Cardinal Health. I am here today to speak on behalf of Cardinal Health.

With global headquarters in Dublin, Ohio, Cardinal Health is the largest Fortune 500 Company based in Ohio. We currently employ 3,500 Ohioans and nearly 40,000 globally. Not only is Ohio home to our company headquarters but we located our National Logistics Center at Rickenbacker and a pharmaceutical distribution center in Findlay serving Ohio and Michigan customers. We have annual revenues of more than \$90 billion. We are proud that those resources allow us to act as good corporate partners in Ohio through our multiple philanthropic activities throughout the state.

The vision of Cardinal Health is to be the premier global healthcare company. As the leading provider of products, services and technologies supporting the healthcare industry, Cardinal Health and our employees worldwide take very seriously our commitment to make healthcare safer and more productive. To achieve this goal, we must be able to attract the best qualified workers at all levels of our company. Ohio lacks laws protecting people based on sexual orientation and gender identity. The resulting fear of workplace discrimination can be a deterrent for potential employees who are lesbian, gay, bisexual, or transgender to move to Ohio for employment. It can also deter straight people who are looking for welcoming places to live and work. As a result, our company and our state must operate at a competitive disadvantage.

The diverse talent of our employees is a driving force behind Cardinal Health. It represents an ongoing source of effectiveness in healthcare for our equally diverse customers. At Cardinal

Health, we define diversity as openness and appreciation for ideas that are different from one's own. We see it as a business imperative. That is why we are proud that we incorporated protections based on sexual orientation into our equal employment opportunity policy in 2007, and we have offered domestic partnership benefits to all of our eligible employees since 2003.

House Bill 176, when passed, will prohibit discrimination on the basis of sexual orientation. Cardinal Health is just one of the many companies and organizations across Ohio – and one of the nearly 95% of Fortune 500 Companies – that already prohibits discrimination against individuals on the basis of their sexual orientation. We do so both because it allows us to be more competitive in attracting talent, and because we believe it is the right thing to do – as an employer, an economic development catalyst, and a major healthcare provider.

Recognizing and embracing diversity is not just a corporate issue; it makes all businesses stronger – and more competitive. That is why the Columbus Chamber of Commerce has included passage of House Bill 176 in its economic development agenda for this legislative session. And the Chamber's Government Affairs Committee did so only after unanimous approval from the Chamber's Small Business Council. Like Cardinal, the Columbus Chamber understands that declaring Ohio a welcoming place is a workforce development issue. It helps this region, and our state, to attract and retain top talent at all skill levels. By making a clear statement establishing the expectation that everyone in our state will be treated equally, regardless of where they live, play, or work, would make Ohio stronger and more competitive in these challenging economic times. It will also allow us to be a more effective competitor in the global war for top talent that will resume and intensify as the economy recovers and workforce growth slows.

We believe Kerry Clark, Cardinal Health's CEO, sums up how we feel quite clearly when he says:

“To me, unleashing the power of our people is about giving them the confidence and support to apply their passion and creativity to achieve their full potential. Beyond everything else we do, this will have the single most dramatic impact on our ability to

create and sustain value for Cardinal Health.”

Members of the committee, protecting Ohioans based on their sexual orientation and gender identity allows people to have the confidence and support to achieve their full potential. I will close with the words of Thomas Jefferson during his first inauguration in 1801.

“Bear in mind this sacred principle, that though the will of the majority is in all cases to prevail, that will, to be rightful, must be reasonable; that the minority possess their equal rights, which equal laws must protect, and to violate would be oppression.”

On behalf of Cardinal Health and myself, I respectfully request that you cast your vote in favor of House Bill 176.

Thank you.