

## **Micron board opposes policy change**

### **Shareholders to vote on new policies that would ban discrimination based on sexual orientation**

November 29, 2006

A major shareholder wants Micron Technology to enact policies to prohibit discrimination on the basis of sexual orientation or gender identity. But the Boise company's board is urging shareholders to vote against the proposal at the company's annual meeting Tuesday.

The New York City Employees' Retirement System, which owns 706,519 shares of Micron stock, is asking shareholders to approve a resolution that would require the company to expand its nondiscrimination policies to address specifically the rights of gay, lesbian and transgender employees.

Advocates say rising numbers of companies are updating policies to include protection for gay, lesbian and transgender employees.

**"All employees have a right to a safe and supportive environment and should not be discriminated against for their personal life that has no relation to the work place," said Jason Cianciatto, research director at the National Gay and Lesbian Task Force.**

In the company's proxy statement, board members stated the company's current policies already achieve the objectives of the proposal.

Micron officials didn't return telephone calls for comment.

The Washington D.C.-based Human Rights Campaign, which lobbies for equal rights for gay and lesbians, said more than 80 percent of Fortune 500 companies have policies barring discrimination based on sexual orientation.

In September, the campaign released a ranking of 436 companies based on those policies. Hewlett-Packard Co., whose printing and imaging division is based in Boise, received a rating of 100 percent. Intel, which this year began a partnership to produce flash memory with Micron, also scored 100. The only Idaho company included in the survey was Albertsons, which scored 85.

The campaign gave perfect scores to companies that go beyond anti-discrimination policies with measures like health benefits for same-sex partners, diversity training for employees, and sponsorship of gay and lesbian employee groups.

Jeff Simmons, press secretary for New York City Comptroller William C. Thompson, an elected Democrat who introduced the proposal on behalf of the city's pension funds, said this is the first time a proposal has been introduced at Micron. But Simmons said the comptroller's office campaign has been under way for more than a decade and has persuaded 40 Fortune 1000 companies to adopt new policies.

"We perceive this as a human rights issue and an equality issue," Simmons said. "It makes good business sense to treat all employees fairly and equally."

Simmons said Thompson will bring proposals back if not approved. Sixteen more shareholder resolutions, including a repeat at Exxon Mobil — where shareholders have repeatedly voted down the proposal — will be introduced in the next year, Simmons said.