



HUMAN
RIGHTS
CAMPAIGN
FOUNDATION™

CORPORATE EQUALITY INDEX 2019

Rating Workplaces on Lesbian, Gay,
Bisexual, Transgender, and Queer Equality

1,028 of the Nation's
Largest Businesses
Demonstrated Their
Commitment to LGBTQ
Equality and Inclusion





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“The top-scoring companies on this year’s CEI are not only establishing policies that affirm and include employees here in the United States, they are applying these policies to their global operations and impacting millions of people beyond our shores,” said HRC President Chad Griffin. “Many of these companies have also become vocal advocates for equality in the public square, including the dozens that have signed on to amicus briefs in vital Supreme Court cases and the more than 180 that have joined HRC’s Business Coalition for the Equality Act. Time and again, leading American businesses have shown that protecting their employees and customers from discrimination isn’t just the right thing to do – it’s also good for business.”

Executive Summary



Corporate Equality Index 2019

IN THIS 17TH EDITION OF THE HUMAN RIGHTS CAMPAIGN

Foundation's Corporate Equality Index, **572 businesses earned a 100 percent rating and the designation of being a "Best Place to Work for LGBTQ Equality."** Top-rated CEI employers come from nearly every industry and region of the United States. Employers earning top ratings took concrete steps to ensure greater equity for LGBTQ workers and their families in the form of comprehensive policies, benefits and practices. The CEI rating criteria have three key pillars:

- **Non-discrimination policies across business entities;**
- **Equitable benefits for LGBTQ workers and their families;**
- **Supporting an inclusive culture and corporate social responsibility.**

Since 2002, the Human Rights Campaign Foundation has published the CEI report based largely on the annual CEI survey administered to hundreds of major global employers. The first Index in 2002 had 13 top-rated companies. The CEI universe includes Fortune magazine's 500 largest publicly traded businesses, American Lawyer magazine's top 200 revenue-grossing law firms (AmLaw 200) and hundreds of publicly and privately held mid- to large-sized businesses.

The CEI helps guide the wide-scale adoption of LGBTQ-specific practices and language within existing business structures. For example, where businesses enumerate federally protected categories of workers in their non-discrimination policies (e.g. based on race, religion, disability, etc.), the HRC Foundation evaluates them on the inclusion of "sexual orientation" and "gender identity" protections. In terms of benefits, the HRC Foundation evaluates employers on the provision of health insurance

coverage for same- and different-sex spouses and partners. In addition, the HRC Foundation assesses the availability of routine, chronic care and transition-related medical coverage for transgender employees and dependents. Where major businesses regularly provide education, training and accountability measures on diversity and inclusion in the workplace, the HRC Foundation seeks to ensure these systems include the LGBTQ workforce. Lastly, major businesses have a range of engagement programs for the communities in which they operate and target markets such as advertising, public policy engagement, supplier diversity, philanthropy and sponsorship: we seek the inclusion of the LGBTQ community in these external engagement efforts.

By using the CEI as a guide, businesses can help ensure that their existing policy and benefits infrastructure is inclusive of the LGBTQ workforce and their families, resulting in greater recruitment and retention of a talented, diverse workforce. The CEI is a key roadmap to LGBTQ inclusion but it cannot serve as a holistic assessment of any employer's unique workplace culture or individual experiences: a CEI rating is one key evaluation metric among other factors in assessing any employer or provider of goods or services.

In addition to the depth of investment the top-rated businesses have made in the name of equality, the 2019 CEI shows an unprecedented breadth of new, participating businesses. This year's CEI contains 93 new businesses that opted into the survey.

The following report is reflective of verified data submitted to the HRC Foundation as well as independent research on non-responding businesses. Wherever credit can be verified, all ranked businesses will receive it, irrespective of their participation in the CEI survey.

The HRC Foundation has worked with thousands of businesses to promote workplace equality for LGBTQ workers.

Key Findings

Raising the Bar: Employers Earning 100 Percent

572 Businesses earning 100 percent under the new criteria of:

- Ensuring full spousal and partner health care coverage parity;
- Affirming coverage for transition-related care and eliminating all so-called “transgender exclusions” from plans; and,
- Ensuring full LGBTQ inclusion in diverse supply chain programs.

This year’s CEI rating criteria account for health care coverage revisions needed in the context of a changing legal landscape for LGBTQ workers, their families and major employers. In addition, the requirement around LGBTQ-owned enterprises in supplier diversity programs caps off over 15 years of work in tandem with the National LGBT Chamber of Commerce (NGLCC) and other leaders promoting the economic and social benefits that come from ensuring LGBTQ business leaders are included in opportunities for business solutions.

Transgender Inclusion in the Workplace: Accelerating Progress

The most significant progress in the CEI has been the wide-scale adoption of transgender-inclusive initiatives across businesses.

- A full **85** percent of the Fortune 500 – including both companies that participate in the CEI survey and those that do not – have gender identity protections enumerated in their nondiscrimination policies (up from 3 percent in 2002) and **97** percent of the entire CEI universe of businesses offer explicit gender identity non-discrimination protections (up from 5 percent in 2002).
- **62** percent of the Fortune 500 and over **84** of the CEI universe of businesses offer transgender-inclusive health care coverage, up from 0 in 2002 and **16** times as many businesses as ten years ago. **104** new employers offer this coverage in the 2019 report.

572 Businesses Earning the Distinction of:



Equality at the Fortune-Ranked Companies

193 OF THE FORTUNE 500-RANKED BUSINESSES ACHIEVED A 100 percent rating (compared to **230** last year), with **13** of the top **20** Fortune-ranked businesses at this top score. **93** percent of the Fortune 500 include “sexual orientation” in their nondiscrimination policies and **85** percent include “gender identity.” Over half of Fortune 500 companies offer transgender-inclusive health care benefits.

A record **346** of Fortune 500 businesses have official CEI ratings based on submitted surveys (as compared to **344** last year), with an average rating of **88** compared to **93** last year. The Fortune 1000 list of the largest publicly traded companies was invited to take part in the Corporate Equality Index survey for the eighth year in a row.

Businesses’ Commitment to LGBTQ Employees

	All Fortune 500	Fortune 500 Participants	Fortune 500 Non-Responders
Sexual Orientation in U.S. Non-Discrimination Policy	93%	99%	78%
Gender Identity in U.S. Non-Discrimination Policy	85%	98%	53%
Domestic Partner Benefits	49%	69%	0%
Transgender-Inclusive Benefits	62%	86%	0%
Organizational LGBTQ Competency	64%	89%	0%
Public Commitment to the LGBTQ Community	63%	87%	0%
Average 2019 CEI Score	67%	88%	14%

12 of the Top 20 Fortune-
Ranked Companies
Received 100% Ratings

	Fortune1000	2019 CEI Score
Walmart Inc.	1	100
Berkshire Hathaway	2	20
Apple Inc.	3	100
Exxon Mobil Corp.	4	85
McKesson Corp.	5	100
UnitedHealth Group Inc.	6	100
CVS Health Corp.	7	90
General Motors Co.	8	90
AT&T Inc.	9	100
Ford Motor Co.	10	90
AmerisourceBergen Corp.	11	100
Amazon.com Inc.	12	100
General Electric Co.	13	90
Verizon Communications Inc.	14	90
Cardinal Health Inc.	15	100
Costco Wholesale Corp.	16	60
Walgreen Co.	17	100
Kroger Co., The	18	100
Chevron Corp.	19	100
Federal National Mortgage Association (Fannie Mae)	20	100



Findings



Non-Discrimination Policies

Clearly enumerated non-discrimination protections based on sexual orientation and gender identity are essential to LGBTQ workforce equity and inclusion. The policies help to ensure:

- Equal opportunity for all employees;
- Diverse talent acquisition and retention for broader economic growth; and
- Keeping the employer apace with changing legal and public opinion landscapes.

Furthermore, these policies represent minimal upfront costs and rates of litigation upon implementation are consistent with other protected classes.

Federal laws clearly and consistently afford protections from workplace discrimination on the basis of race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability and genetic information but do not afford these same protections on the basis of sexual orientation or gender identity. Currently, the Federal Equal Employment Opportunity Commission is accepting complaints of sexual orientation and gender identity discrimination in employment based on Title VII's prohibition against sex discrimination. In addition, some states have passed laws and ordinances to establish workplace protections for lesbian, gay, bisexual, transgender and queer employees, but only 21 states explicitly provide workplace protections on the basis of gender identity and 22 on the basis of sexual orientation. Despite this patchwork of state laws and federal guidance, private sector employers have far outpaced lawmakers in the implementation of fully inclusive nondiscrimination policies.

Sexual Orientation Protections

Criterion 1a **Businesses That Prohibit Discrimination Based on Sexual Orientation in U.S. and Global Operations**

99% of CEI-rated employers provide employment protections on the basis of sexual orientation in the U.S. and globally.

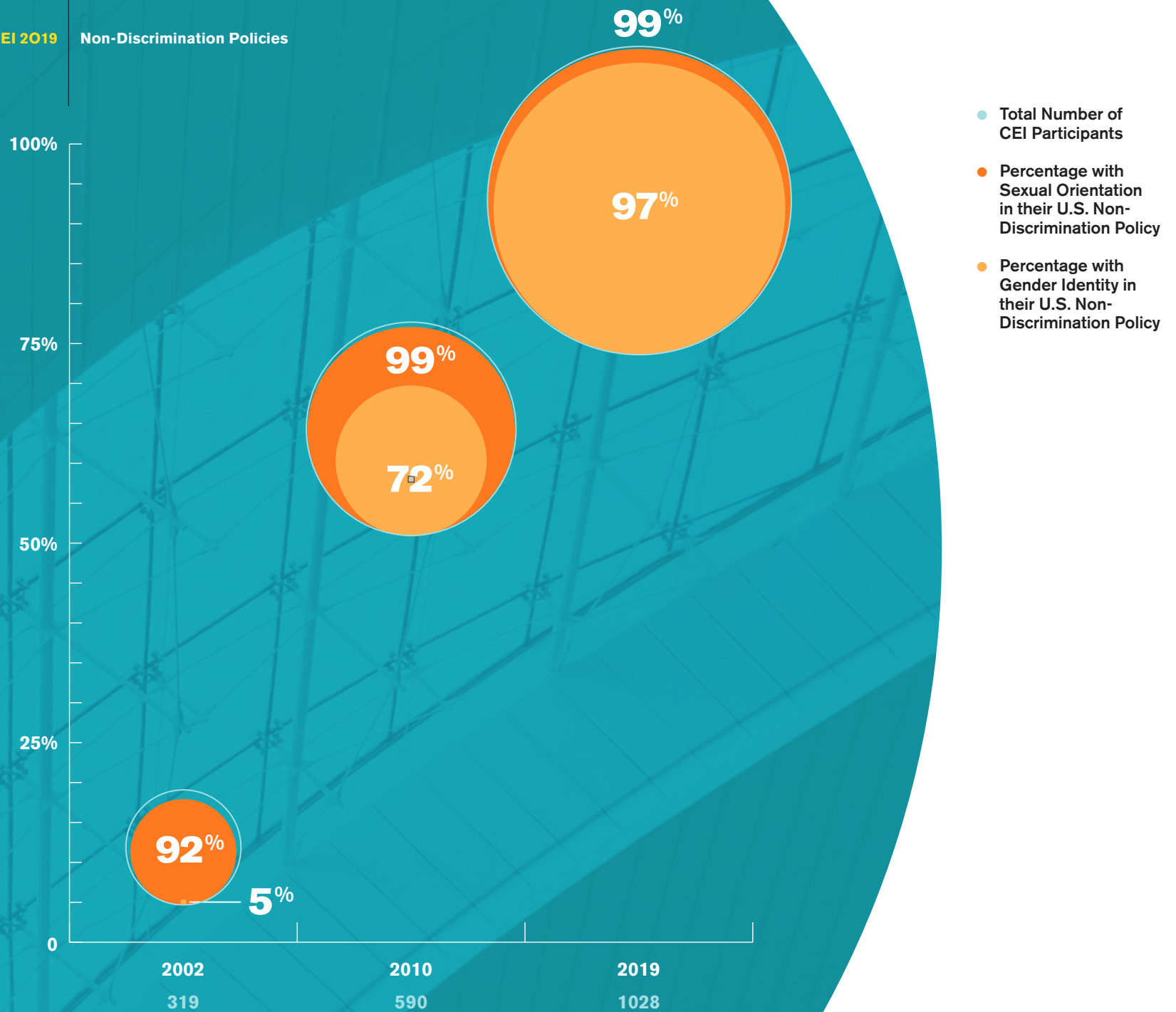
Gender Identity Protections

Criterion 1b **Businesses That Prohibit Discrimination Based on Gender Identity in U.S. and Global Operations**

97% of CEI-rated employers provide employment protections on the basis of gender identity in the U.S. and globally.

This criterion has seen the most rapid growth of any other element of the CEI. In 2002, just 5 percent of the rated businesses included gender identity in their U.S. non-discrimination policies and every year that figure has climbed to today's strong majority with these protections in place. Ninety-seven percent of participants have gender identity protections in their U.S. policy, **a 90 point increase since the CEI's inception.**

CEI 2019 Non-Discrimination Policies



Equal Benefits

IN THE U.S., EMPLOYER-PROVIDED HEALTH INSURANCE IS THE SINGLE LARGEST

source of health care coverage. Competitive employer-provided benefits' packages are critical to attracting and retaining talent and ensuring LGBTQ-inclusive benefits to employees and their families is an overall low-cost, high-return proposition for businesses. In addition, equitable benefits structures align with the principle of equal compensation for equal work. Apart from actual wages paid, benefits account, on average for approximately 31.5 percent of employees' overall compensation (BOL 2016). Therefore, employers have amended many benefits structures to ensure that this valuable bundle of benefits is equitably extended to their workforce, irrespective of sexual orientation and gender identity.

Most employers report to the HRC Foundation an overall increase of less than 3.5 percent of total benefits costs when they implement partner benefits and marginal increases related to transgender-inclusive health care coverage (i.e. a fraction of a decimal point of cost calculations).

When denied equal benefits coverage, the cost to LGBTQ workers and their families is profound. The HRC Foundation rates and gives guidance on two key components of equal health insurance benefits:

- **Parity between benefits available for employees; spouses and partners; and**
- **Affirmative transgender-inclusive healthcare benefits and removal of all broad exclusions to coverage across plan offerings.**

In addition, employers are rated on having full parity across their entire suite of benefits - including non-healthcare benefits such as leave, retirement and others - between spouses and partners.

LGBTQ-inclusive benefits packages are:

- **Necessary for talent acquisition and retention and broader economic growth;**
- **Equal compensation for equal work;**
- **Helping employers keep apace with changing legal landscape and workforce expectations; and,**
- **Minimal upfront costs (on average 1% increase for corporate employers' overall health insurance costs).**

The premise of parity drives businesses meeting the partner benefits and transgender inclusive health care coverage criteria. In its CEI scoring, the HRC Foundation does not penalize an employer if a particular benefit is not offered to any employees, but holds employers accountable to provide equitable benefits to LGBTQ employees and their families across the complete package of benefits offered. For example, where routine care, hormone therapies and medically necessary surgeries are available to cisgender (people who are not transgender), these same health care benefits must also be extended to transgender plan enrollees. Many employers have begun to comprehensively address health insurance coverage for transgender individuals, and most have experienced little to no premium increases as a result.

Continued Need for Partner Benefits

Since 2002, The CEI has required parity between spousal and partner benefits. After the *United States v. Windsor* and before the *Obergefell v. Hodges* Supreme Court rulings, HRC released a position paper cautioning against exposing LGBTQ employees to legal risks by switching to a marriage-only standard for accessing health care coverage.

After the 2015 U.S. Supreme Court decision in *Obergefell v. Hodges*, ruling that marriage is a fundamental right to which same-sex couples should have the same access as opposite-sex couples, bringing marriage equality nationwide, employers have sought to do the right thing in the name of equality. While marriage equality is undoubtedly a monumental step towards full equality, LGBTQ individuals remain at risk for discrimination in many other walks of life. LGBTQ Americans can get legally married but remain at risk of being denied services for who they are or risk being fired simply for getting married and wearing their wedding ring to the office the next day. Lacking protections based on sexual orientation and gender identity through federal and consistent state law, it remains legal to discriminate against LGBTQ individuals in employment, housing, and access to public places, federal funding, credit, education and jury service. Until LGBTQ Americans have full equality through the federal Equality Act, the CEI standards will continue to fill the void left by federal and state law, better serving the U.S. workforce.

While HRC never changed its partner benefits mandate, a small number of companies moved to spousal benefits only in the middle of the 2016 CEI season. These employers assumed that with the marriage ruling, the need for partner benefits was gone. This is not true and in fact, over the last decade most businesses that have offered same-sex partner benefits also extended these to opposite-sex partners to better meet the needs of their own diverse workforces. In other words, businesses have been decoupling benefits from the legal definition of marriage. Out of an abundance of understanding for participating companies, credit was given for spousal equivalent benefits until this year's 2019 CEI in which, after wide scale education and outreach efforts, 732 businesses ultimately met the standard. The CEI continues to reflect best practices for LGBTQ workers and their families.

Understanding Transgender-Inclusive Health Care Coverage

In 2004 the HRC Foundation identified transgender-inclusive health care coverage as an area of educational outreach and criteria inclusion.

From 2006 through the 2011 CEI, a top score meant businesses needed to mitigate at least one exclusion among five critical categories of transgender health care, namely: mental health; pharmacy benefits for hormone therapy; medical visits and lab procedures related to hormone therapy; surgical procedures; and, short-term leave for surgical procedures. While awareness of barriers to transgender health care coverage steadily increased, a majority of CEI-rated businesses plateaued in offering mental health care coverage and/or short-term leave for surgical procedures but did not mitigate the exclusions related to other medically necessary treatments.

In 2009 the HRC Foundation announced a major change to what would be the 2012 CEI criteria: to earn a top rating of 100 percent, a business needed to not just mitigate one or more exclusions, but address the root problem of transgender exclusion in coverage and fully affirm health care coverage for medically necessary transition-related care and other routine and chronic conditions. The HRC Foundation embarked on a massive campaign of educational and consultative efforts to address health care and insurance disparities for the transgender population and their families, including: outreach to leading health insurance companies; direct consultation with both fully and self-insured employers to modify their health care plans and collection and dissemination of cost and utilization data from leading businesses.

In this year's CEI, a record 853 of CEI-rated businesses offer at least one plan option with current market standard coverage, up from 0 in 2002, 49 in the 2009 CEI report, 278 in the 2013 CEI report, 418 in the 2015 CEI report, 647 in the 2017 CEI report and 750. This year, of the 853 businesses with at least one inclusive plan, 752 also eliminated all exclusions across plans.

The adoption of transgender-inclusive health care coverage continues to be an area of significant growth in the CEI translating to meaningful access to critical coverage and care for transgender employees and dependents.

Equal Benefits

Criterion 2a & 2b

CEI-Rated Employers Provide Equal Spousal and Partner Health Care Benefits

72% of this year's rated businesses provide equal spousal and partner health care benefits.

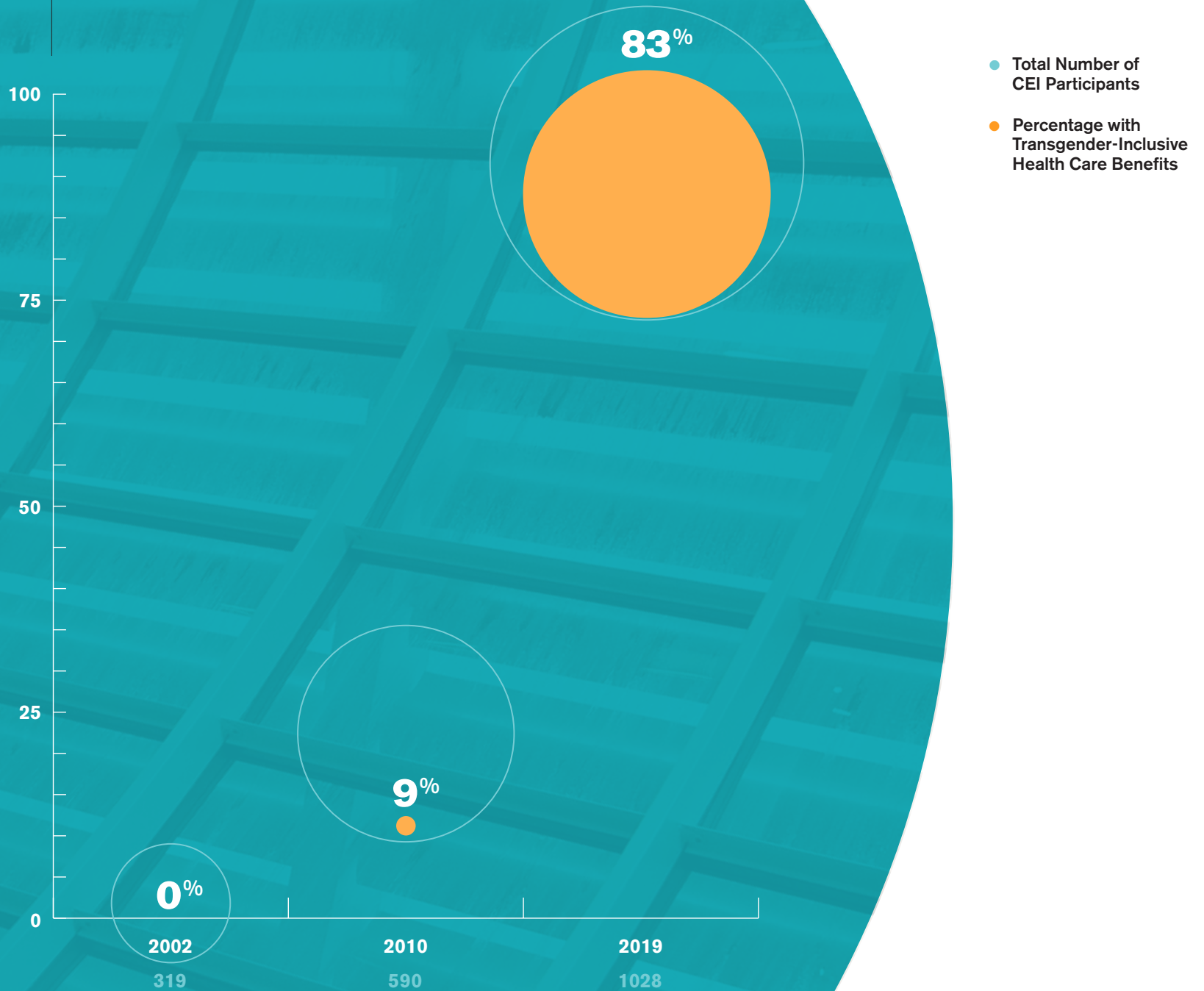
Criterion 2c

CEI-Rated Employers Provide Affirmative Transgender-Inclusive Health Care Benefits

73% of this year's rated businesses provide affirmative transgender-inclusive health care benefits and have removed all broad exclusions to coverage across plan offerings.

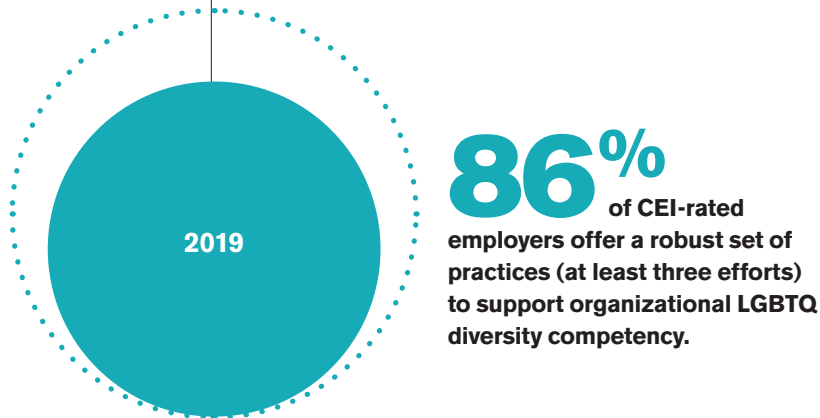
These benefits are critical for the health and well-being of individual transgender people. According to businesses' reporting to the HRC Foundation, making these benefits accessible comes at an overall negligible cost to the employers' overall health insurance plans. This holds true across industries.

CEI 2019 Transgender-Inclusive Benefits



Organizational Competency in LGBTQ Inclusion

Criterion 3a Competency Training, Metrics, Resources or Accountability Measures



Equitable policies and benefits are critical to LGBTQ inclusion in the workforce but alone are not sufficient to support a truly inclusive culture within a workplace. Employers recognize that beyond the letter of a policy, additional programming and educational efforts are necessary. Some of the most common forms of LGBTQ inclusion efforts are: diversity training programs, LGBTQ metrics and evaluation mechanisms and gender transition guidelines.

Many employers integrate these educational programs into already existing diversity and inclusion programs. To obtain full credit in this criterion, employers must show at least three types of organizational competency programming. This comprehensive metric is provided as accountability for employers to devote resources to creating and maintaining a climate of inclusion.

In light of policy and benefits expansion, the HRC Foundation has rolled out a number of studies and resources aimed at making the policies and benefits part of an everyday workplace practice of LGBTQ inclusion. In 2018, the HRC Foundation released *A Workplace Divided: Understanding the Climate for LGBTQ Workers Nationwide* demonstrating that despite significant progress, 46% of LGBTQ workers say they are closeted at work. The commonly used *Transgender Inclusion In the Workplace: A Toolkit for Employers*, is a comprehensive resource to guide employer transgender inclusion efforts. The toolkit includes the HRC Foundation's best practice guidance on transgender inclusive policies and practices (including sample policies) as well as guidance for implementing transgender-inclusive healthcare benefits. Addressing the gap in training and education materials, the toolkit includes scenario-based learning that uses real life examples from HRC's work with businesses to illuminate the everyday experiences of transgender workers on the job.

This resource and additional materials that help employers close the gap between inclusive policy and practice can be found at www.hrc.org/workplace.

Business invest in organizational competency programs because:

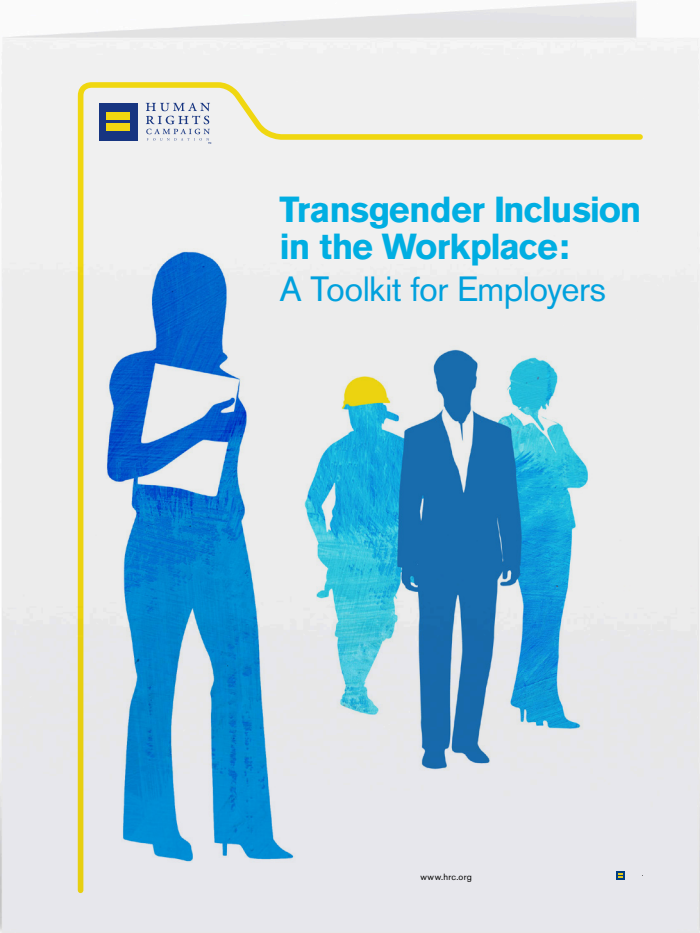
- **Policy does not equal practice;**
- **Despite progress, nearly 50% of LGBT workers nationwide remain closeted on the job;**
- **Invisible diversity requires unique training focus and defined safe space programs and resources;**
- **Senior level buy-in and accountability metrics effect change quickly and for the long term; and,**
- **Retaining workers is largely about everyday experiences on the job.**

Gender Transition Guidelines

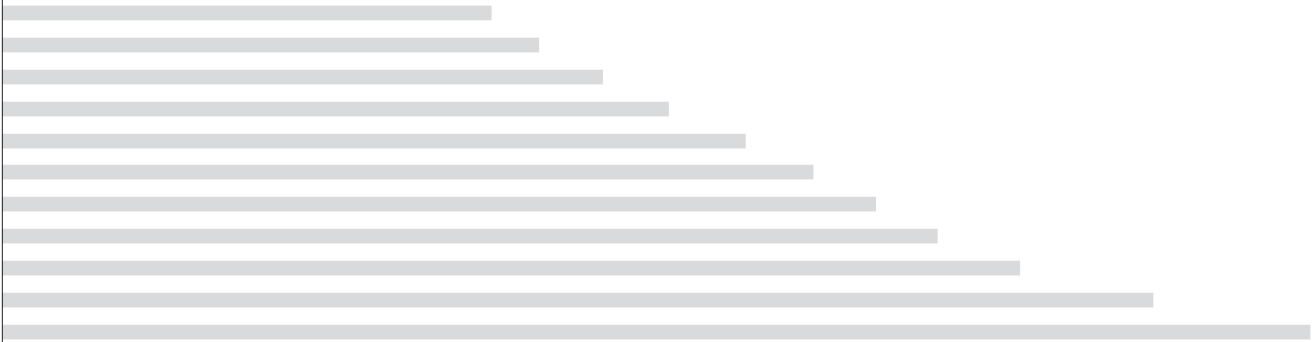
Having easily understandable and accessible guidelines on the gender transition process is a best practice in setting forth some structure to support a respectful and successful workplace transition. The guidelines are aimed at establishing common reference points and expectations for all involved, including the transitioning employee, HR, management and work groups, to further everyone's goal of a respectful transition process that retains the employee and individual engagement.

A record 515 major employers submitted gender transition guidelines – the vast majority of which were adopted from the HRC Foundation's template guidelines (available at www.hrc.org/transtoolkit).

From suggestions on how to have respectful and informative conversations about the topic of transgender inclusion in the workplace to the administrative changes to one's personnel and workplace documents, these guidelines clearly delineate responsibilities and expectations of transitioning employees, their supervisors, colleagues and other staff.



The number of major employers with gender transition guidelines



90	2008
115	2009
141	2010
172	2011
208	2012
239	2013
262	2014
291	2015
330	2016
387	2017
459	2018
515	2019

Senior Leadership Metrics of Inclusion

A steadily growing number of top employers include senior leader engagement around the business's diversity and inclusion goals. By holding their senior leaders accountable through senior performance evaluation, these businesses are raising the structural impact and incentives around diversity and inclusion growth. **Forty percent** of CEI-rated employers allow senior leaders to submit LGBTQ-focused diversity efforts as part of their annual review of contributions to organizational diversity and inclusion goals.

Criterion 3b

LGBTQ/Allies Employee Groups and Diversity Councils

Many large employers have formally recognized employee resource groups (also known as an employee network, business resource or affinity groups) for diverse populations of their workforce, including women, people of color, veterans, parents, people of varied abilities and LGBTQ/ allied people. These groups' purpose is two-fold:

- **To foster a sense of community and visibility of these diverse populations within a business; and**
- **To leverage each unique populations' networks and skills to help accomplish business goals such as market innovation, recruitment and retention of talent.**

ERGs are great platforms for leadership opportunities for LGBTQ and allied employees to better their own work environments. In addition, the reach of many ERGs extends beyond the everyday affairs of an employer to policymaking, representing the employer at professional events and external activities, participating in prospective employee recruitment efforts, mentoring, and other retention-focused programming.

LGBTQ/A ERGs empower employees as change agents and promote inclusion for LGBTQ employees within the workplace. Recognizing the differences in businesses rated in the CEI, this criterion can also be met with an organization wide diversity council or working group with a mission that specifically includes LGBTQ diversity and inclusion.

90% of CEI-rated employers have an employee resource group or diversity council that includes LGBTQ and allied employees and programming.

The Role of Allies

Employees who do not identify as LGBTQ themselves, but are invested in equality and workplace inclusion are increasing their numbers within ERG ranks. While ERGs' mission statements are specific to LGBTQ inclusion, more and more, allies are encouraged to join as membership is not limited to those who are LGBTQ but open to all supporters of equality. Of those companies with an officially recognized LGBTQ employee group, **97 percent** reported being expressly for LGBTQ and allied employees. ERGs have embraced allies as members of the full LGBTQ community, as allies bring their own unique voice and vantage point to workplace equality.

Executive Champions

The profile and impact of an employee resource groups is greatly enhanced by an active executive champion for the group. Ninety-six percent of employee groups rated in the CEI are sponsored by an executive champion. A majority (**57 percent**) of executive champions identify as allies, while 34 percent reported being openly LGBTQ.



Criterion 3c

Public Commitment

Businesses That Positively Engage the External LGBTQ Community

84% of CEI-rated businesses met the standard of demonstrating a least three efforts of public commitment to the LGBTQ community.

Promoting Business Growth Through Visibility: Respectful Advertising & Talent Recruiting Efforts

Businesses have extensive programs to engage with key markets and the communities in which they operate. Public commitment in the CEI is measured through a number of individual engagements, namely through marketing, advertising and recruitment efforts, philanthropic contributions, LGBTQ supplier diversity and public policy weigh-in. Additionally, the CEI includes a set of standards around foundational giving to fully align a business's actions with its core values and to raise the bar for corporate social responsibility.

Businesses see advantages in going public with their commitment to equality, including:

- **Reputational benefits to supporting equality groups and programs;**
- **Corporate case for LGBT legal equality: they are on right side of history and eliminate barriers to investment;**
- **Attracting and retaining next generation of workers and consumers – the importance of communicating pro-equality messages to millennials; and,**
- **LGBTQ public support is seen as a bellwether for broader issues of diversity and inclusion.**

Professional events such as the annual Out & Equal Workplace Summit, Lavender Law conference and Reaching Out MBA career expo are filled with highly rated CEI employers looking to attract diverse employees. Employers' presence at these and other events sends a clear message to potential employees that LGBTQ diversity is part of company culture, and that LGBTQ candidates are valued as the best and the brightest across industries, geographies and trades.

Ad campaigns and sponsorships further this message of company values to the public. Increasingly, ads with authentic images of LGBTQ people are featured in both LGBTQ media outlets and general press alike. Corporate philanthropic activities ranging from financial support to in-kind donations of products or services can bolster a business's profile in the LGBTQ community.

Supporting the LGBTQ Community: Philanthropy

Corporate giving to organizations promoting LGBTQ health, education or political efforts further demonstrates this commitment to broader LGBTQ equality. Typically, these efforts have a strategic connection to the core mission of a business, such as a law firm's pro bono legal support of organizations tasked with direct legal representation of LGBTQ individuals.

Corporate Giving Guidelines

The HRC Foundation has always held businesses accountable for the types of organizations receiving their philanthropic dollars. Historically, the CEI had a mechanism to account for foundational corporate giving to any organization whose explicit mission included efforts to undermine LGBTQ equality. This framework was widened in 2016 to hold companies accountable for any giving to a non-religious organization with an explicit policy of discrimination against LGBTQ people. This requirement sets the standards around responsible foundational giving and ensures that a top rated business does not provide philanthropic support to organizations whose values do not align with theirs.

**Supplier
Diversity
Programs:
Aligning
LGBTQ with
Other Diverse
Business
Segments**

The requirement is that a top-rated business must implement internal requirements prohibiting company or law firm philanthropic giving to nonreligious organizations that have a written policy of discrimination on the basis of sexual orientation and gender identity or have a policy explicitly permitting its own chapters, affiliates, etc. to discriminate.

Supplier diversity programs ensure that the procurement process includes specific opportunities for minority-owned businesses, including women-owned, veteran-owned and, more recently, LGBTQ-owned businesses. Supplier diversity initiatives have existed in the business community for at least three decades, going back to the inception of such groups as the National Association of Women Business Owners and the National Minority Business Council, both founded in the early 1970s to promote the inclusion of these under-utilized entrepreneurial groups. Furthermore, there are federal initiatives such as the Center for Veterans Enterprise that is designed to assist U.S. veterans in launching and thriving in private business. These initiatives intend to give more equitable opportunities to those would-be small business owners who are more likely to face social and practical barriers to success.

The National LGBT Chamber of Commerce began certifying LGBTQ-owned small businesses in 2002, a process that requires substantiation of majority LGBTQ ownership in a business and verification of a business' good standing in the community. Supplier diversity initiatives are a win-win relationship for both the LGBTQ-owned small businesses and the businesses that contract them. 91% of CEI-rated businesses with supplier diversity programs specifically include LGBTQ-owned enterprises. These businesses are enjoying a multitude of benefits, including a supply chain that better reflects the diverse communities in which they operate, and in turn garnering sharper innovation and business solutions.

Criterion 3d

Corporate Social Responsibility

Inclusive Contractor/Supplier Non-Discrimination Standards and Philanthropic Giving Guidelines

78% of CEI-rated employers met the criteria of having LGBTQ inclusive contractor/supplier non-discrimination standards and philanthropic giving guidelines in place.

A business's non-discrimination policies shouldn't be limited to human resources or diversity and inclusion. The CEI's Corporate Social Responsibility criteria ensure that sexual orientation and gender identity protections apply to those standards that businesses require their vendors or suppliers to adhere to, as well as recipients of their philanthropic funds.

Large businesses typically rely on other businesses for goods or services, and businesses of the size included in the CEI typically have set standards and guidelines already embedded in their procurement. In order to ensure that suppliers act in a manner that adheres to a business's own standards, it is necessary for businesses to establish standards of conduct that set expectations for behavior of their suppliers. In this year's CEI, 76% of rated employers have supplier mandates with respect to non-discrimination in place, and 98% of these mandates explicitly include sexual orientation and gender identity alongside other named categories.

The CEI has a systematic tradition of holding companies accountable for what kinds of organizations receive their philanthropic dollars. The CEI has always had a mechanism to account for foundational corporate giving to any organization whose explicit mission included efforts to undermine LGBTQ equality, and beginning in the 2016 CEI, this framework widened to hold companies accountable for any giving to a non-religious organization with an explicit policy of discrimination against LGBTQ people. This requirement, which 72% of 2019 participants met, sets the standards around responsible foundational giving and ensures that a top rated business does not provide philanthropic support to organizations whose values do not align with theirs.

Equality in the Public Square

OVER THE LAST FIVE YEARS, THE RATES OF CORPORATE ENGAGEMENT ON MATTERS

of LGBTQ equality under the law and LGBTQ-related public policy have skyrocketed. As hundreds anti-LGBTQ bills proliferated across the states over the last several years of legislative sessions, businesses spoke out and rebuked attempts to undermine LGBTQ civil rights at record rates from state-to-state. These corporate leaders are speaking out not just on principle but also because anti-LGBTQ bills that attempt to curb access to public services for transgender people, or deny basic services to LGBTQ families, or preempt local non-discrimination ordinances ultimately put their employees and their families, as well as their customers, at risk.

CEI-rated employers are on record supporting broad issues of LGBTQ equality at the local, state and federal levels as well as through amicus briefs with the courts because they know equality is good for business.



HRC's Business Coalition for the Equality Act is a group of over 180 leading U.S. employers that support the Equality Act, federal legislation that would provide the same basic protections to LGBTQ people as are provided to other protected groups under federal law. Coalition member companies represent nearly every industry, employ over 8.9 million people in the U.S., command over \$4 trillion in revenue and have operations in all 50 states.



Private sector support for the federal Equality Act surged in the last year. At present, 181 major employers are signatories on HRC's Business Coalition for the Equality Act.

A.T. Kearney Inc.
Abercrombie & Fitch Co.
Accenture
Adobe Systems Inc.
ADP
Advanced Micro Devices Inc.
Airbnb Inc.
Alaska Airlines
Alcoa Corp.
Ally Financial Inc.
Amalgamated Bank
Amazon.com Inc.
American Airlines
American Eagle Outfitters Inc.
American Express Global Business Travel
Apple Inc.
Arconic
Ascena Retail Group Inc.
Aspen Skiing Company LLC
AT&T Inc.
Atlassian
Bain & Co. Inc./ Bridgespan Group
Bank of America Corp.
Bayer U.S. LLC
Becton, Dickinson and Co.
Best Buy Co. Inc.
Biogen
Boehringer Ingelheim USA Corp.
Booz Allen Hamilton Inc.
Boston Scientific Corp.
Box Inc.
Bristol-Myers Squibb Co.
Broadridge Financial Solutions Inc.
Brown-Forman Corp.
Caesars Entertainment Corp.
Capital One Financial Corp.
Cardinal Health Inc.
Cargill Inc.
Chevron Corp.
Chobani
Choice Hotels International Inc.
Cisco Systems Inc.
Citigroup Inc.
Citrix Systems Inc.
Coca-Cola Co., The
Compass Bancshares Inc. (BBVA Compass)
Corning
Cox Enterprises Inc.
CSAA Insurance Group
Cummins Inc.
CVS Health Corp.
Danone North America
Darden Restaurants Inc.
Dell Technologies Inc.
Deloitte LLP
Diageo North America
Dow Chemical Co., The
Dropbox Inc.
E. I. du Pont de Nemours and Co. (DuPont)
Eastern Bank Corp.
Eaton Corp.

eBay Inc.
Ernst & Young LLP
Estée Lauder Companies Inc., The
Evolent Health Inc.
Exelon Corp.
Expedia Group
Facebook Inc.
First Data Corp.
Food Lion
Gap Inc.
General Electric Co.
General Mills Inc.
General Motors Co.
Gilead Sciences Inc.
Glassdoor Inc.
Google Inc.
Guardian Life Insurance Co. of America, The
Gusto
HERE North America LLC
Hershey Co., The
Hewlett Packard Enterprise Co.
Hilton Inc.
HP Inc.
HSN Inc.
Hughes Hubbard & Reed LLP
Hyatt Hotels Corp.
IBM Corp.
IHS Markit Ltd.
IKEA Holding US Inc.
Ingersoll-Rand Company
Insight Enterprises Inc.
Intel Corp.
InterContinental Hotels Group Americas
Iron Mountain Inc.
John Hancock Financial Services Inc.
Johnson & Johnson
JPMorgan Chase & Co.
Juniper Networks Inc.
Kaiser Permanente
Kellogg Co.
Kenneth Cole Productions Inc.
KPMG LLP
Lendlease Americas Inc.
Levi Strauss & Co.
Linden Research Inc.
Lush Fresh Handmade Cosmetics
Lyft Inc.
Macy's Inc.
Marriott International Inc.
Massachusetts Mutual Life Insurance Co.
Mastercard
Medtronic PLC
Merck
Meredith Corp.
MGM Resorts International
Microsoft Corp.
Mitchell Gold + Bob Williams
Moody's Corp.
Morgan Stanley
Nationwide
Navient

Navigant Consulting Inc.
Netflix Inc.
Nike Inc.
Northrop Grumman Corp.
Nuance Communications
Office Depot Inc.
Oracle Corp.
Patreon Inc.
Paul Hastings LLP
PepsiCo Inc.
Pfizer Inc.
Pinterest Inc.
PNC Financial Services Group Inc., The
PricewaterhouseCoopers LLP
Procter & Gamble Co.
Pure Storage Inc.
QUALCOMM Inc.
Realogy Holdings Corp.
Replacements Ltd.
S&P Global Inc.
Salesforce
SAP America Inc.
Seagate Technology plc
Shire PLC
Shook, Hardy & Bacon LLP
Shutterstock Inc.
Siemens Corp.
Sodexo Inc.
Spotify USA Inc.
Square Inc.
SurveyMonkey Inc.
Symantec Corp.
Synchrony
Takeda Pharmaceuticals USA Inc.
Target Corp.
Tech Data Corp.
TIAA
T-Mobile USA Inc.
TPG Global LLC
TransUnion
Turner Construction Co.
Twitter Inc.
U.S. Bancorp
Uber Technologies Inc.
Ultimate Software
Under Armour Inc.
Unilever
Univision Communications Inc.
Verizon Communications Inc.
Visa
Warby Parker
WeddingWire Inc.
Wells Fargo & Co.
Whirlpool Corp.
Williams-Sonoma Inc.
Workday Inc.
Xerox Corp.
Yelp Inc.
Zillow Group

2019 Corporate Equality Index Rating System and Methodology

The HRC Foundation's CEI rating system is designed for mid to large businesses (500 full time employees and above) and divided into three key criteria categories:

- **Non-discrimination policies across business entities;**
- **Equitable benefits for LGBTQ workers and their families;**
- **Supporting an inclusive culture and corporate social responsibility.**

Launched in 2002, the CEI is the first internationally recognized benchmarking report for businesses to gauge their level of LGBTQ workplace inclusion against competitors.

