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Ms. Minky Worden, Director of Global Initiatives
Ms. Jane Buchanan, Associate Director
Human Rights Watch
350 Fifth Avenue
New York, NY 10118

Dear Ms. Worden and Ms. Buchanan,

Thank you for the informative discussion with my GE colleagues at our meeting in your office in New York City on August 26. We appreciated the opportunity to hear from you regarding LGBT and human rights concerns in Russia in advance of the 2014 Sochi Olympic Games. I lead diversity at GE and recently also took over the GE Foundation so Jeff Immelt asked me to respond on his behalf.

At GE, we believe the Olympic Movement and the global attention the Games bring has many positive influences beyond the sports arena. We have ongoing and substantive conversations with the IOC on a wide variety of topics, including the ones outlined in your letter. We will continue those conversations throughout the year and keep you updated.

As we discussed in our meeting and we have stated publicly, we expect the IOC to uphold human rights in every aspect of the Olympic Games. However, we do not believe that it is our role as an Olympic sponsor to influence the policies of sovereign governments. Social and political issues among nations should be resolved by governments and their people through that nation's political process.

As a global company operating in more than 160 countries we work across diverse laws. No matter which country we are in, we believe that a wide variety of cultural and individual experiences help GE innovate and deliver the best results. We work to create an inclusive workplace where all employees, regardless of sexual orientation, gender, race, religion or any other factor, have the opportunity to reach their full potential and contribute to the progress of the industries and communities we support.

We remain open to having a constructive dialog about your concerns and welcome the opportunity to continue our discussions in the future.

Thank you.

Deborah A. Elam