

# **SMITH INTERNATIONAL, INC.**

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P. O. Box 60068  
Houston, TX 77025

November 2, 2005

Mr. Malcolm Lazin  
Executive Director  
Equality Forum  
1420 Locust Street  
Suite 300  
Philadelphia, PA 19102

Dear Mr. Lazin:

*Smith International, Inc. has amended the EEO policy to include reference to sexual orientation. While it has always been our practice to prohibit any type of discrimination in our organization, we now have specifically set out a reference to provide equal employment opportunity and treatment regardless of sexual orientation. (see attached)*

Sincerely,



Mack Anderson  
Vice President, Human Resources