In addition to growing the number of highly-rated employers, the CEI has seen success in the reach of the survey. **The number of employers rated from the first CEI to the present has expanded from 319 to 1028,** encompassing all major industry sectors.

The largest and most successful U.S. employers are invited to participate in the CEI and are identified through the following lists:

- **Fortune magazine's 1,000 largest publicly traded businesses (2017 Fortune 1000) and**
- **American Lawyer magazine's top 200 revenue grossing law firms (2017 AmLaw 200).**
- **Additionally, any private-sector, for-profit employer with 500 or more full-time U.S. employees can request to participate, including those that are privately held.**

**Note on timing of the lists. Due to the staggered timelines of the ranking and contact lists made available, the ranking lags behind the CEI publication by approximately one year..*

How We Obtain the Information

The primary source of information for the Corporate Equality Index rating each business received is the CEI survey sent every year to previous and prospective respondents. The web-based survey included links to sample policies and other guidance on the HRC Foundation website.

HRC Foundation staff provided additional assistance and direct consultation throughout the process and reviewed submitted documentation (required within each section) for appropriate language and consistency with survey answers.

Invitations for the CEI 2019 survey were emailed and mailed in May 2018 and responses were due back September 2018. If a business had previously participated in the CEI, surveys were first sent to the individuals responsible for prior submissions. If a business had not previously participated in the CEI, surveys were sent to the chief executive officer or managing partner of the firm, as well as the highest-level executive/s responsible for human resources, diversity, communications or community engagement when it was possible to obtain their contact information. The information

required to generate CEI ratings for businesses is difficult to ascertain from public records alone. In addition to the self-reporting provided through the CEI survey, we investigated and cross-checked the policies and practices of the rated businesses, any connections with organizations that engage in anti-LGBTQ activities and news accounts of possible efforts that undermine LGBTQ equality writ-large (e.g. through case law efforts or public policy lobbying actions). Employers were not rated until all appropriate information had been gathered and verified to the extent possible. Businesses were invited to provide HRC Foundation staff with any additional information or updates before this report went to print.

In total, the sources used include:

- **The HRC Foundation's CEI survey;**
- **Internal Revenue Service 990 tax filings reviewed for any business foundation's gifts to anti-LGBTQ groups;**
- **Case law and news accounts regarding findings of discrimination and corporate responsibility and the LGBTQ community at-large; and,**
- **Individuals that report information to HRC Foundation.**

If a business was found to have a connection with an anti-LGBTQ organization or activity, the HRC Foundation contacted the business and provided an opportunity to respond and ensure, to the best of its ability, that no such action would occur in the future and to mitigate the harm done. Businesses unwilling to do so are penalized 25 points from their overall rating through Criterion 4.

Official and Unofficial Ratings

The HRC Foundation may rate businesses that have not submitted a survey this year if the business had submitted a survey in previous years and the information is determined to be accurate, or if the HRC Foundation has obtained sufficient information to provide an individual rating. In both cases, the HRC Foundation notified the business of the official rating and gave them an opportunity for any updates or clarification prior to the report release. Fortune 500-ranked businesses that after multiple invitations have never responded to the CEI survey were evaluated independently and have designated unofficial ratings listed in gray in Appendices B and C (none earned a 100 percent and are therefore not in Appendix A). The HRC Foundation proactively evaluates these 135 Fortune-ranked companies for two key reasons:

- **To provide the public with accurate information on these key employers; and**
- **To ensure the CEI is truly a benchmarking report among peers.**

No matter the rating, any business that participates in the CEI is taking on a transparent, credible process of LGBTQ inclusion. Because LGBTQ workers and prospective employees must navigate the gaps in federal and state protections that affect their employment decisions, our staff views the research on these businesses through this same lens, ascertaining what we can from publicly available information and applying those findings to our CEI criteria.

The HRC Foundation commends those employers that have committed to the public and transparent process of the CEI survey and we invite these 135 companies to do the same.

In total, the CEI 2019 contains official ratings for 346 Fortune 500 businesses, 451 Fortune 1000 businesses, 164 law firms and 413 additional major businesses. An additional 136 Fortune 500 businesses have unofficial ratings, bringing the total to 1163 rated businesses. Findings in the 2019 CEI report are based on the 1028 officially rated businesses.

Criteria

Criteria 1	Workforce Protections (30 points possible) a. Policy includes sexual orientation for all operations b. Policy includes gender identity or expression for all operations	15 points 15 points
Criteria 2	Inclusive Benefits (30 points possible) <i>To secure full credit for benefits criteria, each benefit must be available to all benefits-eligible U.S. employees. In areas where more than one health insurance plan is available, at least one inclusive plan must be available</i> a. Equivalency in same- and different-sex spousal medical and soft benefits b. Equivalency in same- and different-sex domestic partner medical and soft benefits c. Equal health coverage for transgender individuals without exclusion for medically necessary care ● Equal health coverage for transgender individuals without exclusions for medically necessary care ○ Insurance contract explicitly affirms coverage and contains no blanket exclusions for coverage ○ Insurance contract and/or policy documentation is based on the World Professional Association for Transgender Health (WPATH) Standards of Care ○ Plan documentation must be readily available to employees and must clearly communicate inclusive insurance options to employees and their eligible dependents. ○ Other benefits available for other medical conditions are also available to transgender individuals. Specifically, where available for employees, the following benefits should all extend to transgender individuals, including for transition-related services: ◆ Short term medical leave ◆ Mental health benefits ◆ Pharmaceutical coverage (e.g., for hormone replacement therapies) ◆ Coverage for medical visits or laboratory services ◆ Coverage for reconstructive surgical procedures related to sex reassignment	10 points 10 points 10 points
Criteria 3	Supporting an Inclusive Culture & Corporate Social Responsibility (40 points possible) a. Three LGBTQ Internal Training and Education Best Practices <i>Businesses must demonstrate a firm-wide, sustained and accountable commitment to diversity and cultural competency, including at least three of the following elements:</i> ● New hire training clearly states that the nondiscrimination policy includes gender identity and sexual orientation and provides definitions or scenarios illustrating the policy for each	10 points

	● Supervisors undergo training that includes gender identity and sexual orientation as discrete topics (may be part of a broader training), and provides definitions or scenarios illustrating the policy for each ● Integration of gender identity and sexual orientation in professional development, skills-based or other leadership training that includes elements of diversity and/or cultural competency ● Gender transition guidelines with supportive restroom, dress code and documentation guidance ● Anonymous employee engagement or climate surveys conducted on an annual or biennial basis allow employees the option to identify as LGBTQ. ● Data collection forms that include employee race, ethnicity, gender, military and disability status – typically recorded as part of employee records – include optional questions on sexual orientation and gender identity. ● Senior management/executive performance measures include LGBTQ diversity metrics b. Employee group –or– Diversity council c. Three Distinct Efforts of Outreach or Engagement to Broader LGBTQ Community <i>Businesses must demonstrate ongoing LGBTQ-specific engagement that extends across the firm, including at least three of the following:</i> ● LGBTQ employee recruitment efforts with demonstrated reach of LGBTQ applicants (required documentation may include a short summary of the event or an estimation of the number of candidates reached) ● Supplier diversity program with demonstrated effort to include certified LGBTQ suppliers ● Marketing or advertising to LGBTQ consumers (e.g.: advertising with LGBTQ content, advertising in LGBTQ media or sponsoring LGBTQ organizations and events) ● Philanthropic support of at least one LGBTQ organization or event (e.g.: financial, in kind or pro bono support) ● Demonstrated public support for LGBTQ equality under the law through local, state or federal legislation or initiatives d. LGBTQ Corporate Social Responsibility ● Contractor/supplier non-discrimination standards AND Philanthropic Giving Guidelines	10 points 15 points 5 points
Criteria 4	Responsible citizenship (-25) <i>Employers will have 25 points deducted from their score for a large-scale official or public anti-LGBTQ blemish on their recent records. Scores on this criterion are based on information that has come to HRC's attention related to topics including but not limited to: undue influence by a significant shareholder calculated to undermine a business's employment policies or practices related to its LGBTQ employees; directing corporate charitable contributions to organizations whose primary mission includes advocacy against LGBTQ equality; opposing shareholder resolutions reasonably aimed at encouraging the adoption of inclusive workplace policies; revoking inclusive LGBTQ policies or practices; or engaging in proven practices that are contrary to the business's written LGBTQ employment policies.</i>	-25 points

CEI 2019 Perfect Score

100 points



Appendices



Appendix A

Employers With Ratings of 100 Percent

Corporate Equality Index Rating Criteria

- 1a** Prohibits discrimination based on sexual orientation for all operations **(15 points)**
- 1b** Prohibits discrimination based on gender identity for all operations **(15 points)**
- 2a** Equivalency in same- and different-sex spousal medical and soft benefits **(10 points)**
(half credit for parity across some, but not all benefits)
- 2b** Equivalency in same- and different-sex domestic partner medical and soft benefits **(10 points)**
(half credit for parity across some, but not all benefits)
- 2c** Equal health coverage for transgender individuals without exclusion for medically necessary care **(10 points)**
(half credit for inclusive coverage, but blanket exclusions for transition-related care remain in place)
- 3a** Three LGBTQ internal training and education best practices **(10 points)**
- 3b** Employee group or diversity council **(10 points)**
- 3c** Three distinct efforts of outreach or engagement to broader LGBTQ community, and if supplier diversity program is in place, must include LGBTQ suppliers **(15 points)**
- 3d** Contractor/supplier non-discrimination standards and philanthropic giving guidelines **(5 points)**

Appendix A

Employers with Ratings of 100 Percent

CEI Rating Criteria

- 1a** Prohibits discrimination based on sexual orientation for all operations **(15 points)**
- 1b** Prohibits discrimination based on gender identity for all operations **(15 points)**
- 2a** Equivalency in same- and different-sex spousal medical and soft benefits **(10 points)**
- 2b** Equivalency in same- and different-sex domestic partner medical and soft benefits **(10 points / half credit for parity across some, but not all benefits)**
- 2c** Equal health coverage for transgender individuals without exclusion for medically necessary care **(10 points / half credit for inclusive coverage, but blanket exclusions for transition-related care remain in place)**
- 3a** Three LGBTQ internal training and education best practices **(10 points)**
- 3b** Employee group or diversity council **(10 points)**
- 3c** Three distinct efforts of outreach or engagement to broader LGBTQ community, and if supplier diversity program is in place, must include LGBTQ suppliers **(15 points)**
- 3d** Contractor/supplier non-discrimination standards and philanthropic giving guidelines **(5 points)**

Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have not responded to repeated invitations to the CEI survey. These ratings are based on publicly available information as well as information submitted to HRC from unofficial LGBTQ employee groups or individual employees.

Employer	Headquarters Location	State	Criterion										Rating		
			1a	1b	2a	2b	2c	3a	3b	3c	3d	4	2019 CEI Rating	2018 CEI Rating	Fortune 1000
3M Co.	St. Paul	MN	●	●	●	●	●	●	●	●	●		100	100	94
A.T. Kearney Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
AbbVie Inc.	North Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	111
Abercrombie & Fitch Co.	New Albany	OH	●	●	●	●	●	●	●	●	●		100	100	675
Accenture	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Activision Blizzard	Santa Monica	CA	●	●	●	●	●	●	●	●	●		100		406
Adidas North America Inc.	Portland	OR	●	●	●	●	●	●	●	●	●		100	100	
Adobe Systems Inc.	San Jose	CA	●	●	●	●	●	●	●	●	●		100	100	443
ADP	Roseland	NJ	●	●	●	●	●	●	●	●	●		100	100	240
Advanced Micro Devices Inc.	Sunnyvale	CA	●	●	●	●	●	●	●	●	●		100	100	565
AECOM	Los Angeles	CA	●	●	●	●	●	●	●	●	●		100	100	161
Aetna Inc.	Hartford	CT	●	●	●	●	●	●	●	●	●		100	100	43
AIG	New York	NY	●	●	●	●	●	●	●	●	●		100	100	55
Air Products & Chemicals Inc.	Allentown	PA	●	●	●	●	●	●	●	●	●		100	100	294
Airbnb Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	
Airbus Americas Inc.	Herndon	VA	●	●	●	●	●	●	●	●	●		100		
Akamai Technologies Inc.	Cambridge	MA	●	●	●	●	●	●	●	●	●		100	100	851
Akerman LLP	Miami	FL	●	●	●	●	●	●	●	●	●		100	100	94
Akin, Gump, Strauss, Hauer & Feld LLP	Washington	DC	●	●	●	●	●	●	●	●	●		100	100	29
AlixPartners LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
AllianceBernstein LP	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Alliant Energy Corp.	Madison	WI	●	●	●	●	●	●	●	●	●		100	100	677
Allianz Life Insurance Co. of North America	Minneapolis	MN	●	●	●	●	●	●	●	●	●		100	100	
Ally Financial Inc.	Detroit	MI	●	●	●	●	●	●	●	●	●		100	100	286
Alston & Bird LLP	Atlanta	GA	●	●	●	●	●	●	●	●	●		100	100	46
Altice USA, Inc.	Long Island City	NY	●	●	●	●	●	●	●	●	●		100		
Altria Group Inc.	Richmond	VA	●	●	●	●	●	●	●	●	●		100	100	148
Amazon.com Inc.	Seattle	WA	●	●	●	●	●	●	●	●	●		100	100	12
AMC Entertainment Inc.	Leawood	KS	●	●	●	●	●	●	●	●	●		100	100	
Ameren Corp.	St. Louis	MO	●	●	●	●	●	●	●	●	●		100		
American Airlines	Fort Worth	TX	●	●	●	●	●	●	●	●	●		100	100	
American Express Company	New York	NY	●	●	●	●	●	●	●	●	●		100	100	86
American Express Global Business Travel	Jersey City	NJ	●	●	●	●	●	●	●	●	●		100	100	
American Family Mutual Insurance Company, S.I	Madison	WI	●	●	●	●	●	●	●	●	●		100	100	315
AmerisourceBergen Corp.	Chesterbrook	PA	●	●	●	●	●	●	●	●	●		100	100	11
Amgen Inc.	Thousand Oaks	CA	●	●	●	●	●	●	●	●	●		100	100	123
Anheuser-Busch Companies Inc.	St. Louis	MO	●	●	●	●	●	●	●	●	●		100	100	
Anschutz Entertainment Group, Inc.	Los Angeles	CA	●	●	●	●	●	●	●	●	●		100		

CEI Rating Criteria

1a Prohibits discrimination based on sexual orientation for all operations (15 points)

1b Prohibits discrimination based on gender identity for all operations (15 points)

2a Equivalency in same- and different-sex spousal medical and soft benefits (10 points)

2b Equivalency in same- and different-sex domestic partner medical and soft benefits (10 points / half credit for parity across some, but not all benefits)

2c Equal health coverage for transgender individuals without exclusion for medically necessary care (10 points / half credit for inclusive coverage, but blanket exclusions for transition-related care remain in place)

3a Three LGBTQ internal training and education best practices (10 points)

3b Employee group or diversity council (10 points)

3c Three distinct efforts of outreach or engagement to broader LGBTQ community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)

3d Contractor/supplier non-discrimination standards and philanthropic giving guidelines (5 points)

Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have not responded to repeated invitations to the CEI survey. These ratings are based on publicly available information as well as information submitted to HRC from unofficial LGBTQ employee groups or individual employees.

Employer	Headquarters Location	State	Criterion											Rating		
			15 points	15 points	10 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000
Anthem Inc.	Indianapolis	IN	●	●	●	●	●	●	●	●	●	●		100	100	29
Aon Corp.	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100	
Apple Inc.	Cupertino	CA	●	●	●	●	●	●	●	●	●	●		100	100	3
Applied Materials Inc.	Santa Clara	CA	●	●	●	●	●	●	●	●	●	●		100	90	265
AQR Capital Management LLC	Greenwich	CT	●	●	●	●	●	●	●	●	●	●		100		
Aramark Corp.	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●		100	100	192
Arconic	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	228
Arent Fox LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●		100	100	109
Armstrong Teasdale LLP	St. Louis	MO	●	●	●	●	●	●	●	●	●	●		100	100	183
Arnold & Porter Kaye Scholer LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●		100	100	36
Arrow Electronics	Centennial	CO	●	●	●	●	●	●	●	●	●	●		100	80	
Assurant	New York	NY	●	●	●	●	●	●	●	●	●	●		100	95	
Astellas Pharma US Inc.	Northbrook	IL	●	●	●	●	●	●	●	●	●	●		100	100	
Asurion LLC	Nashville	TN	●	●	●	●	●	●	●	●	●	●		100		
AT&T Inc.	Dallas	TX	●	●	●	●	●	●	●	●	●	●		100	100	9
AthenaHealth Inc.	Watertown	MA	●	●	●	●	●	●	●	●	●	●		100	100	
Autodesk Inc.	San Rafael	CA	●	●	●	●	●	●	●	●	●	●		100	100	928
AXA	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	
Bain & Co. Inc./ Bridgespan Group	Boston	MA	●	●	●	●	●	●	●	●	●	●		100	100	
Baker & McKenzie LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100	3
Ballard Spahr LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●		100	100	98
Bank of New York Mellon Corp., The	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	177
Bank of the West	San Francisco	CA	●	●	●	●	●	●	●	●	●	●		100	90	
Barclays	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	
Barilla America Inc.	Northbrook	IL	●	●	●	●	●	●	●	●	●	●		100	100	
Barnes & Noble Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	555
BASF Corp.	Florham Park	NJ	●	●	●	●	●	●	●	●	●	●		100	100	
Bass, Berry & Sims PLC	Nashville	TN	●	●	●	●	●	●	●	●	●	●		100	100	
Baxter International Inc.	Deerfield	IL	●	●	●	●	●	●	●	●	●	●		100	100	281
Bayer U.S. LLC	Whippany	NJ	●	●	●	●	●	●	●	●	●	●		100	100	
Becton, Dickinson and Co.	Franklin Lakes	NJ	●	●	●	●	●	●	●	●	●	●		100	100	225
Best Buy Co. Inc.	Richfield	MN	●	●	●	●	●	●	●	●	●	●		100	100	72
Biogen	Cambridge	MA	●	●	●	●	●	●	●	●	●	●		100	100	248
Black & Veatch Holding Inc.	Overland Park	KS	●	●	●	●	●	●	●	●	●	●		100	85	
BlackRock	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	
Blackstone Group LP, The	New York	NY	●	●	●	●	●	●	●	●	●	●		100	85	503
Blank Rome LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●		100	100	77
Bloomberg LP	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	

CEI Rating Criteria

1a Prohibits discrimination based on sexual orientation for all operations **(15 points)**

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			1a	1b	2a	2b	2c	3a	3b	3c	3d	4				
Blue Cross & Blue Shield of Rhode Island	Providence	RI	●	●	●	●	●	●	●	●	●			100	100	
Blue Cross Blue Shield of Massachusetts	Boston	MA	●	●	●	●	●	●	●	●	●			100	100	
Blue Shield of California	San Francisco	CA	●	●	●	●	●	●	●	●	●			100	100	
BlueCross BlueShield of Tennessee	Chattanooga	TN	●	●	●	●	●	●	●	●	●			100	80	
BMO Bankcorp Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●			100	100	
BNP Paribas	New York	NY	●	●	●	●	●	●	●	●	●			100	100	
Boehringer Ingelheim USA Corp.	Ridgefield	CT	●	●	●	●	●	●	●	●	●			100	100	
Boies Schiller Flexner LLP	New York	NY	●	●	●	●	●	●	●	●	●			100	100	85
Booz Allen Hamilton Inc.	McLean	VA	●	●	●	●	●	●	●	●	●			100	100	481
Boston Consulting Group	Boston	MA	●	●	●	●	●	●	●	●	●			100	100	
Boston Scientific Corp.	Marlborough	MA	●	●	●	●	●	●	●	●	●			100	100	327
Box Inc.	Redwood City	CA	●	●	●	●	●	●	●	●	●			100	80	
BP America Inc.	Houston	TX	●	●	●	●	●	●	●	●	●			100	100	
Broadridge Financial Solutions Inc.	Lake Success	NY	●	●	●	●	●	●	●	●	●			100	100	749
Brown Brothers Harriman & Co.	New York	NY	●	●	●	●	●	●	●	●	●			100	90	
Brown Rudnick LLP	Boston	MA	●	●	●	●	●	●	●	●	●			100	100	
Brown-Forman Corp.	Louisville	KY	●	●	●	●	●	●	●	●	●			100	100	713
Bryan Cave Leighton Paisner LLP	St. Louis	MO	●	●	●	●	●	●	●	●	●			100	100	59
Buchanan Ingersoll & Rooney PC	Pittsburgh	PA	●	●	●	●	●	●	●	●	●			100	95	112
Buckley LLP	Washington	DC	●	●	●	●	●	●	●	●	●			100	100	
Burger King Corp.	Miami	FL	●	●	●	●	●	●	●	●	●			100	95	
Buzzfeed	New York	NY	●	●	●	●	●	●	●	●	●			100		
Cadwalader, Wickersham & Taft LLP	New York	NY	●	●	●	●	●	●	●	●	●			100	100	86
Caesars Entertainment Corp.	Las Vegas	NV	●	●	●	●	●	●	●	●	●			100	100	541
Caleres	St. Louis	MO	●	●	●	●	●	●	●	●	●			100	100	790
Cambia Health Solutions Inc.	Portland	OR	●	●	●	●	●	●	●	●	●			100	100	
Campbell Soup Co.	Camden	NJ	●	●	●	●	●	●	●	●	●			100	100	339
Capgemini America, INC	Houston	TX	●	●	●	●	●	●	●	●	●			100	90	
Capital Group Companies Inc., The	Los Angeles	CA	●	●	●	●	●	●	●	●	●			100	100	
Capital Markets Company NV, The	New York	NY	●	●	●	●	●	●	●	●	●			100	100	
Capital One Financial Corp.	McLean	VA	●	●	●	●	●	●	●	●	●			100	100	100
Cardinal Health Inc.	Dublin	OH	●	●	●	●	●	●	●	●	●			100	100	15
Cargill Inc.	Wayzata	MN	●	●	●	●	●	●	●	●	●			100	100	
Cargo Transporters Inc.	Claremont	NC	●	●	●	●	●	●	●	●	●			100	75	
Carlton Fields P.A.	Tampa	FL	●	●	●	●	●	●	●	●	●			100	100	156
Carlyle Group LP, The	Washington	DC	●	●	●	●	●	●	●	●	●			100	100	869
CarMax Inc.	Richmond	VA	●	●	●	●	●	●	●	●	●			100	100	174
Carnival Corp.	Miami	FL	●	●	●	●	●	●	●	●	●			100	100	

CEI Rating Criteria	
1a	Prohibits discrimination based on sexual orientation for all operations (15 points)
1b	Prohibits discrimination based on gender identity for all operations (15 points)
2a	Equivalency in same- and different-sex spousal medical and soft benefits (10 points)
2b	Equivalency in same- and different-sex domestic partner medical and soft benefits (10 points / half credit for parity across some, but not all benefits)
2c	Equal health coverage for transgender individuals without exclusion for medically necessary care (10 points / half credit for inclusive coverage, but blanket exclusions for transition-related care remain in place)
3a	Three LGBTQ internal training and education best practices (10 points)
3b	Employee group or diversity council (10 points)
3c	Three distinct efforts of outreach or engagement to broader LGBTQ community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)
3d	Contractor/supplier non-discrimination standards and philanthropic giving guidelines (5 points)

Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have not responded to repeated invitations to the CEI survey. These ratings are based on publicly available information as well as information submitted to HRC from unofficial LGBTQ employee groups or individual employees.

Employer	Headquarters Location	State	Criterion											Rating		
			15 points	15 points	10 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000
CBRE Inc.	Los Angeles	CA	●	●	●	●	●	●	●	●	●	●		100	100	214
CBS Corp.	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	193
CDW Corp.	Lincolnshire	IL	●	●	●	●	●	●	●	●	●	●		100	100	199
Celanese Corp.	Irving	TX	●	●	●	●	●	●	●	●	●	●		100	90	484
Celgene Corp.	Summit	NJ	●	●	●	●	●	●	●	●	●	●		100	75	254
CenturyLink Inc.	Monroe	LA	●	●	●	●	●	●	●	●	●	●		100	95	160
Cerner Corp.	North Kansas City	MO	●	●	●	●	●	●	●	●	●	●		100	100	530
Chapman and Cutler LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100	143
Charles Schwab & Co. Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●		100	100	357
Chevron Corp.	San Ramon	CA	●	●	●	●	●	●	●	●	●	●		100	100	19
Choate, Hall & Stewart LLP	Boston	MA	●	●	●	●	●	●	●	●	●	●		100	100	127
Chobani	Norwich	NY	●	●	●	●	●	●	●	●	●	●		100		
Choice Hotels International Inc.	Rockville	MD	●	●	●	●	●	●	●	●	●	●		100	100	
Chubb Ltd.	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●		100	100	
CIGNA Corp.	Bloomfield	CT	●	●	●	●	●	●	●	●	●	●		100	100	70
Cisco Systems Inc.	San Jose	CA	●	●	●	●	●	●	●	●	●	●		100	100	60
Citigroup Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	30
Citrix Systems Inc.	Fort Lauderdale	FL	●	●	●	●	●	●	●	●	●	●		100	100	661
Cleary Gottlieb Steen & Hamilton LLP	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	22
Clorox Co., The	Oakland	CA	●	●	●	●	●	●	●	●	●	●		100	100	453
CME Group Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	95	633
CNA Financial Corporation	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100	
Coca-Cola Co., The	Atlanta	GA	●	●	●	●	●	●	●	●	●	●		100	100	64
Colgate-Palmolive Co.	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	182
Comerica Inc.	Dallas	TX	●	●	●	●	●	●	●	●	●	●		100	100	736
Compass Bancshares Inc. (BBVA Compass)	Birmingham	AL	●	●	●	●	●	●	●	●	●	●		100	100	
Conagra Brands Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100	197
Constellation Brands Inc.	Victor	NY	●	●	●	●	●	●	●	●	●	●		100	100	408
Cosmopolitan of Las Vegas, The	Las Vegas	NV	●	●	●	●	●	●	●	●	●	●		100	100	
Covington & Burling LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●		100	100	37
Cox Enterprises Inc.	Atlanta	GA	●	●	●	●	●	●	●	●	●	●		100	90	
Credit Suisse USA Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	
Crowell & Moring LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●		100	100	82
CSAA Insurance Group	Walnut Creek	CA	●	●	●	●	●	●	●	●	●	●		100	100	
Cummins Inc.	Columbus	IN	●	●	●	●	●	●	●	●	●	●		100	100	159
CUNA Mutual Group	Madison	WI	●	●	●	●	●	●	●	●	●	●		100	100	
Cushman & Wakefield Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100		
Danaher Corp.	Washington	DC	●	●	●	●	●	●	●	●	●	●		100	100	144

CEI Rating Criteria

1a Prohibits discrimination based on sexual orientation for all operations **(15 points)**

1b Prohibits discrimination based on gender identity for all operations **(15 points)**

2a Equivalency in same- and different-sex spousal medical and soft benefits **(10 points)**

2b Equivalency in same- and different-sex domestic partner medical and soft benefits **(10 points / half credit for parity across some, but not all benefits)**

2c Equal health coverage for transgender individuals without exclusion for medically necessary care **(10 points / half credit for inclusive coverage, but blanket exclusions for transition-related care remain in place)**

3a Three LGBTQ internal training and education best practices **(10 points)**

3b Employee group or diversity council **(10 points)**

3c Three distinct efforts of outreach or engagement to broader LGBTQ community, and if supplier diversity program is in place, must include LGBTQ suppliers **(15 points)**

3d Contractor/supplier non-discrimination standards and philanthropic giving guidelines **(5 points)**

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Employer	Headquarters Location	State	15 points		10 points			10 points			15 points			5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000
			1a	1b	2a	2b	2c	3a	3b	3c	3d	4						
Danone North America	White Plains	NY	●	●	●	●	●	●	●	●	●	●			100			
Day Pitney LLP	Parsippany	NJ	●	●	●	●	●	●	●	●	●	●			100	100	160	
Dechert LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●			100	100	34	
Dell Technologies Inc.	Round Rock	TX	●	●	●	●	●	●	●	●	●	●			100	100	41	
Deloitte LLP	New York	NY	●	●	●	●	●	●	●	●	●	●			100	100		
Dentons US LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●			100	100		
Depository Trust & Clearing Corp., The	New York	NY	●	●	●	●	●	●	●	●	●	●			100	95		
Deutsche Bank	New York	NY	●	●	●	●	●	●	●	●	●	●			100	100		
Diageo North America	Norwalk	CT	●	●	●	●	●	●	●	●	●	●			100	100		
Dickinson Wright PLLC	Detroit	MI	●	●	●	●	●	●	●	●	●	●			100	100	131	
Digitas	Boston	MA	●	●	●	●	●	●	●	●	●	●			100	100		
Discover Financial Services	Riverwoods	IL	●	●	●	●	●	●	●	●	●	●			100	100	277	
DLA Piper	Baltimore	MD	●	●	●	●	●	●	●	●	●	●			100	100	4	
Dominion Energy	Richmond	VA	●	●	●	●	●	●	●	●	●	●			100	75	238	
Dorsey & Whitney LLP	Minneapolis	MN	●	●	●	●	●	●	●	●	●	●			100	100	102	
Dow Chemical Co., The	Midland	MI	●	●	●	●	●	●	●	●	●	●			100	100	62	
Dropbox Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●			100	100		
Duane Morris LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●			100	100	73	
Duke Energy Corp.	Charlotte	NC	●	●	●	●	●	●	●	●	●	●			100	100	121	
Dun & Bradstreet Corp., The	Short Hills	NJ	●	●	●	●	●	●	●	●	●	●			100	100		
Dunkin' Brands Group Inc.	Canton	MA	●	●	●	●	●	●	●	●	●	●			100	90		
Dykema Gossett PLLC	Detroit	MI	●	●	●	●	●	●	●	●	●	●			100	100	137	
E&J Gallo Winery	Modesto	CA	●	●	●	●	●	●	●	●	●	●			100	100		
E*TRADE Financial Corp.	New York	NY	●	●	●	●	●	●	●	●	●	●			100	80	930	
E. I. du Pont de Nemours and Co. (DuPont)	Wilmington	DE	●	●	●	●	●	●	●	●	●	●			100	100	113	
EAB	Washington	DC	●	●	●	●	●	●	●	●	●	●			100	100		
Eastern Bank Corp.	Boston	MA	●	●	●	●	●	●	●	●	●	●			100	100		
Eastman Kodak Co.	Rochester	NY	●	●	●	●	●	●	●	●	●	●			100	100		
Eaton Corp.	Cleveland	OH	●	●	●	●	●	●	●	●	●	●			100	100		
eBay Inc.	San Jose	CA	●	●	●	●	●	●	●	●	●	●			100	100	310	
Ecolab Inc.	St. Paul	MN	●	●	●	●	●	●	●	●	●	●			100	100	211	
Edison International	Rosemead	CA	●	●	●	●	●	●	●	●	●	●			100	100	235	
Edward Jones	St. Louis	MO	●	●	●	●	●	●	●	●	●	●			100	100	403	
Electronic Arts Inc.	Redwood City	CA	●	●	●	●	●	●	●	●	●	●			100	100	556	
Eli Lilly & Co.	Indianapolis	IN	●	●	●	●	●	●	●	●	●	●			100	100	132	
Emerson Electric Co.	St. Louis	MO	●	●	●	●	●	●	●	●	●	●			100	100	139	
Ernst & Young LLP	New York	NY	●	●	●	●	●	●	●	●	●	●			100	100		
Estée Lauder Companies Inc., The	New York	NY	●	●	●	●	●	●	●	●	●	●			100	100	253	

Appendix A

Employers with Ratings of 100 Percent

CEI Rating Criteria	
1a	Prohibits discrimination based on sexual orientation for all operations (15 points)
1b	Prohibits discrimination based on gender identity for all operations (15 points)
2a	Equivalency in same- and different-sex spousal medical and soft benefits (10 points)
2b	Equivalency in same- and different-sex domestic partner medical and soft benefits (10 points / half credit for parity across some, but not all benefits)
2c	Equal health coverage for transgender individuals without exclusion for medically necessary care (10 points / half credit for inclusive coverage, but blanket exclusions for transition-related care remain in place)
3a	Three LGBTQ internal training and education best practices (10 points)
3b	Employee group or diversity council (10 points)
3c	Three distinct efforts of outreach or engagement to broader LGBTQ community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)
3d	Contractor/supplier non-discrimination standards and philanthropic giving guidelines (5 points)

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Employers with Ratings of 100 Percent			Criterion												Rating		
			15 points	15 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000		
Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	2019 CEI Rating	2018 CEI Rating	Fortune 1000		
Eversheds Sutherland (US) LLP	Atlanta	GA	●	●	●	●	●	●	●	●	●		100	100			
Exelon Corp.	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	89		
Expedia Group	Bellevue	WA	●	●	●	●	●	●	●	●	●		100	100	317		
Experian Americas	Costa Mesa	CA	●	●	●	●	●	●	●	●	●		100				
Express Scripts Holding Company	St. Louis	MO	●	●	●	●	●	●	●	●	●		100	100	22		
Facebook Inc.	Menlo Park	CA	●	●	●	●	●	●	●	●	●		100	100	98		
FactSet Research Systems Inc.	Norwalk	CT	●	●	●	●	●	●	●	●	●		100	100			
Faegre Baker Daniels	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	68		
Farmers Insurance Group	Woodland Hills	CA	●	●	●	●	●	●	●	●	●		100	90			
Federal Home Loan Mortgage Corp. (Freddie Mac)	McLean	VA	●	●	●	●	●	●	●	●	●		100	100	39		
Federal National Mortgage Association (Fannie Mae)	Washington	DC	●	●	●	●	●	●	●	●	●		100	100	20		
Federal Reserve Bank of Boston	Boston	MA	●	●	●	●	●	●	●	●	●		100	100			
Federal Reserve Bank of Chicago	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100			
Federal Reserve Bank of Cleveland	Cleveland	OH	●	●	●	●	●	●	●	●	●		100	100			
Federal Reserve Bank of Minneapolis	Minneapolis	MN	●	●	●	●	●	●	●	●	●		100				
Federal Reserve Bank of New York	New York	NY	●	●	●	●	●	●	●	●	●		100	90			
Federal Reserve Bank of Philadelphia	Philadelphia	PA	●	●	●	●	●	●	●	●	●		100	90			
Federal Reserve Bank of Richmond	Richmond	VA	●	●	●	●	●	●	●	●	●		100	100			
Federal Reserve Bank of San Francisco	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100			
Federal Reserve Bank of St Louis	Saint Louis	MO	●	●	●	●	●	●	●	●	●		100	100			
Fenwick & West LLP	Mountain View	CA	●	●	●	●	●	●	●	●	●		100	100	95		
Fidelity National Information Services Inc.	Jacksonville	FL	●	●	●	●	●	●	●	●	●		100	100	301		
Fifth Third Bancorp	Cincinnati	OH	●	●	●	●	●	●	●	●	●		100	100			
Financial Industry Regulatory Authority Inc.	Washington	DC	●	●	●	●	●	●	●	●	●		100	100			
Finnegan, Henderson, Farabow, Garrett & Dunner LLP	Washington	DC	●	●	●	●	●	●	●	●	●		100	100	107		
First American Financial Corp.	Santa Ana	CA	●	●	●	●	●	●	●	●	●		100	100	464		
First Data Corp.	Atlanta	GA	●	●	●	●	●	●	●	●	●		100	100	242		
Fish & Richardson PC	Boston	MA	●	●	●	●	●	●	●	●	●		100	95	83		
Fleishman-Hillard Inc.	St. Louis	MO	●	●	●	●	●	●	●	●	●		100	100			
Foley & Lardner LLP	Milwaukee	WI	●	●	●	●	●	●	●	●	●		100	100	54		
Foley Hoag LLP	Boston	MA	●	●	●	●	●	●	●	●	●		100	100	149		
Food Lion	Salisbury	NC	●	●	●	●	●	●	●	●	●		100				
Fortive Corp.	Everett	WA	●	●	●	●	●	●	●	●	●		100	100			
FOX Corporation	New York	NY	●	●	●	●	●	●	●	●	●		100	10	101		
Fox Rothschild LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●		100	85	75		
Franklin Templeton Investments	San Mateo	CA	●	●	●	●	●	●	●	●	●		100	100	405		
Fredrikson & Byron	Minneapolis	MN	●	●	●	●	●	●	●	●	●		100	100			
Fried, Frank, Harris, Shriver & Jacobson LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	100	58		

CEI Rating Criteria

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2b Equivalency in same- and different-sex domestic partner medical and soft benefits (10 points / half credit for inclusive coverage, but blanket exclusions for transition-related care remain in place)

2c Equal health coverage for transgender individuals without exclusion for medically necessary care (10 points / half credit for inclusive coverage, but blanket exclusions for transition-related care remain in place)

3a Three LGBTQ internal training and education best practices (10 points)

3b Employee group or diversity council (10 points)

3c Three distinct efforts of outreach or engagement to broader LGBTQ community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)

3d Contractor/supplier non-discrimination standards and philanthropic giving guidelines (5 points)

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Employer	Headquarters Location	State	Criterion										Rating		
			1a	1b	2a	2b	2c	3a	3b	3c	3d	4	2019 CEI Rating	2018 CEI Rating	Fortune 1000
Frost Brown Todd LLC	Cincinnati	OH	●	●	●	●	●	●	●	●	●		100	100	129
Galloway, Johnson, Tompkins, Burr & Smith PLC	New Orleans	LA	●	●	●	●	●	●	●	●	●		100	90	
GameStop Corp.	Grapevine	TX	●	●	●	●	●	●	●	●	●		100	100	321
Gannett Co. Inc.	McLean	VA	●	●	●	●	●	●	●	●	●		100	100	
Gap Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	178
Gartner Inc.	Stamford	CT	●	●	●	●	●	●	●	●	●		100	100	821
GE Appliances	Louisville	KY	●	●	●	●	●	●	●	●	●		100	100	
Genentech Inc.	South San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	
General Mills Inc.	Minneapolis	MN	●	●	●	●	●	●	●	●	●		100	100	165
Genworth Financial Inc.	Richmond	VA	●	●	●	●	●	●	●	●	●		100	100	329
GIANT Food Stores, LLC	Carlisle	PA	●	●	●	●	●	●	●	●	●		100		
Giant of Maryland, LLC	Landover	MD	●	●	●	●	●	●	●	●	●		100		
Gilead Sciences Inc.	Foster City	CA	●	●	●	●	●	●	●	●	●		100	100	92
GlaxoSmithKline LLC	Research Triangle Park	NC	●	●	●	●	●	●	●	●	●		100	100	
GODADDY Inc.	Scottsdale	AZ	●	●	●	●	●	●	●	●	●		100	90	980
Goldman Sachs Group Inc., The	New York	NY	●	●	●	●	●	●	●	●	●		100	100	78
Goodwin Procter LLP	Boston	MA	●	●	●	●	●	●	●	●	●		100	100	30
Google Inc.	Mountain View	CA	●	●	●	●	●	●	●	●	●		100	100	27
Gordon Rees Scully Mansukhani, LLP	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	103
Grant Thornton LLP	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
Groupon Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	704
Guardian Life Insurance Co. of America, The	New York	NY	●	●	●	●	●	●	●	●	●		100	100	218
Hallmark Cards Inc.	Kansas City	MO	●	●	●	●	●	●	●	●	●		100	100	
Hannaford Supermarkets	Scarborough	ME	●	●	●	●	●	●	●	●	●		100		
Hanover Insurance Group Inc.	Worcester	MA	●	●	●	●	●	●	●	●	●		100	100	517
Harris Corp.	Melbourne	FL	●	●	●	●	●	●	●	●	●		100	100	363
Hartford Financial Services Group Inc., The	Hartford	CT	●	●	●	●	●	●	●	●	●		100	100	153
Harvard Pilgrim Health Care Inc.	Wellesley	MA	●	●	●	●	●	●	●	●	●		100	100	
Haynes and Boone LLP	Dallas	TX	●	●	●	●	●	●	●	●	●		100	95	89
Health Care Service Corp.	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
Henry Schein Inc.	Melville	NY	●	●	●	●	●	●	●	●	●		100	100	243
Herman Miller Inc.	Zeeland	MI	●	●	●	●	●	●	●	●	●		100	100	874
Hershey Co., The	Hershey	PA	●	●	●	●	●	●	●	●	●		100	100	369
Hertz Global Holdings Inc.	Estero	FL	●	●	●	●	●	●	●	●	●		100	95	296
Hilton Inc.	McLean	VA	●	●	●	●	●	●	●	●	●		100	100	241
Hinshaw & Culbertson LLP	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	134
Hogan Lovells US LLP	Washington	DC	●	●	●	●	●	●	●	●	●		100	100	7
Holland & Knight LLP	Brandon	FL	●	●	●	●	●	●	●	●	●		100	100	42

CEI Rating Criteria

- 1a** Prohibits discrimination based on sexual orientation for all operations (15 points)
- 1b** Prohibits discrimination based on gender identity for all operations (15 points)
- 2a** Equivalency in same- and different-sex spousal medical and soft benefits (10 points)
- 2b** Equivalency in same- and different-sex domestic partner medical and soft benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Equal health coverage for transgender individuals without exclusion for medically necessary care (10 points / half credit for inclusive coverage, but blanket exclusions for transition-related care remain in place)
- 3a** Three LGBTQ internal training and education best practices (10 points)
- 3b** Employee group or diversity council (10 points)
- 3c** Three distinct efforts of outreach or engagement to broader LGBTQ community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)
- 3d** Contractor/supplier non-discrimination standards and philanthropic giving guidelines (5 points)

