



March 13, 2007

The Hon. B. Patrick Bauer  
Speaker, Indiana House of Representatives  
200 W. Washington St.  
Indianapolis, IN 46204

Dear Mr. Speaker:

On behalf of Cummins Inc., I am writing to urge your opposition to Senate Joint Resolution No. 7, which would amend the Indiana Constitution to deny the rights and legal protections associated with marriage to all unmarried couples, same sex or otherwise.

As a major and growing employer in the state, Cummins constantly is seeking to attract the best and most diverse talent pool possible to keep us competitive in a global marketplace. Anything that makes Indiana a less inclusive and less welcoming place for our current and future employees is bad for our business – and bad for the state.

This amendment would do just that by sending the message that Indiana is intolerant of diversity. It also is at odds with steps many companies, including Cummins, have taken in recent years to provide comparable benefits to married and non-married employees.

The vague wording of the amendment has led some to question whether the amendment would have an impact on the domestic partner benefits that companies like Cummins provide to their employees.

Any controversy or uncertainty about how this amendment affects our company will significantly hurt our ability to retain and recruit talented employees and put us at a competitive disadvantage. You should not support a constitutional amendment that threatens to have such a negative impact on Indiana employers.

Inequity based on marital status has no place in a state that professes to treat its residents with dignity, and which is looking to attract and retain the best and brightest employees. Simply put, your opposition to Senate Joint Resolution No. 7 is both good for business and the right thing to do.

Sincerely,

Tim Solso  
Chief Executive Officer  
Cummins Inc.

**Tim Solso**  
*Chairman and Chief Executive Officer*

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