HUMAN RIGHTS CAMPAIGN FOUNDATION™

Corporate Equality Index 2020

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

1,059

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

HUMAN RIGHTS CAMPAIGN FOUNDATION™

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"The impact of the Human Rights Campaign's Corporate Equality Index over its 18-year history is profound. In this time, the corporate community has worked with us to adopt LGBTQ-inclusive policies, practices and benefits, establishing the Corporate Equality Index as a primary driving force for LGBTQ workplace inclusion in America and across the globe," said HRC President Alphonso David. "These companies know that protecting their LGBTQ employees and customers from discrimination is not just the right thing to do – it is also the best business decision. In addition, many of these leaders are also advocating for the LGBTQ community and equality under the law in the public square. From supporting LGBTQ civil rights protections in the U.S. through HRC's Business Coalition for the Equality Act, to featuring transgender and non-binary people in an ad in Argentina, to advocating for marriage equality in Taiwan – businesses understand their LGBTQ employees and customers deserve to be seen, valued and respected not only at work, but in every aspect of daily life."

Executive Summary

Corporate Equality Index 2020

IN THIS 18TH EDITION OF THE HUMAN RIGHTS CAMPAIGN Foundation's Corporate Equality Index, **686 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 2020 CEI shows an unprecedented breadth of new, participating businesses. This year's CEI contains 83 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

Record Number of Employers Earning 100 Percent

686 Businesses earning 100 percent under the most stringent criteria to date.

This year's CEI reflects growth across nearly every measurement category from the adoption of inclusive non-discrimination policies to equitable benefits to efforts to engage the LGBTQ community.

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 **91** 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 **98** percent of the entire CEI universe of businesses offer explicit gender identity non-discrimination protections (up from 5 percent in 2002).
- **65** percent of the Fortune 500 and **89** percent of the CEI universe of businesses offer transgender-inclusive health care coverage, up from 0 in 2002 and **19** times as many businesses as ten years ago. **100** new employers offer this coverage in the 2020 report.
- **Over five-hundred and seventy major businesses have adopted gender transition guidelines for employees** and their teams to establish best practices in transgender inclusion.

686 Businesses Earning the Distinction of:

HUMAN RIGHTS CAMPAIGN FOUNDATION™
BEST PLACES TO WORK for LGBTQ Equality
2020
100% CORPORATE EQUALITY INDEX™

Equality at the Fortune-Ranked Companies

214 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 **91** percent include "gender identity." Nearly two-thirds (65%) of Fortune 500 companies offer transgender-inclusive health care benefits.

A record **359** of Fortune 500 businesses have official CEI ratings based on submitted surveys (as compared to **346** last year), with an average rating of **90** compared to **88** 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%	100%	75%
Gender Identity in U.S. Non-Discrimination Policy	91%	98%	70%
Domestic Partner Benefits	53%	71%	0%
Transgender-Inclusive Benefits	65%	88%	0%
Organizational LGBTQ Competency	67%	89%	0%
Public Commitment to the LGBTQ Community	68%	91%	0%
Average 2020 CEI Score	71	90	15

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

	Fortune1000	2020 CEI Score
Walmart Inc.	1	100
Exxon Mobil Corp.	2	85
Berkshire Hathaway	3	0
Apple Inc.	4	100
UnitedHealth Group Inc.	5	100
McKesson Corp.	6	100
CVS Health Corp.	7	90
Amazon.com Inc.	8	100
AT&T Inc.	9	100
General Motors Co.	10	90
Ford Motor Co.	11	90
AmerisourceBergen Corp.	12	100
Chevron Corp.	13	100
Cardinal Health Inc.	14	100
Costco Wholesale Corp.	15	60
Verizon Communications Inc.	16	100
The Kroger Co.	17	100
General Electric Co.	18	90
Walgreen Co.	19	100
JPMorgan Chase & Co.	20	100