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Employers with Ratings of 100 Percent			Criterion											Rating		
			15 points	15 points	10 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000
Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	2019 CEI Rating	2018 CEI Rating	Fortune 1000	
Horizon Healthcare Services Inc.	Newark	NJ	●	●	●	●	●	●	●	●	●		100	85		
HSBC USA	New York	NY	●	●	●	●	●	●	●	●	●		100	100		
Humana Inc.	Louisville	KY	●	●	●	●	●	●	●	●	●		100	100	53	
Huntington Bancshares Inc.	Columbus	OH	●	●	●	●	●	●	●	●	●		100	100	610	
Huron Consulting Group Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100		
Husch Blackwell LLP	St. Louis	MO	●	●	●	●	●	●	●	●	●		100	100	100	
Hyatt Hotels Corp.	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	552	
Hyundai Motor America	Fountain Valley	CA	●	●	●	●	●	●	●	●	●		100	100		
IAC/InterActiveCorp.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	705	
IBM Corp.	Armonk	NY	●	●	●	●	●	●	●	●	●		100	100	32	
Ice Miller LLP	Indianapolis	IN	●	●	●	●	●	●	●	●	●		100	85		
IHS Markit Ltd.	New York	NY	●	●	●	●	●	●	●	●	●		100	90		
IKEA Holding US Inc.	Conshohocken	PA	●	●	●	●	●	●	●	●	●		100	100		
Indeed Inc.	Austin	TX	●	●	●	●	●	●	●	●	●		100	100		
Intel Corp.	Santa Clara	CA	●	●	●	●	●	●	●	●	●		100	100	47	
InterContinental Hotels Group Americas	Atlanta	GA	●	●	●	●	●	●	●	●	●		100	100		
International Flavors & Fragrances	New York	NY	●	●	●	●	●	●	●	●	●		100		711	
Interpublic Group of Companies Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100		
Intuit Inc.	Mountain View	CA	●	●	●	●	●	●	●	●	●		100	100	527	
Iron Mountain Inc.	Boston	MA	●	●	●	●	●	●	●	●	●		100	100	649	
J. Crew Group Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100		826	
Jacobs Engineering Group Inc.	Pasadena	CA	●	●	●	●	●	●	●	●	●		100	35	259	
Janus Henderson Investors	Denver	CO	●	●	●	●	●	●	●	●	●		100			
Jenner & Block LLP	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	76	
JLL	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	391	
John Hancock Financial Services Inc.	Boston	MA	●	●	●	●	●	●	●	●	●		100	100		
Johnson & Johnson	New Brunswick	NJ	●	●	●	●	●	●	●	●	●		100	100	35	
JPMorgan Chase & Co.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	21	
K&L Gates LLP	Pittsburgh	PA	●	●	●	●	●	●	●	●	●		100	100	32	
Kaiser Permanente	Oakland	CA	●	●	●	●	●	●	●	●	●		100	100		
Katten Muchin Rosenman LLP	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	62	
Kelley Drye & Warren LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	100	124	
Kellogg Co.	Battle Creek	MI	●	●	●	●	●	●	●	●	●		100	100	216	
Kelly Services Inc.	Troy	MI	●	●	●	●	●	●	●	●	●		100	100	490	
KeyBank	Cleveland	OH	●	●	●	●	●	●	●	●	●		100	100		
Kilpatrick Townsend & Stockton LLP	Atlanta	GA	●	●	●	●	●	●	●	●	●		100	100	80	
Kimpton Hotel & Restaurant Group LLC	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100		
King & Spalding LLP	Atlanta	GA	●	●	●	●	●	●	●	●	●		100	100	23	

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3b	Employee group or diversity council (10 points)
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3d	Contractor/supplier non-discrimination standards and philanthropic giving guidelines (5 points)

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Employer	Headquarters Location	State	Criterion											Rating		
			15 points	15 points	10 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000
Kirkland & Ellis LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100	1
KKR & Co. LP	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	656
Korn/Ferry International	Los Angeles	CA	●	●	●	●	●	●	●	●	●	●		100		
KPMG LLP	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	
Kraft Heinz Company, The	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	90	106
Kroger Co., The	Cincinnati	OH	●	●	●	●	●	●	●	●	●	●		100	95	18
Kutak Rock LLP	Omaha	NE	●	●	●	●	●	●	●	●	●	●		100	100	128
L Brands Inc.	Columbus	OH	●	●	●	●	●	●	●	●	●	●		100	100	220
Laboratory Corporation of America Holdings	Burlington	NC	●	●	●	●	●	●	●	●	●	●		100	100	290
Lane Powell PC	Seattle	WA	●	●	●	●	●	●	●	●	●	●		100	100	199
Latham & Watkins LLP	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	2
Legg Mason Inc.	Baltimore	MD	●	●	●	●	●	●	●	●	●	●		100	95	783
Lendlease Americas Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	
LENOVO (UNITED STATES) INC.	Morrisville	NC	●	●	●	●	●	●	●	●	●	●		100	100	
Leo Burnett Company Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100	
Levi Strauss & Co.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●		100	100	542
Lexmark International Inc.	Lexington	KY	●	●	●	●	●	●	●	●	●	●		100	100	
Liberty Mutual Group	Boston	MA	●	●	●	●	●	●	●	●	●	●		100	100	75
Lincoln National Corp.	Radnor	PA	●	●	●	●	●	●	●	●	●	●		100	100	207
LinkedIn	Sunnyvale	CA	●	●	●	●	●	●	●	●	●	●		100	100	
Lions Gate Entertainment Corp.	Santa Monica	CA	●	●	●	●	●	●	●	●	●	●		100		
Littler Mendelson PC	San Francisco	CA	●	●	●	●	●	●	●	●	●	●		100	100	65
Live Nation Entertainment Inc.	Beverly Hills	CA	●	●	●	●	●	●	●	●	●	●		100	100	330
Locke Lord LLP	Dallas	TX	●	●	●	●	●	●	●	●	●	●		100	100	67
Lockheed Martin Corp.	Bethesda	MD	●	●	●	●	●	●	●	●	●	●		100	100	56
Loeb & Loeb LLP	Los Angeles	CA	●	●	●	●	●	●	●	●	●	●		100	90	108
L'Oréal USA Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	
Lowenstein Sandler LLP	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	115
Lowe's Companies Inc.	Mooresville	NC	●	●	●	●	●	●	●	●	●	●		100	75	40
Lyft Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●		100	100	
M&T Bank Corp.	Buffalo	NY	●	●	●	●	●	●	●	●	●	●		100	95	455
Macquarie Group Ltd.	New York	NY	●	●	●	●	●	●	●	●	●	●		100	85	
Macy's Inc.	Cincinnati	OH	●	●	●	●	●	●	●	●	●	●		100	100	110
Mallinckrodt LLC	Hazelwood	MO	●	●	●	●	●	●	●	●	●	●		100	100	
Manatt, Phelps & Phillips LLP	Los Angeles	CA	●	●	●	●	●	●	●	●	●	●		100	100	105
ManpowerGroup	Milwaukee	WI	●	●	●	●	●	●	●	●	●	●		100	100	146
Marriott International Inc.	Bethesda	MD	●	●	●	●	●	●	●	●	●	●		100	100	163
Marsh & McLennan Companies Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	210

CEI Rating Criteria

1a Prohibits discrimination based on sexual orientation for all operations **(15 points)**

1b Prohibits discrimination based on gender identity for all operations **(15 points)**

2a Equivalency in same- and different-sex spousal medical and soft benefits **(10 points)**

2b Equivalency in same- and different-sex domestic partner medical and soft benefits **(10 points / half credit for parity across some, but not all benefits)**

2c Equal health coverage for transgender individuals without exclusion for medically necessary care **(10 points / half credit for inclusive coverage, but blanket exclusions for transition-related care remain in place)**

3a Three LGBTQ internal training and education best practices **(10 points)**

3b Employee group or diversity council **(10 points)**

3c Three distinct efforts of outreach or engagement to broader LGBTQ community, and if supplier diversity program is in place, must include LGBTQ suppliers **(15 points)**

3d Contractor/supplier non-discrimination standards and philanthropic giving guidelines **(5 points)**

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Employer	Headquarters Location	State	15 points		10 points		10 points	10 points		10 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000
			1a	1b	2a	2b	2c	3a	3b	3c	3d	4					
Massachusetts Mutual Life Insurance Co.	Springfield	MA	●	●	●	●	●	●	●	●	●	●		100	100	77	
Mastercard	Purchase	NY	●	●	●	●	●	●	●	●	●	●		100	100	267	
Mayer Brown LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100	18	
McDermott Will & Emery LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100	38	
McDonald's Corp.	Oak Brook	IL	●	●	●	●	●	●	●	●	●	●		100	100	112	
McKesson Corp.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●		100	100	5	
McKinsey & Co. Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100		
Medallia Inc.	San Mateo	CA	●	●	●	●	●	●	●	●	●	●		100	100		
Medidata Solutions Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●		100			
Merck	Kenilworth	NJ	●	●	●	●	●	●	●	●	●	●		100	100	69	
Mesirow Financial Holdings Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	90		
MetLife Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	42	
MGM Resorts International	Las Vegas	NV	●	●	●	●	●	●	●	●	●	●		100	100		
Michael Best & Friedrich LLP	Milwaukee	WI	●	●	●	●	●	●	●	●	●	●		100	100	173	
Microsoft Corp.	Redmond	WA	●	●	●	●	●	●	●	●	●	●		100	100	28	
MillerCoors LLC	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100		
Mintz, Levin, Cohn, Ferris, Glovsky & Popeo PC	Boston	MA	●	●	●	●	●	●	●	●	●	●		100	100	88	
Mitchell Gold + Bob Williams	Taylorsville	NC	●	●	●	●	●	●	●	●	●	●		100	100		
Montgomery McCracken Walker & Rhoads LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●		100			
Moody's Corp.	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	631	
Moore & Van Allen PLLC	Charlotte	NC	●	●	●	●	●	●	●	●	●	●		100	100	150	
Morgan Stanley	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100		
Morningstar Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100		
Morris, Manning & Martin LLP	Atlanta	GA	●	●	●	●	●	●	●	●	●	●		100	100	176	
Morrison & Foerster LLP	San Francisco	CA	●	●	●	●	●	●	●	●	●	●		100	100	28	
Motorola Solutions Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	95	433	
MSLGROUP Americas	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100		
MUFG Union Bank, N.A.	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100		
Munger, Tolles & Olson LLP	Los Angeles	CA	●	●	●	●	●	●	●	●	●	●		100	100	126	
NASDAQ Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●		100	85	620	
Nationwide	Columbus	OH	●	●	●	●	●	●	●	●	●	●		100	100		
Navigant Consulting Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100		
NCR Corp.	Duluth	GA	●	●	●	●	●	●	●	●	●	●		100	100	409	
Nestlé Purina PetCare Co.	St. Louis	MO	●	●	●	●	●	●	●	●	●	●		100	100		
Nestlé USA Inc.	Glendale	CA	●	●	●	●	●	●	●	●	●	●		100	95		
Netflix Inc.	Los Gatos	CA	●	●	●	●	●	●	●	●	●	●		100	100	314	
New York Life Insurance Co.	New York	NY	●	●	●	●	●	●	●	●	●	●		100	95	65	
Nielsen	New York City	NY	●	●	●	●	●	●	●	●	●	●		100	100		

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Employer	Headquarters Location	State	15 points		10 points		10 points		10 points		10 points		15 points		5 points		4	2019 CEI Rating	2018 CEI Rating	Fortune 1000
			1a	1b	2a	2b	2c	3a	3b	3c	3d	4								
Nike Inc.	Beaverton	OR	●	●	●	●	●	●	●	●	●	●	●	●	●		100	100	88	
Nixon Peabody LLP	Boston	MA	●	●	●	●	●	●	●	●	●	●	●	●	●		100	100	70	
Nokia Inc.	Irving	TX	●	●	●	●	●	●	●	●	●	●	●	●	●		100	100		
Nordstrom Inc.	Seattle	WA	●	●	●	●	●	●	●	●	●	●	●	●	●		100	100	188	
Northern Trust Corp.	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	●		100	100	501	
Northrop Grumman Corp.	Falls Church	VA	●	●	●	●	●	●	●	●	●	●	●	●	●		100	100	114	
Northwestern Mutual Life Insurance	Milwaukee	WI	●	●	●	●	●	●	●	●	●	●	●	●	●		100	100	97	
Norton Rose Fulbright	Houston	TX	●	●	●	●	●	●	●	●	●	●	●	●	●		100	100	10	
Nuance Communications	Burlington	MA	●	●	●	●	●	●	●	●	●	●	●	●	●		100	80	953	
NVIDIA Corp.	Santa Clara	CA	●	●	●	●	●	●	●	●	●	●	●	●	●		100	100	387	
Office Depot Inc.	Boca Raton	FL	●	●	●	●	●	●	●	●	●	●	●	●	●		100	100	203	
Ogilvy Group Inc., The	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●		100	100		
Ogletree, Deakins, Nash, Smoak & Stewart	Greenville	SC	●	●	●	●	●	●	●	●	●	●	●	●	●		100	100	72	
O'Melveny & Myers LLP	Los Angeles	CA	●	●	●	●	●	●	●	●	●	●	●	●	●		100	100	49	
Omnicom Group	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●		100	100	179	
OppenheimerFunds Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●		100	100		
Oracle Corp.	Redwood City	CA	●	●	●	●	●	●	●	●	●	●	●	●	●		100	100	81	
Orrick, Herrington & Sutcliffe LLP	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●	●		100	100	35	
Owens Corning	Toledo	OH	●	●	●	●	●	●	●	●	●	●	●	●	●		100	100	458	
Patterson Belknap Webb & Tyler LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●		100	100	147	
Paul Hastings LLP	Los Angeles	CA	●	●	●	●	●	●	●	●	●	●	●	●	●		100	100	26	
PayPal Holdings Inc.	San Jose	CA	●	●	●	●	●	●	●	●	●	●	●	●	●		100	100	264	
PepsiCo Inc.	Purchase	NY	●	●	●	●	●	●	●	●	●	●	●	●	●		100	100	44	
Perkins + Will Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	●		100	100		
Perkins Coie LLP	Seattle	WA	●	●	●	●	●	●	●	●	●	●	●	●	●		100	100	45	
Pernod Ricard USA LLC	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●		100	100		
Pfizer Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●		100	100	54	
PG&E Corp.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●	●		100	100	157	
Pillsbury Winthrop Shaw Pittman LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●		100	100	60	
PIMCO LLC	Newport Beach	CA	●	●	●	●	●	●	●	●	●	●	●	●	●		100	100		
Pinterest Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●	●		100	95		
PNC Financial Services Group Inc., The	Pittsburgh	PA	●	●	●	●	●	●	●	●	●	●	●	●	●		100	100	166	
Polsinelli	Kansas City	MO	●	●	●	●	●	●	●	●	●	●	●	●	●		100	85	69	
Portland General Electric Co.	Portland	OR	●	●	●	●	●	●	●	●	●	●	●	●	●		100	100	960	
PPL Corp.	Allentown	PA	●	●	●	●	●	●	●	●	●	●	●	●	●		100	100	365	
PricewaterhouseCoopers LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●		100	100		
Principal Financial Group	Des Moines	IA	●	●	●	●	●	●	●	●	●	●	●	●	●		100	100	227	
Procter & Gamble Co.	Cincinnati	OH	●	●	●	●	●	●	●	●	●	●	●	●	●		100	100	36	

Appendix A

Employers with Ratings of 100 Percent

CEI Rating Criteria	
1a	Prohibits discrimination based on sexual orientation for all operations (15 points)
1b	Prohibits discrimination based on gender identity for all operations (15 points)
2a	Equivalency in same- and different-sex spousal medical and soft benefits (10 points)
2b	Equivalency in same- and different-sex domestic partner medical and soft benefits (10 points / half credit for parity across some, but not all benefits)
2c	Equal health coverage for transgender individuals without exclusion for medically necessary care (10 points / half credit for inclusive coverage, but blanket exclusions for transition-related care remain in place)
3a	Three LGBTQ internal training and education best practices (10 points)
3b	Employee group or diversity council (10 points)
3c	Three distinct efforts of outreach or engagement to broader LGBTQ community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)
3d	Contractor/supplier non-discrimination standards and philanthropic giving guidelines (5 points)

Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have not responded to repeated invitations to the CEI survey. These ratings are based on publicly available information as well as information submitted to HRC from unofficial LGBTQ employee groups or individual employees.

Employers with Ratings of 100 Percent			Criterion											Rating			
Employer	Headquarters Location	State	15 points		10 points		10 points	10 points		10 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000
			1a	1b	2a	2b	2c	3a	3b	3c	3d	4					
Prudential Financial Inc.	Newark	NJ	●	●	●	●	●	●	●	●	●	●		100	100	48	
Publicis Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●		100	95		
Publicis Media	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100		
Publicis Sapient	Boston	MA	●	●	●	●	●	●	●	●	●	●		100	100		
PVH Corp.	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	335	
Quaintance-Weaver Management, LLC	Greensboro	NC	●	●	●	●	●	●	●	●	●	●		100	60		
Quantcast Corp.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●		100	80		
Quarles & Brady LLP	Milwaukee	WI	●	●	●	●	●	●	●	●	●	●		100	100	116	
Quest Diagnostics Inc.	Lyndhurst	NJ	●	●	●	●	●	●	●	●	●	●		100	100	366	
Rackspace	San Antonio	TX	●	●	●	●	●	●	●	●	●	●		100	100		
RBC Capital Markets LLC	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100		
RBC Wealth Management	Minneapolis	MN	●	●	●	●	●	●	●	●	●	●		100	100		
Re:Sources USA Inc.	Long Island City	NY	●	●	●	●	●	●	●	●	●	●		100	100		
Reed Smith LLP	Pittsburgh	PA	●	●	●	●	●	●	●	●	●	●		100	95	25	
Replacements Ltd.	McLeansville	NC	●	●	●	●	●	●	●	●	●	●		100	100		
RingCentral Inc.	Belmont	CA	●	●	●	●	●	●	●	●	●	●		100			
Robert Half	Menlo Park	CA	●	●	●	●	●	●	●	●	●	●		100	100	493	
Robert W. Baird & Co. Incorporated	Milwaukee	WI	●	●	●	●	●	●	●	●	●	●		100	100		
Robins Kaplan LLP	Minneapolis	MN	●	●	●	●	●	●	●	●	●	●		100	100	157	
Rockland Trust Co.	Rockland	MA	●	●	●	●	●	●	●	●	●	●		100	100		
Rockwell Automation Inc.	Milwaukee	WI	●	●	●	●	●	●	●	●	●	●		100	100	442	
Rolls-Royce North America (USA) Holdings Co.	Reston	VA	●	●	●	●	●	●	●	●	●	●		100	100		
Ropes & Gray LLP	Boston	MA	●	●	●	●	●	●	●	●	●	●		100	100	13	
RSM US LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100			
S&P Global Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	459	
S.C. Johnson & Son Inc.	Racine	WI	●	●	●	●	●	●	●	●	●	●		100	100		
Saatchi & Saatchi North America Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100		
Salesforce	San Francisco	CA	●	●	●	●	●	●	●	●	●	●		100	100		
Sanofi	Bridgewater	NJ	●	●	●	●	●	●	●	●	●	●		100	100		
SAP America Inc.	Newtown Square	PA	●	●	●	●	●	●	●	●	●	●		100	100		
Saul Ewing Arnstein & Lehr LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●		100	100	133	
Schiff Hardin LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100	144	
Science Applications International Corp.	Reston	VA	●	●	●	●	●	●	●	●	●	●		100	85	551	
Seagate Technology plc	Cupertino	CA	●	●	●	●	●	●	●	●	●	●		100	25		
Sempra Energy	San Diego	CA	●	●	●	●	●	●	●	●	●	●		100	100	280	
Sephora	San Francisco	CA	●	●	●	●	●	●	●	●	●	●		100			
Seyfarth Shaw LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100	57	
Shake Shack Inc	New York	NY	●	●	●	●	●	●	●	●	●	●		100			

CEI Rating Criteria

1a Prohibits discrimination based on sexual orientation for all operations **(15 points)**

1b Prohibits discrimination based on gender identity for all operations **(15 points)**

2a Equivalency in same- and different-sex spousal medical and soft benefits **(10 points)**

2b Equivalency in same- and different-sex domestic partner medical and soft benefits **(10 points / half credit for parity across some, but not all benefits)**

2c Equal health coverage for transgender individuals without exclusion for medically necessary care **(10 points / half credit for inclusive coverage, but blanket exclusions for transition-related care remain in place)**

3a Three LGBTQ internal training and education best practices **(10 points)**

3b Employee group or diversity council **(10 points)**

3c Three distinct efforts of outreach or engagement to broader LGBTQ community, and if supplier diversity program is in place, must include LGBTQ suppliers **(15 points)**

3d Contractor/supplier non-discrimination standards and philanthropic giving guidelines **(5 points)**

Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have not responded to repeated invitations to the CEI survey. These ratings are based on publicly available information as well as information submitted to HRC from unofficial LGBTQ employee groups or individual employees.

Employer	Headquarters Location	State	Criterion										Rating		
			15 points	15 points	10 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000
			1a	1b	2a	2b	2c	3a	3b	3c	3d	4			
Shearman & Sterling LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	100	39
Shell Oil Co.	Houston	TX	●	●	●	●	●	●	●	●	●		100	100	
Sheppard, Mullin, Richter & Hampton LLP	Los Angeles	CA	●	●	●	●	●	●	●	●	●		100	100	55
Shook, Hardy & Bacon LLP	Kansas City	MO	●	●	●	●	●	●	●	●	●		100	100	99
Sidley Austin LLP	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	6
Simpson Thacher & Bartlett LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	100	17
SIRIUS XM Radio Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Skadden, Arps, Slate, Meagher & Flom LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	100	5
Slalom	Seattle	WA	●	●	●	●	●	●	●	●	●		100	100	
Snell & Wilmer	Phoenix	AZ	●	●	●	●	●	●	●	●	●		100	100	117
Société Générale	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Sodexo Inc.	Gaithersburg	MD	●	●	●	●	●	●	●	●	●		100	100	
Sony Corporation of America	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Sony Electronics Inc.	San Diego	CA	●	●	●	●	●	●	●	●	●		100	100	
Sony Pictures Entertainment Inc.	Culver City	CA	●	●	●	●	●	●	●	●	●		100	100	
Southern Co.	Atlanta	GA	●	●	●	●	●	●	●	●	●		100	100	145
Southwest Airlines Co.	Dallas	TX	●	●	●	●	●	●	●	●	●		100	100	138
Squire Patton Boggs	Cleveland	OH	●	●	●	●	●	●	●	●	●		100	100	31
Standard Chartered	New York	NY	●	●	●	●	●	●	●	●	●		100		
Standard Insurance Co.	Portland	OR	●	●	●	●	●	●	●	●	●		100	100	
Stanley Black & Decker Inc.	New Britain	CT	●	●	●	●	●	●	●	●	●		100	85	250
Starbucks Corp.	Seattle	WA	●	●	●	●	●	●	●	●	●		100	100	131
State Farm Group	Bloomington	IL	●	●	●	●	●	●	●	●	●		100	100	33
State Street Corp.	Boston	MA	●	●	●	●	●	●	●	●	●		100	100	271
Steptoe & Johnson LLP	Washington	DC	●	●	●	●	●	●	●	●	●		100	100	96
Stinson Leonard Street LLP	Kansas City	MO	●	●	●	●	●	●	●	●	●		100	100	122
Stoel Rives LLP	Portland	OR	●	●	●	●	●	●	●	●	●		100	100	140
Stryker Corp.	Kalamazoo	MI	●	●	●	●	●	●	●	●	●		100	100	252
Subaru of America Inc.	Cherry Hill	NJ	●	●	●	●	●	●	●	●	●		100	100	
Sumitomo Mitsui Banking Corporation	New York	NY	●	●	●	●	●	●	●	●	●		100		
Sun Life Financial Inc. (US)	Wellesley Hills	MA	●	●	●	●	●	●	●	●	●		100	100	
SunTrust Banks Inc.	Atlanta	GA	●	●	●	●	●	●	●	●	●		100	100	303
Symantec Corp.	Mountain View	CA	●	●	●	●	●	●	●	●	●		100	100	465
Synchrony	Stamford	CT	●	●	●	●	●	●	●	●	●		100	100	
T. Rowe Price Associates Inc.	Baltimore	MD	●	●	●	●	●	●	●	●	●		100	100	573
Takeda Pharmaceuticals USA Inc.	Deerfield	IL	●	●	●	●	●	●	●	●	●		100	100	
Tapestry, Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	546
Target Corp.	Minneapolis	MN	●	●	●	●	●	●	●	●	●		100	100	38

CEI Rating Criteria

1a Prohibits discrimination based on sexual orientation for all operations (15 points)

1b Prohibits discrimination based on gender identity for all operations (15 points)

2a Equivalency in same- and different-sex spousal medical and soft benefits (10 points)

2b Equivalency in same- and different-sex domestic partner medical and soft benefits (10 points / half credit for parity across some, but not all benefits)

2c Equal health coverage for transgender individuals without exclusion for medically necessary care (10 points / half credit for inclusive coverage, but blanket exclusions for transition-related care remain in place)

3a Three LGBTQ internal training and education best practices (10 points)

3b Employee group or diversity council (10 points)

3c Three distinct efforts of outreach or engagement to broader LGBTQ community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)

3d Contractor/supplier non-discrimination standards and philanthropic giving guidelines (5 points)

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Employer	Headquarters Location	State	Criterion										Rating		
			15 points	15 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000
TD Ameritrade	Omaha	NE	●	●	●	●	●	●	●	●	●		100	100	
TD Bank, N.A.	Wilmington	DE	●	●	●	●	●	●	●	●	●		100	100	
TD Securities (USA) LLC	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
TE Connectivity Inc.	Berwyn	PA	●	●	●	●	●	●	●	●	●		100	100	
Tech Data Corp.	Clearwater	FL	●	●	●	●	●	●	●	●	●		100	100	107
TEGNA Inc.	McLean	VA	●	●	●	●	●	●	●	●	●		100	100	671
Tesla Inc.	Palo Alto	CA	●	●	●	●	●	●	●	●	●		100	100	383
Texas Instruments Inc.	Dallas	TX	●	●	●	●	●	●	●	●	●		100	100	206
Thermo Fisher Scientific Inc.	Waltham	MA	●	●	●	●	●	●	●	●	●		100	100	154
Thompson Coburn LLP	St. Louis	MO	●	●	●	●	●	●	●	●	●		100	100	145
Thompson Hine LLP	Cleveland	OH	●	●	●	●	●	●	●	●	●		100	100	142
Thomson Reuters	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
TIAA	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Tiffany & Co.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
T-Mobile USA Inc.	Bellevue	WA	●	●	●	●	●	●	●	●	●		100	100	
Toyota Motor North America Inc.	Plano	TX	●	●	●	●	●	●	●	●	●		100	100	
TPG Global LLC	Fort Worth	TX	●	●	●	●	●	●	●	●	●		100	100	
Transamerica Corp., The	Cedar Rapids	IA	●	●	●	●	●	●	●	●	●		100	100	
TransUnion	Chicago	IL	●	●	●	●	●	●	●	●	●		100	85	
Travelers Companies Inc., The	New York	NY	●	●	●	●	●	●	●	●	●		100	100	99
TripAdvisor Inc.	Needham	MA	●	●	●	●	●	●	●	●	●		100	90	
Troutman Sanders LLP	Atlanta	GA	●	●	●	●	●	●	●	●	●		100	100	66
Tufts Health Plan	Watertown	MA	●	●	●	●	●	●	●	●	●		100	100	
Turner Construction Co.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Twitter Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	802
U.S. Bancorp	Minneapolis	MN	●	●	●	●	●	●	●	●	●		100	100	
U.S. Cellular	Chicago	IL	●	●	●	●	●	●	●	●	●		100		
Uber Technologies Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	
UBS AG	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Under Armour Inc.	Baltimore	MD	●	●	●	●	●	●	●	●	●		100	100	528
Unilever	Englewood Cliffs	NJ	●	●	●	●	●	●	●	●	●		100	100	
United Airlines	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
United Parcel Service Inc.	Atlanta	GA	●	●	●	●	●	●	●	●	●		100	100	46
United Services Automobile Association	San Antonio	TX	●	●	●	●	●	●	●	●	●		100	100	102
United Technologies Corp.	Farmington	CT	●	●	●	●	●	●	●	●	●		100	100	50
UnitedHealth Group Inc.	Minnetonka	MN	●	●	●	●	●	●	●	●	●		100	95	6
University of Phoenix	Tempe	AZ	●	●	●	●	●	●	●	●	●		100	100	
Univision Communications Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	724

CEI Rating Criteria

1a Prohibits discrimination based on sexual orientation for all operations **(15 points)**

1b Prohibits discrimination based on gender identity for all operations **(15 points)**

2a Equivalency in same- and different-sex spousal medical and soft benefits **(10 points)**

2b Equivalency in same- and different-sex domestic partner medical and soft benefits **(10 points / half credit for parity across some, but not all benefits)**

2c Equal health coverage for transgender individuals without exclusion for medically necessary care **(10 points / half credit for inclusive coverage, but blanket exclusions for transition-related care remain in place)**

3a Three LGBTQ internal training and education best practices **(10 points)**

3b Employee group or diversity council **(10 points)**

3c Three distinct efforts of outreach or engagement to broader LGBTQ community, and if supplier diversity program is in place, must include LGBTQ suppliers **(15 points)**

3d Contractor/supplier non-discrimination standards and philanthropic giving guidelines **(5 points)**

Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have not responded to repeated invitations to the CEI survey. These ratings are based on publicly available information as well as information submitted to HRC from unofficial LGBTQ employee groups or individual employees.

Employer	Headquarters Location	State	Criterion										Rating		
			1a	1b	2a	2b	2c	3a	3b	3c	3d	4	2019 CEI Rating	2018 CEI Rating	Fortune 1000
Unum Group	Chattanooga	TN	●	●	●	●	●	●	●	●	●		100	100	258
UPMC Health Plan	Pittsburgh	PA	●	●	●	●	●	●	●	●	●		100		
Vanguard Group Inc.	Malvern	PA	●	●	●	●	●	●	●	●	●		100	100	
VF Corp.	Greensboro	NC	●	●	●	●	●	●	●	●	●		100	100	230
Viacom Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	224
Vinson & Elkins LLP	Houston	TX	●	●	●	●	●	●	●	●	●		100	100	51
Visa	Foster City	CA	●	●	●	●	●	●	●	●	●		100	100	
VMware Inc.	Palo Alto	CA	●	●	●	●	●	●	●	●	●		100	100	
Vorys, Sater, Seymour and Pease LLP	Columbus	OH	●	●	●	●	●	●	●	●	●		100	100	152
Vox Media Inc.	Washington	DC	●	●	●	●	●	●	●	●	●		100	95	
Voya Financial	New York	NY	●	●	●	●	●	●	●	●	●		100	100	266
W.W. Grainger Inc.	Lake Forest	IL	●	●	●	●	●	●	●	●	●		100	100	282
Walgreen Co.	Deerfield	IL	●	●	●	●	●	●	●	●	●		100	100	17
Walmart Inc.	Bentonville	AR	●	●	●	●	●	●	●	●	●		100	100	1
Walt Disney Co., The	Burbank	CA	●	●	●	●	●	●	●	●	●		100	100	52
Warby Parker	New York	NY	●	●	●	●	●	●	●	●	●		100	95	
Warner Media	New York	NY	●	●	●	●	●	●	●	●	●		100	100	95
WE Communications	Bellevue	WA	●	●	●	●	●	●	●	●	●		100		
WeddingWire Inc.	Chevy Chase	MD	●	●	●	●	●	●	●	●	●		100	100	
Weil, Gotshal & Manges LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	100	16
WellCare Health Plans Inc.	Tampa	FL	●	●	●	●	●	●	●	●	●		100		195
Wellmark Inc.	Des Moines	IA	●	●	●	●	●	●	●	●	●		100	100	
Wells Fargo & Co.	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	25
Western Digital Corp.	San Jose, CA	CA	●	●	●	●	●	●	●	●	●		100	20	217
Whirlpool Corp.	Benton Harbor	MI	●	●	●	●	●	●	●	●	●		100	100	137
White & Case LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	100	11
Wiley Rein LLP	Washington	DC	●	●	●	●	●	●	●	●	●		100	100	130
Williams Mullen	Richmond	VA	●	●	●	●	●	●	●	●	●		100	100	177
Willis Towers Watson	Arlington	VA	●	●	●	●	●	●	●	●	●		100	100	
Wilmer Cutler Pickering Hale & Dorr LLP	Washington	DC	●	●	●	●	●	●	●	●	●		100	100	24
Winston & Strawn LLP	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	33
Womble Bond Dickinson (US) LLP	Winston-Salem	NC	●	●	●	●	●	●	●	●	●		100	100	111
Workday Inc.	Pleasanton	CA	●	●	●	●	●	●	●	●	●		100	100	
Wyndham Destinations	Parsippany	NJ	●	●	●	●	●	●	●	●	●		100	100	461
Wyndham Hotels & Resorts Inc.	Parsippany	NJ	●	●	●	●	●	●	●	●	●		100	100	
Xcel Energy Inc.	Minneapolis	MN	●	●	●	●	●	●	●	●	●		100	100	256
Xerox Corp.	Norwalk	CT	●	●	●	●	●	●	●	●	●		100	100	162
Yelp Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	
ZS Associates Inc.	Evanston	IL	●	●	●	●	●	●	●	●	●		100		

Appendix B

Ratings and Criteria Breakdowns

Corporate Equality Index Rating Criteria

- 1a** Prohibits discrimination based on sexual orientation for all operations **(15 points)**
- 1b** Prohibits discrimination based on gender identity for all operations **(15 points)**
- 2a** Equivalency in same- and different-sex spousal medical and soft benefits **(10 points)**
(half credit for parity across some, but not all benefits)
- 2b** Equivalency in same- and different-sex domestic partner medical and soft benefits **(10 points)**
(half credit for parity across some, but not all benefits)
- 2c** Equal health coverage for transgender individuals without exclusion for medically necessary care **(10 points)**
(half credit for inclusive coverage, but blanket exclusions for transition-related care remain in place)
- 3a** Three LGBTQ internal training and education best practices **(10 points)**
- 3b** Employee group or diversity council **(10 points)**
- 3c** Three distinct efforts of outreach or engagement to broader LGBTQ community,
and if supplier diversity program is in place, must include LGBTQ suppliers **(15 points)**
- 3d** Contractor/supplier non-discrimination standards and philanthropic giving guidelines **(5 points)**

Ratings in Gray

Unofficial ratings of the Fortune 500 companies that have not responded to repeated invitations to the CEI survey. These ratings are based on publicly available information as well as information submitted to HRC from unofficial LGBTQ employee groups or individual employees.

CEI Rating Criteria

- 1a** Prohibits discrimination based on sexual orientation for all operations **(15 points)**
- 1b** Prohibits discrimination based on gender identity for all operations **(15 points)**
- 2a** Equivalency in same- and different-sex spousal medical and soft benefits **(10 points)**
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- 3a** Three LGBTQ internal training and education best practices **(10 points)**
- 3b** Employee group or diversity council **(10 points)**
- 3c** Three distinct efforts of outreach or engagement to broader LGBTQ community, and if supplier diversity program is in place, must include LGBTQ suppliers **(15 points)**
- 3d** Contractor/supplier non-discrimination standards and philanthropic giving guidelines **(5 points)**

Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have not responded to repeated invitations to the CEI survey. These ratings are based on publicly available information as well as information submitted to HRC from unofficial LGBTQ employee groups or individual employees.

Ratings and Criteria Breakdowns			Criterion											Rating					
			15 points		15 points		10 points		10 points		10 points		10 points		15 points		5 points		-25 points
Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4							
3M Co.	St. Paul	MN	●	●	●	●	●	●	●	●	●	●		100	100	94			
A.T. Kearney Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100				
A X Armani Exchange	New York	NY	●	●	●		●	●	●	●				55	80				
Abbott Laboratories	Abbott Park	IL	●	●	●	●	●	●	●	●	●			90	95	135			
AbbVie Inc.	North Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100	111			
Abercrombie & Fitch Co.	New Albany	OH	●	●	●	●	●	●	●	●	●	●		100	100	675			
ABM Industries Inc.	New York	NY	●											10		500			
Accenture	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100				
Activision Blizzard	Santa Monica	CA	●	●	●	●	●	●	●	●	●	●		100		406			
Adecco North America LLC	Jacksonville	FL	●	●	●	●		●	●					70					
Adidas North America Inc.	Portland	OR	●	●	●	●	●	●	●	●	●	●		100	100				
Adobe Systems Inc.	San Jose	CA	●	●	●	●	●	●	●	●	●	●		100	100	443			
ADP	Roseland	NJ	●	●	●	●	●	●	●	●	●	●		100	100	240			
ADT	Boca Raton	FL	●											10					
Advance Auto Parts (Advance Holding)	Roanoke	VA	●	●	●		●	●	●	●	●	●		90		292			
Advanced Micro Devices Inc.	Sunnyvale	CA	●	●	●	●	●	●	●	●	●	●		100	100	565			
AECOM	Los Angeles	CA	●	●	●	●	●	●	●	●	●	●		100	100	161			
Aéropostale Inc.	Lyndhurst	NJ	●	●	●	●	●	●		●	●	●		90	85				
AES Corp., The	Arlington	VA												0	40	194			
Aetna Inc.	Hartford	CT	●	●	●	●	●	●	●	●	●	●		100	100	43			
Aflac Inc.	Columbus	GA	●	●	●	●	●	●	●	●				80	85	126			
Agco	Duluth	GA	●											10		370			
Agilent Technologies Inc.	Santa Clara	CA	●	●	●	●	●	●	●	●		●		85	85	576			
AIG	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	55			
Air Products & Chemicals Inc.	Allentown	PA	●	●	●	●	●	●	●	●	●	●		100	100	294			
Airbnb Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●		100	100				
Airbus Americas Inc.	Herndon	VA	●	●	●	●	●	●	●	●	●	●		100					
Airgas Inc.	Radnor	PA	●	●										20	10	489			
AirTran Holdings Inc.	Orlando	FL			●									10					
AK Steel Holding Corp.	West Chester	OH	●	●										20		441			
Akamai Technologies Inc.	Cambridge	MA	●	●	●	●	●	●	●	●	●	●		100	100	851			

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Ratings and Criteria Breakdowns			Criterion												Rating					
			15 points		15 points		10 points		10 points		10 points		10 points		15 points		5 points		-25 points	2019 CEI Rating
Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4								
Akerman LLP	Miami	FL	●	●	●	●	●	●	●	●	●	●		100	100					
Akin, Gump, Strauss, Hauer & Feld LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●		100	100					
Alaska Airlines	Seattle	WA	●	●	●		●	●	●	●	●	●		90	100	438				
Albertsons Companies Inc.	Boise	ID												0		49				
Alcoa Corp.	Pittsburgh	PA	●	●	●	●	●	●	●	●	●	●		95	100	300				
AlixPartners LLP	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100					
Alleghany Corp.	New York	NY	●	●										20		428				
Alliance Data Systems Corp.	Plano	TX	●	●	●	●	●	●	●	●	●	●		85	100	378				
Alliance One International	Morrisville	NC												0		963				
AllianceBernstein LP	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100					
Alliant Energy Corp.	Madison	WI	●	●	●	●	●	●	●	●	●	●		100	100	677				
Allianz Life Insurance Co. of North America	Minneapolis	MN	●	●	●	●	●	●	●	●	●	●		100	100					
Allscripts-Misys Healthcare Solutions Inc.	Chicago	IL	●	●										20	40					
Allstate Insurance Co.	Northbrook	IL	●	●	●	●	●	●	●	●	●	●		95	100	84				
Ally Financial Inc.	Detroit	MI	●	●	●	●	●	●	●	●	●	●		100	100	286				
Alston & Bird LLP	Atlanta	GA	●	●	●	●	●	●	●	●	●	●		100	100					
Altice USA, Inc.	Long Island City	NY	●	●	●	●	●	●	●	●	●	●		100						
Altria Group Inc.	Richmond	VA	●	●	●	●	●	●	●	●	●	●		100	100	148				
A-Mark Precious Metals	Santa Monica	CA												0		395				
Amazon.com Inc.	Seattle	WA	●	●	●	●	●	●	●	●	●	●		100	100	12				
AMC Entertainment Inc.	Leawood	KS	●	●	●	●	●	●	●	●	●	●		100	100					
Ameren Corp.	St. Louis	MO	●	●	●	●	●	●	●	●	●	●		100	100	431				
American Airlines	Fort Worth	TX	●	●	●	●	●	●	●	●	●	●		100	100	67				
American Apparel LLC	Los Angeles	CA	●	●	●		●	●	●	●	●	●		80						
American Eagle Outfitters Inc.	Pittsburgh	PA	●	●	●		●	●	●	●	●	●		85	100	630				
American Electric Power Co. Inc.	Columbus	OH	●	●	●		●	●	●	●	●	●		85	100	167				
American Express Company	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	86				
American Express Global Business Travel	Jersey City	NJ	●	●	●	●	●	●	●	●	●	●		100	100					
American Family Mutual Insurance Company, S.I	Madison	WI	●	●	●	●	●	●	●	●	●	●		100	100	315				
American Financial Group	Cincinnati	OH	●	●										20		411				
American Tower Corp.	Boston	MA	●	●	●	●	●	●				●		55		449				

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Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4									
Ameriprise Financial Inc.	Minneapolis	MN	●	●	●		●	●	●	●	●	●		90	100	239					
AmerisourceBergen Corp.	Chesterbrook	PA	●	●	●	●	●	●	●	●	●	●		100	100	11					
Amgen Inc.	Thousand Oaks	CA	●	●	●	●	●	●	●	●	●	●		100	100	123					
AMN Healthcare Services, Inc.	San Diego	CA	●	●	●	●		●	●	●	●	●		90	95						
Amphenol Corp.	Wallingford	CT	☾	☾										20	10	424					
AmTrust Financial Services	New York	NY	☾	☾										20		475					
Anadarko Petroleum	The Woodlands	TX	●	●	●	●				☾	●			65		344					
Anheuser-Busch Companies Inc.	St. Louis	MO	●	●	●	●	●		●	●	●	●		100							
Anixter International Inc.	Glenview	IL	☾	☾										20		359					
Anschutz Entertainment Group, Inc.	Los Angeles	CA	●	●	●	●	●		●	●	●	●		100							
Anthem Inc.	Indianapolis	IN	●	●	●	●	●	●	●	●	●	●		100	100	29					
Aon Corp.	Chicago	IL	●	●	●	●	●		●	●	●	●		100	100						
Apache Corp.	Houston	TX	☾	☾										20		488					
Apple Inc.	Cupertino	CA	●	●	●	●	●		●	●	●	●		100	100	3					
Applied Materials Inc.	Santa Clara	CA	●	●	●	●	●	●	●	●	●	●		100	90	265					
AQR Capital Management LLC	Greenwich	CT	●	●	●	●	●		●	●	●	●		100							
Aramark Corp.	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●		100	100	192					
Archer Daniels Midland Co.	Chicago	IL	●	●	●	●				●				60	70	45					
Arconic	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	228					
Arent Fox LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●		100	100						
Armstrong Teasdale LLP	St. Louis	MO	●	●	●	●	●	●	●	●	●	●		100	100						
Arnold & Porter Kaye Scholer LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●		100	100						
Arrow Electronics	Centennial	CO	●	●	●	●	●	●	●	●	●	●		100	80	118					
Arup USA Inc	New York	NY	●	●	●		●	●	●	●	●	●		90	90						
Asbury Automotive Group	Duluth	GA	☾	☾										20	0	410					
Ascena Retail Group Inc.	Mahwah	NJ	●	●	●		●	●	●	●	●	●		90	100	384					
Ashland Inc.	Covington	KY	●	●	●									40		516					
Assurant	New York	NY	●	●	●	●	●	●	●	●	●	●		100	95	361					
Astellas Pharma US Inc.	Northbrook	IL	●	●	●	●	●	●	●	●	●	●		100	100						
AstraZeneca PLC	Wilmington	DE	●	●	●	●	●	●	●	●	●	●		95							
Asurion LLC	Nashville	TN	●	●	●	●	●	●	●	●	●	●		100							

