



ArvinMeritor, Inc.
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Ernest T. Whitus
Senior Vice President
Human Resources

August 17, 2005

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Equality Forum
1420 Locust Street
Suite 300
Philadelphia, PA 19102

Attention: Mr. Malcolm Lazin, Executive Director

Dear Mr. Lazin:

Your August 5, 2005 letter indicated that ArvinMeritor was one of the Fortune 500 companies that does not include workplace protection for sexual orientation. This statement caused us to review our policy. While ArvinMeritor does not tolerate discrimination of any kind, be it race, color, religion, sex, sexual orientation, age, national origin, or disability, we did not specifically refer to sexual orientation in our policy. Therefore, we will be adding to our Equal Employment Opportunity policy the following:

"It is the policy of ArvinMeritor to employ, advance in employment, and in all Human Resource actions treat all employees and applicants for employment without discrimination because of race, color, religion, sex, sexual orientation, age, national origin, or disability because the individual is a special disabled or Vietnam-era veteran, and to comply with all applicable employment laws."

We will also add this statement to our external web site in "About Us" under our diversity section:

"ArvinMeritor is committed to attracting and retaining talented employees who share an intense dedication to serving our customers. We provide career opportunities to all qualified candidates, including minorities, women and the physically challenged, regardless of sexual orientation, and respect the unique qualities and value that each individual can bring to the company. Above all, ArvinMeritor is strongly committed to maintaining an environment where people of all backgrounds can reach their full potential."

Thank you for bringing this to our attention. Should you have any questions, please contact me at 248-435-1060.

E. T. Whitus
Senior Vice President
Human Resources

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