Accelerating Global Equality

The business case for equality knows no borders

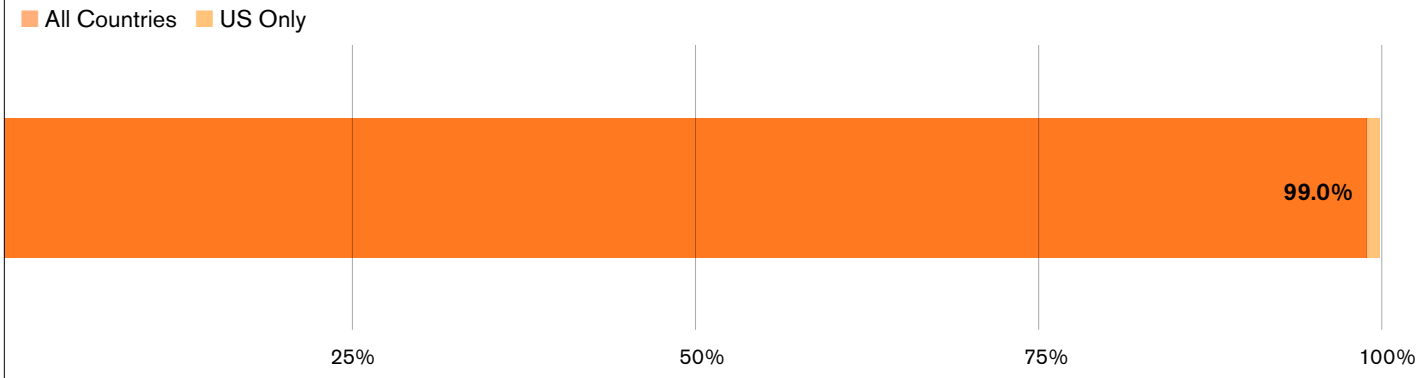
Over the nearly 20 year history of the Corporate Equality Index, one thing is patently clear: equality is good business. Being an LGBTQ-inclusive[1] employer is good for recruitment, retention, engagement and - ultimately - the bottom line. What began as largely U.S. and European efforts to create LGBTQ-inclusive workplaces is now a much larger conversation. In a global marketplace, **equality knows no borders**.

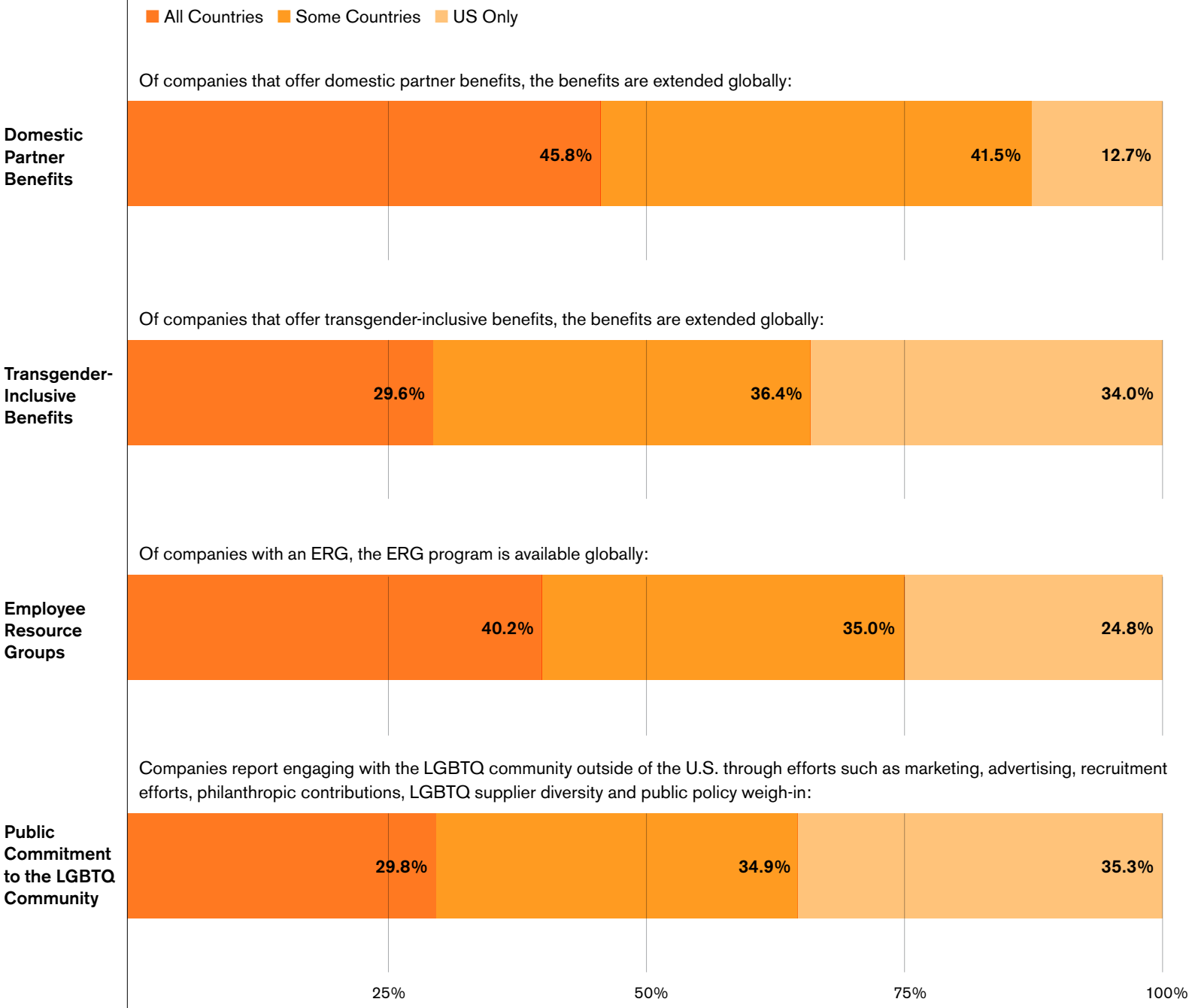
[1] At HRC we use the acronym "LGBTQ" for the greater lesbian, gay, bisexual, transgender and queer communitites. We recognize this acronym is U.S. centric and that the community recognizes different acronyms in different parts of the world. When working in different communities, we adjust our language to reflect local customs (i.e., our Mexican-based workplace inclusion program uses LGBT rather than LGBTQ).