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			1a	1b	2a	2b	2c	3a	3b	3c	3d	4				
AT&T Inc.	Dallas	TX	●	●	●	●	●	●	●	●	●			100	100	9
AthenaHealth Inc.	Watertown	MA	●	●	●	●	●	●	●	●	●			100	100	
Atlassian	San Francisco	CA	●	●	●	●	●	●	●	●				95		
Austin Radiological Assn.	Austin	TX	●	●		●								30	40	
Autodesk Inc.	San Rafael	CA	●	●	●	●	●	●	●	●	●			100	100	928
Autoliv Inc.	Auburn Hills	MI	●											10	10	283
AutoNation Inc.	Fort Lauderdale	FL	●											10		129
Auto-Owners Insurance Group	Lansing	MI												0		398
AutoZone Inc.	Memphis	TN	●	●	●									40	65	270
Avaya Inc.	Santa Clara	CA	●	●	●	●			●					60	70	621
Avery Dennison	Glendale	CA	●	●										20	20	430
Avis Budget Group Inc.	Parsippany	NJ	●	●	●	●	●	●	●	●	●			90	95	319
Avnet Inc.	Phoenix	AZ	●	●	●		●	●			●			65	80	108
Avon Products Inc.	New York	NY	●	●	●	●	●	●	●	●	●			90		444
AXA Equitable Life	New York	NY	●	●	●	●	●	●	●	●	●			100	100	
B J's Wholesale Club	Westborough	MA	●	●	●		●	●	●	●	●			85	100	
BAE Systems Inc.	Arlington	VA	●	●	●		●	●	●	●	●			85	100	
Bain & Co. Inc./ Bridgespan Group	Boston	MA	●	●	●	●	●	●	●	●	●			100	100	
Baker & Hostetler LLP	Cleveland	OH	●	●	●		●	●	●	●	●			85		
Baker & McKenzie LLP	Chicago	IL	●	●	●	●	●	●	●	●	●			100	100	
Baker Botts LLP	Houston	TX	●	●	●		●	●	●					65	95	
Baker Hughes Inc.	Houston	TX	●											10	10	285
Baker, Donelson, Bearman, Caldwell & Berkowitz PC	Memphis	TN	●	●	●		●	●	●	●	●			90		
Baldor Electric Co.	Fort Smith	AR	●	●							●			25	35	
Ball Corp.	Broomfield	CO	●	●	●	●	●	●	●	●	●			95	100	306
Ballard Spahr LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●			100	100	
Bank of America Corp.	Charlotte	NC	●	●	●	●	●	●	●	●	●	●		75	75	26
Bank of New York Mellon Corp., The	New York	NY	●	●	●	●	●	●	●	●	●			100	100	177
Bank of the West	San Francisco	CA	●	●	●	●	●	●	●	●	●			100	90	
Barclays	New York	NY	●	●	●	●	●	●	●	●	●			100	100	
Barilla America Inc.	Northbrook	IL	●	●	●	●	●	●	●	●	●			100	100	

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			1a	1b	2a	2b	2c	3a	3b	3c	3d	4				
Barnes & Noble Inc.	New York	NY	●	●	●	●	●	●	●	●	●			100	100	555
Barnes & Thornburg LLP	Indianapolis	IN	●	●	●		●	●	●	●	●			80	85	
BASF Corp.	Florham Park	NJ	●	●	●	●	●	●	●	●	●			100	100	
Bass, Berry & Sims PLC	Nashville	TN	●	●	●	●	●	●	●	●	●			100	100	
Battelle Energy Alliance (Idaho National Laboratory)	Idaho Falls	ID	●	●	●	●	●	●	●	●	●			90		
Baxter International Inc.	Deerfield	IL	●	●	●	●	●	●	●	●	●			100	100	281
Bayer U.S. LLC	Whippany	NJ	●	●	●	●	●	●	●	●	●			100	100	
BB&T Corp.	Winston-Salem	NC	●	●	●		●	●	●	●	●			90	100	245
Becton, Dickinson and Co.	Franklin Lakes	NJ	●	●	●	●	●	●	●	●	●			100	100	225
Bed Bath & Beyond Inc.	Union	NJ	●	●										20		233
Ben & Jerry's Homemade Inc.	South Burlington	VT	●	●	●	●	●	●	●	●	●			95	100	
Berkshire Hathaway	Omaha	NE	●	●										20	20	2
Berry Plastics Group Inc.	Evansville	IN	●	●										20		413
Best Buy Co. Inc.	Richfield	MN	●	●	●	●	●	●	●	●	●			100	100	72
Big Lots	Columbus	OH	●	●										20		495
Biogen	Cambridge	MA	●	●	●	●	●	●	●	●	●			100	100	248
Black & Veatch Holding Inc.	Overland Park	KS	●	●	●	●	●	●	●	●	●			100	85	
Black Knight Inc.	Jacksonville	FL	●	●	●	●	●	●			●			70		
BlackRock	New York	NY	●	●	●	●	●	●	●	●	●			100	100	255
Blackstone Group LP, The	New York	NY	●	●	●	●	●	●	●	●	●			100	85	503
Blank Rome LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●			100	100	
Bloomberg LP	New York	NY	●	●	●	●	●	●	●	●	●			100	100	
Bloomin' Brands Inc.	Tampa	FL	●	●	●			●						50		568
Blue Cross & Blue Shield of Rhode Island	Providence	RI	●	●	●	●	●	●	●	●	●			100	100	
Blue Cross Blue Shield of Florida Inc.	Jacksonville	FL	●	●	●		●	●	●	●	●			85	100	
Blue Cross Blue Shield of Massachusetts	Boston	MA	●	●	●	●	●	●	●	●	●			100	100	
Blue Cross Blue Shield of Michigan	Detroit	MI	●	●	●		●	●	●	●				85	95	
Blue Cross Blue Shield of Minnesota	Eagan	MN	●	●	●		●	●	●	●	●			90	100	
Blue Cross Blue Shield of North Carolina	Durham	NC	●	●	●		●	●	●	●	●	●		55	75	
Blue Shield of California	San Francisco	CA	●	●	●	●	●	●	●	●	●			100	100	
BlueCross BlueShield of Tennessee	Chattanooga	TN	●	●	●	●	●	●	●	●	●			100	80	

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			1a	1b	2a	2b	2c	3a	3b	3c	3d	4				
BMC HealthNet Plan	Boston	MA	●	●	●				●					50	70	
BMC Software Inc.	Houston	TX	●	●	●						●			45	70	
BMO Bankcorp Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●			100	100	
BNP Paribas	New York	NY	●	●	●	●	●	●	●	●	●			100	100	
Bob Evans Farms Inc.	New Albany	OH	●	●	●			●	●	●	●			75		
Boehringer Ingelheim USA Corp.	Ridgefield	CT	●	●	●	●	●	●	●	●	●			100	100	
Boeing Co.	Chicago	IL	●	●	●		●	●	●	●	●			90	100	24
Boies Schiller Flexner LLP	New York	NY	●	●	●	●	●	●	●	●	●			100	100	
Bon-Ton Stores Inc.	York	PA	●	●	●			●	●					60	85	779
Books-A-Million Inc.	Birmingham	AL	●	●	●	●		●	●	●				80	80	
Booz Allen Hamilton Inc.	McLean	VA	●	●	●	●	●	●	●	●	●			100	100	481
Borders Group Inc.	Ann Arbor	MI	●	●					●					30		
BorgWarner Inc.	Auburn Hills	MI	●	●	●									40	30	305
Boston Consulting Group	Boston	MA	●	●	●	●	●	●	●	●	●			100	100	
Boston Scientific Corp.	Marlborough	MA	●	●	●	●	●	●	●	●	●			100	100	327
Box Inc.	Redwood City	CA	●	●	●	●	●	●	●	●	●			100	80	
BP America Inc.	Houston	TX	●	●	●	●	●	●	●	●	●			100	100	
Bracewell LLP	Houston	TX	●	●	●	●		●	●	●				85		
Bridgestone Americas Holding Inc.	Nashville	TN	●	●	●		●	●	●	●	●			90	65	
Bright Horizons	Watertown	MA	●	●	●		●	●	●	●	●			90	100	
Brinker International Inc.	Dallas	TX	●	●	●	●	●		●					65		684
Bristol-Myers Squibb Co.	New York	NY	●	●	●	●	●	●	●	●	●			100	100	147
Broadridge Financial Solutions Inc.	Lake Success	NY	●	●	●	●	●	●	●	●	●			100	100	749
Brooks Brothers Group Inc.	New York	NY	●	●	●	●		●	●	●	●			85	85	
Brooks Sports Inc.	Seattle	WA	●	●	●	●	●	●	●	●				95	85	
Brown Brothers Harriman & Co.	New York	NY	●	●	●	●	●	●	●	●	●			100	90	
Brown Rudnick LLP	Boston	MA	●	●	●	●	●	●	●	●	●			100	100	
Brown-Forman Corp.	Louisville	KY	●	●	●	●	●	●	●	●	●			100	100	713
Bryan Cave Leighton Paisner LLP	St. Louis	MO	●	●	●	●	●	●	●	●	●			100	100	
Buchanan Ingersoll & Rooney PC	Pittsburgh	PA	●	●	●	●	●	●	●	●	●			100	95	
Buckley LLP	Washington	DC	●	●	●	●	●	●	●	●	●			100	100	

CEI Rating Criteria

- 1a** Prohibits discrimination based on sexual orientation for all operations (15 points)
- 1b** Prohibits discrimination based on gender identity for all operations (15 points)
- 2a** Equivalency in same- and different-sex spousal medical and soft benefits (10 points)
- 2b** Equivalency in same- and different-sex domestic partner medical and soft benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Equal health coverage for transgender individuals without exclusion for medically necessary care (10 points / half credit for inclusive coverage, but blanket exclusions for transition-related care remain in place)
- 3a** Three LGBTQ internal training and education best practices (10 points)
- 3b** Employee group or diversity council (10 points)
- 3c** Three distinct efforts of outreach or engagement to broader LGBTQ community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)
- 3d** Contractor/supplier non-discrimination standards and philanthropic giving guidelines (5 points)

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Ratings and Criteria Breakdowns			Criterion											Rating			
			15 points		10 points		10 points		10 points		10 points		15 points		5 points		-25 points
Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4					
Builders FirstSource Inc.	Dallas	TX												0			421
Burger King Corp.	Miami	FL	●	●	●	●	●	●	●	●	●	●		100	95		
Burlington Northern Santa Fe Corp.	Fort Worth	TX	●	●										20	30		
Burlington Store Inc.	Burlington	NJ	●	●	●	●	●	●	●	●				80			463
Burr & Forman LLP	Birmingham	AL	●	●	●		●	●	●	●	●			90			
Buzzfeed	New York	NY	●	●	●	●	●	●	●	●	●	●		100			
C&S Wholesale Grocers Inc.	Keene	NH	●	●	●	●		●		●	●			80	30		
C. H. Robinson Worldwide	Eden Prairie	MN	●	●										20			212
Cadwalader, Wickersham & Taft LLP	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100		
Caesars Entertainment Corp.	Las Vegas	NV	●	●	●	●	●	●	●	●	●	●		100	100		541
CalAtlantic Group	Arlington	VA												0			415
Caleres	St. Louis	MO	●	●	●	●	●	●	●	●	●	●		100	100		790
Calpine Corp.	Houston	TX	●			●								20			400
Cambia Health Solutions Inc.	Portland	OR	●	●	●	●	●	●	●	●	●	●		100	100		
Campbell Soup Co.	Camden	NJ	●	●	●	●	●	●	●	●	●	●		100	100		339
Capgemini America, INC	Houston	TX	●	●	●	●	●	●	●	●	●	●		100	90		
Capital Area Services Company, LLC (CASCI)	Charleston	WV	●	●	●		●	●	●	●	●			90			
Capital Group Companies Inc., The	Los Angeles	CA	●	●	●	●	●	●	●	●	●	●		100	100		
Capital Markets Company NV, The	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100		
Capital One Financial Corp.	McLean	VA	●	●	●	●	●	●	●	●	●	●		100	100		100
Cardinal Health Inc.	Dublin	OH	●	●	●	●	●	●	●	●	●	●		100	100		15
CareFirst Inc.	Baltimore	MD	●	●	●		●	●	●	●	●	●		90	100		
Cargill Inc.	Wayzata	MN	●	●	●	●	●	●	●	●	●	●		100	100		
Cargo Transporters Inc.	Claremont	NC	●	●	●	●	●	●	●	●	●	●		100	75		
Caribou Coffee Company Inc.	Minneapolis	MN	●	●	●					●	●	●		55			
Carlson Inc.	Minnetonka	MN	●	●	●	●	●	●	●	●	●	●		100			
Carlton Fields P.A.	Tampa	FL	●	●	●	●	●	●	●	●	●	●		100	100		
Carlyle Group LP, The	Washington	DC	●	●	●	●	●	●	●	●	●	●		100	100		869
CarMax Inc.	Richmond	VA	●	●	●	●	●	●	●	●	●	●		100	100		174
Carnival Corp.	Miami	FL	●	●	●	●	●	●	●	●	●	●		100			
Casey's General Stores Inc.	Ankeny	IA												0			423

CEI Rating Criteria

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2a Equivalency in same- and different-sex spousal medical and soft benefits **(10 points)**

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2c Equal health coverage for transgender individuals without exclusion for medically necessary care **(10 points / half credit for inclusive coverage, but blanket exclusions for transition-related care remain in place)**

3a Three LGBTQ internal training and education best practices **(10 points)**

3b Employee group or diversity council **(10 points)**

3c Three distinct efforts of outreach or engagement to broader LGBTQ community, and if supplier diversity program is in place, must include LGBTQ suppliers **(15 points)**

3d Contractor/supplier non-discrimination standards and philanthropic giving guidelines **(5 points)**

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			1a	1b	2a	2b	2c	3a	3b	3c	3d	4				
Caterpillar Inc.	Peoria	IL	●	●	●		●	●	●	●	●			85		74
CBRE Inc.	Los Angeles	CA	●	●	●	●	●	●	●	●	●			100	100	214
CBS Corp.	New York	NY	●	●	●	●	●	●	●	●	●			100	100	193
CDW Corp.	Lincolnshire	IL	●	●	●	●	●	●	●	●	●			100	100	199
Celanese Corp.	Irving	TX	●	●	●	●	●	●	●	●	●			100	90	484
Celgene Corp.	Summit	NJ	●	●	●	●	●	●	●	●	●			100	75	254
Centene Corp.	St. Louis	MO	●	●	●	●	●	●	●	●	●			95	100	66
CenterPoint Energy Inc.	Houston	TX	●	●										20	10	362
CenturyLink Inc.	Monroe	LA	●	●	●	●	●	●	●	●	●			100	95	160
Cerner Corp.	North Kansas City	MO	●	●	●	●	●	●	●	●	●			100	100	530
Change Healthcare	Alpharetta	GA	●	●	●		●	●	●	●	●			85		
Chapman and Cutler LLP	Chicago	IL	●	●	●	●	●	●	●	●	●			100	100	
Charles Schwab & Co. Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●			100	100	357
Charter Communications	Stamford	CT	●	●	●		●	●	●	●	●			90		96
Chesapeake Energy Corp.	Oklahoma City	OK	●	●	●		●	●	●					65	80	343
Chevron Corp.	San Ramon	CA	●	●	●	●	●	●	●	●	●			100	100	19
CHG Healthcare Inc.	Midvale	UT	●	●	●	●	●		●	●				85	85	
Chipotle Mexican Grill Inc.	Denver	CO	●	●	●	●					●	●		70	60	599
Choate, Hall & Stewart LLP	Boston	MA	●	●	●	●	●	●	●	●	●			100	100	
Chobani	Norwich	NY	●	●	●	●	●	●	●	●	●			100		
Choice Hotels International Inc.	Rockville	MD	●	●	●	●	●	●	●	●	●			100	100	
CHS Inc.	Inver Grove Heights	MN	●	●										20		93
Chubb Ltd.	Philadelphia	PA	●	●	●	●	●	●	●	●	●			100	100	
CIGNA Corp.	Bloomfield	CT	●	●	●	●	●	●	●	●	●			100	100	70
Cincinnati Financial Corp.	Fairfield	OH												0		476
Cisco Systems Inc.	San Jose	CA	●	●	●	●	●	●	●	●	●			100	100	60
CIT Group Inc.	New York	NY	●	●	●	●	●	●	●	●	●			95	20	550
Citigroup Inc.	New York	NY	●	●	●	●	●	●	●	●	●			100	100	30
Citizens Financial Group	Providence	RI	●	●	●	●		●	●	●	●			90		451
Citrix Systems Inc.	Fort Lauderdale	FL	●	●	●	●	●	●	●	●	●			100	100	661
Cleary Gottlieb Steen & Hamilton LLP	New York	NY	●	●	●	●	●	●	●	●	●			100	100	

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Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4					
Clifford Chance US LLP	New York	NY	●	●	●		●	●	●	●	●			90	100		
Clorox Co., The	Oakland	CA	●	●	●	●	●	●	●	●	●			100	100	453	
Cloudera Inc.	Palo Alto	CA	●	●	●		●	●	●		●			70	100		
CME Group Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●			100	95	633	
CNA Financial Corporation	Chicago	IL	●	●	●	●	●	●	●	●	●			100	100		
Coca-Cola Co., The	Atlanta	GA	●	●	●	●	●	●	●	●	●			100	100	64	
Cognizant Technology Solutions Corp.	Teaneck	NJ	●	●										20		205	
Colgate-Palmolive Co.	New York	NY	●	●	●	●	●	●	●	●	●			100	100	182	
Columbia Pipeline Group	Houston	TX	●	●	●				●					50			
Comcast NBCUniversal	Philadelphia	PA	●	●	●		●	●	●	●	●			90	100	31	
Comerica Inc.	Dallas	TX	●	●	●	●	●	●	●	●	●			100	100	736	
Community Health Systems, Inc.	Franklin	TN	●	●										20		130	
Compass Bancshares Inc. (BBVA Compass)	Birmingham	AL	●	●	●	●	●	●	●	●	●			100	100		
Compass Group USA Inc.	Charlotte	NC	●	●	●			●	●	●	●			80	80		
Computer Sciences Corp. (CSC)	Falls Church	VA	●	●				●	●	●	●			55	75	379	
Conagra Brands Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●			100	100	197	
ConocoPhillips	Houston	TX	●	●	●	●		●	●	●	●			90	100	115	
Consolidated Edison Co.	New York	NY	●	●	●		●	●						65	95	234	
Constellation Brands Inc.	Victor	NY	●	●	●	●	●	●	●	●	●			100	100	408	
Constellation Energy Group Inc.	Baltimore	MD	●	●	●			●	●					60			
CONSUMER REPORTS INC.	Yonkers	NY	●	●	●	●	●	●	●					75			
Consumers Energy	Jackson	MI	●	●	●		●	●	●	●	●			90	100	419	
Convio Inc.	Austin	TX	●	●		●			●	●	●			45			
Cooley LLP	Palo Alto	CA	●	●	●	●	●	●	●	●	●			95	100		
Cooper Tire & Rubber Co.	Findlay	OH	●	●	●			●	●	●	●			75		743	
Corbis Corp.	Seattle	WA	●	●		●				●				35			
CoreLogic	Santa Ana	CA	●	●	●			●	●					50		952	
Core-Mark Holding Company Inc.	South San Francisco	CA	●					●		●				25	10	247	
Corning	Corning	NY	●	●	●		●	●	●	●	●			90	100	298	
Cosmopolitan of Las Vegas, The	Las Vegas	NV	●	●	●	●	●	●	●	●	●			100	100		
Costco Wholesale Corp.	Issaquah	WA	●	●	●			●	●					60		16	

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			15 points	15 points	10 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000
			1a	1b	2a	2b	2c	3a	3b	3c	3d	4				
Covington & Burling LLP	Washington	DC	●	●	●	●	●	●	●	●	●			100	100	
Cox Enterprises Inc.	Atlanta	GA	●	●	●	●	●	●	●	●	●			100	90	
Cozen O'Connor	Philadelphia	PA	●	●	●			●	●	●				75		
Cracker Barrel Old Country Store Inc.	Lebanon	TN	●	●	●			●	●	●	●			80	60	747
Crate and Barrel / CB2	Northbrook	IL	●	●	●		●	●		●	●			80	95	
Cravath, Swaine & Moore LLP	New York	NY	●	●	●		●	●	●	●	●			90	100	
Credit Suisse USA Inc.	New York	NY	●	●	●	●	●	●	●	●	●			100	100	
Crowell & Moring LLP	Washington	DC	●	●	●	●	●	●	●	●	●			100	100	
Crown Holdings	Philadelphia	PA	●											10		333
CSAA Insurance Group	Walnut Creek	CA	●	●	●	●	●	●	●	●	●			100	100	
CST Brands	San Antonio	TX	●											10		306
CSX Corp.	Jacksonville	FL	●	●	●		●	●	●		●			70		257
Cummins Inc.	Columbus	IN	●	●	●	●	●	●	●	●	●			100	100	159
CUNA Mutual Group	Madison	WI	●	●	●	●	●	●	●	●	●			100	100	683
Cushman & Wakefield Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●			100		
CVS Health Corp.	Woonsocket	RI	●	●	●		●	●	●	●	●			90	100	7
Daimler Trucks North America LLC	Portland	OR	●	●	●		●	●	●	●	●			90	90	
Dana Inc.	Maumee	OH	●	●	●			●	●	●	●			75		447
Danaher Corp.	Washington	DC	●	●	●	●	●	●	●	●	●			100	100	144
Daniel J. Edelman Inc.	New York	NY	●	●	●		●	●	●	●	●			90	100	
Danone North America	White Plains	NY	●	●	●	●	●	●	●	●	●			100		
Darden Restaurants Inc.	Orlando	FL	●	●	●		●	●	●	●	●			90		385
Davis Polk & Wardwell LLP	New York	NY	●	●	●	●	●	●	●	●	●			95	95	
Davis Wright Tremaine LLP	Seattle	WA	●	●	●	●	●	●	●	●	●			100	100	
DaVita Inc.	Denver	CO	●	●	●	●	●		●					65	85	181
Day Pitney LLP	Parsippany	NJ	●	●	●	●	●	●	●	●	●			100	100	
Dean Foods Co.	Dallas	TX	●	●										20		351
Debevoise & Plimpton LLP	New York	NY	●	●	●		●	●	●	●	●			85	100	
Dechert LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●			100	100	
Deere & Co.	Moline	IL	●	●	●		●	●	●	●	●			90	90	105
Delek US Holdings	Brentwood	TN	●	●										20	20	480

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			15 points		10 points		10 points		10 points		15 points		5 points		-25 points	2019 CEI Rating
Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4				
Dell Technologies Inc.	Round Rock	TX	●	●	●	●	●	●	●	●	●			100	100	41
Deloitte LLP	New York	NY	●	●	●	●	●	●	●	●	●			100	100	
Delta Air Lines Inc.	Atlanta	GA	●	●	●		●	●	●	●	●			85	100	71
Denny's Corp.	Spartanburg	SC	●	●	●	●		●	●	●	●			90	75	
Dentons US LLP	Washington	DC	●	●	●	●	●	●	●	●	●			100	100	
Depository Trust & Clearing Corp., The	New York	NY	●	●	●	●	●	●	●	●	●			100	95	
Deutsche Bank	New York	NY	●	●	●	●	●	●	●	●	●			100	100	
Devon Energy Corp.	Oklahoma City	OK	●	●	●				●					50		231
Diageo North America	Norwalk	CT	●	●	●	●	●	●	●	●	●			100	100	
Dickinson Wright PLLC	Detroit	MI	●	●	●	●	●	●	●	●	●			100	100	
Dick's Sporting Goods Inc.	Coraopolis	PA	●	●										20		340
Digitas	Boston	MA	●	●	●	●	●	●	●	●	●			100	100	
Dillard's Inc.	Little Rock	AR												0	0	417
Discover Financial Services	Riverwoods	IL	●	●	●	●	●	●	●	●	●			100	100	277
Discovery Communications Inc.	Silver Spring	MD	●	●										20		412
DISH Network Corp.	Englewood	CO	●											10		186
DLA Piper	Baltimore	MD	●	●	●	●	●	●	●	●	●			100	100	
Dole Food Co. Inc.	Westlake Village	CA												0		
Dollar General Corp.	Goodlettsville	TN	●	●	●		●	●	●	●	●			90	100	128
Dollar Tree Stores Inc.	Chesapeake	VA	●	●										20		136
Dominion Energy	Richmond	VA	●	●	●	●	●	●	●	●	●			100	75	238
Domino's Pizza Inc.	Ann Arbor	MI	●	●	●			●						50	80	815
Dorsey & Whitney LLP	Minneapolis	MN	●	●	●	●	●	●	●	●	●			100	100	
Dover Corp.	Downers Grove	IL	●											10	0	392
Dow Chemical Co., The	Midland	MI	●	●	●	●	●	●	●	●	●			100	100	62
DR Horton Inc.	Fort Worth	TX	●	●										20	10	232
Drinker Biddle & Reath LLP	Philadelphia	PA	●	●	●	●	●	●	●	●				95	95	
Dropbox Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●			100	100	
DSW	Columbus	OH	●	●	●	●		●	●	●	●			90	90	772
DTE Energy Co.	Detroit	MI	●	●	●		●	●	●	●	●			85	85	272
Duane Morris LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●			100	100	

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Duke Energy Corp.	Charlotte	NC	●	●	●	●	●	●	●	●	●			100	100	121
Dun & Bradstreet Corp., The	Short Hills	NJ	●	●	●	●	●	●	●	●	●			100	100	
Dunkin' Brands Group Inc.	Canton	MA	●	●	●	●	●	●	●	●	●			100	90	
DXC Technology	McLean	VA	●	●	●	●			●					60		
Dykema Gossett PLLC	Detroit	MI	●	●	●	●	●	●	●	●	●			100	100	
E&J Gallo Winery	Modesto	CA	●	●	●	●	●	●	●	●	●			100	100	
E*TRADE Financial Corp.	New York	NY	●	●	●	●	●	●	●	●	●			100		930
E. I. du Pont de Nemours and Co. (DuPont)	Wilmington	DE	●	●	●	●	●	●	●	●	●			100	100	113
EAB	Washington	DC	●	●	●	●	●	●	●	●	●			100	100	
EarthLink Inc.	Atlanta	GA	●	●		●				●				35		
Eastern Bank Corp.	Boston	MA	●	●	●	●	●	●	●	●	●			100	100	
Eastman Chemical Co.	Kingsport	TN	●	●	●		●	●	●	●	●			90	100	309
Eastman Kodak Co.	Rochester	NY	●	●	●	●	●	●	●	●	●			100	100	
Eaton Corp.	Cleveland	OH	●	●	●	●	●	●	●	●	●			100	100	
eBay Inc.	San Jose	CA	●	●	●	●	●	●	●	●	●			100	100	310
Ecolab Inc.	St. Paul	MN	●	●	●	●	●	●	●	●	●			100	100	211
Edison International	Rosemead	CA	●	●	●	●	●	●	●	●	●			100	100	235
Edward Jones	St. Louis	MO	●	●	●	●	●	●	●	●	●			100	100	403
Electronic Arts Inc.	Redwood City	CA	●	●	●	●	●	●	●	●	●			100	100	556
Eli Lilly & Co.	Indianapolis	IN	●	●	●	●	●	●	●	●	●			100	100	132
EMCOR Group Inc.	Norwalk	CT	●											10	20	360
Emerson Electric Co.	St. Louis	MO	●	●	●	●	●	●	●	●	●			100	100	139
Emmis Communications Corporation	Indianapolis	IN			●			●	●					30	40	
Enbridge	Houston	TX	●	●	●		●	●	●					70	85	519
Energy Transfer Equity L.P.	Dallas	TX	●	●										20		79
Entergy Corp.	New Orleans	LA	●	●	●		●	●	●	●				85	100	263
Enterprise Holdings Inc.	St. Louis	MO	●	●	●	●	●	●	●	●				95	95	
Enterprise Products Partners LP	Houston	TX												0		122
EOG Resources	Houston	TX	●	●										20	20	356
Epstein Becker & Green PC	New York	NY	●	●	●			●	●	●	●			70	90	
Erie Insurance Group	Erie	PA	●	●	●		●	●	●	●	●			80	100	382

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			1a	1b	2a	2b	2c	3a	3b	3c	3d	4				
Ernst & Young LLP	New York	NY	●	●	●	●	●	●	●	●	●			100	100	
Essendant Inc.	Deerfield	IL	●											10		487
Estée Lauder Companies Inc., The	New York	NY	●	●	●	●	●	●	●	●	●			100	100	253
Esurance Inc.	San Francisco	CA	●	●	●			●	●	●	●			75	90	
Ethan Allen Interiors Inc.	Danbury	CT	●	●	●	●	●	●			●			75		
Eventbrite Inc.	San Francisco	CA	●	●	●		●		●					55		
Eversheds Sutherland (US) LLP	Atlanta	GA	●	●	●	●	●	●	●	●	●			100	100	
Eversource Energy	Springfield	MA	●	●	●		●		●	●				75		358
Excellus Health Plan Inc.	Rochester	NY	●	●	●		●	●	●	●	●			90	100	
Exelon Corp.	Chicago	IL	●	●	●	●	●	●	●	●	●			100	100	89
Expedia Group	Bellevue	WA	●	●	●	●	●	●	●	●	●			100	100	317
Expeditors International of Washington Inc.	Seattle	WA	●											10		429
Experian Americas	Costa Mesa	CA	●	●	●	●	●	●	●	●	●			100		
Express Scripts Holding Company	St. Louis	MO	●	●	●	●	●	●	●	●	●			100	100	22
Exxon Mobil Corp.	Irving	TX	●	●	●		●	●	●	●				85	95	4
Facebook Inc.	Menlo Park	CA	●	●	●	●	●	●	●	●	●			100	100	98
FactSet Research Systems Inc.	Norwalk	CT	●	●	●	●	●	●	●	●	●			100	100	
Faegre Baker Daniels	Chicago	IL	●	●	●	●	●	●	●	●	●			100	100	
Farmers Insurance Group	Woodland Hills	CA	●	●	●	●	●	●	●	●	●			100	90	222
FCA US LLC	Auburn Hills	MI	●	●	●		●	●	●	●	●			90	100	
Federal Home Loan Mortgage Corp. (Freddie Mac)	McLean	VA	●	●	●	●	●	●	●	●	●			100	100	39
Federal National Mortgage Association (Fannie Mae)	Washington	DC	●	●	●	●	●	●	●	●	●			100	100	20
Federal Reserve Bank of Atlanta	Atlanta	GA	●	●	●	●	●	●	●	●	●			100	100	
Federal Reserve Bank of Boston	Boston	MA	●	●	●	●	●	●	●	●	●			100	100	
Federal Reserve Bank of Chicago	Chicago	IL	●	●	●	●	●	●	●	●	●			100	100	
Federal Reserve Bank of Cleveland	Cleveland	OH	●	●	●	●	●	●	●	●	●			100	100	
Federal Reserve Bank of Minneapolis	Minneapolis	MN	●	●	●	●	●	●	●	●	●			100		
Federal Reserve Bank of New York	New York	NY	●	●	●	●	●	●	●	●	●			100	90	
Federal Reserve Bank of Philadelphia	Philadelphia	PA	●	●	●	●	●	●	●	●	●			100	90	
Federal Reserve Bank of Richmond	Richmond	VA	●	●	●	●	●	●	●	●	●			100	100	
Federal Reserve Bank of San Francisco	San Francisco	CA	●	●	●	●	●	●	●	●	●			100	100	

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			1a	1b	2a	2b	2c	3a	3b	3c	3d	4				
Federal Reserve Bank of St Louis	Saint Louis	MO	●	●	●	●	●	●	●	●	●			100	100	
FedEx Corp.	Memphis	TN	●	●	●	●	●	●	●	●	●			90	90	58
Fenwick & West LLP	Mountain View	CA	●	●	●	●	●	●	●	●	●			100	100	
Fidelity Investments	Boston	MA	●	●	●		●	●	●	●	●			90	95	
Fidelity National Financial Corp.	Jacksonville	FL	●	●										20		293
Fidelity National Information Services Inc.	Jacksonville	FL	●	●	●	●	●	●	●	●	●			100	100	301
Fifth Third Bancorp	Cincinnati	OH	●	●	●	●	●	●	●	●	●			100	100	389
Financial Industry Regulatory Authority Inc.	Washington	DC	●	●	●	●	●	●	●	●	●			100	100	
Finnegan, Henderson, Farabow, Garrett & Dunner LLP	Washington	DC	●	●	●	●	●	●	●	●	●			100	100	
First American Financial Corp.	Santa Ana	CA	●	●	●	●	●	●	●	●	●			100	100	464
First Data Corp.	Atlanta	GA	●	●	●	●	●	●	●	●	●			100	100	242
First Horizon National Corp.	Memphis	TN	●	●	●		●	●	●	●	●			75		
FirstEnergy Corp.	Akron	OH	●	●										20	10	196
Fiserv Inc.	Brookfield	WI	●	●										20	20	471
Fish & Richardson PC	Boston	MA	●	●	●	●	●	●	●	●	●			100	95	
Fleishman-Hillard Inc.	St. Louis	MO	●	●	●	●	●	●	●	●	●			100	100	
Fluor Corp.	Irving	TX	●	●	●			●	●					60	80	149
Foley & Lardner LLP	Milwaukee	WI	●	●	●	●	●	●	●	●	●			100	100	
Foley Hoag LLP	Boston	MA	●	●	●	●	●	●	●	●	●			100	100	
Food Lion	Salisbury	NC	●	●	●	●	●	●	●	●	●			100		
Foot Locker Inc.	New York	NY	●											10		348
Ford Motor Co.	Dearborn	MI	●	●	●		●	●	●	●	●			90	100	10
Fortive Corp.	Everett	WA	●	●	●	●	●	●	●	●	●			100	100	
Fossil Inc.	Richardson	TX	●	●	●	●	●			●	●			80	75	723
Fox Corporation	New York	NY	●	●	●	●	●	●	●	●	●			100	0	101
Fox Rothschild LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●			100	85	
Franklin Templeton Investments	San Mateo	CA	●	●	●	●	●	●	●	●	●			100	100	405
Fredrikson & Byron	Minneapolis	MN	●	●	●	●	●	●	●	●	●			100	100	
Freeport-McMoRan Copper & Gold Inc.	Phoenix	AZ	●	●										20		175
Freescale Semiconductor Inc.	Austin	TX	●	●	●				●					50		
Fried, Frank, Harris, Shriver & Jacobson LLP	New York	NY	●	●	●	●	●	●	●	●	●			100	100	

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Frontier Communications	Stamford	CT	☹											10		313
Frost Brown Todd LLC	Cincinnati	OH	●	●	●	●	●	●	●	●	●			100	100	
Galloway, Johnson, Tompkins, Burr & Smith PLC	New Orleans	LA	●	●	●	●	●	●	●	●	●			100	90	
GameStop Corp.	Grapevine	TX	●	●	●	●	●	●	●	●	●			100	100	321
Gannett Co. Inc.	McLean	VA	●	●	●	●	●	●	●	●	●			100	100	
Gap Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●			100	100	178
Gartner Inc.	Stamford	CT	●	●	●	●	●	●	●	●	●			100	100	821
Gastronomy Inc.	Salt Lake City	UT	☺	☺							☺			25		
GE Appliances	Louisville	KY	●	●	●	●	●	●	●	●	●			100	100	
Genentech Inc.	South San Francisco	CA	●	●	●	●	●	●	●	●	●			100	100	
General Dynamics Corp.	Falls Church	VA	●	●	●			●	●	☺	●			75		90
General Electric Co.	Boston	MA	●	●	●		●	●	●	●	●			90	100	13
General Mills Inc.	Minneapolis	MN	●	●	●	●	●	●	●	●	●			100	100	165
General Motors Co.	Detroit	MI	●	●	●		●	●	●	●	●			90	100	8
Genesco Inc.	Nashville	TN	●	●	●		●	●	●	●	●			90	85	751
Genesis HealthCare Corp.	Kennett Square	PA	☹	☹										20	10	454
Genuine Parts Co.	Atlanta	GA												0		180
Genworth Financial Inc.	Richmond	VA	●	●	●	●	●	●	●	●	●			100	100	329
Giant Eagle Inc.	Pittsburgh	PA	●	●	●			●	●					60	85	
GIANT Food Stores, LLC	Carlisle	PA	●	●	●	●	●	●	●	●	●			100		
Giant of Maryland, LLC	Landover	MD	●	●	●	●	●	●	●	●	●			100		
Gibson, Dunn & Crutcher LLP	Los Angeles	CA	●	●	●		☺	●	●	●	●			85	100	
Gilead Sciences Inc.	Foster City	CA	●	●	●	●	●	●	●	●	●			100	100	92
GlaxoSmithKline LLC	Research Triangle Park	NC	●	●	●	●	●	●	●	●	●			100	100	
Global Partners	Waltham	MA	☹											10		334
Global Payments Inc.	Atlanta	GA	●	●	●	●	●	●	●		●			85		669
GODADDY Inc.	Scottsdale	AZ	●	●	●	●	●	●	●	●	●			100	90	980
Goldman Sachs Group Inc., The	New York	NY	●	●	●	●	●	●	●	●	●			100	100	78
Goodwin Procter LLP	Boston	MA	●	●	●	●	●	●	●	●	●			100	100	
Goodyear Tire & Rubber Co.	Akron	OH	●	●	●		●	●	●	●	●			90	90	184
Google Inc.	Mountain View	CA	●	●	●	●	●	●	●	●	●			100	100	27

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Gordon Rees Scully Mansukhani, LLP	San Francisco	CA	●	●	●	●	●	●	●	●	●			100	100	
Goulston & Storrs	Boston	MA	●	●	●	●	●	●	●	●	●			90		
Graham Holdings	Arlington	VA			●									10		813
Grant Thornton LLP	Chicago	IL	●	●	●	●	●	●	●	●	●			100	100	
Graybar Electric Company Inc.	St. Louis	MO	●	●										20		420
Great River Energy	Maple Grove	MN	●	●	●	●	●		●	●	●			85		
Greenberg Traurig LLP	New York	NY	●	●	●		●	●	●	●	●			90	85	
Group 1 Automotive	Houston	TX	●		●									25		261
Groupon Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●			100	100	704
Guardian Life Insurance Co. of America, The	New York	NY	●	●	●	●	●	●	●	●	●			100	100	218
Guess? Inc.	Los Angeles	CA	●	●	●		●	●	●	●	●			85		887
H&M Hennes & Mauritz AB	North Arlington	NJ	●	●	●		●							45		
H&R Block Inc.	Kansas City	MO	●	●	●	●	●	●			●			85	80	727
H.E. Butt Grocery Co.	San Antonio	TX	●			●				●				30		
Hachette Book Group	New York	NY	●	●	●									40	65	
Hain Celestial Group Inc., The	Lake Success	NY	●	●	●		●	●	●	●	●			80	100	
Halliburton Co.	Houston	TX												0		173
Hallmark Cards Inc.	Kansas City	MO	●	●	●	●	●	●	●	●	●			100	100	
Hanesbrands Inc.	Winston- Salem	NC	●	●	●		●			●	●			75	90	432
Hannaford Supermarkets	Scarborough	ME	●	●	●	●	●	●	●	●	●			100		
Hanover Insurance Group Inc.	Worcester	MA	●	●	●	●	●	●	●	●	●			100	100	517
Harley-Davidson Inc.	Milwaukee	WI	●	●	●		●	●	●	●	●			90		435
Harman International Industries Inc.	Stamford	CT												0		386
Harris Corp.	Melbourne	FL	●	●	●	●	●	●	●	●	●			100	100	363
Hartford Financial Services Group Inc., The	Hartford	CT	●	●	●	●	●	●	●	●	●			100	100	153
Harvard Pilgrim Health Care Inc.	Wellesley	MA	●	●	●	●	●	●	●	●	●			100	100	
Hasbro Inc.	Pawtucket	RI	●	●	●		●	●	●	●	●			85	100	509
Hawaiian Airlines Inc.	Honolulu	HI	●	●	●	●	●			●	●			85	85	819
Haynes and Boone LLP	Dallas	TX	●	●	●	●	●	●	●	●	●			100	95	
HCA - Hospital Corporation of America	Nashville	TN	●	●	●		●	●		●				70	90	63
HD Supply	Atlanta	GA	●	●										20		364

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3a Three LGBTQ internal training and education best practices **(10 points)**

3b Employee group or diversity council **(10 points)**

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Health Care Service Corp.	Chicago	IL	●	●	●	●	●	●	●	●	●			100	100	
Henry Schein Inc.	Melville	NY	●	●	●	●	●	●	●	●	●			100	100	243
HERE North America LLC	Chicago	IL	●	●	●	●	●	●	●	●	●			90	100	
Herman Miller Inc.	Zeeland	MI	●	●	●	●	●	●	●	●	●			100	100	874
Herrick Feinstein LLP	New York	NY	●	●	●	●	●	●	●		●			80		
Hershey Co., The	Hershey	PA	●	●	●	●	●	●	●	●	●			100	100	369
Hertz Global Holdings Inc.	Estero	FL	●	●	●	●	●	●	●	●	●			100	95	296
Hess Corp.	New York	NY	●	●	●	●	●				●			65		525
Hewlett Packard Enterprise Co.	Palo Alto	CA	●	●	●		●	●	●	●	●			80	100	59
Highmark Inc.	Pittsburgh	PA	●	●	●	●	●	●	●	●	●			100		
Hilti Inc.	Planto	TX	●		●	●	●		●	●				65		
Hilton Inc.	McLean	VA	●	●	●	●	●	●	●	●	●			100	100	241
Hinshaw & Culbertson LLP	Chicago	IL	●	●	●	●	●	●	●	●	●			100	100	
Hitachi Consulting Corp.	Dallas	TX	●	●	●	●	●		●	●	●			90		
Hogan Lovells US LLP	Washington	DC	●	●	●	●	●	●	●	●	●			100	100	
Holland & Hart LLP	Denver	CO	●	●					●	●	●			35		
Holland & Knight LLP	Brandon	FL	●	●	●	●	●	●	●	●	●			100		
HollyFrontier Corp.	Dallas	TX	●	●										20		274
Home Depot Inc., The	Atlanta	GA	●	●	●		●	●	●	●	●			90	100	23
Honda North America Inc.	Marysville	OH	●	●	●		●		●	●				75	85	
Honeywell International Inc.	Morris Township	NJ	●	●				●	●	●				55		73
Horizon Healthcare Services Inc.	Newark	NJ	●	●	●	●	●	●	●	●	●			100	85	
Hormel Foods Corp.	Austin	MN	●	●	●	●	●	●	●	●	●			95	100	295
Hortonworks Inc.	Santa Clara	CA	●	●	●				●					50		
Host Hotels & Resorts Inc.	Bethesda	MD	●	●	●	●	●				●	●		80	75	472
Houghton Mifflin Harcourt Co.	Boston	MA	●	●	●	●	●	●		●	●			85	95	
Howard & Howard Attorneys PLLC	Royal Oak	MI	●	●	●		●			●				65	75	
HP Inc.	Palo Alto	CA	●	●	●		●	●	●	●	●			90	100	61
HRG Group	New York	NY	●											10		418
HSBC USA	New York	NY	●	●	●	●	●	●	●	●	●			100	100	
HSN Inc.	St. Petersburg	FL	●	●	●	●		●	●	●	●			90	85	641

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Hughes Hubbard & Reed LLP	New York	NY	●	●	●		●	●	●	●	●			90	100	
Humana Inc.	Louisville	KY	●	●	●	●	●	●	●	●	●			100	100	53
Huntington Bancshares Inc.	Columbus	OH	●	●	●	●	●	●	●	●	●			100	100	610
Huntington Ingalls Industries	Newport News	VA	●	●	●	●	●	●	●	●	●			90	100	380
Hunton Andrews Kurth LLP	Washington	DC	●	●	●	●	●	●	●	●				95	95	
Huntsman Corp.	The Woodlands	TX	●	●	●						●			45	70	289
Huron Consulting Group Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●			100	100	
Husch Blackwell LLP	St. Louis	MO	●	●	●	●	●	●	●	●	●			100	100	
Hyatt Hotels Corp.	Chicago	IL	●	●	●	●	●	●	●	●	●			100	100	552
Hyundai Motor America	Fountain Valley	CA	●	●	●	●	●	●	●	●	●			100	100	
IAC/InterActiveCorp.	New York	NY	●	●	●	●	●	●	●	●	●			100	100	705
IBM Corp.	Armonk	NY	●	●	●	●	●	●	●	●	●			100	100	32
Icahn Enterprises LP	New York	NY												0	0	168
Ice Miller LLP	Indianapolis	IN	●	●	●	●	●	●	●	●	●			100	85	
iHeartMedia Inc.	San Antonio	TX	●	●			●	●	●	●				60		426
IHS Markit Ltd.	New York	NY	●	●	●	●	●	●	●	●	●			100	90	
IKEA Holding US Inc.	Conshohocken	PA	●	●	●	●	●	●	●	●	●			100	100	
Illinois Tool Works Inc.	Glenview	IL	●	●										30	60	202
Imation Corp.	Oakdale	MN	●	●										30		
Indeed Inc.	Austin	TX	●	●	●	●	●	●	●	●	●			100	100	
Informa PLC	London	England	●	●	●	●	●			●	●			90		
Infosys Limited Inc.	Plano	TX	●	●	●					●				50		
Ingersoll-Rand Company	Davidson	NC	●	●	●		●	●	●	●	●			90	100	
Ingram Micro	Irvine	CA	●	●	●	●	●			●	●			90	85	
Ingredion Inc.	Westchester	IL														456
Insight Enterprises Inc.	Tempe	AZ	●	●	●		●	●						60	75	473
Instacart Inc.	San Francisco	CA	●	●	●		●	●	●					65		
Intel Corp.	Santa Clara	CA	●	●	●	●	●	●	●	●	●			100	100	47
Intercontinental Exchange	Atlanta	GA												0		437
InterContinental Hotels Group Americas	Atlanta	GA	●	●	●	●	●	●	●	●	●			100	100	
International Flavors & Fragrances	New York	NY	●	●	●	●	●	●	●	●	●			100		711

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International Paper Co.	Memphis	TN											20		133	
Interpublic Group of Companies Inc.	New York	NY											100	100		
INTL FCSStone Inc.	New York	NY											10		189	
Intuit Inc.	Mountain View	CA											100	100	527	
Invesco Ltd.	Atlanta	GA											45	75		
Iron Mountain Inc.	Boston	MA											100	100	649	
ITT Corp.	White Plains	NY											25	45	830	
J. B. Hunt Transport Services Inc.	Lowell	AR											20		407	
J. Crew Group Inc.	New York	NY											100		826	
J. M. Smucker Co.	Orrville	OH											55	90	346	
J.C. Penney Co. Inc.	Plano	TX											80	100	221	
Jabil Circuit Inc.	St. Petersburg	FL											20	20	152	
Jackson Walker LLP	Dallas	TX											75			
Jacobs Engineering Group Inc.	Pasadena	CA											100		259	
Janus Henderson Investors	London	England											100			
Jenner & Block LLP	Chicago	IL											100	100		
JetBlue Airways Corp.	Long Island City	NY											90	100	403	
JLL	Chicago	IL											100	100	391	
John Hancock Financial Services Inc.	Boston	MA											100	100		
John Wiley & Sons Inc.	Hoboken	NJ											85			
Johnson & Johnson	New Brunswick	NJ											100	100	35	
Johnson Controls Inc.	Milwaukee	WI											80	85		
JPMorgan Chase & Co.	New York	NY											100	100	21	
K&L Gates LLP	Pittsburgh	PA											100	100		
Kaiser Permanente	Oakland	CA											100	100		
Kate Spade & Company	New York	NY											55			
Katten Muchin Rosenman LLP	Chicago	IL											100	100		
KB Home	Los Angeles	CA											35		634	
Kelley Drye & Warren LLP	New York	NY											100	100		
Kellogg Co.	Battle Creek	MI											100	100	216	
Kelly Services Inc.	Troy	MI											100	100	490	

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Kenneth Cole Productions Inc.	New York	NY	●	●	●	●		●	●	●	●			90		
KeyBank	Cleveland	OH	●	●	●	●	●	●	●	●	●			100	100	479
Kilpatrick Townsend & Stockton LLP	Atlanta	GA	●	●	●	●	●	●	●	●	●			100	100	
Kimberly-Clark Corp.	Irving	TX	●	●	●		●	●	●	●	●			90	100	155
Kimpton Hotel & Restaurant Group LLC	San Francisco	CA	●	●	●	●	●	●	●	●	●			100	100	
Kinder Morgan Inc.	Houston	TX	●	●										20		215
Kindred Healthcare	Louisville	KY	●	●			●	●	●	●	●			70	100	376
King & Spalding LLP	Atlanta	GA	●	●	●	●	●	●	●	●	●			100	100	
Kirkland & Ellis LLP	Chicago	IL	●	●	●	●	●	●	●	●	●			100	100	
KKR & Co. LP	New York	NY	●	●	●	●	●	●	●	●	●			100	100	656
KLA-Tencor Corp.	Milpitas	CA	●			●								20		733
Kohler Co.	Kohler	WI	●	●	●		●	●	●	●	●			90	90	
Kohl's Corp.	Menomonee Falls	WI	●	●	●		●		●	●	●			80	100	150
Komatsu Mining Corp.	Milwaukee	WI	●	●	●	●	●		●	●				75	80	843
Korn/Ferry International	Los Angeles	CA	●	●	●	●	●	●	●	●	●			100		
KPMG LLP	New York	NY	●	●	●	●	●	●	●	●	●			100	100	
Kraft Heinz Company, The	Chicago	IL	●	●	●	●	●	●	●	●	●			100	90	106
Kramer Levin Naftalis & Frankel LLP	New York	NY	●	●	●		●	●	●	●				85	100	
Kroger Co., The	Cincinnati	OH	●	●	●	●	●	●	●	●	●			100	95	18
Kutak Rock LLP	Omaha	NE	●	●	●	●	●	●	●	●	●			100	100	
L Brands Inc.	Columbus	OH	●	●	●	●	●	●	●	●	●			100	100	220
L.L. Bean Inc.	Freeport	ME	●	●				●						40		
L-3 Communications Holdings	New York	NY	●	●										20		273
Laboratory Corporation of America Holdings	Burlington	NC	●	●	●	●	●	●	●	●	●			100	100	290
Laclede Group Inc., The	St. Louis	MO	●	●	●	●				●				60	65	
Land O'Lakes Inc.	Arden Hills	MN	●	●	●		●	●	●	●	●			90	100	209
Lane Powell PC	Seattle	WA	●	●	●	●	●	●	●	●	●			100	100	
Las Vegas Sands Corp.	Las Vegas	NV	●	●										20		249
Latham & Watkins LLP	New York	NY	●	●	●	●	●	●	●	●	●			100	100	
Lathrop Gage LLP	Kansas City	MO	●	●	●	●	●	●	●	●				90		
Lear Corp.	Southfield	MI	●	●	●		●	●	●	●	●			90		151

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LeClairRyan	Richmond	VA	●	●	●	●	●	●	●	●	●			95	95	
Legg Mason Inc.	Baltimore	MD	●	●	●	●	●	●	●	●	●			100	95	783
Leidos Holdings	Reston	VA	●	●	●	●	●		●	●	●			85	100	381
Lendlease Americas Inc.	New York	NY	●	●	●	●	●	●	●	●	●			100	100	
Lennar Corp.	Miami	FL	●	●										20		260
LENOVO (UNITED STATES) INC.	Morrisville	NC	●	●	●	●	●	●	●	●	●			100	100	
Leo Burnett Company Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●			100	100	
Leucadia National Corporation	New York	NY												0		262
Levi Strauss & Co.	San Francisco	CA	●	●	●	●	●	●	●	●	●			100	100	542
LexisNexis Group	New York	NY	●	●	●	●	●	●	●					80	95	
Lexmark International Inc.	Lexington	KY	●	●	●	●	●	●	●	●	●			100	100	
Liberty Global Inc.	Englewood	CO	15											15		491
Liberty Interactive Corp.	Englewood	CO												0		269
Liberty Mutual Group	Boston	MA	●	●	●	●	●	●	●	●	●			100	100	75
LifePoint Health	Brentwood	TN	●											10		374
Lincoln National Corp.	Radnor	PA	●	●	●	●	●	●	●	●	●			100	100	207
LinkedIn	Sunnyvale	CA	●	●	●	●	●	●	●	●	●			100	100	
Lions Gate Entertainment Corp.	Santa Monica	CA	●	●	●	●	●	●	●	●	●			100		
Lithia Motors, Inc.	Medford	OR	●											10		318
Littler Mendelson PC	San Francisco	CA	●	●	●	●	●	●	●	●	●			100	100	
Live Nation Entertainment Inc.	Beverly Hills	CA	●	●	●	●	●	●	●	●	●			100	100	330
LKQ Corp.	Chicago	IL	●	●										20		304
Locke Lord LLP	Dallas	TX	●	●	●	●	●	●	●	●	●			100	100	
Lockheed Martin Corp.	Bethesda	MD	●	●	●	●	●	●	●	●	●			100	100	56
Loeb & Loeb LLP	Los Angeles	CA	●	●	●	●	●	●	●	●	●			100	90	
Loews Corp.	New York	NY	●	●	●						●	●		55	75	213
L'Oréal USA Inc.	New York	NY	●	●	●	●	●	●	●	●	●			100	100	
Lowenstein Sandler LLP	New York	NY	●	●	●	●	●	●	●	●	●			100	100	
Lowe's Companies Inc.	Mooresville	NC	●	●	●	●	●	●	●	●	●			100	75	40
LPL Financial Holdings Inc.	Boston	MA	●	●	●	●	●	●	●	●	●			100	100	584
Lubrizol Corp.	Wickliffe	OH	●	●	●	●	●	●	●	●	●			85	95	

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Lyft Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●			100	100	
M&T Bank Corp.	Buffalo	NY	●	●	●	●	●	●	●	●	●			100	95	455
Macquarie Group Ltd.	New York	NY	●	●	●	●	●	●	●	●	●			100	85	
Macy's Inc.	Cincinnati	OH	●	●	●	●	●	●	●	●	●			100	100	110
Mallinckrodt LLC	Hazelwood	MO	●	●	●	●	●	●	●	●	●			100	100	
Manatt, Phelps & Phillips LLP	Los Angeles	CA	●	●	●	●	●	●	●	●	●			100	100	
ManpowerGroup	Milwaukee	WI	●	●	●	●	●	●	●	●	●			100	100	146
Marathon Oil Corp.	Houston	TX	●	●	●			●	●					60		536
Marathon Petroleum Corp.	Findlay	OH	●	●	●	●	●	●	●	●	●			95	85	51
Markel Corporation	Glen Allen	VA												0		460
Marriott International Inc.	Bethesda	MD	●	●	●	●	●	●	●	●	●			100	100	163
Mars Inc.	Mt. Olive	NJ	●	●	●	●	●		●	●	●			90	90	
Marsh & McLennan Companies Inc.	New York	NY	●	●	●	●	●	●	●	●	●			100	100	210
Masco Corp.	Taylor	MI	●	●	●		●	●	●	●				85	0	372
Massachusetts Mutual Life Insurance Co.	Springfield	MA	●	●	●	●	●	●	●	●	●			100	100	77
Mastercard	Purchase	NY	●	●	●	●	●	●	●	●	●			100	100	267
Mattel Inc.	El Segundo	CA	●	●	●		●	●		●	●			65		474
Mayer Brown LLP	Chicago	IL	●	●	●	●	●	●	●	●	●			100	100	
MB Financial Inc.	Chicago	IL	●	●	●	●	●	●	●	●				90	95	
McCarter & English LLP	Newark	NJ	●	●	●			●	●	●				75	85	
McCormick & Company Inc.	Sparks	MD	●	●	●		●	●	●	●	●			90	75	553
McDermott Will & Emery LLP	Chicago	IL	●	●	●	●	●	●	●	●	●			100	100	
McDonald's Corp.	Oak Brook	IL	●	●	●	●	●	●	●	●	●			100	100	112
McGraw-Hill Global Education Holdings LLC	New York	NY	●	●	●	●	●		●					70	90	
McGuireWoods LLP	Richmond	VA	●	●	●	●		●	●	●				80	85	
McKesson Corp.	San Francisco	CA	●	●	●	●	●	●	●	●	●			100	100	5
McKinsey & Co. Inc.	New York	NY	●	●	●	●	●	●	●	●	●			100	100	
Medallia Inc.	San Mateo	CA	●	●	●	●	●	●	●	●	●			100	100	
Medidata Solutions Inc.	New York	NY	●	●	●	●	●	●	●	●	●			100		
Medtronic PLC	Minneapolis	MN	●	●	●		●	●	●	●	●			90	100	
Meijer Inc.	Grand Rapids	MI	●	●	●	●	●	●	●	●				90	95	

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Mercedes-Benz Financial Services USA LLC (MBFS)	Farmington Hills	MI	●	●	●				●	●	●			75		
Merck	Kenilworth	NJ	●	●	●	●	●		●	●	●	●		100	100	69
Mesirow Financial Holdings Inc.	Chicago	IL	●	●	●	●	●		●	●	●	●		100	90	
MetLife Inc.	New York	NY	●	●	●	●	●		●	●	●	●		100	100	42
MGM Resorts International	Las Vegas	NV	●	●	●	●	●		●	●	●	●		100	100	297
Michael Best & Friedrich LLP	Milwaukee	WI	●	●	●	●	●		●	●	●	●		100	100	
Micron Technology Inc.	Boise	ID	●	●										20		226
Microsoft Corp.	Redmond	WA	●	●	●	●	●		●	●	●	●		100	100	28
Milbank LLP	New York	NY	●	●	●		●		●	●	●	●		90	100	
MillerCoors LLC	Chicago	IL	●	●	●	●	●		●	●	●	●		100	100	
Mintz, Levin, Cohn, Ferris, Glovsky & Popeo PC	Boston	MA	●	●	●	●	●		●	●	●	●		100	100	
Mitchell Gold + Bob Williams	Taylorsville	NC	●	●	●	●	●		●	●	●	●		100	100	
Mohawk Industries Inc.	Calhoun	GA												0		311
Molina Healthcare Inc.	Long Beach	CA	●	●	●									40		156
Mondelez International Inc.	East Hanover	NJ	●	●	●		●		●	●	●	●		80		109
Montgomery McCracken Walker & Rhoads LLP	Philadelphia	PA	●	●	●	●	●		●	●	●	●		100		
Moody's Corp.	New York	NY	●	●	●	●	●		●	●	●	●		100	100	631
Moore & Van Allen PLLC	Charlotte	NC	●	●	●	●	●		●	●	●	●		100	100	
Morgan Stanley	New York	NY	●	●	●	●	●		●	●	●	●		100	100	76
Morgan, Lewis & Bockius LLP	Philadelphia	PA	●	●	●	●	●		●	●	●	●		95	100	
Morningstar Inc.	Chicago	IL	●	●	●	●	●		●	●	●	●		100	100	
Morris, Manning & Martin LLP	Atlanta	GA	●	●	●	●	●		●	●	●	●		100	100	
Morrison & Foerster LLP	San Francisco	CA	●	●	●	●	●		●	●	●	●		100	100	
Mosaic Co.	Plymouth	MN	●	●	●		●				●	●		60		377
Motorola Solutions Inc.	Chicago	IL	●	●	●	●	●		●	●	●	●		100	95	433
Mozilla Corporation	Mountain View	CA	●	●	●	●	●		●	●	●			95		
MSLGROUP Americas	New York	NY	●	●	●	●	●		●	●	●	●		100	100	
MUFG Union Bank, N.A.	New York	NY	●	●	●	●	●		●	●	●	●		100	100	
Munger, Tolles & Olson LLP	Los Angeles	CA	●	●	●	●	●		●	●	●	●		100	100	
Murphy USA	El Dorado	AR												0		291
Mutual of Omaha Insurance	Omaha	NE	●	●	●		●		●	●	●	●		90	95	342

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			1a	1b	2a	2b	2c	3a	3b	3c	3d	4				
NASDAQ Inc.	New York	NY	●	●	●	●	●	●	●	●	●			100	85	620
National CineMedia Inc.	Centennial	CO	●	●	●	●	●		●		●			75		
National Grid USA	Waltham	MA	●	●	●		●	●	●	●	●			85	100	
National Oilwell Varco Inc.	Houston	TX	●	●										20		375
Nationwide	Columbus	OH	●	●	●	●	●	●	●	●	●			100	100	68
Navient	Wilmington	DE	●	●	●		●	●	●	●	●			85	100	514
Navigant Consulting Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●			100	100	
Navistar International Corp.	Lisle	IL	●	●	●			●	●	●	●			70		337
NCR Corp.	Duluth	GA	●	●	●	●	●	●	●	●	●			100	100	409
Nelson Mullins Riley & Scarborough LLP	Columbia	SC	●	●	●			●	●	●				75	85	
Nestle Purina PetCare Co.	St. Louis	MO	●	●	●	●	●	●	●	●	●			100	100	
Nestle USA Inc.	Glendale	CA	●	●	●	●	●	●	●	●	●			100	95	
Nestle Health Science	Bridgewater	NJ	●	●	●	●	●	●	●					80		
Nestle Waters North America Inc.	Stamford	CT	●	●	●	●	●	●	●	●	●			95		
NetApp Inc.	Sunnyvale	CA	●	●	●	●	●			●	●			85		468
Netflix Inc.	Los Gatos	CA	●	●	●	●	●	●	●	●	●			100	100	314
New Relic Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●			95	95	
New York Life Insurance Co.	New York	NY	●	●	●	●	●	●	●	●	●			100	95	65
New York Times Co.	New York	NY	●	●	●	●	●	●	●	●	●			85		
Newell Brands Inc.	Atlanta	GA	●	●	●		●	●	●	●	●			80		208
Newmont Mining Corporation	Greenwood Village	CO	●	●	●	●	●	●	●	●	●			95	100	328
News Corp.	New York	NY												0		332
NextEra Energy Inc.	Juno Beach	FL	●	●	●			●	●					50		170
NGL Energy Partners	Tulsa	OK	●	●										20		237
Nielsen	New York City	NY	●	●	●	●	●	●	●	●	●			100	100	
Nike Inc.	Beaverton	OR	●	●	●	●	●	●	●	●	●			100	100	88
NiSource Inc.	Merrillville	IN	●	●	●		●	●	●	●	●			90	100	545
Nissan North America Inc.	Franklin	TN	●	●	●		●	●	●	●	●			90	100	
Nixon Peabody LLP	Boston	MA	●	●	●	●	●	●	●	●	●			100	100	
Nokia Inc.	Irving	TX	●	●	●	●	●	●	●	●	●			100	100	
Nomura	New York	NY	●	●	●	●	●	●	●	●				95		

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Nordstrom Inc.	Seattle	WA	●	●	●	●	●	●	●	●	●			100	100	188
Norfolk Southern Corp.	Norfolk	VA	●	●	●			●	●		●			65	100	284
Nortel Networks Corp.	Richardson	TX	●			●			●					30		
North Memorial Health	Robbinsdale	MN	●	●	●		●	●	●	●	●			90		
Northern Trust Corp.	Chicago	IL	●	●	●	●	●	●	●	●	●			100	100	501
Northfield Park Associates, LLC	Northfield	OH	●	●	●		●			●				55		
Northrop Grumman Corp.	Falls Church	VA	●	●	●	●	●	●	●	●	●			100	100	114
Northwestern Mutual Life Insurance	Milwaukee	WI	●	●	●	●	●	●	●	●	●			100	100	97
Norton Rose Fulbright	Houston	TX	●	●	●	●	●	●	●	●	●			100	100	
Novartis Pharmaceuticals Corp.	East Hanover	NJ	●	●	●	●	●	●	●	●	●			100		
Novo Nordisk Inc.	Plainsboro	NJ	●	●	●	●	●	●	●	●	●			95	90	
NRG Energy Inc.	Princeton	NJ	●	●				●						40	65	229
Nuance Communications	Burlington	MA	●	●	●	●	●	●	●	●	●			100	80	953
Nucor Corp.	Charlotte	NC												0		169
NVIDIA Corp.	Santa Clara	CA	●	●	●	●	●	●	●	●	●			100	100	387
NVR Inc.	Reston	VA												0		446
Occidental Petroleum	Los Angeles	CA	●	●										20	10	278
Ocean Spray Cranberries Inc.	Lakeville-Middleboro	MA	●	●	●	●	●		●	●	●			90	90	
Office Depot Inc.	Boca Raton	FL	●	●	●	●	●	●	●	●	●			100	100	203
Ogilvy Group Inc., The	New York	NY	●	●	●	●	●	●	●	●	●			100	100	
Ogletree, Deakins, Nash, Smoak & Stewart	Greenville	SC	●	●	●	●	●	●	●	●	●			100	100	
Old Republic International	Chicago	IL	●	●										20		439
Olin Corporation	Clayton	MO	●	●										20		467
O'Melveny & Myers LLP	Los Angeles	CA	●	●	●	●	●	●	●	●	●			100	100	
Omnicom Group	New York	NY	●	●	●	●	●	●	●	●	●			100	100	179
ONE Gas Inc.	Tulsa	OK	●	●	●									40		
ONEOK Inc.	Tulsa	OK	●	●	●	●	●	●	●	●				95	95	312
OppenheimerFunds Inc.	New York	NY	●	●	●	●	●	●	●	●	●			100	100	
Oracle Corp.	Redwood City	CA	●	●	●	●	●	●	●	●	●			100	100	81
O'Reilly Automotive Inc.	Springfield	MO	●											10		323
Orrick, Herrington & Sutcliffe LLP	San Francisco	CA	●	●	●	●	●	●	●	●	●			100	100	

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			1a	1b	2a	2b	2c	3a	3b	3c	3d	4				
Oscar Insurance Corporation	New York	NY	●	●	●	●	●	●	●	●				95		
Oshkosh Corp.	Oshkosh	WI	●											10		425
Outerwall Inc.	Bellevue	WA	●	●	●		●	●	●	●	●			80		
Overstock.com Inc.	Midvale	UT	●	●	●	●					●	●		70	75	999
Owens & Minor Inc.	Mechanicsville	VA	●	●	●			●	●					60		288
Owens Corning	Toledo	OH	●	●	●	●	●	●	●	●	●			100	100	458
Owens-Illinois Inc.	Perrysburg	OH	●	●										20		401
Paccar Inc.	Bellevue	WA	●	●										20		164
Pacific Life Insurance Co.	Newport Beach	CA	●	●	●	●	●	●		●				80	80	302
Pacific Medical Centers	Seattle	WA	●		●			●						35		
Packaging Corporation of America	Lake Forest	IL	●	●										20	20	450
Palm Management Corp.	Washington	DC	●					●		●				30		
Palo Alto Networks	Santa Clara	CA	●	●	●	●	●	●	●	●	●			95		
Pandora Media Inc.	Oakland	CA	●	●	●	●	●	●	●	●	●			100		
Panera Bread Co.	St. Louis	MO	●	●	●		●	●	●	●	●			90		760
Pariveda Solutions Inc.	Dallas	TX	●	●	●				●					50	70	
Parker Hannifin Corp.	Cleveland	OH	●	●										20		251
Patterson Belknap Webb & Tyler LLP	New York	NY	●	●	●	●	●	●	●	●	●			100	100	
Patterson Companies (Patterson Dental Supply)	St. Paul	MN	●	●	●									40	60	466
Paul Hastings LLP	Los Angeles	CA	●	●	●	●	●	●	●	●	●			100	100	
Paul, Weiss, Rifkind, Wharton & Garrison LLP	New York	NY	●	●	●		●	●	●	●	●			85	100	
PayPal Holdings Inc.	San Jose	CA	●	●	●	●	●	●	●	●	●			100	100	264
PBF Energy	Parsippany	NJ	●	●										20		172
Peabody	St. Louis	MO	●	●	●		●							50	0	533
Pearson Inc.	Hoboken	NJ	●	●	●		●	●	●	●	●			90	100	
Penske Automotive Group Inc.	Bloomfield Hills	MI												0	10	142
Pep Boys-Manny, Moe & Jack	Philadelphia	PA	●	●	●									30		
Pepper Hamilton LLP	Philadelphia	PA	●	●	●		●	●	●	●	●			85	100	
PepsiCo Inc.	Purchase	NY	●	●	●	●	●	●	●	●	●			100	100	44
Performance Food Group Co.	Richmond	VA	●	●										20		171
Perkins + Will Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●			100		

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Perkins Coie LLP	Seattle	WA	●	●	●	●	●	●	●	●	●			100	100	
Pernod Ricard USA LLC	New York	NY	●	●	●	●	●	●	●	●	●			100	100	
Peter Kiewit Sons' Inc.	Omaha	NE	●											10		324
PetSmart Inc.	Phoenix	AZ	●	●	●		●	●	●	●	●			90	100	
Pfizer Inc.	New York	NY	●	●	●	●	●	●	●	●	●			100	100	54
PG&E Corp.	San Francisco	CA	●	●	●	●	●	●	●	●	●			100	100	157
Philip Morris International Inc.	New York	NY	●											10		104
Phillips 66	Houston	TX	●	●	●	●	●	●	●	●	●			95	85	34
Pillsbury Winthrop Shaw Pittman LLP	New York	NY	●	●	●	●	●	●	●	●	●			100	100	
PIMCO LLC	Newport Beach	CA	●	●	●	●	●	●	●	●	●			100	100	
Pinnacle West Capital	Phoenix	AZ	●	●	●		●		●	●	●			70		651
Pinterest Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●			100	95	
Pitney Bowes Inc.	Stamford	CT	●	●	●	●	●	●						55		663
Plains GP Holdings	Houston	TX												0		141
PNC Financial Services Group Inc., The	Pittsburgh	PA	●	●	●	●	●	●	●	●	●			100	100	166
PNM Resources Inc.	Albuquerque	NM	●	●	●							●		45	70	
Polsinelli	Kansas City	MO	●	●	●	●	●	●	●	●	●			100		
PolyOne Corporation	Avon Lake	OH	●	●	●	●	●	●	●	●	●			90		673
Portland General Electric Co.	Portland	OR	●	●	●	●	●	●	●	●	●			100	100	960
PPG Industries Inc.	Pittsburgh	PA	●	●	●		●	●	●	●	●			90	100	183
PPL Corp.	Allentown	PA	●	●	●	●	●	●	●	●	●			100	100	365
Praxair Inc.	Danbury	CT	●	●	●		●	●	●	●	●			90	100	275
priceline.com LLC	Norwalk	CT	●	●	●		●	●						55	90	268
PricewaterhouseCoopers LLP	New York	NY	●	●	●	●	●	●	●	●	●			100	100	
Principal Financial Group	Des Moines	IA	●	●	●	●	●	●	●	●	●			100	100	227
Procter & Gamble Co.	Cincinnati	OH	●	●	●	●	●	●	●	●	●			100	100	36
Progressive Corp., The	Mayfield Village	OH	●	●	●		●	●	●	●				80	90	120
PROS	Houston	TX	●	●	●	●			●	●				75		
Proskauer Rose LLP	New York	NY	●	●	●	●		●	●	●	●			90	90	
Prudential Financial Inc.	Newark	NJ	●	●	●	●	●	●	●	●	●			100	100	48
Public Service Enterprise Group	Newark	NJ	●	●	●		●	●	●	●	●			90	100	306

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Publicis Healthcare	New York	NY	●	●	●	●	●	●	●	●	●			95	100	
Publicis Inc.	New York	NY	●	●	●	●	●	●	●	●	●			100	95	
Publicis Media	New York	NY	●	●	●	●	●	●	●	●	●			100	100	
Publicis Sapient	Boston	MA	●	●	●	●	●	●	●	●	●			100	100	
Publix Super Markets Inc.	Lakeland	FL												0	0	85
PulteGroup Inc.	Atlanta	GA	●											10		353
PVH Corp.	New York	NY	●	●	●	●	●	●	●	●	●			100	100	335
Quaintance-Weaver Management, LLC	Greensboro	NC	●	●	●	●	●	●	●	●	●			100		
QUALCOMM Inc.	San Diego	CA	●	●	●		●	●	●	●	●			90	100	119
Quanta Services	Houston	TX	●											10		355
Quantcast Corp.	San Francisco	CA	●	●	●	●	●	●	●	●	●			100	80	
Quarles & Brady LLP	Milwaukee	WI	●	●	●	●	●	●	●	●	●			100	100	
Quest Diagnostics Inc.	Lyndhurst	NJ	●	●	●	●	●	●	●	●	●			100	100	366
Quinn Emanuel Urquhart & Sullivan LLP	Los Angeles	CA	●	●	●	●	●	●		●	●			90	95	
Quintiles Transnational	Durham	NC	●	●										20		390
R.R. Donnelley & Sons Co.	Chicago	IL	●	●	●	●		●	●	●	●			90	90	388
Rackspace	San Antonio	TX	●	●	●	●	●	●	●	●	●			100	100	
Ralph Lauren Corp.	New York	NY	●	●	●	●		●	●	●	●			90	90	371
Raymond James Financial Inc.	St. Petersburg	FL	●	●	●	●		●	●	●	●			90	85	469
Raytheon Co.	Waltham	MA	●	●	●		●	●	●	●	●			90	100	116
RB	Parsippany	NJ	●											15		
RBC Capital Markets LLC	New York	NY	●	●	●	●	●	●	●	●	●			100	100	
RBC Wealth Management	Minneapolis	MN	●	●	●	●	●	●	●	●	●			100	100	
Re:Sources USA Inc.	Long Island City	NY	●	●	●	●	●	●	●	●	●			100	100	
Realogy Holdings Corp.	Madison	NJ	●	●	●		●	●	●	●				85	85	448
Recreational Equipment Inc.	Kent	WA	●	●	●	●	●	●	●	●	●			90	95	
Redfin Corp.	Seattle	WA	●	●	●		●	●	●					65	95	
Reed Smith LLP	Pittsburgh	PA	●	●	●	●	●	●	●	●	●			100	95	
Regal Entertainment Group	Knoxville	TN	●	●	●			●	●					60	85	696
Regions Financial Corp.	Birmingham	AL	●	●	●	●	●	●	●	●	●			85	95	436
Regis Corp.	Edina	MN	●								●			15		1000

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Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4				
Reinhart Boerner Van Deuren s.c.	Milwaukee	WI	●	●	●	●	●	●	●	●			90	55	246 320	
Reinsurance Group of America Inc.	Chesterfield	MO	●	●	●			●	●	●	●		80	85		
Reliance Steel & Aluminum Co.	Los Angeles	CA	●										10			
Replacements Ltd.	McLeansville	NC	●	●	●	●	●	●	●	●	●		100	100	299 223	
Republic Services Inc.	Phoenix	AZ	●	●	●		●	●	●	●	●		85	100		
Retail Business Services	Salisbury	NC	●	●	●	●	●	●	●	●			90			
Reynolds American Inc.	Winston-Salem	NC	●	●	●	●	●	●		●	●		90	95	223	
RingCentral Inc.	Belmont	CA	●	●	●	●	●	●	●	●	●		100		91 90	
Rite Aid Corp.	Camp Hill	PA	●	●	●				●				50			
Robert Bosch Corp.	Farmington Hills	MI	●	●	●	●	●		●	●	●		85	90		
Robert Half	Menlo Park	CA	●	●	●	●	●	●	●	●	●		100	100	493	
Robert W. Baird & Co. Incorporated	Milwaukee	WI	●	●	●	●	●	●	●	●	●		100	100	219 100	
Robins Kaplan LLP	Minneapolis	MN	●	●	●	●	●	●	●	●	●		100	100		
Rockland Trust Co.	Rockland	MA	●	●	●	●	●	●	●	●	●		100	100		
Rockwell Automation Inc.	Milwaukee	WI	●	●	●	●	●	●	●	●	●		100	100	442	
Rolls-Royce North America (USA) Holdings Co.	Reston	VA	●	●	●	●	●	●	●	●	●		100	100	394 668	
Ropes & Gray LLP	Boston	MA	●	●	●	●	●	●	●	●	●		100	100		
Rosetta LLC	Hamilton	NJ	●	●	●				●				50			
Ross Stores Inc.	Dublin	CA	●	●	●		●	●		●	●		75	90	219	
Royal Caribbean Cruises Ltd.	Miami	FL	●	●	●		●	●	●	●	●		90	100	459 90	
Royal Phillips	Andover	MA	●	●	●	●	●	●	●				75			
RSM US LLP	Chicago	IL	●	●	●	●	●	●	●	●	●		100			
Ryder System Inc.	Miami	FL	●	●	●	●	●	●	●	●			80	85	394	
Ryland Group Inc., The	Calabasas	CA	●							●			15		668 90	
S&P Global Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100		
S.C. Johnson & Son Inc.	Racine	WI	●	●	●	●	●	●	●	●	●		100	100		
Saatchi & Saatchi North America Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	668 90	
Sabre Holdings Inc.	Southlake	TX	●	●					●	●			45			
Saint-Gobain Corp.	Malvern	PA	●	●	●		●	●	●	●	●		90	90		
Saks Inc.	New York	NY	●	●	●			●	●				50		326	
Salesforce	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100		

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Sanderson Farms Inc.	Laurel	MS	●	●										30		758
Sanmina-SCI	San Jose	CA												0		414
Sanofi	Bridgewater	NJ	●	●	●	●	●	●	●	●	●			100	100	
SAP America Inc.	Newtown Square	PA	●	●	●	●	●	●	●	●	●			100	100	
Saul Ewing Arnstein & Lehr LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●			100	100	
Sbe	Los Angeles	CA	●	●	●			●						50		
Schiff Hardin LLP	Chicago	IL	●	●	●	●	●	●	●	●	●			100	100	
Schneider Electric	Andover	MA	●	●	●	●	●	●	●	●	●			100		
Scholastic Corp.	New York	NY	●	●	●				●	●	●			65	80	
Schulte, Roth & Zabel LLP	New York	NY	●	●	●	●	●	●	●	●	●			95	95	
Science Applications International Corp.	Reston	VA	●	●	●	●	●	●	●	●	●			100	85	551
Seaboard Corp.	Shawnee Mission	KS	●	●										20		486
Seagate Technology plc	Cupertino	CA	●	●	●	●	●	●	●	●	●			100	25	
Sealed Air Corp.	Elmwood Park	NJ	●	●										20		397
Sears Holdings Corp.	Hoffman Estates	IL	●	●	●		●	●	●	●	●			80	100	127
Sedgwick LLP	San Francisco	CA	●	●	●		●	●	●	●	●			80	100	
Selective Insurance Group	Branchville	NJ	●	●					●	●	●			35		865
Sempra Energy	San Diego	CA	●	●	●	●	●	●	●	●	●			100	100	280
Sephora	San Francisco	CA	●	●	●	●	●	●	●	●	●			100		
Seyern Trent Services Inc.	Fort Washington	PA				●				●				15	15	
Seyfarth Shaw LLP	Chicago	IL	●	●	●	●	●	●	●	●	●			100	100	
Shake Shack Inc	New York	NY	●	●	●	●	●	●	●	●	●			100		
Shearman & Sterling LLP	New York	NY	●	●	●	●	●	●	●	●	●			100	100	
Shell Oil Co.	Houston	TX	●	●	●	●	●	●	●	●	●			100	100	
Sheppard, Mullin, Richter & Hampton LLP	Los Angeles	CA	●	●	●	●	●	●	●	●	●			100	100	
Sherwin-Williams Co., The	Cleveland	OH	●	●	●	●	●	●		●				80		236
Shook, Hardy & Bacon LLP	Kansas City	MO	●	●	●	●	●	●	●	●	●			100	100	
Sidley Austin LLP	Chicago	IL	●	●	●	●	●	●	●	●	●			100	100	
Siemens Healthineers	Malvern	PA	●	●	●	●	●	●	●	●	●			95		
Siemens Corp.	Washington	DC	●	●	●	●	●	●	●	●	●			95	100	
Simpson Thacher & Bartlett LLP	New York	NY	●	●	●	●	●	●	●	●	●			100	100	

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SIRIUS XM Radio Inc.	New York	NY	●	●	●	●	●	●	●	●	●			100	100	
Skadden, Arps, Slate, Meagher & Flom LLP	New York	NY	●	●	●	●	●	●	●	●	●			100	100	
SkyWest Airlines Inc.	St. George	UT	●	●	●			●	●	●				70		
Slalom	Seattle	WA	●	●	●	●	●	●	●	●	●			100	100	
SLM Corp. (Sallie Mae)	Newark	DE	●	●	●	●		●						55	45	
Snagajob.com Inc.	Glen Allen	VA	●	●	●	●	●		●	●				80	85	
Snell & Wilmer	Phoenix	AZ	●	●	●	●	●	●	●	●	●			100	100	
Societe Generale	New York	NY	●	●	●	●	●	●	●	●	●			100	100	
Sodexo Inc.	Gaithersburg	MD	●	●	●	●	●	●	●	●	●			100	100	
Softchoice Corp.	Toronto	ON	●	●	●	●	●	●	●					80		
Software AG USA Inc.	Reston	VA	●	●	●				●					40		
Software House International	Somerset	NJ	●											10		
Sonic Automotive Inc.	Charlotte	NC												0		287
Sonoco Products Company	Hartsville	SC	●	●					●	●	●			55		531
Sony Computer Entertainment America LLC	Foster City	CA	●	●	●		●	●	●					65		
Sony Corporation of America	New York	NY	●	●	●	●	●	●	●	●	●			100	100	
Sony Electronics Inc.	San Diego	CA	●	●	●	●	●	●	●	●	●			100	100	
Sony Pictures Entertainment Inc.	Culver City	CA	●	●	●	●	●	●	●	●	●			100	100	
Southern California Edison Co.	Rosemead	CA	●	●	●	●	●	●	●	●	●			100	100	
Southern Co.	Atlanta	GA	●	●	●	●	●	●	●	●	●			100	100	145
Southwest Airlines Co.	Dallas	TX	●	●	●	●	●	●	●	●	●			100	100	138
SpartanNash	Grand Rapids	MI	●	●	●		●	●		●	●			80	75	350
Spirit AeroSystems Inc.	Wichita	KS	●	●	●	●	●	●	●	●	●			85	85	393
Sprint Corp.	Overland Park	KS	●	●	●	●	●	●	●	●	●			100		
Squarespace	New York	NY	●	●	●	●	●	●	●	●				90		
Squire Patton Boggs	Cleveland	OH	●	●	●	●	●	●	●	●	●			100	100	
SRA International Inc.	Fairfax	VA	●	●	●	●			●	●	●			75		
St. Jude Medical Inc.	St. Paul	MN	●	●	●		●	●	●					65		434
Standard Chartered	New York	NY	●	●	●	●	●	●	●	●	●			100		
Standard Insurance Co.	Portland	OR	●	●	●	●	●	●	●	●	●			100	100	
Stanley Black & Decker Inc.	New Britain	CT	●	●	●	●	●	●	●	●	●			100	85	250

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Staples Inc.	Framingham	MA	●	●	●		●	●	●	●	●			85	100	140
Starbucks Corp.	Seattle	WA	●	●	●	●	●	●	●	●	●			100	100	131
State Farm Group	Bloomington	IL	●	●	●	●	●	●	●	●	●			100	100	33
State Street Corp.	Boston	MA	●	●	●	●	●	●	●	●	●			100	100	271
Steel Dynamics Inc.	Fort Wayne	IN	●	●	●			●			●			55	65	347
Steelcase Inc.	Grand Rapids	MI	●	●	●	●	●	●	●	●	●			95		718
Stephoe & Johnson LLP	Washington	DC	●	●	●	●	●	●	●	●	●			100	100	
Stinson Leonard Street LLP	Kansas City	MO	●	●	●	●	●	●	●	●	●			100	100	
Stoel Rives LLP	Portland	OR	●	●	●	●	●	●	●	●	●			100	100	
Stryker Corp.	Kalamazoo	MI	●	●	●	●	●	●	●	●	●			100	100	252
Subaru of America Inc.	Cherry Hill	NJ	●	●	●	●	●	●	●	●	●			100	100	
Sullivan & Cromwell LLP	New York	NY	●	●	●		●	●	●	●				85	85	
Sumitomo Mitsui Banking Corporation	New York	NY	●	●	●	●	●	●	●	●	●			100		
Sun Life Financial Inc. (US)	Wellesley Hills	MA	●	●	●	●	●	●	●	●	●			100	100	
SunPower Corp.	San Jose	CA	●	●	●		●							45		
Sunrun Inc.	San Francisco	CA	●	●	●	●		●	●					70		
SunTrust Banks Inc.	Atlanta	GA	●	●	●	●	●	●	●	●	●			100	100	303
Supervalu Inc.	Eden Prairie	MN	●	●	●		●		●	●	●			60	75	158
Symantec Corp.	Mountain View	CA	●	●	●	●	●	●	●	●	●			100	100	465
Synchrony	Stamford	CT	●	●	●	●	●	●	●	●	●			100	100	185
SYNNEX Corp.	Fremont	CA	●	●	●	●	●	●	●	●	●			95	80	198
SYSCO Corp.	Houston	TX	●	●	●		●	●	●					65	90	57
T. Rowe Price Associates Inc.	Baltimore	MD	●	●	●	●	●	●	●	●	●			100	100	573
Tailored Brands Inc.	Houston	TX	●	●	●	●	●	●	●	●	●			95	95	667
Takeda Pharmaceuticals USA Inc.	Deerfield	IL	●	●	●	●	●	●	●	●	●			100	100	
Tapestry, Inc.	New York	NY	●	●	●	●	●	●	●	●	●			100	100	546
Targa Resources Corp.	Houston	TX												0		402
Target Corp.	Minneapolis	MN	●	●	●	●	●	●	●	●	●			100	100	38
TD Ameritrade	Omaha	NE	●	●	●	●	●	●	●	●	●			100	100	674
TD Bank, N.A.	Wilmington	DE	●	●	●	●	●	●	●	●	●			100	100	
TD Securities (USA) LLC	New York	NY	●	●	●	●	●	●	●	●	●			100	100	