Working hand-in-hand with businesses, HRC elevated the case that inclusion efforts couldn't stop at any one border. Employee mobility alone necessitates that LGBTQ employees understand they are valued and protected members of the workforce wherever they are assigned. As companies adopted inclusive policies and practices in the U.S. and elsewhere, HRC encouraged them to consider how this impacted the workforce in countries less friendly - both in terms of the law and the culture - to LGBTQ people. In 2016, the Corporate Equality Index criteria was expanded to require that companies with global operations extend their nondiscrimination policies across all their operations. This change helped drive wider spread adoption of nondiscrimination policies that include sexual orientation and gender identity protections. In 2016, 54% of CEI-rated companies had global operations and 95% of those extended their LGBTQ-inclusive nondiscrimination policies globally. With the 2020 CEI, 56% of CEI-rated companies have global operations and 99% extend those protections globally.

And the progress doesn't stop with nondiscrimination policies. Companies continue to double-down on their global LGBTQ inclusion efforts through the expansion of equitable benefits such as domestic partner recognition and transgender-inclusive benefits to employee engagement efforts such as the expansion of employee resource groups for LGBTQ workers and their allies. While the CEI criteria does not currently score these efforts, we do collect information on global efforts in: domestic partner benefits, transgender inclusive benefits, global chapters of employee resource groups and whether companies engage externally with the LGBTQ community outside of the U.S. Across all categories, a majority of companies report extending these benefits and inclusive practices beyond the borders of their U.S.

Global companies that extend their nondiscrimination protections for both Sexual Orientation and Gender Identity across their entire operations:




All Countries
Some Countries
US Only
Of companies that offer domestic partner benefits, the benefits are extended globally:
Domestic Partner Benefits
45.8%
41.5%
12.7%
Of companies that offer transgender-inclusive benefits, the benefits are extended globally:
Transgender-Inclusive Benefits
29.6%
36.4%
34.0%
Of companies with an ERG, the ERG program is available globally:
Employee Resource Groups
40.2%
35.0%
24.8%
Companies report engaging with the LGBTQ community outside of the U.S. through efforts such as marketing, advertising, recruitment efforts, philanthropic contributions, LGBTQ supplier diversity and public policy weigh-in:
Public Commitment to the LGBTQ Community
29.8%
34.9%
35.3%
25%
50%
75%
100%

Spotlight: HRC's Equidad Programs

Thanks to our commitment to LGBTQ workplace inclusion in the U.S., hundreds of thousands of LGBTQ workers and their families benefit from inclusive workplace policies, practices and benefits. Following the unprecedented success of the CEI, with many U.S.-based multinationals eager to replicate practices across their global footprint, the HRC Foundation saw an opportunity to expand its work with the business community in the Americas.