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TE Connectivity Inc.	Berwyn	PA	●	●	●	●	●	●	●	●	●			100	100	
Tech Data Corp.	Clearwater	FL	●	●	●	●	●	●	●	●	●			100	100	107
TEGNA Inc.	McLean	VA	●	●	●	●	●	●	●	●	●			100	100	671
TENET Healthcare Corporation	Dallas	TX	●	●	●	●	●				●	●		80	80	134
Tenneco Inc.	Lake Forest	IL	●											10	10	322
Terex Corp.	Westport	CT	●	●										20		445
Tesla Inc.	Palo Alto	CA	●	●	●	●	●	●	●	●	●			100	100	383
Teva Pharmaceutical USA Inc.	North Wales	PA	●	●	●	●	●	●	●	●				95	100	
Texas Instruments Inc.	Dallas	TX	●	●	●	●	●	●	●	●	●			100	100	206
Textron Inc.	Providence	RI	●		●							●		30		200
The Auto Club Group	Dearborn	MI	●	●	●				●	●	●			60		
The Bama Companies Inc.	Tulsa	OK	●	●	●	●	●	●	●	●	●			95	85	
The Chemours Company	Wilmington	DE	●	●	●		●	●	●	●	●			75		482
The Marmon Group, Inc.	Chicago	IL	●	●										20		477
The Michaels Companies Inc.	Irving	TX	●	●	●	●			●					55		496
Thermo Fisher Scientific Inc.	Waltham	MA	●	●	●	●	●	●	●	●	●			100	100	154
Thompson Coburn LLP	St. Louis	MO	●	●	●	●	●	●	●	●	●			100	100	
Thompson Hine LLP	Cleveland	OH	●	●	●	●	●	●	●	●	●			100	100	
Thomson Reuters	New York	NY	●	●	●	●	●	●	●	●	●			100	100	
Thrivent Financial	Minneapolis	MN	●	●	●	●	●		●	●	●			80	80	316
TIAA	New York	NY	●	●	●	●	●	●	●	●	●			100	100	80
Tiffany & Co.	New York	NY	●	●	●	●	●	●	●	●	●			100	100	588
TJX Companies Inc., The	Framingham	MA	●	●	●		●	●	●	●	●			90	100	87
T-Mobile USA Inc.	Bellevue	WA	●	●	●	●	●	●	●	●	●			100	100	
Toll Brothers Inc.	Horsham	PA	●	●										20		497
Toyota Motor North America Inc.	Plano	TX	●	●	●	●	●	●	●	●	●			100	100	
TPG Global LLC	Fort Worth	TX	●	●	●	●	●	●	●	●	●			100	100	
Tractor Supply Company	Brentwood	TN	●	●										20		396
Transamerica Corp., The	Cedar Rapids	IA	●	●	●	●	●	●	●	●	●			100	100	
TransUnion	Chicago	IL	●	●	●	●	●	●	●	●	●			100	85	
TravelCenters of America	Westlake	OH	●											10		470

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Travelers Companies Inc., The	New York	NY	●	●	●	●	●	●	●	●	●			100	100	99
Travelpart Ltd.	Parsippany	NJ	●	●		●			●	●	●			45		
TreeHouse Foods Inc.	Oak Brook	IL	●	●										20		427
TripAdvisor Inc.	Needham	MA	●	●	●	●	●	●	●	●	●			100	90	
Tropicana Las Vegas, The	Las Vegas	NV	●	●	●			●	●					60		
Troutman Sanders LLP	Atlanta	GA	●	●	●	●	●	●	●	●	●			100	100	
True Value Co.	Chicago	IL	●	●	●		●	●	●	●	●			80	95	
Truven Health Analytics Inc.	Ann Arbor	MI	●	●	●		●		●					55		
Tufts Health Plan	Watertown	MA	●	●	●	●	●	●	●	●	●			100	100	
Turner Construction Co.	New York	NY	●	●	●	●	●	●	●	●	●			100	100	
Twitter Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●			100	100	802
Tyson Foods Inc.	Springdale	AR	●	●	●		●	●	●	●	●			90	100	82
U.S. Bancorp	Minneapolis	MN	●	●	●	●	●	●	●	●	●			100	100	125
U.S. Cellular	Chicago	IL	●	●	●	●	●	●	●	●	●			100		
Uber Technologies Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●			100	100	
UBM plc	New York	NY	●	●	●		●	●	●	●	●			85	100	
UBS AG	New York	NY	●	●	●	●	●	●	●	●	●			100	100	
UGI Corp.	King of Prussia	PA	●	●										20		457
Ultimate Software	Weston	FL	●	●	●		●	●	●	●	●			90	100	
Under Armour Inc.	Baltimore	MD	●	●	●	●	●	●	●	●	●			100	100	528
Unilever	Englewood Cliffs	NJ	●	●	●	●	●	●	●	●	●			100	100	
Union Pacific Corp.	Omaha	NE	●	●	●		●	●	●	●	●			80	95	143
Unisys Corp.	Blue Bell	PA	●	●	●	●	●							60		756
United Airlines	Chicago	IL	●	●	●	●	●	●	●	●	●			100	100	
United Natural Foods Inc.	Providence	RI	●	●										20		325
United Parcel Service Inc.	Atlanta	GA	●	●	●	●	●	●	●	●	●			100	100	46
United Rentals Inc.	Stamford	CT	●	●	●	●								50	45	452
United Services Automobile Association	San Antonio	TX	●	●	●	●	●	●	●	●	●			100	100	102
United States Steel Corp.	Pittsburgh	PA	●	●										20		279
United Technologies Corp.	Farmington	CT	●	●	●	●	●	●	●	●	●			100	100	50
UnitedHealth Group Inc.	Minnetonka	MN	●	●	●	●	●	●	●	●	●			100	95	6

CEI Rating Criteria

- 1a** Prohibits discrimination based on sexual orientation for all operations **(15 points)**
- 1b** Prohibits discrimination based on gender identity for all operations **(15 points)**
- 2a** Equivalency in same- and different-sex spousal medical and soft benefits **(10 points)**
- 2b** Equivalency in same- and different-sex domestic partner medical and soft benefits **(10 points / half credit for parity across some, but not all benefits)**
- 2c** Equal health coverage for transgender individuals without exclusion for medically necessary care **(10 points / half credit for inclusive coverage, but blanket exclusions for transition-related care remain in place)**
- 3a** Three LGBTQ internal training and education best practices **(10 points)**
- 3b** Employee group or diversity council **(10 points)**
- 3c** Three distinct efforts of outreach or engagement to broader LGBTQ community, and if supplier diversity program is in place, must include LGBTQ suppliers **(15 points)**
- 3d** Contractor/supplier non-discrimination standards and philanthropic giving guidelines **(5 points)**

Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have not responded to repeated invitations to the CEI survey. These ratings are based on publicly available information as well as information submitted to HRC from unofficial LGBTQ employee groups or individual employees.

Employer	Headquarters Location	State	Criterion											Rating		
			15 points	15 points	10 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000
			1a	1b	2a	2b	2c	3a	3b	3c	3d	4				
Univar Inc.	Downers Grove	IL	●	●	●	●	●				●			60	20	338
Universal Health Services, Inc.	King of Prussia	PA	●											10		276
University of Phoenix	Tempe	AZ	●	●	●	●	●	●	●	●	●			100	100	
Univision Communications Inc.	New York	NY	●	●	●	●	●	●	●	●	●			100	100	724
Unum Group	Chattanooga	TN	●	●	●	●	●	●	●	●	●			100	100	258
UPMC Health Plan	Pittsburgh	PA	●	●	●	●	●	●	●	●	●			100		
Urban Outfitters Inc.	Philadelphia	PA	●	●	●		●		●	●				75	85	645
US Foods Inc.	Rosemont	IL	●	●	●		●							45		124
USG Corp.	Chicago	IL	●	●	●									40		566
Valero Energy Corp.	San Antonio	TX	●	●										20		37
Vanguard Group Inc.	Malvern	PA	●	●	●	●	●	●	●	●	●			100	100	
Veritas Technologies LLC	Mountain View	CA	●	●			●		●	●	●			60	90	
Veritiv	Atlanta	GA	●	●										20	20	331
Verizon Communications Inc.	New York	NY	●	●	●		●	●	●	●	●			90	100	14
VF Corp.	Greensboro	NC	●	●	●	●	●	●	●	●	●			100	100	230
Viacom Inc.	New York	NY	●	●	●	●	●	●	●	●	●			100	100	224
Vinson & Elkins LLP	Houston	TX	●	●	●	●	●	●	●	●	●			100	100	
Virgin America	Burlingame	CA	●	●	●		●	●	●					65		
Virgin Orbit	Long Beach	CA	●	●	●	●								50		
Visa	Foster City	CA	●	●	●	●	●	●	●	●	●			100	100	187
Vision Service Plan	Rancho Cordova	CA	●	●		●			●	●	●			45		
Visteon Corp.	Van Buren Township	MI	●	●	●		●	●	●	●	●			70		693
Vistra Energy	Dallas	TX	●	●										20		499
VMware Inc.	Palo Alto	CA	●	●	●	●	●	●	●	●	●			100	100	
Volkswagen Group of America Inc.	Herndon	VA	●	●	●		●	●	●	●	●			90	95	
Vorys, Sater, Seymour and Pease LLP	Columbus	OH	●	●	●	●	●	●	●	●	●			100	100	
Vox Media Inc.	Washington	DC	●	●	●	●	●	●	●	●	●			100	95	
Voya Financial	New York	NY	●	●	●	●	●	●	●	●	●			100	100	266
W.R. Berkley	Greenwich	CT	●											10	10	354
W.W. Grainger Inc.	Lake Forest	IL	●	●	●	●	●	●	●	●	●			100	100	282
Wachtell, Lipton, Rosen & Katz	New York	NY	●	●	●		●	●	●	●	●			90	100	

CEI Rating Criteria

1a Prohibits discrimination based on sexual orientation for all operations (15 points)

1b Prohibits discrimination based on gender identity for all operations (15 points)

2a Equivalency in same- and different-sex spousal medical and soft benefits (10 points)

2b Equivalency in same- and different-sex domestic partner medical and soft benefits (10 points / half credit for parity across some, but not all benefits)

2c Equal health coverage for transgender individuals without exclusion for medically necessary care (10 points / half credit for inclusive coverage, but blanket exclusions for transition-related care remain in place)

3a Three LGBTQ internal training and education best practices (10 points)

3b Employee group or diversity council (10 points)

3c Three distinct efforts of outreach or engagement to broader LGBTQ community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)

3d Contractor/supplier non-discrimination standards and philanthropic giving guidelines (5 points)

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Employer	Headquarters Location	State	Criterion											Rating		
			15 points	15 points	10 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000
			1a	1b	2a	2b	2c	3a	3b	3c	3d	4				
Waddell & Reed Financial Inc.	Overland Park	KS	●	●	●		●							45	80	
Walgreen Co.	Deerfield	IL	●	●	●	●	●	●	●	●	●			100		17
Walmart Inc.	Bentonville	AR	●	●	●	●	●	●	●	●	●			100	100	1
Walt Disney Co., The	Burbank	CA	●	●	●	●	●	●	●	●	●			100	100	52
Warby Parker	New York	NY	●	●	●	●	●	●	●	●	●			100	95	
Warner Media	New York	NY	●	●	●	●	●	●	●	●	●			100	100	95
Washington Permanente Medical Group	Renton	WA	●	●	●	●	●	●	●	●	●			95	100	
Waste Management Inc.	Houston	TX	●	●	●		●	●	●	●	●			90	80	201
Wawa Inc.	Wawa	PA	●	●	●	●	●	●	●	●	●			95	100	
WE Communications	Bellevue	WA	●	●	●	●	●	●	●	●	●			100		
WEC Energy Group	Milwaukee	WI	●	●					●					40	55	368
WeddingWire Inc.	Chevy Chase	MD	●	●	●	●	●	●	●	●	●			100	100	
Weil, Gotshal & Manges LLP	New York	NY	●	●	●	●	●	●	●	●	●			100	100	
WellCare Health Plans Inc.	Tampa	FL	●	●	●	●	●	●	●	●	●			100		195
Wellmark Inc.	Des Moines	IA	●	●	●	●	●	●	●	●	●			100	100	
Wells Fargo & Co.	San Francisco	CA	●	●	●	●	●	●	●	●	●			100	100	25
Wendy's Co., The	Dublin	OH	●	●	●		●		●	●	●			80	80	
WESCO International Inc.	Pittsburgh	PA	●	●	●									40	60	373
West Corp.	Omaha	NE	●	●	●		●	●	●	●	●			80	100	864
West Monroe Partners LLC	Chicago	IL	●	●	●	●	●		●		●			75		
Western & Southern Financial Group	Cincinnati	OH												0		483
Western Digital Corp.	San Jose, CA	CA	●	●	●	●	●	●	●	●	●			100		217
Western Refining Inc.	El Paso	TX												0	0	349
Western Union Co., The	Englewood	CO	●	●	●			●						50	75	478
WestRock	Norcross	GA	●	●	●	●	●				●			75	70	190
Weyerhaeuser Co.	Seattle	WA	●	●	●	●	●	●	●	●				95	95	341
Whirlpool Corp.	Benton Harbor	MI	●	●	●	●	●	●	●	●	●			100	100	137
White & Case LLP	New York	NY	●	●	●	●	●	●	●	●	●			100	100	
Wiley Rein LLP	Washington	DC	●	●	●	●	●	●	●	●	●			100	100	
Williams Companies Inc.	Tulsa	OK	●	●	●	●			●	●				70		367
Williams Mullen	Richmond	VA	●	●	●	●	●	●	●	●	●			100	100	

CEI Rating Criteria

- 1a** Prohibits discrimination based on sexual orientation for all operations (15 points)
- 1b** Prohibits discrimination based on gender identity for all operations (15 points)
- 2a** Equivalency in same- and different-sex spousal medical and soft benefits (10 points)
- 2b** Equivalency in same- and different-sex domestic partner medical and soft benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Equal health coverage for transgender individuals without exclusion for medically necessary care (10 points / half credit for inclusive coverage, but blanket exclusions for transition-related care remain in place)
- 3a** Three LGBTQ internal training and education best practices (10 points)
- 3b** Employee group or diversity council (10 points)
- 3c** Three distinct efforts of outreach or engagement to broader LGBTQ community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)
- 3d** Contractor/supplier non-discrimination standards and philanthropic giving guidelines (5 points)

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Employer	Headquarters Location	State	Criterion											Rating		
			15 points	15 points	10 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000
			1a	1b	2a	2b	2c	3a	3b	3c	3d	4				
Williams-Sonoma Inc.	San Francisco	CA	●	●	●		●	●	●	●	●			90		
Willis Towers Watson	Arlington	VA	●	●	●	●	●	●	●	●	●			100	100	
Willkie Farr & Gallagher LLP	New York	NY	●	●	●		●	●	●	●				85	95	
Wilmer Cutler Pickering Hale & Dorr LLP	Washington	DC	●	●	●	●	●	●	●	●	●			100	100	
Wilson Sonsini Goodrich & Rosati PC	Palo Alto	CA	●	●	●	●	●	●	●	●				95		
Windstream Corp.	Little Rock	AR	●	●										20		485
Winn-Dixie Stores Inc.	Jacksonville	FL	●		●				●					35		
Winston & Strawn LLP	Chicago	IL	●	●	●	●	●	●	●	●	●			100	100	
Wipro Ltd.	East Brunswick	NJ	●	●	●	●	●	●	●	●	●			95		
Womble Bond Dickinson (US) LLP	Winston-Salem	NC	●	●	●	●	●	●	●	●	●			100	100	
Workday Inc.	Pleasanton	CA	●	●	●	●	●	●	●	●	●			100	100	
World Fuel Services	Miami	FL	●	●										20		103
WPP Group USA	New York	NY	●	●	●		●	●	●	●				75	85	
Wyndham Destinations	Parsippany	NJ	●	●	●	●	●	●	●	●	●			100	100	461
Wyndham Hotels & Resorts Inc.	Parsippany	NJ	●	●	●	●	●	●	●	●	●			100	100	
Wynn Resorts Ltd.	Las Vegas	NV	●	●	●		●	●	●	●	●			90	100	548
Xcel Energy Inc.	Minneapolis	MN	●	●	●	●	●	●	●	●	●			100	100	256
Xerox Corp.	Norwalk	CT	●	●	●	●	●	●	●	●	●			100	100	162
XPO Logistics	Greenwich	CT	●	●										20		191
Xylem Inc.	Rye Brook	NY	●	●	●	●	●		●		●			75	65	611
Yelp Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●			100	100	
Young's Market Co.	Tustin	CA	●	●	●			●	●	●				75	85	
YRC Worldwide Inc.	Overland Park	KS	●											10		534
Yum China Holdings	Plano	TX	15											15		399
Yum! Brands Inc.	Louisville	KY	●	●	●				●	●	●			70		422
Zillow Group	Seattle	WA	●	●	●	●	●	●	●	●				95		
Zimmer Holdings Inc.	Warsaw	IN	●	●										20	20	352
ZS Associates Inc.	Evanston	IL	●	●	●	●	●	●	●	●	●			100		
Zurich North America	Schaumburg	IL	●	●	●	●	●		●	●				80		

CEI Rating Criteria

- 1a** Prohibits discrimination based on sexual orientation for all operations **(15 points)**
- 1b** Prohibits discrimination based on gender identity for all operations **(15 points)**
- 2a** Equivalency in same- and different-sex spousal medical and soft benefits **(10 points)**
- 2b** Equivalency in same- and different-sex domestic partner medical and soft benefits **(10 points / half credit for parity across some, but not all benefits)**
- 2c** Equal health coverage for transgender individuals without exclusion for medically necessary care **(10 points / half credit for inclusive coverage, but blanket exclusions for transition-related care remain in place)**
- 3a** Three LGBTQ internal training and education best practices **(10 points)**
- 3b** Employee group or diversity council **(10 points)**
- 3c** Three distinct efforts of outreach or engagement to broader LGBTQ community, and if supplier diversity program is in place, must include LGBTQ suppliers **(15 points)**
- 3d** Contractor/supplier non-discrimination standards and philanthropic giving guidelines **(5 points)**

Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have not responded to repeated invitations to the CEI survey. These ratings are based on publicly available information as well as information submitted to HRC from unofficial LGBTQ employee groups or individual employees.

Appendix C

Ratings by Industry, Descending Score

Corporate Equality Index Rating Criteria

- 1a** Prohibits discrimination based on sexual orientation for all operations **(15 points)**
- 1b** Prohibits discrimination based on gender identity for all operations **(15 points)**
- 2a** Equivalency in same- and different-sex spousal medical and soft benefits **(10 points)**
(half credit for parity across some, but not all benefits)
- 2b** Equivalency in same- and different-sex domestic partner medical and soft benefits **(10 points)**
(half credit for parity across some, but not all benefits)
- 2c** Equal health coverage for transgender individuals without exclusion for medically necessary care **(10 points)**
(half credit for inclusive coverage, but blanket exclusions for transition-related care remain in place)
- 3a** Three LGBTQ internal training and education best practices **(10 points)**
- 3b** Employee group or diversity council **(10 points)**
- 3c** Three distinct efforts of outreach or engagement to broader LGBTQ community, and if supplier diversity program is in place, must include LGBTQ suppliers **(15 points)**
- 3d** Contractor/supplier non-discrimination standards and philanthropic giving guidelines **(5 points)**

Ratings in Gray

Unofficial ratings of the Fortune 500 companies that have not responded to repeated invitations to the CEI survey. These ratings are based on publicly available information as well as information submitted to HRC from unofficial LGBTQ employee groups or individual employees.

CEI Rating Criteria

- 1a** Prohibits discrimination based on sexual orientation for all operations (15 points)
- 1b** Prohibits discrimination based on gender identity for all operations (15 points)
- 2a** Equivalency in same- and different-sex spousal medical and soft benefits (10 points)
- 2b** Equivalency in same- and different-sex domestic partner medical and soft benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Equal health coverage for transgender individuals without exclusion for medically necessary care (10 points / half credit for inclusive coverage, but blanket exclusions for transition-related care remain in place)
- 3a** Three LGBTQ internal training and education best practices (10 points)
- 3b** Employee group or diversity council (10 points)
- 3c** Three distinct efforts of outreach or engagement to broader LGBTQ community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)
- 3d** Contractor/supplier non-discrimination standards and philanthropic giving guidelines (5 points)

Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have not responded to repeated invitations to the CEI survey. These ratings are based on publicly available information as well as information submitted to HRC from unofficial LGBTQ employee groups or individual employees.

Employer	Headquarters Location	State	Criterion											Rating		
			15 points	15 points	10 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000
1a	1b	2a	2b	2c	3a	3b	3c	3d	4							
Digitas	Boston	MA	●	●	●	●	●	●	●	●	●	●		100	100	
Fleishman-Hillard Inc.	St. Louis	MO	●	●	●	●	●	●	●	●	●	●		100	100	
Interpublic Group of Companies Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	
Leo Burnett Company Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100	
MSLGROUP Americas	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	
Nielsen	New York City	NY	●	●	●	●	●	●	●	●	●	●		100	100	
Ogilvy Group Inc., The	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	
Omnicom Group	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	179
Publicis Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●		100	95	
Publicis Media	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	
Publicis Sapient	Boston	MA	●	●	●	●	●	●	●	●	●	●		100	100	
Quantcast Corp.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●		100	80	
Re:Sources USA Inc.	Long Island City	NY	●	●	●	●	●	●	●	●	●	●		100	100	
Saatchi & Saatchi North America Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	
WE Communications	Bellevue	WA	●	●	●	●	●	●	●	●	●	●		100		
Publicis Healthcare	New York	NY	●	●	●	●	●	●	●	●	●	●		95	100	
Daniel J. Edelman Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●		90	100	
Alliance Data Systems Corp.	Plano	TX	●	●	●	●	●	●	●	●	●	●		85	100	378
National CineMedia Inc.	Centennial	CO	●	●	●	●	●	●	●	●	●	●		75		
WPP Group USA	New York	NY	●	●	●	●	●	●	●	●	●	●		75	85	
Rosetta LLC	Hamilton	NJ	●	●	●	●	●	●	●	●	●	●		50		
Emmis Communications Corporation	Indianapolis	IN	●	●	●	●	●	●	●	●	●	●		30	40	
AEROSPACE AND DEFENSE																
Airbus Americas Inc.	Herndon	VA	●	●	●	●	●	●	●	●	●	●		100		
Harris Corp.	Melbourne	FL	●	●	●	●	●	●	●	●	●	●		100	100	363
Lockheed Martin Corp.	Bethesda	MD	●	●	●	●	●	●	●	●	●	●		100	100	56
Northrop Grumman Corp.	Falls Church	VA	●	●	●	●	●	●	●	●	●	●		100	100	114
Rolls-Royce North America (USA) Holdings Co.	Reston	VA	●	●	●	●	●	●	●	●	●	●		100	100	
Boeing Co.	Chicago	IL	●	●	●	●	●	●	●	●	●	●		90	100	24
Huntington Ingalls Industries	Newport News	VA	●	●	●	●	●	●	●	●	●	●		90	100	380
Raytheon Co.	Waltham	MA	●	●	●	●	●	●	●	●	●	●		90	100	116

Ratings by Industry, Descending Score

1a	Prohibits discrimination based on sexual orientation for all operations (15 points)
1b	Prohibits discrimination based on gender identity for all operations (15 points)
2a	Equivalency in same- and different-sex spousal medical and soft benefits (10 points)
2b	Equivalency in same- and different-sex domestic partner medical and soft benefits (10 points / half credit for parity across some, but not all benefits)
2c	Equal health coverage for transgender individuals without exclusion for medically necessary care (10 points / half credit for inclusive coverage, but blanket exclusions for transition-related care remain in place)
3a	Three LGBTQ internal training and education best practices (10 points)
3b	Employee group or diversity council (10 points)
3c	Three distinct efforts of outreach or engagement to broader LGBTQ community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)
3d	Contractor/supplier non-discrimination standards and philanthropic giving guidelines (5 points)

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Ratings by Industry, Descending Score						Criterion									Rating		
Employer	Headquarters Location	State	1a 15 points	1b 15 points	2a 10 points	2b 10 points	2c 10 points	3a 10 points	3b 10 points	3c 15 points	3d 5 points	4 -25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000		
BAE Systems Inc.	Arlington	VA	●	●	●		●	●	●	●			85	100			
Leidos Holdings	Reston	VA	●	●	●	●	●		●	●	●		85	100	381		
Spirit AeroSystems Inc.	Wichita	KS	●	●	●	●	●	●	●		●		85	85	393		
General Dynamics Corp.	Falls Church	VA	●	●	●			●	●	●	●		75		90		
Honeywell International Inc.	Morris Township	NJ	●	●				●	●	●			55		73		
Virgin Orbit	Long Beach	CA	●	●	●	●							50				
Textron Inc.	Providence	RI	●		●						●		30		200		
L-3 Communications Holdings	New York	NY	●	●									20		273		
Airlines																	
American Airlines	Fort Worth	TX	●	●	●	●	●	●	●	●	●		100	100	67		
Southwest Airlines Co.	Dallas	TX	●	●	●	●	●	●	●	●	●		100	100	138		
United Airlines	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100			
Alaska Airlines	Seattle	WA	●	●	●		●	●	●	●	●		90	100	438		
JetBlue Airways Corp.	Long Island City	NY	●	●	●		●	●	●	●	●		90	100	403		
Delta Air Lines Inc.	Atlanta	GA	●	●	●		●	●	●	●	●		85	100	71		
Hawaiian Airlines Inc.	Honolulu	HI	●	●	●	●	●		●	●			85	85	819		
SkyWest Airlines Inc.	St. George	UT	●	●	●			●	●	●			70				
Virgin America	Burlingame	CA	●	●	●		●	●					65				
AirTran Holdings Inc.	Orlando	FL			●								10				
Apparel, Fashion, Textiles, Dept. Stores																	
Abercrombie & Fitch Co.	New Albany	OH	●	●	●	●	●	●	●	●	●		100	100	675		
Adidas North America Inc.	Portland	OR	●	●	●	●	●	●	●	●	●		100	100			
Levi Strauss & Co.	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	542		
Nike Inc.	Beaverton	OR	●	●	●	●	●	●	●	●	●		100	100	88		
PVH Corp.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	335		
Under Armour Inc.	Baltimore	MD	●	●	●	●	●	●	●	●	●		100	100	528		
VF Corp.	Greensboro	NC	●	●	●	●	●	●	●	●	●		100	100	230		
Warby Parker	New York	NY	●	●	●	●	●	●	●	●	●		100	95			
Tailored Brands Inc.	Houston	TX	●	●	●	●	●	●	●	●			95	95	667		
Hanesbrands Inc.	Winston- Salem	NC	●	●	●		●		●	●			75	90	432		
Aéropostale Inc.	Lyndhurst	NJ	●	●	●	●	●	●		●	●		90	85			

Appendix C

Ratings by Industry, Descending Score

CEI Rating Criteria

- 1a** Prohibits discrimination based on sexual orientation for all operations (15 points)
- 1b** Prohibits discrimination based on gender identity for all operations (15 points)
- 2a** Equivalency in same- and different-sex spousal medical and soft benefits (10 points)
- 2b** Equivalency in same- and different-sex domestic partner medical and soft benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Equal health coverage for transgender individuals without exclusion for medically necessary care (10 points / half credit for inclusive coverage, but blanket exclusions for transition-related care remain in place)
- 3a** Three LGBTQ internal training and education best practices (10 points)
- 3b** Employee group or diversity council (10 points)
- 3c** Three distinct efforts of outreach or engagement to broader LGBTQ community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)
- 3d** Contractor/supplier non-discrimination standards and philanthropic giving guidelines (5 points)

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Employer	Headquarters Location	State	Criterion											Rating		
			15 points	15 points	10 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000
Guess? Inc.	Los Angeles	CA	●	●	●		●	●	●	●	●	●		85		887
American Apparel LLC	Los Angeles	CA	●	●	●		●	●	●	●	●	●		80		
Burlington Store Inc.	Burlington	NJ	●	●	●	●	●	●	●	●				80		463
L.L. Bean Inc.	Freeport	ME	●	●					●					40		
AUTOMOTIVE																
General Motors Co.	Detroit	MI	●	●	●		●	●	●	●	●	●		90	100	8
Hyundai Motor America	Fountain Valley	CA	●	●	●	●	●	●	●	●	●	●		100	100	
Subaru of America Inc.	Cherry Hill	NJ	●	●	●	●	●	●	●	●	●	●		100	100	
Tesla Inc.	Palo Alto	CA	●	●	●	●	●	●	●	●	●	●		100	100	383
Toyota Motor North America Inc.	Plano	TX	●	●	●	●	●	●	●	●	●	●		100	100	
Ford Motor Co.	Dearborn	MI	●	●	●		●	●	●	●	●	●		90	100	10
Harley-Davidson Inc.	Milwaukee	WI	●	●	●		●	●	●	●	●	●		90		435
Goodyear Tire & Rubber Co.	Akron	OH	●	●	●		●	●	●	●	●	●		90	90	184
Lear Corp.	Southfield	MI	●	●	●		●	●	●	●	●	●		90		151
Nissan North America Inc.	Franklin	TN	●	●	●		●	●	●	●	●	●		90	100	
Volkswagen Group of America Inc.	Herndon	VA	●	●	●		●	●	●	●	●	●		90	95	
Robert Bosch Corp.	Farmington Hills	MI	●	●	●	●	●		●	●	●	●		85	90	
Cooper Tire & Rubber Co.	Findlay	OH	●	●	●			●	●	●	●	●		75		743
Dana Inc.	Maumee	OH	●	●	●			●	●	●	●	●		75		447
Honda North America Inc.	Marysville	OH	●	●	●		●		●	●	●			75	85	
Visteon Corp.	Van Buren Township	MI	●	●	●		●	●	●	●	●			70		693
Group 1 Automotive	Houston	TX	●		●									25		261
Asbury Automotive Group	Duluth	GA	●	●										20		410
LKQ Corp.	Chicago	IL	●	●										20		304
Paccar Inc.	Bellevue	WA	●	●										20		164
Autoliv Inc.	Auburn Hills	MI	●											10	10	283
AutoNation Inc.	Fort Lauderdale	FL	●											10		129
BorgWarner Inc.	Auburn Hills	MI	●	●	●									40	30	305
Lithia Motors, Inc.	Medford	OR	●											10		318
Tenneco Inc.	Lake Forest	IL	●											10	10	322
Genuine Parts Co.	Atlanta	GA														180

CEI Rating Criteria

- 1a** Prohibits discrimination based on sexual orientation for all operations (15 points)
- 1b** Prohibits discrimination based on gender identity for all operations (15 points)
- 2a** Equivalency in same- and different-sex spousal medical and soft benefits (10 points)
- 2b** Equivalency in same- and different-sex domestic partner medical and soft benefits (10 points / half credit for parity across some, but not all benefits)
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- 3a** Three LGBTQ internal training and education best practices (10 points)
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- 3c** Three distinct efforts of outreach or engagement to broader LGBTQ community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)
- 3d** Contractor/supplier non-discrimination standards and philanthropic giving guidelines (5 points)

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Ratings by Industry, Descending Score			Criterion											Rating		
			15 points		10 points			10 points				15 points		5 points		2019 CEI Rating
Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4				
Penske Automotive Group Inc.	Bloomfield Hills	MI													10	142
Sonic Automotive Inc.	Charlotte	NC														287
BANKING AND FINANCIAL SERVICES																
AllianceBernstein LP	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	
Ally Financial Inc.	Detroit	MI	●	●	●	●	●	●	●	●	●	●		100	100	286
American Express Company	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	86
AQR Capital Management LLC	Greenwich	CT	●	●	●	●	●	●	●	●	●	●		100		
Bank of New York Mellon Corp., The	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	177
Bank of the West	San Francisco	CA	●	●	●	●	●	●	●	●	●	●		100	90	
Barclays	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	
BlackRock	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	255
Blackstone Group LP, The	New York	NY	●	●	●	●	●	●	●	●	●	●		100	85	503
Bloomberg LP	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	
BMO Bankcorp Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100	
BNP Paribas	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	
Broadridge Financial Solutions Inc.	Lake Success	NY	●	●	●	●	●	●	●	●	●	●		100	100	749
Brown Brothers Harriman & Co.	New York	NY	●	●	●	●	●	●	●	●	●	●		100	90	
Capital Group Companies Inc., The	Los Angeles	CA	●	●	●	●	●	●	●	●	●	●		100	100	
Capital One Financial Corp.	McLean	VA	●	●	●	●	●	●	●	●	●	●		100	100	100
Carlyle Group LP, The	Washington	DC	●	●	●	●	●	●	●	●	●	●		100	100	869
Charles Schwab & Co. Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●		100	100	357
Citigroup Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	30
CME Group Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	95	633
Comerica Inc.	Dallas	TX	●	●	●	●	●	●	●	●	●	●		100	100	736
Compass Bancshares Inc. (BBVA Compass)	Birmingham	AL	●	●	●	●	●	●	●	●	●	●		100	100	
Credit Suisse USA Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	
Depository Trust & Clearing Corp., The	New York	NY	●	●	●	●	●	●	●	●	●	●		100	95	
Deutsche Bank	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	
Discover Financial Services	Riverwoods	IL	●	●	●	●	●	●	●	●	●	●		100	100	277
E*TRADE Financial Corp.	New York	NY	●	●	●	●	●	●	●	●	●	●		100		930
Eastern Bank Corp.	Boston	MA	●	●	●	●	●	●	●	●	●	●		100	100	

CEI Rating Criteria

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Employer	Headquarters Location	State	Criterion											Rating		
			15 points	15 points	10 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000
Edward Jones	St. Louis	MO	●	●	●	●	●	●	●	●	●	●		100	100	403
Federal Home Loan Mortgage Corp. (Freddie Mac)	McLean	VA	●	●	●	●	●	●	●	●	●	●		100	100	39
Federal National Mortgage Association (Fannie Mae)	Washington	DC	●	●	●	●	●	●	●	●	●	●		100	100	20
Federal Reserve Bank of Boston	Boston	MA	●	●	●	●	●	●	●	●	●	●		100	100	
Federal Reserve Bank of Chicago	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100	
Federal Reserve Bank of Cleveland	Cleveland	OH	●	●	●	●	●	●	●	●	●	●		100	100	
Federal Reserve Bank of Minneapolis	Minneapolis	MN	●	●	●	●	●	●	●	●	●	●		100		
Federal Reserve Bank of New York	New York	NY	●	●	●	●	●	●	●	●	●	●		100	90	
Federal Reserve Bank of Philadelphia	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●		100	90	
Federal Reserve Bank of Richmond	Richmond	VA	●	●	●	●	●	●	●	●	●	●		100	100	
Federal Reserve Bank of San Francisco	San Francisco	CA	●	●	●	●	●	●	●	●	●	●		100	100	
Federal Reserve Bank of St Louis	Saint Louis	MO	●	●	●	●	●	●	●	●	●	●		100	100	
Fidelity National Information Services Inc.	Jacksonville	FL	●	●	●	●	●	●	●	●	●	●		100	100	301
Fifth Third Bancorp	Cincinnati	OH	●	●	●	●	●	●	●	●	●	●		100	100	389
Financial Industry Regulatory Authority Inc.	Washington	DC	●	●	●	●	●	●	●	●	●	●		100	100	
First American Financial Corp.	Santa Ana	CA	●	●	●	●	●	●	●	●	●	●		100	100	464
First Data Corp.	Atlanta	GA	●	●	●	●	●	●	●	●	●	●		100	100	242
Franklin Templeton Investments	San Mateo	CA	●	●	●	●	●	●	●	●	●	●		100	100	405
Goldman Sachs Group Inc., The	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	78
HSBC USA	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	
Huntington Bancshares Inc.	Columbus	OH	●	●	●	●	●	●	●	●	●	●		100	100	610
Janus Henderson Investors	London	England	●	●	●	●	●	●	●	●	●	●		100		
John Hancock Financial Services Inc.	Boston	MA	●	●	●	●	●	●	●	●	●	●		100	100	
JPMorgan Chase & Co.	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	21
KeyBank	Cleveland	OH	●	●	●	●	●	●	●	●	●	●		100	100	479
KKR & Co. LP	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	656
Legg Mason Inc.	Baltimore	MD	●	●	●	●	●	●	●	●	●	●		100	95	783
M&T Bank Corp.	Buffalo	NY	●	●	●	●	●	●	●	●	●	●		100	95	455
Macquarie Group Ltd.	New York	NY	●	●	●	●	●	●	●	●	●	●		100	85	
Mastercard	Purchase	NY	●	●	●	●	●	●	●	●	●	●		100	100	267
Mesirow Financial Holdings Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	90	

CEI Rating Criteria

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1b Prohibits discrimination based on gender identity for all operations (15 points)

2a Equivalency in same- and different-sex spousal medical and soft benefits (10 points)

2b Equivalency in same- and different-sex domestic partner medical and soft benefits (10 points / half credit for parity across some, but not all benefits)

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3a Three LGBTQ internal training and education best practices (10 points)

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3c Three distinct efforts of outreach or engagement to broader LGBTQ community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)

3d Contractor/supplier non-discrimination standards and philanthropic giving guidelines (5 points)

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			15 points		15 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points

Appendix C

Ratings by Industry, Descending Score

CEI Rating Criteria

- 1a** Prohibits discrimination based on sexual orientation for all operations (15 points)
- 1b** Prohibits discrimination based on gender identity for all operations (15 points)
- 2a** Equivalency in same- and different-sex spousal medical and soft benefits (10 points)
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Employer	Headquarters Location	State	Criterion											Rating		
			15 points	15 points	10 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000
United Services Automobile Association	San Antonio	TX	●	●	●	●	●	●	●	●	●	●		100	100	102
Vanguard Group Inc.	Malvern	PA	●	●	●	●	●	●	●	●	●	●		100	100	
Visa	Foster City	CA	●	●	●	●	●	●	●	●	●	●		100	100	187
Voya Financial	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	266
Wells Fargo & Co.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●		100	100	25
CIT Group Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●		95	20	550
Federal Reserve Bank of Atlanta	Atlanta	GA	●	●	●	●	●	●	●	●	●	●		95	100	
Nomura	New York	NY	●	●	●	●	●	●	●	●	●			95		
Ameriprise Financial Inc.	Minneapolis	MN	●	●	●		●	●	●	●	●	●		90	100	239
BB&T Corp.	Winston-Salem	NC	●	●	●		●	●	●	●	●	●		90	100	245
Citizens Financial Group	Providence	RI	●	●	●	●		●	●	●	●	●		90		451
Fidelity Investments	Boston	MA	●	●	●		●	●	●	●	●	●		90	95	
LPL Financial Holdings Inc.	Boston	MA	●	●	●	●	●	●	●	●	●	●		100	100	584
MB Financial Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●			90	95	
Raymond James Financial Inc.	St. Petersburg	FL	●	●	●	●		●	●	●	●	●		90	85	469
Global Payments Inc.	Atlanta	GA	●	●	●	●	●	●	●	●		●		85		669
Navient	Wilmington	DE	●	●	●		●	●	●	●	●	●		85	100	514
Regions Financial Corp.	Birmingham	AL	●	●	●	●	●	●	●	●	●			85	95	436
Pacific Life Insurance Co.	Newport Beach	CA	●	●	●	●	●	●	●		●			80	80	302
Bank of America Corp.	Charlotte	NC	●	●	●	●	●	●	●	●	●	●	●	75	75	26
First Horizon National Corp.	Memphis	TN	●	●	●		●	●	●	●	●			75		
Mercedes-Benz Financial Services USA LLC (MBFS)	Farmington Hills	MI	●	●	●			●	●	●	●			75		
Loews Corp.	New York	NY	●	●	●						●	●		55	75	213
SLM Corp. (Sallie Mae)	Newark	DE	●	●	●	●		●						55	45	
CoreLogic	Santa Ana	CA	●	●	●			●	●					50		952
Western Union Co., The	Englewood	CO	●	●	●			●						50	75	478
Invesco Ltd.	Atlanta	GA	●	●	●		●							45	75	
Waddell & Reed Financial Inc.	Overland Park	KS	●	●	●		●							45	80	
Fidelity National Financial Corp.	Jacksonville	FL	●	●										20		293
Fiserv Inc.	Brookfield	WI	●	●										20	20	471
HRG Group	New York	NY	●											10		418

CEI Rating Criteria

1a Prohibits discrimination based on sexual orientation for all operations (**15 points**)

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2a Equivalency in same- and different-sex spousal medical and soft benefits (**10 points**)

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2c Equal health coverage for transgender individuals without exclusion for medically necessary care (**10 points / half credit for inclusive coverage, but blanket exclusions for transition-related care remain in place**)

3a Three LGBTQ internal training and education best practices (**10 points**)

3b Employee group or diversity council (**10 points**)

3c Three distinct efforts of outreach or engagement to broader LGBTQ community, and if supplier diversity program is in place, must include LGBTQ suppliers (**15 points**)

3d Contractor/supplier non-discrimination standards and philanthropic giving guidelines (**5 points**)

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Employer	Headquarters Location	State	Criterion										Rating		
			15 points 1a	15 points 1b	10 points 2a	10 points 2b	10 points 2c	10 points 3a	10 points 3b	15 points 3c	5 points 3d	4	2019 CEI Rating	2018 CEI Rating	Fortune 1000
INTL FCSStone Inc.	New York	NY	●										10		189
A-Mark Precious Metals	Santa Monica	CA													395
Intercontinental Exchange	Atlanta	GA													437
Leucadia National Corporation	New York	NY													262
CHEMICALS AND BIOTECHNOLOGY															
BASF Corp.	Florham Park	NJ	●	●	●	●	●	●	●	●	●		100	100	
Celanese Corp.	Irving	TX	●	●	●	●	●	●	●	●	●		100	90	484
Dow Chemical Co., The	Midland	MI	●	●	●	●	●	●	●	●	●		100	100	62
E. I. du Pont de Nemours and Co. (DuPont)	Wilmington	DE	●	●	●	●	●	●	●	●	●		100	100	113
Ecolab Inc.	St. Paul	MN	●	●	●	●	●	●	●	●	●		100	100	211
Genentech Inc.	South San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	
International Flavors & Fragrances	New York	NY	●	●	●	●	●	●	●	●	●		100		711
Thermo Fisher Scientific Inc.	Waltham	MA	●	●	●	●	●	●	●	●	●		100	100	154
PPG Industries Inc.	Pittsburgh	PA	●	●	●		●	●	●	●	●		90	100	183
Sherwin-Williams Co., The	Cleveland	OH	●	●	●	●	●	●		●			80		236
Univar Inc.	Downers Grove	IL	●	●	●	●	●				●		60	20	338
Huntsman Corp.	The Woodlands	TX	●	●	●						●		45	70	289
Ashland Inc.	Covington	KY	●	●	●								40		516
The Chemours Company	Wilmington	DE	●	●	●		●	●	●	●			75		482
Airgas Inc.	Radnor	PA	●	●									20	10	489
Avery Dennison	Glendale	CA	●	●									20	20	430
Quintiles Transnational	Durham	NC	●	●									20		390
COLLEGES AND UNIVERSITIES															
University of Phoenix	Tempe	AZ	●	●	●	●	●	●	●	●	●		100	100	
COMPUTER AND DATA SERVICES															
Arrow Electronics	Centennial	CO	●	●	●	●	●	●	●	●	●		100	80	118
Citrix Systems Inc.	Fort Lauderdale	FL	●	●	●	●	●	●	●	●	●		100	100	661
Dell Technologies Inc.	Round Rock	TX	●	●	●	●	●	●	●	●	●		100	100	41
Dropbox Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	
Experian Americas	Costa Mesa	CA	●	●	●	●	●	●	●	●	●		100		
FactSet Research Systems Inc.	Norwalk	CT	●	●	●	●	●	●	●	●	●		100	100	

CEI Rating Criteria

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- 2b** Equivalency in same- and different-sex domestic partner medical and soft benefits (10 points / half credit for parity across some, but not all benefits)
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1a	1b	2a	2b	2c	3a	3b	3c	3d	4							
LENOVO (UNITED STATES) INC.	Morrisville	NC	●	●	●	●	●	●	●	●	●	●		100	100	
NCR Corp.	Duluth	GA	●	●	●	●	●	●	●	●	●	●		100	100	409
Rackspace	San Antonio	TX	●	●	●	●	●	●	●	●	●	●		100	100	
Tech Data Corp.	Clearwater	FL	●	●	●	●	●	●	●	●	●	●		100	100	107
Western Digital Corp.	San Jose, CA	CA	●	●	●	●	●	●	●	●	●	●		100		217
Palo Alto Networks	Santa Clara	CA	●	●	●	●	●	●	●	●	●	●		95		
HERE North America LLC	Chicago	IL	●	●	●	●	●	●	●	●	●	●		90	100	
Ingram Micro	Irvine	CA	●	●	●	●	●			●	●	●		90	85	
Hewlett Packard Enterprise Co.	Palo Alto	CA	●	●	●		●	●	●	●	●	●		80	100	59
LexisNexis Group	New York	NY	●	●	●	●	●		●	●				80	95	
SRA International Inc.	Fairfax	VA	●	●	●	●				●	●	●		75		
Black Knight Inc.	Jacksonville	FL	●	●	●	●	●	●				●		70		
DXC Technology	McLean	VA	●	●	●	●				●				60		
Insight Enterprises Inc.	Tempe	AZ	●	●	●		●	●						60	75	473
Computer Sciences Corp. (CSC)	Falls Church	VA	●	●				●	●	●				55	75	379
Hortonworks Inc.	Santa Clara	CA	●	●	●					●				50		
Imation Corp.	Oakdale	MN	●	●										30		
Cognizant Technology Solutions Corp.	Teaneck	NJ	●	●										20		205
COMPUTER HARDWARE AND OFFICE EQUIPMENT																
Apple Inc.	Cupertino	CA	●	●	●	●	●	●	●	●	●	●		100	100	3
CDW Corp.	Lincolnshire	IL	●	●	●	●	●	●	●	●	●	●		100	100	199
Lexmark International Inc.	Lexington	KY	●	●	●	●	●	●	●	●	●	●		100	100	
Seagate Technology plc	Cupertino	CA	●	●	●	●	●	●	●	●	●	●		100	25	
Xerox Corp.	Norwalk	CT	●	●	●	●	●	●	●	●	●	●		100	100	162
Ultimate Software	Weston	FL	●	●	●		●	●	●	●	●	●		90	100	
HP Inc.	Palo Alto	CA	●	●	●		●	●	●	●	●	●		90	100	61
NetApp Inc.	Sunnyvale	CA	●	●	●	●	●	●		●	●	●		85		468
Avnet Inc.	Phoenix	AZ	●	●	●		●	●				●		65	80	108
WESCO International Inc.	Pittsburgh	PA	●	●	●									40	60	373
Anixter International Inc.	Glenview	IL	●	●										20		359
Essendant Inc.	Deerfield	IL	●											10		487

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3b Employee group or diversity council (10 points)

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Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4						
Software House International	Somerset	NJ												10				
COMPUTER SOFTWARE																		
Adobe Systems Inc.	San Jose	CA											100	100	443			
AthenaHealth Inc.	Watertown	MA											100	100				
Autodesk Inc.	San Rafael	CA											100	100	928			
Box Inc.	Redwood City	CA											100	80				
Intuit Inc.	Mountain View	CA											100	100	527			
Medallia Inc.	San Mateo	CA											100	100				
Medidata Solutions Inc.	New York	NY											100					
Microsoft Corp.	Redmond	WA											100	100	28			
Nuance Communications	Burlington	MA											100	80	953			
Oracle Corp.	Redwood City	CA											100	100	81			
Pinterest Inc.	San Francisco	CA											100	95				
Salesforce	San Francisco	CA											100	100	326			
SAP America Inc.	Newtown Square	PA											100	100				
Symantec Corp.	Mountain View	CA											100	100	465			
Uber Technologies Inc.	San Francisco	CA											100	100				
VMware Inc.	Palo Alto	CA											100	100				
Workday Inc.	Pleasanton	CA											100	100				
Atlassian	San Francisco	CA											95					
Mozilla Corporation	Mountain View	CA											95					
New Relic Inc.	San Francisco	CA											95	95				
PROS	Houston	TX											75					
Cloudera Inc.	Palo Alto	CA											70	100				
Instacart Inc.	San Francisco	CA											65					
Avaya Inc.	Santa Clara	CA											60	70	621			
Veritas Technologies LLC	Mountain View	CA											60	90				
Pitney Bowes Inc.	Stamford	CT											55		663			
BMC Software Inc.	Houston	TX											45	70				
Convio Inc.	Austin	TX											45					
Software AG USA Inc.	Reston	VA											40					

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Allscripts-Misys Healthcare Solutions Inc.	Chicago	IL	●	●									20	40	
CONSULTING AND BUSINESS SERVICES															
A.T. Kearney Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
Accenture	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
ADP	Roseland	NJ	●	●	●	●	●	●	●	●	●		100	100	240
AlixPartners LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Aon Corp.	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
Bain & Co. Inc./ Bridgespan Group	Boston	MA	●	●	●	●	●	●	●	●	●		100	100	
Booz Allen Hamilton Inc.	McLean	VA	●	●	●	●	●	●	●	●	●		100	100	481
Boston Consulting Group	Boston	MA	●	●	●	●	●	●	●	●	●		100	100	
Capgemini America, INC	Houston	TX	●	●	●	●	●	●	●	●	●		100	90	
Capital Markets Company NV, The	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Deloitte LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Dun & Bradstreet Corp., The	Short Hills	NJ	●	●	●	●	●	●	●	●	●		100	100	
EAB	Washington	DC	●	●	●	●	●	●	●	●	●		100	100	
Ernst & Young LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Gartner Inc.	Stamford	CT	●	●	●	●	●	●	●	●	●		100	100	821
Grant Thornton LLP	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
Huron Consulting Group Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
IBM Corp.	Armonk	NY	●	●	●	●	●	●	●	●	●		100	100	32
IHS Markit Ltd.	New York	NY	●	●	●	●	●	●	●	●	●		100	90	
Iron Mountain Inc.	Boston	MA	●	●	●	●	●	●	●	●	●		100	100	649
Kelly Services Inc.	Troy	MI	●	●	●	●	●	●	●	●	●		100	100	490
Korn/Ferry International	Los Angeles	CA	●	●	●	●	●	●	●	●	●		100		
KPMG LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
ManpowerGroup	Milwaukee	WI	●	●	●	●	●	●	●	●	●		100	100	146
Marsh & McLennan Companies Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	210
McKinsey & Co. Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Navigant Consulting Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
PricewaterhouseCoopers LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Robert Half	Menlo Park	CA	●	●	●	●	●	●	●	●	●		100	100	493

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Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4									
RSM US LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100							
Science Applications International Corp.	Reston	VA	●	●	●	●	●	●	●	●	●	●		100	85	551					
Slalom	Seattle	WA	●	●	●	●	●	●	●	●	●	●		100	100						
Thomson Reuters	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100						
Willis Towers Watson	Arlington	VA	●	●	●	●	●	●	●	●	●	●		100	100						
ZS Associates Inc.	Evanston	IL	●	●	●	●	●	●	●	●	●	●		100							
Wipro Ltd.	East Brunswick	NJ	●	●	●	●	●	●	●	●	●	●		95							
Capital Area Services Company, LLC (CASCI)	Charleston	WV	●	●	●		●	●	●	●	●	●		90							
Hitachi Consulting Corp.	Dallas	TX	●	●	●	●	●	●		●	●	●		90							
CHG Healthcare Inc.	Midvale	UT	●	●	●	●	●	●		●	●			85	85						
Softchoice Corp.	Toronto	ON	●	●	●	●	●	●	●	●				80							
West Monroe Partners LLC	Chicago	IL	●	●	●	●	●	●		●		●		75							
Adecco North America LLC	Jacksonville	FL	●	●	●	●			●	●				70							
Unisys Corp.	Blue Bell	PA	●	●	●	●	●	●						60		756					
Truven Health Analytics Inc.	Ann Arbor	MI	●	●	●		●			●				55							
Infosys Limited Inc.	Plano	TX	●	●	●					●				50							
Pariveda Solutions Inc.	Dallas	TX	●	●	●					●				50	70						
ABM Industries Inc.	New York	NY	●											10		500					
EDUCATION AND CHILD CARE																					
Bright Horizons	Watertown	MA	●	●	●		●	●	●	●	●	●		90	100						
Pearson Inc.	Hoboken	NJ	●	●	●		●	●	●	●	●	●		90	100						
ENERGY AND UTILITIES																					
Alliant Energy Corp.	Madison	WI	●	●	●	●	●	●	●	●	●	●		100	100	677					
Ameren Corp.	St. Louis	MO	●	●	●	●	●	●	●	●	●	●		100	100	431					
Dominion Energy	Richmond	VA	●	●	●	●	●	●	●	●	●	●		100	75	238					
Duke Energy Corp.	Charlotte	NC	●	●	●	●	●	●	●	●	●	●		100	100	121					
Edison International	Rosemead	CA	●	●	●	●	●	●	●	●	●	●		100	100	235					
Exelon Corp.	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100	89					
PG&E Corp.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●		100	100	157					
Portland General Electric Co.	Portland	OR	●	●	●	●	●	●		●	●	●		100	100	960					
PPL Corp.	Allentown	PA	●	●	●	●	●	●	●	●	●	●		100	100	365					

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Sempra Energy	San Diego	CA	●	●	●	●	●	●	●	●	●	●		100	100	280
Southern Co.	Atlanta	GA	●	●	●	●	●	●	●	●	●	●		100	100	145
Xcel Energy Inc.	Minneapolis	MN	●	●	●	●	●	●	●	●	●	●		100	100	256
Consumers Energy	Jackson	MI	●	●	●		●	●	●	●	●	●		90	100	419
Public Service Enterprise Group	Newark	NJ	●	●	●		●	●	●	●	●	●		90	100	306
Southern California Edison Co.	Rosemead	CA	●	●	●	●	●	●	●	●	●	●		100	100	
American Electric Power Co. Inc.	Columbus	OH	●	●	●		●	●	●	●	●	●		85	100	167
Battelle Energy Alliance (Idaho National Laboratory)	Idaho Falls	ID	●	●	●	●	●	●	●	●	●			90		
DTE Energy Co.	Detroit	MI	●	●	●		●	●	●	●	●	●		85	85	272
Entergy Corp.	New Orleans	LA	●	●	●		●	●	●	●	●			85	100	263
Great River Energy	Maple Grove	MN	●	●	●	●	●	●	●	●	●	●		85		
National Grid USA	Waltham	MA	●	●	●		●	●	●	●	●	●		85	100	
Eversource Energy	Springfield	MA	●	●	●		●	●	●	●	●			75		358
Pinnacle West Capital	Phoenix	AZ	●	●	●		●	●	●	●	●	●		70		651
Sunrun Inc.	San Francisco	CA	●	●	●	●		●	●	●				70		
Williams Companies Inc.	Tulsa	OK	●	●	●	●			●	●	●			70		367
Chesapeake Energy Corp.	Oklahoma City	OK	●	●	●		●	●	●	●				65	80	343
Consolidated Edison Co.	New York	NY	●	●	●		●	●	●	●				65	95	234
Constellation Energy Group Inc.	Baltimore	MD	●	●	●			●	●	●				60		
Laclede Group Inc., The	St. Louis	MO	●	●	●	●				●	●			60	65	
NextEra Energy Inc.	Juno Beach	FL	●	●	●			●	●	●				50		170
PNM Resources Inc.	Albuquerque	NM	●	●	●							●		45	70	
SunPower Corp.	San Jose	CA	●	●	●		●							45		
NRG Energy Inc.	Princeton	NJ	●	●				●						40	65	229
WEC Energy Group	Milwaukee	WI	●	●					●					40	55	368
Calpine Corp.	Houston	TX	●			●								20		400
CenterPoint Energy Inc.	Houston	TX	●	●										20	10	362
Energy Transfer Equity L.P.	Dallas	TX	●	●										20		79
FirstEnergy Corp.	Akron	OH	●	●										20	10	196
UGI Corp.	King of Prussia	PA	●	●										20		457
Vistra Energy	Dallas	TX	●	●										20		499

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Ratings by Industry, Descending Score			Criterion											Rating		
			15 points	15 points	10 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000
Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4				
Severn Trent Services Inc.	Fort Washington	PA				●				●			15	15		
Global Partners	Waltham	MA	●										10		334	
AES Corp., The	Arlington	VA												40	194	
Targa Resources Corp.	Houston	TX													402	
ENGINEERING AND CONSTRUCTION																
AECOM	Los Angeles	CA	●	●	●	●	●	●	●	●	●		100	100	161	
Black & Veatch Holding Inc.	Overland Park	KS	●	●	●	●	●	●	●	●	●		100	85		
Jacobs Engineering Group Inc.	Pasadena	CA	●	●	●	●	●	●	●	●	●		100		259	
Perkins + Will Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●		100			
Turner Construction Co.	New York	NY	●	●	●	●	●	●	●	●	●		100	100		
Arup USA Inc	New York	NY	●	●	●		●	●	●	●	●		90	90		
Hilti Inc.	Planto	TX	●		●	●	●		●	●			65			
Fluor Corp.	Irving	TX	●	●	●			●	●				60	80	149	
United Rentals Inc.	Stamford	CT	●	●	●	●							50	45	452	
KB Home	Los Angeles	CA	●	●		●				●			35		634	
DR Horton Inc.	Fort Worth	TX	●	●									20	10	232	
Lennar Corp.	Miami	FL	●	●									20		260	
Toll Brothers Inc.	Horsham	PA	●	●									20		497	
Ryland Group Inc., The	Calabasas	CA	●							●			15			
EMCOR Group Inc.	Norwalk	CT	●										10	20	360	
Peter Kiewit Sons' Inc.	Omaha	NE	●										10		324	
PulteGroup Inc.	Atlanta	GA	●										10		353	
Quanta Services	Houston	TX	●										10		355	
CalAtlantic Group	Arlington	VA													415	
NVR Inc.	Reston	VA													446	
ENTERTAINMENT AND ELECTRONIC MEDIA																
Activision Blizzard	Santa Monica	CA	●	●	●	●	●	●	●	●	●		100		406	
AMC Entertainment Inc.	Leawood	KS	●	●	●	●	●	●	●	●	●		100	100		
Anschutz Entertainment Group, Inc.	Los Angeles	CA	●	●	●	●	●	●	●	●	●		100			
Buzzfeed	New York	NY	●	●	●	●	●	●	●	●	●		100			
CBS Corp.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	193	

CEI Rating Criteria

- 1a** Prohibits discrimination based on sexual orientation for all operations (15 points)
- 1b** Prohibits discrimination based on gender identity for all operations (15 points)
- 2a** Equivalency in same- and different-sex spousal medical and soft benefits (10 points)
- 2b** Equivalency in same- and different-sex domestic partner medical and soft benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Equal health coverage for transgender individuals without exclusion for medically necessary care (10 points / half credit for inclusive coverage, but blanket exclusions for transition-related care remain in place)
- 3a** Three LGBTQ internal training and education best practices (10 points)
- 3b** Employee group or diversity council (10 points)
- 3c** Three distinct efforts of outreach or engagement to broader LGBTQ community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)
- 3d** Contractor/supplier non-discrimination standards and philanthropic giving guidelines (5 points)

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Ratings by Industry, Descending Score			Criterion												Rating																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																				
			15 points		15 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points

CEI Rating Criteria

- 1a** Prohibits discrimination based on sexual orientation for all operations (15 points)
- 1b** Prohibits discrimination based on gender identity for all operations (15 points)
- 2a** Equivalency in same- and different-sex spousal medical and soft benefits (10 points)
- 2b** Equivalency in same- and different-sex domestic partner medical and soft benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Equal health coverage for transgender individuals without exclusion for medically necessary care (10 points / half credit for inclusive coverage, but blanket exclusions for transition-related care remain in place)
- 3a** Three LGBTQ internal training and education best practices (10 points)
- 3b** Employee group or diversity council (10 points)
- 3c** Three distinct efforts of outreach or engagement to broader LGBTQ community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)
- 3d** Contractor/supplier non-discrimination standards and philanthropic giving guidelines (5 points)

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Ratings by Industry, Descending Score			Criterion											Rating					
			15 points		15 points		10 points		10 points		10 points		10 points		15 points		5 points		-25 points
Employer	Headquarters	Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4						
Chobani	Norwich	NY													100				
Coca-Cola Co., The	Atlanta	GA													100	100	64		
Conagra Brands Inc.	Chicago	IL													100	100	197		
Danone North America	White Plains	NY													100				
Dunkin' Brands Group Inc.	Canton	MA													100	90			
E&J Gallo Winery	Modesto	CA													100	100			
General Mills Inc.	Minneapolis	MN													100	100	165		
Hannaford Supermarkets	Scarborough	ME													100				
Hershey Co., The	Hershey	PA													100	100	369		
Kellogg Co.	Battle Creek	MI													100	100	216		
Kraft Heinz Company, The	Chicago	IL													100	90	106		
Kroger Co., The	Cincinnati	OH													100	95	18		
McDonald's Corp.	Oak Brook	IL													100	100	112		
MillerCoors LLC	Chicago	IL													100	100			
Nestl� USA Inc.	Glendale	CA													100	95			
PepsiCo Inc.	Purchase	NY													100	100	44		
Shake Shack Inc	New York	NY													100				
Sodexo Inc.	Gaithersburg	MD													100	100			
Ben & Jerry's Homemade Inc.	South Burlington	VT													95	100			
Hormel Foods Corp.	Austin	MN													95	100	295		
Nestle Waters North America Inc.	Stamford	CT													95				
Darden Restaurants Inc.	Orlando	FL													90		385		
Denny's Corp.	Spartanburg	SC													90	75			
Mars Inc.	Mt. Olive	NJ													90	90			
McCormick & Company Inc.	Sparks	MD													90	75	553		
Ocean Spray Cranberries Inc.	Lakeville-Middleboro	MA													90	90			
Panera Bread Co.	St. Louis	MO													90		760		
Tyson Foods Inc.	Springdale	AR													90	100	82		
C&S Wholesale Grocers Inc.	Keene	NH													80	30			
Compass Group USA Inc.	Charlotte	NC													80	80			
Cracker Barrel Old Country Store Inc.	Lebanon	TN													80	60	747		

Appendix C

Ratings by Industry, Descending Score

CEI Rating Criteria

- 1a** Prohibits discrimination based on sexual orientation for all operations **(15 points)**
- 1b** Prohibits discrimination based on gender identity for all operations **(15 points)**
- 2a** Equivalency in same- and different-sex spousal medical and soft benefits **(10 points)**
- 2b** Equivalency in same- and different-sex domestic partner medical and soft benefits **(10 points / half credit for parity across some, but not all benefits)**
- 2c** Equal health coverage for transgender individuals without exclusion for medically necessary care **(10 points / half credit for inclusive coverage, but blanket exclusions for transition-related care remain in place)**
- 3a** Three LGBTQ internal training and education best practices **(10 points)**
- 3b** Employee group or diversity council **(10 points)**
- 3c** Three distinct efforts of outreach or engagement to broader LGBTQ community, and if supplier diversity program is in place, must include LGBTQ suppliers **(15 points)**
- 3d** Contractor/supplier non-discrimination standards and philanthropic giving guidelines **(5 points)**

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Employer	Headquarters Location	State	Criterion										2019 CEI Rating	Rating	
			15 points	15 points	10 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	4	2018 CEI Rating	Fortune 1000
Hain Celestial Group Inc., The	Lake Success	NY	●	●	●		●	●	●	●	●	●		80	100
Land O'Lakes Inc.	Arden Hills	MN	●	●	●		●	●	●	●	●	●		90	100
Mondelez International Inc.	East Hanover	NJ	●	●	●		●	●	●	●	●	●		80	109
SpartanNash	Grand Rapids	MI	●	●	●		●	●		●	●	●		80	75
Wendy's Co., The	Dublin	OH	●	●	●		●		●	●	●	●		80	80
Bob Evans Farms Inc.	New Albany	OH	●	●	●			●	●	●	●	●		75	
Young's Market Co.	Tustin	CA	●	●	●			●	●	●	●			75	85
Chipotle Mexican Grill Inc.	Denver	CO	●	●	●	●					●	●		70	60
Yum! Brands Inc.	Louisville	KY	●	●	●					●	●	●		70	
Brinker International Inc.	Dallas	TX	●	●	●	●	●			●				65	684
SYSCO Corp.	Houston	TX	●	●	●		●	●	●					65	90
Giant Eagle Inc.	Pittsburgh	PA	●	●	●			●	●					60	85
Supervalu Inc.	Eden Prairie	MN	●	●	●		●		●	●	●			60	75
Caribou Coffee Company Inc.	Minneapolis	MN	●	●	●						●	●		55	
J. M. Smucker Co.	Orrville	OH	●	●	●		●	●						55	90
Bloomin' Brands Inc.	Tampa	FL	●	●	●			●						50	568
Domino's Pizza Inc.	Ann Arbor	MI	●	●	●			●						50	80
US Foods Inc.	Rosemont	IL	●	●	●		●							45	
Winn-Dixie Stores Inc.	Jacksonville	FL	●		●				●					35	
H.E. Butt Grocery Co.	San Antonio	TX	●			●			●					30	
Palm Management Corp.	Washington	DC	●					●		●				30	
Sanderson Farms Inc.	Laurel	MS	●	●										30	758
Gastronomy Inc.	Salt Lake City	UT	●	●							●			25	
CHS Inc.	Inver Grove Heights	MN	●	●										20	93
Dean Foods Co.	Dallas	TX	●	●										20	351
Ingredion Inc.	Westchester	IL													456
Performance Food Group Co.	Richmond	VA	●	●										20	171
Seaboard Corp.	Shawnee Mission	KS	●	●										20	486
TreeHouse Foods Inc.	Oak Brook	IL	●	●										20	427
United Natural Foods Inc.	Providence	RI	●	●										20	325
Yum China Holdings	Plano	TX	●											15	399

CEI Rating Criteria

- 1a** Prohibits discrimination based on sexual orientation for all operations (15 points)
- 1b** Prohibits discrimination based on gender identity for all operations (15 points)
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- 2b** Equivalency in same- and different-sex domestic partner medical and soft benefits (10 points / half credit for parity across some, but not all benefits)
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Employer	Headquarters Location	State	Criterion										Rating		
			15 points 1a	15 points 1b	10 points 2a	10 points 2b	10 points 2c	10 points 3a	10 points 3b	15 points 3c	5 points 3d	4	2019 CEI Rating	2018 CEI Rating	Fortune 1000
Core-Mark Holding Company Inc.	South San Francisco	CA	●					●		●			25	10	247
Albertsons Companies Inc.	Boise	ID													49
Dole Food Co. Inc.	Westlake Village	CA													
Publix Super Markets Inc.	Lakeland	FL													85
FOREST AND PAPER PRODUCTS															
Weyerhaeuser Co.	Seattle	WA	●	●	●	●	●	●	●	●			95	95	341
International Paper Co.	Memphis	TN				●			●				20		133
Veritiv	Atlanta	GA	●	●									20	20	331
HEALTHCARE															
Aetna Inc.	Hartford	CT	●	●	●	●	●	●	●	●	●		100	100	43
Anthem Inc.	Indianapolis	IN	●	●	●	●	●	●	●	●	●		100	100	29
AmerisourceBergen Corp.	Chesterbrook	PA	●	●	●	●	●	●	●	●	●		100	100	11
Baxter International Inc.	Deerfield	IL	●	●	●	●	●	●	●	●	●		100	100	281
Blue Shield of California	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	
Boston Scientific Corp.	Marlborough	MA	●	●	●	●	●	●	●	●	●		100	100	327
Cardinal Health Inc.	Dublin	OH	●	●	●	●	●	●	●	●	●		100	100	15
Cerner Corp.	North Kansas City	MO	●	●	●	●	●	●	●	●	●		100	100	530
CIGNA Corp.	Bloomfield	CT	●	●	●	●	●	●	●	●	●		100	100	70
Express Scripts Holding Company	St. Louis	MO	●	●	●	●	●	●	●	●	●		100	100	22
Harvard Pilgrim Health Care Inc.	Wellesley	MA	●	●	●	●	●	●	●	●	●		100	100	
Henry Schein Inc.	Melville	NY	●	●	●	●	●	●	●	●	●		100	100	243
Humana Inc.	Louisville	KY	●	●	●	●	●	●	●	●	●		100	100	53
Kaiser Permanente	Oakland	CA	●	●	●	●	●	●	●	●	●		100	100	
Laboratory Corporation of America Holdings	Burlington	NC	●	●	●	●	●	●	●	●	●		100	100	290
McKesson Corp.	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	5
Quest Diagnostics Inc.	Lyndhurst	NJ	●	●	●	●	●	●	●	●	●		100	100	366
UnitedHealth Group Inc.	Minnetonka	MN	●	●	●	●	●	●	●	●	●		100	95	6
UPMC Health Plan	Pittsburgh	PA	●	●	●	●	●	●	●	●	●		100		
WellCare Health Plans Inc.	Tampa	FL	●	●	●	●	●	●	●	●	●		100		195
Centene Corp.	St. Louis	MO	●	●	●	●	●	●	●	●	●		95	100	66
Siemens Healthineers	Malvern	PA	●	●	●	●	●	●	●	●	●		95		

CEI Rating Criteria

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Employer	Headquarters Location	State	Criterion											Rating		
			15 points	15 points	10 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000
Washington Permanente Medical Group	Renton	WA	●	●	●	●	●	●	●	●	●	●		95	100	
Abbott Laboratories	Abbott Park	IL	●	●	●	●	●	●	●	●	●			90	95	135
AMN Healthcare Services, Inc.	San Diego	CA	●	●	●	●			●	●	●	●		90	95	
Blue Cross Blue Shield of Minnesota	Eagan	MN	●	●	●		●	●	●	●	●	●		90	100	
CVS Health Corp.	Woonsocket	RI	●	●	●		●	●	●	●	●	●		90	100	7
Highmark Inc.	Pittsburgh	PA	●	●	●	●	●	●	●	●	●	●		100		
North Memorial Health	Robbinsdale	MN	●	●	●		●	●	●	●	●	●		90		
Agilent Technologies Inc.	Santa Clara	CA	●	●	●	●	●	●	●	●		●		85	85	576
Blue Cross Blue Shield of Florida Inc.	Jacksonville	FL	●	●	●		●	●	●	●	●	●		85	100	
Nestle Health Science	Bridgewater	NJ	●	●	●	●	●	●	●	●				80		
TENET Healthcare Corporation	Dallas	TX	●	●	●	●	●				●	●		80	80	134
Royal Phillips	Andover	MA	●	●	●	●	●	●	●	●				75		
HCA - Hospital Corporation of America	Nashville	TN	●	●	●		●	●		●	●			70	90	63
Kindred Healthcare	Louisville	KY	●	●			●	●	●	●	●	●		70	100	376
Change Healthcare	Alpharetta	GA	●	●	●		●	●	●	●	●	●		85		
DaVita Inc.	Denver	CO	●	●	●	●	●			●				65	85	181
Owens & Minor Inc.	Mechanicsville	VA	●	●	●			●	●	●				60		288
Blue Cross Blue Shield of North Carolina	Durham	NC	●	●	●		●	●	●	●	●	●	●	55	75	
Vision Service Plan	Rancho Cordova	CA	●	●		●				●	●	●		45		
Molina Healthcare Inc.	Long Beach	CA	●	●	●									40		156
Patterson Companies (Patterson Dental Supply)	St. Paul	MN	●	●	●									40	60	466
Austin Radiological Assn.	Austin	TX	●	●		●								30	40	
Community Health Systems, Inc.	Franklin	TN	●	●										20		130
LifePoint Health	Brentwood	TN	●											10		374
Universal Health Services, Inc.	King of Prussia	PA	●											10		276
HEALTHCARE MEDICAL FACILITIES																
Pacific Medical Centers	Seattle	WA	●		●				●					35		
Genesis HealthCare Corp.	Kennett Square	PA	●	●										20	10	454
HIGH-TECH/PHOTO/SCIENCE EQUIP.																
Advanced Micro Devices Inc.	Sunnyvale	CA	●	●	●	●	●	●	●	●	●	●		100	100	565
Applied Materials Inc.	Santa Clara	CA	●	●	●	●	●	●	●	●	●	●		100	90	265

CEI Rating Criteria

- 1a** Prohibits discrimination based on sexual orientation for all operations (15 points)
- 1b** Prohibits discrimination based on gender identity for all operations (15 points)
- 2a** Equivalency in same- and different-sex spousal medical and soft benefits (10 points)
- 2b** Equivalency in same- and different-sex domestic partner medical and soft benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Equal health coverage for transgender individuals without exclusion for medically necessary care (10 points / half credit for inclusive coverage, but blanket exclusions for transition-related care remain in place)
- 3a** Three LGBTQ internal training and education best practices (10 points)
- 3b** Employee group or diversity council (10 points)
- 3c** Three distinct efforts of outreach or engagement to broader LGBTQ community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)
- 3d** Contractor/supplier non-discrimination standards and philanthropic giving guidelines (5 points)

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Employer	Headquarters Location	State	Criterion											Rating		
			15 points	15 points	10 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	4	2019 CEI Rating	2018 CEI Rating	Fortune 1000
Becton, Dickinson and Co.	Franklin Lakes	NJ	●	●	●	●	●	●	●	●	●	●		100	100	225
Eastman Kodak Co.	Rochester	NY	●	●	●	●	●	●	●	●	●	●		100	100	
Emerson Electric Co.	St. Louis	MO	●	●	●	●	●	●	●	●	●	●		100	100	139
Intel Corp.	Santa Clara	CA	●	●	●	●	●	●	●	●	●	●		100	100	47
NVIDIA Corp.	Santa Clara	CA	●	●	●	●	●	●	●	●	●	●		100	100	387
RingCentral Inc.	Belmont	CA	●	●	●	●	●	●	●	●	●	●		100		
Texas Instruments Inc.	Dallas	TX	●	●	●	●	●	●	●	●	●	●		100	100	206
SYNNEX Corp.	Fremont	CA	●	●	●	●	●	●	●	●	●	●		95	80	198
Medtronic PLC	Minneapolis	MN	●	●	●		●	●	●	●	●	●		90	100	
St. Jude Medical Inc.	St. Paul	MN	●	●	●		●	●	●					65		434
ITT Corp.	White Plains	NY	●							●	●			25	45	830
Amphenol Corp.	Wallingford	CT	●	●										20	10	424
Graybar Electric Company Inc.	St. Louis	MO	●	●										20		420
KLA-Tencor Corp.	Milpitas	CA	●			●								20		733
Micron Technology Inc.	Boise	ID	●	●										20		226
Parker Hannifin Corp.	Cleveland	OH	●	●										20		251
Terex Corp.	Westport	CT	●	●										20		445
Zimmer Holdings Inc.	Warsaw	IN	●	●										20	20	352
ADT	Boca Raton	FL	●											10		
Agco	Duluth	GA	●											10		370
Dover Corp.	Downers Grove	IL	●											10		392
Harman International Industries Inc.	Stamford	CT														386
Sanmina-SCI	San Jose	CA														414
HOME FURNISHING																
Mitchell Gold + Bob Williams	Taylorsville	NC	●	●	●	●	●	●	●	●	●	●		100	100	
Ethan Allen Interiors	Danbury	CT	●	●	●	●	●	●	●		●			75		
HOTELS, RESORTS AND CASINOS																
Caesars Entertainment Corp.	Las Vegas	NV	●	●	●	●	●	●	●	●	●	●		100	100	541
Choice Hotels International Inc.	Rockville	MD	●	●	●	●	●	●	●	●	●	●		100	100	
Cosmopolitan of Las Vegas, The	Las Vegas	NV	●	●	●	●	●	●	●	●	●	●		100	100	
Hilton Inc.	McLean	VA	●	●	●	●	●	●	●	●	●	●		100	100	241

Ratings by Industry, Descending Score

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Ratings by Industry, Descending Score			Criterion											Rating			
			15 points		10 points		10 points		10 points		10 points		15 points		5 points		-25 points
Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4					
Hyatt Hotels Corp.	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100	552	
InterContinental Hotels Group Americas	Atlanta	GA	●	●	●	●	●	●	●	●	●	●		100	100		
Kimpton Hotel & Restaurant Group LLC	San Francisco	CA	●	●	●	●	●	●	●	●	●	●		100	100		
Marriott International Inc.	Bethesda	MD	●	●	●	●	●	●	●	●	●	●		100	100	163	
MGM Resorts International	Las Vegas	NV	●	●	●	●	●	●	●	●	●	●		100	100	297	
Quaintance-Weaver Management, LLC	Greensboro	NC	●	●	●	●	●	●	●	●	●	●		100			
Wyndham Destinations	Parsippany	NJ	●	●	●	●	●	●	●	●	●	●		100	100	461	
Wyndham Hotels & Resorts Inc.	Parsippany	NJ	●	●	●	●	●	●	●	●	●	●		100	100		
Wynn Resorts Ltd.	Las Vegas	NV	●	●	●		●	●	●	●	●	●		90	100	548	
Host Hotels & Resorts Inc.	Bethesda	MD	●	●	●	●	●			●	●			80	75	472	
Tropicana Las Vegas, The	Las Vegas	NV	●	●	●			●	●					60			
Northfield Park Associates, LLC	Northfield	OH	●	●	●		●			●				55			
Sbe	Los Angeles	CA	●	●	●			●						50			
Las Vegas Sands Corp.	Las Vegas	NV	●	●										20		249	
INSURANCE																	
AIG	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	55	
Allianz Life Insurance Co. of North America	Minneapolis	MN	●	●	●	●	●	●	●	●	●	●		100	100		
American Family Mutual Insurance Company, S.I	Madison	WI	●	●	●	●	●	●	●	●	●	●		100	100	315	
Arthur J. Gallagher & Co.	Rolling Meadows	IL	●	●	●	●	●	●	●	●	●	●		100		462	
Assurant	New York	NY	●	●	●	●	●	●	●	●	●	●		100	95	361	
Asurion LLC	Nashville	TN	●	●	●	●	●	●	●	●	●	●		100			
AXA Equitable Life	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100		
Blue Cross & Blue Shield of Rhode Island	Providence	RI	●	●	●	●	●	●	●	●	●	●		100	100		
Blue Cross Blue Shield of Massachusetts	Boston	MA	●	●	●	●	●	●	●	●	●	●		100	100		
BlueCross BlueShield of Tennessee	Chattanooga	TN	●	●	●	●	●	●	●	●	●	●		100	80		
Cambia Health Solutions Inc.	Portland	OR	●	●	●	●	●	●	●	●	●	●		100	100		
Chubb Ltd.	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●		100	100		
CNA Financial Corporation	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100		
CSAA Insurance Group	Walnut Creek	CA	●	●	●	●	●	●	●	●	●	●		100	100		
CUNA Mutual Group	Madison	WI	●	●	●	●	●	●	●	●	●	●		100	100	683	
Farmers Insurance Group	Woodland Hills	CA	●	●	●	●	●	●	●	●	●	●		100	90	222	

Appendix C

Ratings by Industry, Descending Score

CEI Rating Criteria

- 1a** Prohibits discrimination based on sexual orientation for all operations (15 points)
- 1b** Prohibits discrimination based on gender identity for all operations (15 points)
- 2a** Equivalency in same- and different-sex spousal medical and soft benefits (10 points)
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			15 points		15 points		10 points		10 points		10 points		10 points		10 points		10 points		15 points		5 points		-25 points	
Employer	Headquarters	Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4											
Genworth Financial Inc.	Richmond	VA													100	100	329							
Guardian Life Insurance Co. of America, The	New York	NY													100	100	218							
Hanover Insurance Group Inc.	Worcester	MA													100	100	517							
Hartford Financial Services Group Inc., The	Hartford	CT													100	100	153							
Health Care Service Corp.	Chicago	IL													100	100								
Horizon Healthcare Services Inc.	Newark	NJ													100	85								
Liberty Mutual Group	Boston	MA													100	100	75							
Lincoln National Corp.	Radnor	PA													100	100	207							
Massachusetts Mutual Life Insurance Co.	Springfield	MA													100	100	77							
MetLife Inc.	New York	NY													100	100	42							
Nationwide	Columbus	OH													100	100	68							
New York Life Insurance Co.	New York	NY													100	95	65							
Principal Financial Group	Des Moines	IA													100	100	227							
Standard Insurance Co.	Portland	OR													100	100								
State Farm Group	Bloomington	IL													100	100	33							
Sun Life Financial Inc. (US)	Wellesley Hills	MA													100	100								
Transamerica Corp., The	Cedar Rapids	IA													100	100								
Travelers Companies Inc., The	New York	NY													100	100	99							
Tufts Health Plan	Watertown	MA													100	100								
Unum Group	Chattanooga	TN													100	100	258							
Wellmark Inc.	Des Moines	IA													100	100								
Allstate Insurance Co.	Northbrook	IL													95	100	84							
Oscar Insurance Corporation	New York	NY													95									
CareFirst Inc.	Baltimore	MD													90	100								
Excelsus Health Plan Inc.	Rochester	NY													90	100								
Mutual of Omaha Insurance	Omaha	NE													90	95	342							
Blue Cross Blue Shield of Michigan	Detroit	MI													85	95								
Aflac Inc.	Columbus	GA													80	85	126							
Erie Insurance Group	Erie	PA													80	100	382							
Progressive Corp., The	Mayfield Village	OH													80	90	120							
Reinsurance Group of America Inc.	Chesterfield	MO													80	85	246							

CEI Rating Criteria

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Employer	Headquarters Location	State	Criterion										Rating		
			15 points	15 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000
Thrivent Financial	Minneapolis	MN	●	●	●	●	●		●	●			80	80	316
Zurich North America	Schaumburg	IL	●	●	●	●	●		●	●			80		
Esurance Inc.	San Francisco	CA	●	●	●			●	●	●	●		75	90	
The Auto Club Group	Dearborn	MI	●	●	●				●	●			60		
BMC HealthNet Plan	Boston	MA	●	●	●				●				50	70	
Selective Insurance Group	Branchville	NJ	●	●					●	●			35		865
Allegheny Corp.	New York	NY	●	●									20		428
American Financial Group	Cincinnati	OH	●	●									20		411
AmTrust Financial Services	New York	NY	●	●									20		475
Old Republic International	Chicago	IL	●	●									20		439
W.R. Berkley	Greenwich	CT	●										10	10	354
Auto-Owners Insurance Group	Lansing	MI													398
Berkshire Hathaway	Omaha	NE	●	●									20	20	2
Cincinnati Financial Corp.	Fairfield	OH													476
Markel Corporation	Glen Allen	VA													460
Western & Southern Financial Group	Cincinnati	OH													483
INTERNET															
Akamai Technologies Inc.	Cambridge	MA	●	●	●	●	●	●	●	●	●		100	100	851
GODADDY Inc.	Scottsdale	AZ	●	●	●	●	●	●	●	●	●		100	90	980
Indeed Inc.	Austin	TX	●	●	●	●	●	●	●	●	●		100	100	
LinkedIn	Sunnyvale	CA	●	●	●	●	●	●	●	●	●		100	100	
Twitter Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	802
Yelp Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	
Zillow Group	Seattle	WA	●	●	●	●	●	●	●	●			95		
Squarespace	New York	NY	●	●	●	●	●	●	●	●			90		
INTERNET SERVICES AND RETAILING															
Airbnb Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	
eBay Inc.	San Jose	CA	●	●	●	●	●	●	●	●	●		100	100	310
Facebook Inc.	Menlo Park	CA	●	●	●	●	●	●	●	●	●		100	100	98
Google Inc.	Mountain View	CA	●	●	●	●	●	●	●	●	●		100	100	27
IAC/InterActiveCorp.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	705

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- 2a** Equivalency in same- and different-sex spousal medical and soft benefits (**10 points**)
- 2b** Equivalency in same- and different-sex domestic partner medical and soft benefits (**10 points** / **half credit for parity across some, but not all benefits**)
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			15 points		10 points		10 points		10 points		10 points		15 points		5 points		-25 points	2019 CEI Rating	2018 CEI Rating
Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4							
PayPal Holdings Inc.	San Jose	CA	●	●	●	●	●	●	●	●	●	●		100	100			264	
TripAdvisor Inc.	Needham	MA	●	●	●	●	●	●	●	●	●	●		100	90				
WeddingWire Inc.	Chevy Chase	MD	●	●	●	●	●	●	●	●	●	●		100	100				
Snagajob.com Inc.	Glen Allen	VA	●	●	●	●	●	●	●	●	●	●		80	85				
Eventbrite Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●		55					
priceline.com LLC	Norwalk	CT	●	●	●	●	●	●	●	●	●	●		55	90			268	
Liberty Interactive Corp.	Englewood	CO																269	
LAW FIRMS																			
Akerman LLP	Miami	FL	●	●	●	●	●	●	●	●	●	●		100	100				
Akin, Gump, Strauss, Hauer & Feld LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●		100	100				
Alston & Bird LLP	Atlanta	GA	●	●	●	●	●	●	●	●	●	●		100	100				
Arent Fox LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●		100	100				
Armstrong Teasdale LLP	St. Louis	MO	●	●	●	●	●	●	●	●	●	●		100	100				
Arnold & Porter Kaye Scholer LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●		100	100				
Baker & McKenzie LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100				
Ballard Spahr LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●		100	100				
Bass, Berry & Sims PLC	Nashville	TN	●	●	●	●	●	●	●	●	●	●		100	100				
Blank Rome LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●		100	100				
Boies Schiller Flexner LLP	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100				
Brown Rudnick LLP	Boston	MA	●	●	●	●	●	●	●	●	●	●		100	100				
Bryan Cave Leighton Paisner LLP	St. Louis	MO	●	●	●	●	●	●	●	●	●	●		100	100				
Buchanan Ingersoll & Rooney PC	Pittsburgh	PA	●	●	●	●	●	●	●	●	●	●		100	95				
Buckley LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●		100	100				
Cadwalader, Wickersham & Taft LLP	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100				
Carlton Fields P.A.	Tampa	FL	●	●	●	●	●	●	●	●	●	●		100	100				
Chapman and Cutler LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100				
Choate, Hall & Stewart LLP	Boston	MA	●	●	●	●	●	●	●	●	●	●		100	100				
Cleary Gottlieb Steen & Hamilton LLP	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100				
Covington & Burling LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●		100	100				
Crowell & Moring LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●		100	100				
Day Pitney LLP	Parsippany	NJ	●	●	●	●	●	●	●	●	●	●		100	100				

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Dechert LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●		100	100	
Dentons US LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●		100	100	
Dickinson Wright PLLC	Detroit	MI	●	●	●	●	●	●	●	●	●	●		100	100	
DLA Piper	Baltimore	MD	●	●	●	●	●	●	●	●	●	●		100	100	
Dorsey & Whitney LLP	Minneapolis	MN	●	●	●	●	●	●	●	●	●	●		100	100	
Duane Morris LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●		100	100	
Dykema Gossett PLLC	Detroit	MI	●	●	●	●	●	●	●	●	●	●		100	100	
Eversheds Sutherland (US) LLP	Atlanta	GA	●	●	●	●	●	●	●	●	●	●		100	100	
Faegre Baker Daniels	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100	
Fenwick & West LLP	Mountain View	CA	●	●	●	●	●	●	●	●	●	●		100	100	
Finnegan, Henderson, Farabow, Garrett & Dunner LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●		100	100	
Fish & Richardson PC	Boston	MA	●	●	●	●	●	●	●	●	●	●		100	95	
Foley & Lardner LLP	Milwaukee	WI	●	●	●	●	●	●	●	●	●	●		100	100	
Foley Hoag LLP	Boston	MA	●	●	●	●	●	●	●	●	●	●		100	100	
Fox Rothschild LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●		100	85	
Fredrikson & Byron	Minneapolis	MN	●	●	●	●	●	●	●	●	●	●		100	100	
Fried, Frank, Harris, Shriver & Jacobson LLP	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	
Frost Brown Todd LLC	Cincinnati	OH	●	●	●	●	●	●	●	●	●	●		100	100	
Galloway, Johnson, Tompkins, Burr & Smith PLC	New Orleans	LA	●	●	●	●	●	●	●	●	●	●		100	90	
Goodwin Procter LLP	Boston	MA	●	●	●	●	●	●	●	●	●	●		100	100	
Gordon Rees Scully Mansukhani, LLP	San Francisco	CA	●	●	●	●	●	●	●	●	●	●		100	100	
Haynes and Boone LLP	Dallas	TX	●	●	●	●	●	●	●	●	●	●		100	95	
Hinshaw & Culbertson LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100	
Hogan Lovells US LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●		100	100	
Holland & Knight LLP	Brandon	FL	●	●	●	●	●	●	●	●	●	●		100		
Husch Blackwell LLP	St. Louis	MO	●	●	●	●	●	●	●	●	●	●		100	100	
Ice Miller LLP	Indianapolis	IN	●	●	●	●	●	●	●	●	●	●		100	85	
Jenner & Block LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100	
K&L Gates LLP	Pittsburgh	PA	●	●	●	●	●	●	●	●	●	●		100	100	
Katten Muchin Rosenman LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100	
Kelley Drye & Warren LLP	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	

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			1a	1b	2a	2b	2c	3a	3b	3c	3d					
Kilpatrick Townsend & Stockton LLP	Atlanta	GA	●	●	●	●	●	●	●	●	●	●		100	100	
King & Spalding LLP	Atlanta	GA	●	●	●	●	●	●	●	●	●	●		100	100	
Kirkland & Ellis LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100	
Kutak Rock LLP	Omaha	NE	●	●	●	●	●	●	●	●	●	●		100	100	
Lane Powell PC	Seattle	WA	●	●	●	●	●	●	●	●	●	●		100	100	
Latham & Watkins LLP	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	
Little Mendelson PC	San Francisco	CA	●	●	●	●	●	●	●	●	●	●		100	100	
Locke Lord LLP	Dallas	TX	●	●	●	●	●	●	●	●	●	●		100	100	
Loeb & Loeb LLP	Los Angeles	CA	●	●	●	●	●	●	●	●	●	●		100	90	
Lowenstein Sandler LLP	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	
Manatt, Phelps & Phillips LLP	Los Angeles	CA	●	●	●	●	●	●	●	●	●	●		100	100	
Mayer Brown LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100	
McDermott Will & Emery LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100	
Michael Best & Friedrich LLP	Milwaukee	WI	●	●	●	●	●	●	●	●	●	●		100	100	
Mintz, Levin, Cohn, Ferris, Glovsky & Popeo PC	Boston	MA	●	●	●	●	●	●	●	●	●	●		100	100	
Montgomery McCracken Walker & Rhoads LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●		100		
Moore & Van Allen PLLC	Charlotte	NC	●	●	●	●	●	●	●	●	●	●		100	100	
Morris, Manning & Martin LLP	Atlanta	GA	●	●	●	●	●	●	●	●	●	●		100	100	
Morrison & Foerster LLP	San Francisco	CA	●	●	●	●	●	●	●	●	●	●		100	100	
Munger, Tolles & Olson LLP	Los Angeles	CA	●	●	●	●	●	●	●	●	●	●		100	100	
Nixon Peabody LLP	Boston	MA	●	●	●	●	●	●	●	●	●	●		100	100	
Norton Rose Fulbright	Houston	TX	●	●	●	●	●	●	●	●	●	●		100	100	
Ogletree, Deakins, Nash, Smoak & Stewart	Greenville	SC	●	●	●	●	●	●	●	●	●	●		100	100	
O'Melveny & Myers LLP	Los Angeles	CA	●	●	●	●	●	●	●	●	●	●		100	100	
Orrick, Herrington & Sutcliffe LLP	San Francisco	CA	●	●	●	●	●	●	●	●	●	●		100	100	
Patterson Belknap Webb & Tyler LLP	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	
Paul Hastings LLP	Los Angeles	CA	●	●	●	●	●	●	●	●	●	●		100	100	
Perkins Coie LLP	Seattle	WA	●	●	●	●	●	●	●	●	●	●		100	100	
Pillsbury Winthrop Shaw Pittman LLP	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	
Polsinelli	Kansas City	MO	●	●	●	●	●	●	●	●	●	●		100		
Quarles & Brady LLP	Milwaukee	WI	●	●	●	●	●	●	●	●	●	●		100	100	

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Reed Smith LLP	Pittsburgh	PA	●	●	●	●	●	●	●	●	●	●		100	95	
Robins Kaplan LLP	Minneapolis	MN	●	●	●	●	●	●	●	●	●	●		100	100	
Ropes & Gray LLP	Boston	MA	●	●	●	●	●	●	●	●	●	●		100	100	
Saul Ewing Arnstein & Lehr LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●		100	100	
Schiff Hardin LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100	
Seyfarth Shaw LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100	
Shearman & Sterling LLP	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	
Sheppard, Mullin, Richter & Hampton LLP	Los Angeles	CA	●	●	●	●	●	●	●	●	●	●		100	100	
Shook, Hardy & Bacon LLP	Kansas City	MO	●	●	●	●	●	●	●	●	●	●		100	100	
Sidley Austin LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100	
Simpson Thacher & Bartlett LLP	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	
Skadden, Arps, Slate, Meagher & Flom LLP	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	
Snell & Wilmer	Phoenix	AZ	●	●	●	●	●	●	●	●	●	●		100	100	
Squire Patton Boggs	Cleveland	OH	●	●	●	●	●	●	●	●	●	●		100	100	
Stephens & Johnson LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●		100	100	
Stinson Leonard Street LLP	Kansas City	MO	●	●	●	●	●	●	●	●	●	●		100	100	
Stoel Rives LLP	Portland	OR	●	●	●	●	●	●	●	●	●	●		100	100	
Thompson Coburn LLP	St. Louis	MO	●	●	●	●	●	●	●	●	●	●		100	100	
Thompson Hine LLP	Cleveland	OH	●	●	●	●	●	●	●	●	●	●		100	100	
Troutman Sanders LLP	Atlanta	GA	●	●	●	●	●	●	●	●	●	●		100	100	
Vinson & Elkins LLP	Houston	TX	●	●	●	●	●	●	●	●	●	●		100	100	
Vorys, Sater, Seymour and Pease LLP	Columbus	OH	●	●	●	●	●	●	●	●	●	●		100	100	
Weil, Gotshal & Manges LLP	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	
White & Case LLP	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	
Wiley Rein LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●		100	100	
Williams Mullen	Richmond	VA	●	●	●	●	●	●	●	●	●	●		100	100	
Wilmer Cutler Pickering Hale & Dorr LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●		100	100	
Winston & Strawn LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100	
Womble Bond Dickinson (US) LLP	Winston-Salem	NC	●	●	●	●	●	●	●	●	●	●		100	100	
Cooley LLP	Palo Alto	CA	●	●	●	●	●	●	●	●	●	●		95	100	
Davis Polk & Wardwell LLP	New York	NY	●	●	●	●	●	●	●	●	●	●		95	95	

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			1a	1b	2a	2b	2c	3a	3b	3c	3d	4				
Drinker Biddle & Reath LLP	Philadelphia	PA	●	●	●	●	●	●	●	●				95	95	
Hunton Andrews Kurth LLP	Washington	DC	●	●	●	●	●	●	●	●				95	95	
LeClairRyan	Richmond	VA	●	●	●	●	●	●	●	●				95	95	
Morgan, Lewis & Bockius LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●			95	100	
Schulte, Roth & Zabel LLP	New York	NY	●	●	●	●	●	●	●	●				95	95	
Wilson Sonsini Goodrich & Rosati PC	Palo Alto	CA	●	●	●	●	●	●	●	●				95		
Baker, Donelson, Bearman, Caldwell & Berkowitz PC	Memphis	TN	●	●	●		●	●	●	●	●			90		
Burr & Forman LLP	Birmingham	AL	●	●	●		●	●	●	●	●			90		
Cravath, Swaine & Moore LLP	New York	NY	●	●	●		●	●	●	●	●			90	100	
Davis Wright Tremaine LLP	Seattle	WA	●	●	●	●	●	●	●	●	●			100	100	
Greenberg Traurig LLP	New York	NY	●	●	●		●	●	●	●	●			90	85	
Hughes Hubbard & Reed LLP	New York	NY	●	●	●		●	●	●	●	●			90	100	
Lathrop Gage LLP	Kansas City	MO	●	●	●	●	●	●	●	●				90		
Milbank LLP	New York	NY	●	●	●		●	●	●	●	●			90	100	
Proskauer Rose LLP	New York	NY	●	●	●	●		●	●	●	●			90	90	
Quinn Emanuel Urquhart & Sullivan LLP	Los Angeles	CA	●	●	●	●	●	●		●	●			90	95	
Reinhart Boerner Van Deuren s.c.	Milwaukee	WI	●	●	●	●	●	●	●	●				90	55	
Wachtell, Lipton, Rosen & Katz	New York	NY	●	●	●		●	●	●	●	●			90	100	
Baker & Hostetler LLP	Cleveland	OH	●	●	●		●	●	●	●				85		
Bracewell LLP	Houston	TX	●	●	●	●		●	●	●				85		
Clifford Chance US LLP	New York	NY	●	●	●		●	●	●	●	●			90	100	
Debevoise & Plimpton LLP	New York	NY	●	●	●		●	●	●	●	●			85	100	
Gibson, Dunn & Crutcher LLP	Los Angeles	CA	●	●	●		●	●	●	●	●			85	100	
Kramer Levin Naftalis & Frankel LLP	New York	NY	●	●	●		●	●	●	●				85	100	
Paul, Weiss, Rifkind, Wharton & Garrison LLP	New York	NY	●	●	●		●	●	●	●	●			85	100	
Pepper Hamilton LLP	Philadelphia	PA	●	●	●		●	●	●	●	●			85	100	
Sullivan & Cromwell LLP	New York	NY	●	●	●		●	●	●	●				85	85	
Willkie Farr & Gallagher LLP	New York	NY	●	●	●		●	●	●	●				85	95	
Barnes & Thornburg LLP	Indianapolis	IN	●	●	●		●	●	●	●	●			80	85	
Goulston & Storrs	Boston	MA	●	●	●	●	●	●	●	●	●			90		
Herrick Feinstein LLP	New York	NY	●	●	●	●	●	●	●		●			80		

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Employer	Headquarters	Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4									
McGuireWoods LLP	Richmond	VA													80	85						
Sedgwick LLP	San Francisco	CA													80	100						
Cozen O'Connor	Philadelphia	PA													75							
Jackson Walker LLP	Dallas	TX													75							
McCarter & English LLP	Newark	NJ													75	85						
Nelson Mullins Riley & Scarborough LLP	Columbia	SC													75	85						
Epstein Becker & Green PC	New York	NY													70	90						
Baker Botts LLP	Houston	TX													65	95						
Howard & Howard Attorneys PLLC	Royal Oak	MI													65	75						
Holland & Hart LLP	Denver	CO													35							
MAIL AND FREIGHT DELIVERY																						
United Parcel Service Inc.	Atlanta	GA													100	100	46					
FedEx Corp.	Memphis	TN													90	90	58					
Union Pacific Corp.	Omaha	NE													80	95	143					
Norfolk Southern Corp.	Norfolk	VA													65	100	284					
Burlington Northern Santa Fe Corp.	Fort Worth	TX													20	30						
J. B. Hunt Transport Services Inc.	Lowell	AR													20		407					
XPO Logistics	Greenwich	CT													20		191					
YRC Worldwide Inc.	Overland Park	KS													10		534					
MANUFACTURING																						
3M Co.	St. Paul	MN													100	100	94					
Arconic	New York	NY													100	100	228					
Colgate-Palmolive Co.	New York	NY													100	100	182					
Cummins Inc.	Columbus	IN													100	100	159					
Danaher Corp.	Washington	DC													100	100	144					
Eaton Corp.	Cleveland	OH													100	100						
Fortive Corp.	Everett	WA													100	100						
GE Appliances	Louisville	KY													100	100						
Herman Miller Inc.	Zeeland	MI													100	100	874					
Nestle Purina PetCare Co.	St. Louis	MO													100	100						
Owens Corning	Toledo	OH													100	100	458					

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Rockwell Automation Inc.	Milwaukee	WI	●	●	●	●	●	●	●	●	●	●		100	100	442	
S.C. Johnson & Son Inc.	Racine	WI	●	●	●	●	●	●	●	●	●	●		100	100		
Stanley Black & Decker Inc.	New Britain	CT	●	●	●	●	●	●	●	●	●	●		100	85	250	
Stryker Corp.	Kalamazoo	MI	●	●	●	●	●	●	●	●	●	●		100	100	252	
TE Connectivity Inc.	Berwyn	PA	●	●	●	●	●	●	●	●	●	●		100	100		
United Technologies Corp.	Farmington	CT	●	●	●	●	●	●	●	●	●	●		100	100	50	
W.W. Grainger Inc.	Lake Forest	IL	●	●	●	●	●	●	●	●	●	●		100	100	282	
Ball Corp.	Broomfield	CO	●	●	●	●	●	●	●	●	●	●		95	100	306	
Siemens Corp.	Washington	DC	●	●	●	●	●	●	●	●	●	●		95	100		
Schneider Electric	Andover	MA	●	●	●	●	●	●	●	●	●	●		100			
Bridgestone Americas Holding Inc.	Nashville	TN	●	●	●		●	●	●	●	●	●		90	65		
Corning	Corning	NY	●	●	●		●	●	●	●	●	●		90	100	298	
Daimler Trucks North America LLC	Portland	OR	●	●	●		●	●	●	●	●	●		90	90		
Deere & Co.	Moline	IL	●	●	●		●	●	●	●	●	●		90	90	105	
Eastman Chemical Co.	Kingsport	TN	●	●	●		●	●	●	●	●	●		90	100	309	
FCA US LLC	Auburn Hills	MI	●	●	●		●	●	●	●	●	●		90	100		
General Electric Co.	Boston	MA	●	●	●		●	●	●	●	●	●		90	100	13	
Ingersoll-Rand Company	Davidson	NC	●	●	●		●	●	●	●	●	●		90	100		
Kohler Co.	Kohler	WI	●	●	●		●	●	●	●	●	●		90	90		
PolyOne Corporation	Avon Lake	OH	●	●	●	●	●	●	●	●	●			90		673	
R.R. Donnelley & Sons Co.	Chicago	IL	●	●	●	●	●		●	●	●	●		90	90	388	
Saint-Gobain Corp.	Malvern	PA	●	●	●		●	●	●	●	●	●		90	90		
Steelcase Inc.	Grand Rapids	MI	●	●	●	●	●	●	●	●	●	●		95		718	
The Bama Companies Inc.	Tulsa	OK	●	●	●	●	●	●	●	●	●			95	85		
Lubrizol Corp.	Wickliffe	OH	●	●	●	●	●	●	●	●	●			85	95		
Masco Corp.	Taylor	MI	●	●	●		●	●	●	●				85		372	
Johnson Controls Inc.	Milwaukee	WI	●	●	●	●	●		●	●	●			80	85		
Caterpillar Inc.	Peoria	IL	●	●	●		●	●	●	●	●	●		85		74	
Komatsu Mining Corp.	Milwaukee	WI	●	●	●	●	●		●	●				75	80	843	
WestRock	Norcross	GA	●	●	●	●	●			●				75	70	190	
Xylem Inc.	Rye Brook	NY	●	●	●	●	●		●		●			75	65	611	

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Ratings by Industry, Descending Score			Criterion											Rating						
			15 points		15 points		10 points		10 points		10 points		10 points		15 points		5 points		-25 points	
Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4								
Navistar International Corp.	Lisle	IL	●	●	◐				●	●	◐	●		70			337			
Archer Daniels Midland Co.	Chicago	IL	●	●	●	●				●				60	70		45			
Sonoco Products Company	Hartsville	SC	●	●						●	◐	●		55			531			
Steel Dynamics Inc.	Fort Wayne	IN	●	●	●			●				●		55	65		347			
Freescale Semiconductor Inc.	Austin	TX	●	●	●					●				50						
USG Corp.	Chicago	IL	●	●	●									40			566			
Illinois Tool Works Inc.	Glenview	IL	●	●										30	60		202			
Baldor Electric Co.	Fort Smith	AR	◐	◐							◐			25	35					
Berry Plastics Group Inc.	Evansville	IN	◐	◐										20			413			
Jabil Circuit Inc.	St. Petersburg	FL	◐	◐										20	20		152			
Owens-Illinois Inc.	Perrysburg	OH	◐	◐										20			401			
Packaging Corporation of America	Lake Forest	IL	◐	◐										20	20		450			
Sealed Air Corp.	Elmwood Park	NJ	◐	◐										20			397			
The Marmon Group, Inc.	Chicago	IL	◐	◐										20			477			
RB	Parsippany	NJ	●											15						
Crown Holdings	Philadelphia	PA	◐											10			333			
Oshkosh Corp.	Oshkosh	WI	◐											10			425			
Builders FirstSource Inc.	Dallas	TX															421			
Mohawk Industries Inc.	Calhoun	GA															311			
MINING AND METALS																				
Alcoa Corp.	Pittsburgh	PA	●	●	●	◐	●	●	●	●	●	●		95	100		300			
Newmont Mining Corporation	Greenwood Village	CO	●	●	●	◐	●	●	●	●	◐	●		95	100		328			
Mosaic Co.	Plymouth	MN	●	●	●		◐				◐	●		60			377			
Peabody	St. Louis	MO	●	●	●		●							50			533			
AK Steel Holding Corp.	West Chester	OH	◐	◐										20			441			
Apache Corp.	Houston	TX	◐	◐										20			488			
EOG Resources	Houston	TX	◐	◐										20	20		356			
Freeport-McMoRan Copper & Gold Inc.	Phoenix	AZ	◐	◐										20			175			
Occidental Petroleum	Los Angeles	CA	◐	◐										20	10		278			
Olin Corporation	Clayton	MO	◐	◐										20			467			
United States Steel Corp.	Pittsburgh	PA	◐	◐										20			279			

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- 1a** Prohibits discrimination based on sexual orientation for all operations (15 points)
- 1b** Prohibits discrimination based on gender identity for all operations (15 points)
- 2a** Equivalency in same- and different-sex spousal medical and soft benefits (10 points)
- 2b** Equivalency in same- and different-sex domestic partner medical and soft benefits (10 points / half credit for parity across some, but not all benefits)
- 2c** Equal health coverage for transgender individuals without exclusion for medically necessary care (10 points / half credit for inclusive coverage, but blanket exclusions for transition-related care remain in place)
- 3a** Three LGBTQ internal training and education best practices (10 points)
- 3b** Employee group or diversity council (10 points)
- 3c** Three distinct efforts of outreach or engagement to broader LGBTQ community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)
- 3d** Contractor/supplier non-discrimination standards and philanthropic giving guidelines (5 points)

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Employer	Headquarters Location	State	Criterion										Rating		
			15 points 1a	15 points 1b	10 points 2a	10 points 2b	10 points 2c	10 points 3a	10 points 3b	15 points 3c	5 points 3d	4	2019 CEI Rating	2018 CEI Rating	Fortune 1000
Reliance Steel & Aluminum Co.	Los Angeles	CA	●										10		320
Icahn Enterprises LP	New York	NY													168
Nucor Corp.	Charlotte	NC													169
OIL AND GAS															
Air Products & Chemicals Inc.	Allentown	PA	●	●	●	●	●	●	●	●	●		100	100	294
BP America Inc.	Houston	TX	●	●	●	●	●	●	●	●	●		100	100	
Chevron Corp.	San Ramon	CA	●	●	●	●	●	●	●	●	●		100	100	19
Shell Oil Co.	Houston	TX	●	●	●	●	●	●	●	●	●		100	100	
Marathon Petroleum Corp.	Findlay	OH	●	●	●	●	●	●	●	●	●		95	85	51
ONEOK Inc.	Tulsa	OK	●	●	●	●	●	●	●	●			95	95	312
Phillips 66	Houston	TX	●	●	●	●	●	●	●	●			95	85	34
ConocoPhillips	Houston	TX	●	●	●	●		●	●	●	●		90	100	115
NiSource Inc.	Merrillville	IN	●	●	●		●	●	●	●	●		90	100	545
Praxair Inc.	Danbury	CT	●	●	●		●	●	●	●	●		90	100	275
Exxon Mobil Corp.	Irving	TX	●	●	●		●	●	●	●			85	95	4
Anadarko Petroleum	The Woodlands	TX	●	●	●	●				●	●		65		344
Marathon Oil Corp.	Houston	TX	●	●	●			●	●				60		536
Enbridge	Houston	TX	●	●	●		●	●	●				70	85	519
Columbia Pipeline Group	Houston	TX	●	●	●				●				50		
Devon Energy Corp.	Oklahoma City	OK	●	●	●				●				50		231
Hess Corp.	New York	NY	●	●	●	●	●				●		65		525
ONE Gas Inc.	Tulsa	OK	●	●	●								40		
Delek US Holdings	Brentwood	TN	●	●									20	20	480
HollyFrontier Corp.	Dallas	TX	●	●									20		274
Kinder Morgan Inc.	Houston	TX	●	●									20		215
National Oilwell Varco Inc.	Houston	TX	●	●									20		375
NGL Energy Partners	Tulsa	OK	●	●									20		237
PBF Energy	Parsippany	NJ	●	●									20		172
Valero Energy Corp.	San Antonio	TX	●	●									20		37
World Fuel Services	Miami	FL	●	●									20		103
Baker Hughes Inc.	Houston	TX	●										10	10	285

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Ratings by Industry, Descending Score			Criterion											Rating														
			15 points		10 points		10 points		10 points		10 points		15 points		5 points		-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000								
Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4																
CST Brands	San Antonio	TX	🌙										10			306												
Enterprise Products Partners LP	Houston	TX															122											
Halliburton Co.	Houston	TX																173										
Murphy USA	El Dorado	AR																	291									
Plains GP Holdings	Houston	TX																		141								
Western Refining Inc.	El Paso	TX																			349							
PHARMACEUTICALS																												
AbbVie Inc.	North Chicago	IL	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	100	100	111													
Amgen Inc.	Thousand Oaks	CA	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢				100	100	123										
Astellas Pharma US Inc.	Northbrook	IL	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢							100			100						
Bayer U.S. LLC	Whippany	NJ	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢								100				100				
Biogen	Cambridge	MA	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢									100					100	248	
Boehringer Ingelheim USA Corp.	Ridgefield	CT	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢																100
Celgene Corp.	Summit	NJ	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	100	75	254													
Eli Lilly & Co.	Indianapolis	IN	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢				100	100	132										
Gilead Sciences Inc.	Foster City	CA	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢							100			100	92					
GlaxoSmithKline LLC	Research Triangle Park	NC	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢								100				100				
Johnson & Johnson	New Brunswick	NJ	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢									100					100	35	
Mallinckrodt LLC	Hazelwood	MO	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢																100
Merck	Kenilworth	NJ	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	100	100	69													
Pfizer Inc.	New York	NY	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢				100	100	54										
Sanofi	Bridgewater	NJ	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢							100			100						
Takeda Pharmaceuticals USA Inc.	Deerfield	IL	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢								100				100				
AstraZeneca PLC	Wilmington	DE	🟢	🟢	🟢	🟡	🟢	🟢	🟢	🟢	🟢	🟢									95							
Novo Nordisk Inc.	Plainsboro	NJ	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟡	🟢	🟢																95
Teva Pharmaceutical USA Inc.	North Wales	PA	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢			95	100														
Bristol-Myers Squibb Co.	New York	NY	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢				100	100	147										
Novartis Pharmaceuticals Corp.	East Hanover	NJ	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢							100									
PUBLISHING AND PRINTING																												
Gannett Co. Inc.	Mclean	VA	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢								100	100							
John Wiley & Sons Inc.	Hoboken	NJ	🟢	🟢	🟢	🟢	🟢		🟢	🟡	🟢														85			

CEI Rating Criteria

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- 1b** Prohibits discrimination based on gender identity for all operations (15 points)
- 2a** Equivalency in same- and different-sex spousal medical and soft benefits (10 points)
- 2b** Equivalency in same- and different-sex domestic partner medical and soft benefits (10 points / half credit for parity across some, but not all benefits)
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Employer	Headquarters Location	State	Criterion											Rating		
			15 points	15 points	10 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	4	2019 CEI Rating	2018 CEI Rating	Fortune 1000
			1a	1b	2a	2b	2c	3a	3b	3c	3d					
UBM plc	New York	NY	●	●	●		●	●	●	●	●			85	100	
CONSUMER REPORTS INC.	Yonkers	NY	●	●	●	●	●	●	●					75		
Houghton Mifflin Harcourt Co.	Boston	MA	●	●	●	●	●	●		●	●			85	95	
New York Times Co.	New York	NY	●	●	●	●	●	●	●	●				85		
McGraw-Hill Global Education Holdings LLC	New York	NY	●	●	●	●	●		●					70	90	
Scholastic Corp.	New York	NY	●	●	●				●	●	●			65	80	
Hachette Book Group	New York	NY	●	●	●									40	65	
Graham Holdings	Arlington	VA			●									10		813
News Corp.	New York	NY														332
REAL ESTATE, COMMERCIAL																
CBRE Inc.	Los Angeles	CA	●	●	●	●	●	●	●	●	●	●		100	100	214
Cushman & Wakefield Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100		
JLL	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100	391
Lendlease Americas Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	
REAL ESTATE, RESIDENTIAL																
Realogy Holdings Corp.	Madison	NJ	●	●	●		●	●	●	●				85	85	448
Redfin Corp.	Seattle	WA	●	●	●		●	●	●					65	95	
RETAIL AND CONSUMER PRODUCTS																
Amazon.com Inc.	Seattle	WA	●	●	●	●	●	●	●	●	●	●		100	100	12
Barnes & Noble Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	555
Best Buy Co. Inc.	Richfield	MN	●	●	●	●	●	●	●	●	●	●		100	100	72
Caleres	St. Louis	MO	●	●	●	●	●	●	●	●	●	●		100	100	790
CarMax Inc.	Richmond	VA	●	●	●	●	●	●	●	●	●	●		100	100	174
Clorox Co., The	Oakland	CA	●	●	●	●	●	●	●	●	●	●		100	100	453
Constellation Brands Inc.	Victor	NY	●	●	●	●	●	●	●	●	●	●		100	100	408
Diageo North America	Norwalk	CT	●	●	●	●	●	●	●	●	●	●		100	100	
Estée Lauder Companies Inc., The	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	253
Food Lion	Salisbury	NC	●	●	●	●	●	●	●	●	●	●		100		
GameStop Corp.	Grapevine	TX	●	●	●	●	●	●	●	●	●	●		100	100	321
Gap Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●		100	100	178
GIANT Food Stores, LLC	Carlisle	PA	●	●	●	●	●	●	●	●	●	●		100		

Appendix C

Ratings by Industry, Descending Score

CEI Rating Criteria

- 1a** Prohibits discrimination based on sexual orientation for all operations **(15 points)**
- 1b** Prohibits discrimination based on gender identity for all operations **(15 points)**
- 2a** Equivalency in same- and different-sex spousal medical and soft benefits **(10 points)**
- 2b** Equivalency in same- and different-sex domestic partner medical and soft benefits **(10 points / half credit for parity across some, but not all benefits)**
- 2c** Equal health coverage for transgender individuals without exclusion for medically necessary care **(10 points / half credit for inclusive coverage, but blanket exclusions for transition-related care remain in place)**
- 3a** Three LGBTQ internal training and education best practices **(10 points)**
- 3b** Employee group or diversity council **(10 points)**
- 3c** Three distinct efforts of outreach or engagement to broader LGBTQ community, and if supplier diversity program is in place, must include LGBTQ suppliers **(15 points)**
- 3d** Contractor/supplier non-discrimination standards and philanthropic giving guidelines **(5 points)**

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Employer	Headquarters Location	State	Criterion											Rating		
			15 points	15 points	10 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	4	2019 CEI Rating	2018 CEI Rating	Fortune 1000
Giant of Maryland, LLC	Landover	MD	●	●	●	●	●	●	●	●	●	●		100		
Groupon Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100	704
Hallmark Cards Inc.	Kansas City	MO	●	●	●	●	●	●	●	●	●	●		100	100	
IKEA Holding US Inc.	Conshohocken	PA	●	●	●	●	●	●	●	●	●	●		100	100	
J. Crew Group Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●		100		826
L Brands Inc.	Columbus	OH	●	●	●	●	●	●	●	●	●	●		100	100	220
L'Oréal USA Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	
Lowe's Companies Inc.	Mooresville	NC	●	●	●	●	●	●	●	●	●	●		100	75	40
Macy's Inc.	Cincinnati	OH	●	●	●	●	●	●	●	●	●	●		100	100	110
Nordstrom Inc.	Seattle	WA	●	●	●	●	●	●	●	●	●	●		100	100	188
Office Depot Inc.	Boca Raton	FL	●	●	●	●	●	●	●	●	●	●		100	100	203
Pernod Ricard USA LLC	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	
Procter & Gamble Co.	Cincinnati	OH	●	●	●	●	●	●	●	●	●	●		100	100	36
Replacements Ltd.	McLeansville	NC	●	●	●	●	●	●	●	●	●	●		100	100	
Sephora	San Francisco	CA	●	●	●	●	●	●	●	●	●	●		100		
Sony Electronics Inc.	San Diego	CA	●	●	●	●	●	●	●	●	●	●		100	100	
Starbucks Corp.	Seattle	WA	●	●	●	●	●	●	●	●	●	●		100	100	131
Tapestry, Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	546
Target Corp.	Minneapolis	MN	●	●	●	●	●	●	●	●	●	●		100	100	38
Tiffany & Co.	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	588
Unilever	Englewood Cliffs	NJ	●	●	●	●	●	●	●	●	●	●		100	100	
Walgreen Co.	Deerfield	IL	●	●	●	●	●	●	●	●	●	●		100		17
Walmart Inc.	Bentonville	AR	●	●	●	●	●	●	●	●	●	●		100	100	1
Whirlpool Corp.	Benton Harbor	MI	●	●	●	●	●	●	●	●	●	●		100	100	137
Brooks Sports Inc.	Seattle	WA	●	●	●	●	●	●	●	●	●	●		95	85	
Wawa Inc.	Wawa	PA	●	●	●	●	●	●	●	●	●	●		95	100	
Advance Auto Parts (Advance Holding)	Roanoke	VA	●	●	●	●	●	●	●	●	●	●		90		292
Ascena Retail Group Inc.	Mahwah	NJ	●	●	●	●	●	●	●	●	●	●		90	100	384
Avon Products Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●		90		444
Dollar General Corp.	Goodlettsville	TN	●	●	●	●	●	●	●	●	●	●		90	100	128
DSW	Columbus	OH	●	●	●	●	●	●	●	●	●	●		90	90	772

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Ratings by Industry, Descending Score			Criterion												Rating		
			15 points		10 points		10 points		10 points		10 points		15 points		5 points		-25 points
Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4					
Genesco Inc.	Nashville	TN	●	●	●		●	●	●	●	●		90	85	751		
Home Depot Inc., The	Atlanta	GA	●	●	●		●	●	●	●	●		90	100	23		
HSN Inc.	St. Petersburg	FL	●	●	●	●		●	●	●	●		90	85	641		
Kenneth Cole Productions Inc.	New York	NY	●	●	●	●		●	●	●	●		90				
Kimberly-Clark Corp.	Irving	TX	●	●	●		●	●	●	●	●		90	100	155		
Meijer Inc.	Grand Rapids	MI	●	●	●	●	●	●	●	●			90	95			
PetSmart Inc.	Phoenix	AZ	●	●	●		●	●	●	●	●		90	100			
Ralph Lauren Corp.	New York	NY	●	●	●	●		●	●	●	●		90	90	371		
Recreational Equipment Inc.	Kent	WA	●	●	●	●	●	●	●	●	●		90	95			
Retail Business Services	Salisbury	NC	●	●	●	●	●	●	●	●			90				
TJX Companies Inc., The	Framingham	MA	●	●	●		●	●	●	●	●		90	100	87		
Williams-Sonoma Inc.	San Francisco	CA	●	●	●		●	●	●	●	●		90				
American Eagle Outfitters Inc.	Pittsburgh	PA	●	●	●		●	●	●	●	●		85	100	630		
B J's Wholesale Club	Westborough	MA	●	●	●		●	●	●	●	●		85	100			
Brooks Brothers Group Inc.	New York	NY	●	●	●	●		●	●	●	●		85	85			
H&R Block Inc.	Kansas City	MO	●	●	●	●	●	●	●	●			85	80	727		
Hasbro Inc.	Pawtucket	RI	●	●	●		●	●	●	●	●		85	100	509		
Staples Inc.	Framingham	MA	●	●	●		●	●	●	●	●		85	100	140		
Books-A-Million Inc.	Birmingham	AL	●	●	●	●		●	●	●			80	80			
Crate and Barrel / CB2	Northbrook	IL	●	●	●		●			●	●		80	95			
Fossil Inc.	Richardson	TX	●	●	●	●	●			●	●		80	75	723		
J.C. Penney Co. Inc.	Plano	TX	●	●	●		●	●	●	●	●		80	100	221		
Kohl's Corp.	Menomonee Falls	WI	●	●	●		●		●	●	●		80	100	150		
Newell Brands Inc.	Atlanta	GA	●	●	●		●	●	●	●	●		80		208		
Outerwall Inc.	Bellevue	WA	●	●	●		●	●	●	●	●		80				
Sears Holdings Corp.	Hoffman Estates	IL	●	●	●		●	●	●	●	●		80	100	127		
True Value Co.	Chicago	IL	●	●	●		●	●	●	●			80	95			
Ross Stores Inc.	Dublin	CA	●	●	●		●			●	●		75	90	219		
Urban Outfitters Inc.	Philadelphia	PA	●	●	●		●		●	●			75	85	645		
Overstock.com Inc.	Midvale	UT	●	●	●	●				●	●		70	75	999		
Mattel Inc.	El Segundo	CA	●	●	●		●			●	●		65		474		

CEI Rating Criteria

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Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have not responded to repeated invitations to the CEI survey. These ratings are based on publicly available information as well as information submitted to HRC from unofficial LGBTQ employee groups or individual employees.

Ratings by Industry, Descending Score				Criterion											Rating							
				15 points		15 points		10 points		10 points		10 points		10 points		10 points		15 points		5 points		-25 points
Employer	Headquarters	Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4									
Bon-Ton Stores Inc.	York		PA	●	●	●			●	●				60	85	779						
Costco Wholesale Corp.	Issaquah		WA	●	●	●			●	●				60								
A X Armani Exchange	New York		NY	●	●	●		●	●					55								
Kate Spade & Company	New York		NY	●	●				●	●	●			55								
The Michaels Companies Inc.	Irving		TX	●	●	●	●			●				55	91	496						
Rite Aid Corp.	Camp Hill		PA	●	●	●				●				50								
Saks Inc.	New York		NY	●	●	●			●	●				50								
H&M Hennes & Mauritz AB	North Arlington		NJ	●	●	●		●						45								
AutoZone Inc.	Memphis		TN	●	●	●								40	65	270						
Borders Group Inc.	Ann Arbor		MI	●	●					●				30								
Pep Boys-Manny, Moe & Jack	Philadelphia		PA	●	●	●								30								
Bed Bath & Beyond Inc.	Union		NJ	●	●									20								
Big Lots	Columbus		OH	●	●									20		495						
Dick's Sporting Goods Inc.	Coraopolis		PA	●	●									20								
Dollar Tree Stores Inc.	Chesapeake		VA	●	●									20								
HD Supply	Atlanta		GA	●	●									20								
Tractor Supply Company	Brentwood		TN	●	●									20		396						
Regis Corp.	Edina		MN	●							●			15								
Foot Locker Inc.	New York		NY	●										10								
O'Reilly Automotive Inc.	Springfield		MO	●										10								
TravelCenters of America	Westlake		OH	●										10		470						
Casey's General Stores Inc.	Ankeny		IA																			
Dillard's Inc.	Little Rock		AR																			
TELECOMMUNICATIONS																						
Altice USA, Inc.	Long Island City		NY	●	●	●	●	●	●	●	●	●		100	100	9						
AT&T Inc.	Dallas		TX	●	●	●	●	●	●	●	●	●		100								
CenturyLink Inc.	Monroe		LA	●	●	●	●	●	●	●	●	●		100								
Cisco Systems Inc.	San Jose		CA	●	●	●	●	●	●	●	●	●		100								
Motorola Solutions Inc.	Chicago		IL	●	●	●	●	●	●	●	●	●		100	95	433						
Nokia Inc.	Irving		TX	●	●	●	●	●	●	●	●	●		100								
T-Mobile USA Inc.	Bellevue		WA	●	●	●	●	●	●	●	●	●		100								

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CEI Rating Criteria

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Employer	Headquarters Location	State	Criterion											Rating		
			15 points 1a	15 points 1b	10 points 2a	10 points 2b	10 points 2c	10 points 3a	10 points 3b	15 points 3c	5 points 3d	4	2019 CEI Rating	2018 CEI Rating	Fortune 1000	
Sabre Holdings Inc.	Southlake	TX	●	●					●	●			45		668	
Travelport Ltd.	Parsippany	NJ	●	●		●			●	●			45			
C. H. Robinson Worldwide	Eden Prairie	MN	●	●									20		212	
Expeditors International of Washington Inc.	Seattle	WA	●										10		429	
WASTE MANAGEMENT																
Waste Management Inc.	Houston	TX	●	●	●		●	●	●	●	●		90	80	201	
Republic Services Inc.	Phoenix	AZ	●	●	●		●	●	●	●	●		85	100	299	

HRC Foundation's Workplace Equality Program

The Workplace Equality Program Team, *Authors*

HRC Foundation's Workplace Equality Program is a nationally recognized source of expert information and advice on lesbian, gay, bisexual and transgender workplace issues. It provides decision makers with cutting-edge research, expert counsel, online resources, best practices information and on-site training and education. Program staff serve as trusted consultants to diversity professionals and other executives seeking to position their business as welcoming workplaces that respect all employees, regardless of sexual orientation and gender identity or expression. The Workplace Equality Program also makes available the expertise of the HRC Business Council for invaluable peer-to-peer advice.

Beck Bailey, *Acting Director*

HRC Foundation Workplace Equality Program

Beck Bailey joined HRC in June of 2014. As Deputy Director, Bailey focuses on helping America's largest employers become more LGBTQ inclusive through employee engagement, training and education. He regularly supports corporate stakeholders – from executive leadership, to human resource professionals, to employee network leaders – in building greater LGBTQ-inclusion through public speaking, facilitated workshops, customized training and in one-on-one consultation. Bailey also conducts outreach to engage corporations in deepening their impact by supporting legislative action to create workplace protections for LGBTQ people.

A lifelong LGBTQ advocate and out transgender man, Bailey often speaks about his personal journey as a way to increase awareness and understanding. He proudly serves on the Board of Directors for GLBTQ Legal Advocates and Defenders (GLAD) and the Advisory Board of Reaching Out MBA (ROMBA). Beck holds a BS in Management from Virginia Tech and an MBA from the Isenberg School of Management at UMass Amherst.

Liz Cooper, *Associate Director*

HRC Foundation Workplace Equality Program

Liz Cooper joined HRC in August 2010. As Associate Director, Liz engages directly with employers to identify and improve policies and practices affecting LGBTQ employees. Cooper brings her background in sales marketing research to develop the Program's resources on LGBTQ diversity and inclusion best practices aimed at employers, employees, and consumers. She has a special focus on engaging new businesses to participate in the CEI survey, and oversees the annual Buying for Workplace Equality Guide. In her five years at HRC, Cooper has enlisted the support of dozens of major businesses for pro-equality public policy across the country. She also uses her advocacy to elevate the role of allies in the LGBTQ community. Cooper holds a BA in Political Science from Davidson College in North Carolina and an MA in Writing from Johns Hopkins University in Washington, D.C.

Madeline Perrou, *Coordinator*

HRC Foundation Workplace Equality Program

Madeline Perrou joined the Workplace team in October 2017. As the Workplace Equality Program Coordinator, she provides support to the entire team through assisting companies with the Corporate Equality Index, researching and updating brands for the annual Buyer's Guide, and completing daily administrative tasks. Perrou has been with the Human Rights Campaign for almost two years beginning with her internship with the Federal Club Program in the summer of 2016 and a temporary position with Membership Outreach. She graduated from Appalachian State University in North Carolina with a BS in Political Science, a concentration in American Politics and a minor in Gender, Women, and Sexuality studies.

Special Thanks

Special thanks to former Workplace Equality Program Director **Deena Fidas**. Under Deena's nearly twelve-year tenure with HRC, the Corporate Equality Index grew from just over 500 rated companies to over 1000, driving LGBTQ inclusive workplace policy change and positively impacting millions of LGBTQ workers across the globe. We sincerely thank Deena for the gift of her expertise and stewardship of the CEI and the Workplace Equality Program.

Special thanks to Jay Brown, Acting Senior Vice President for Programs, Research and Training.

Thank you to the Workplace Equality Program interns Kelly James, Tidani Berhe and Josue Serrano for working directly with survey respondents, data validation and research leading up to the 2019 Corporate Equality Index.

Special Thanks

Thank you to the Workplace Equality Program Administrative Temp Ben Kissin for guiding survey respondents through the survey process and responding to survey inquiries.

Thank you to HRC staff Liz Halloran, Elliott Kozuch, Chris Sgro and Brian McBride for communication, press and media guidance.

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CEI 2019 was beautifully and efficiently designed by Tony Frye Design.

The Human Rights Campaign Business Advisory Council was founded in 1997. Members provide expert advice and counsel to the HRC Workplace Equality Program on lesbian, gay, bisexual, transgender and queer workplace issues based on their business experience and knowledge.

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