With the CEI as a blueprint, HRC established a formal program aimed to grow LGBTQ-inclusive practices and policies across workplaces in Mexico. After years of working with corporate partners, civil society organizations and other stakeholders, including embassies and the American Chamber of Commerce, the HRC Foundation partnered with ADIL *(Alianza por la Diversidad e Inclusión Laboral)* to officially launch the **HRC Equidad MX: Global Workplace Equality Program** in 2016. Since its inception, the pioneering program — modeled after HRC's CEI — has experienced unprecedented growth in promoting LGBTQ-inclusive workplaces throughout the country.

The groundbreaking success of HRC Equidad MX is reflected in the increasing number of companies participating in the survey and achieving top ratings for LGBTQ workplace equality — last year, more than 100 employers earned top ratings and the HRC Foundation's designation of "Best Places to Work for LGBTQ Equality" or *"Mejores Lugares para Trabajar LGBT"* in the 2020 HRC Equidad MX report. This represents a robust 73% increase in top-rated employers over the prior year and an **incredible 393% increase** since the program's inaugural report in 2018.

Next, the HRC Foundation expanded its LGBTQ workplace inclusion efforts in the region by partnering with Fundación Iguales, Chile's largest LGBTQ advocacy group, to promote LGBTQ inclusive policies and protections among Chilean businesses and corporations through HRC Equidad CL. Launched in 2018, the Chilean-based program assessed more than 30 companies in its inaugural 2019 report and 15 of them received the HRC Foundation's designation of "Mejores Lugares para Trabajar LGBT". In the upcoming months, the HRC Foundation will release the results of the second annual survey benchmarking companies leading LGBTQ-inclusion in Chile and South America.

Through the CEI, Equidad MX and Equidad CL programs, the HRC Foundation has established guidelines to implement LGBTQ-inclusive policies, best practices and benefits across national and international corporations impacting more than 24.4 million employees worldwide. Learn more at **hrc.im/equidadMX** and **hrc.im/GlobalWorkplacePrograms** for more information about HRC's Global Workplace Programs.

Triple Winners:
The following 11 companies have the distinction of earning top scores on all three of HRC's Corporate Equality measures: the Corporate Equality Index, Equidad MX and Equidad CL:

Accenture
Boston Consulting Group
Deloitte LLP
IBM
JP Morgan Chase & Co.
McKinsey & Co. Inc.
Procter & Gamble Co.
SAP America Inc.
Sodexo Inc.
Uber Technologies Inc.
Walmart Inc.

Companies Participating in HRC's Equidad Programs

Mexico - 2020

3M
3M Purification
Accenture
Airbnb
Amazon México
American Airlines
American Express México
Aon
AT Kearney
AT&T México
ATB
AXA Partners
Bain & Company México
Baker McKenzie
BASF
BCG- Boston Consulting Group
Best Buy México
BNP Paribas Cardif
Brown-Forman México
CBRE
Cineápolis
Cisco Systems de México
Citibanamex
Coca Cola FEMSA
Coca-Cola México
Compucom México
Creel, García-Cuéllar, Aiza y Enríquez
Cushman & Wakefield México
Dell EMC
Deloitte Consulting
Diageo
Distribuidora Therso
Dow Química Mexicana
Edelman
Edenred México
Edumex
Experts
EY
Facebook
Festival Internacional de Cine de Los Cabos
Ford Motor Company
Gayosso
GE México

Mexico (cont)

General Motors de México
Google México
Grupo Cinco M
Grupo Modelo
Here Technologies
Herman Miller
Hotel Marriott Puerto Vallarta
HP Inc
HSBC México
Hyatt Regency Mexico City
IBM
IFF
IFT
INE
Intel México
IPG Media Brands
iTexico
J.P. Morgan
Johnson & Johnson
Kellogg Company México
Lexmark International de México
Lubrizol
Madison Tailored Brand Solutions
ManpowerGroup
Market Pro
Mastercard
McCann Worldgroup
McKinsey & Co. México
Mercedes-Benz Autobuses
Metco
MetLife
Microsoft
MMK Group
Mundo Joven
Museo Memoria y Tolerancia
Neta Comunicación
Nielsen México
Nike
Novartis
OfficeYA
Ogilvy & Mather
Oliver Wyman
Oracle México
P&G

Mexico (cont)

PayPal
PEMEX
Pentafon
Pepsico Alimentos México
Pernod Ricard México
Pfizer México
Philip Morris México
Porter Novelli
PSB Technology
PÚBLICO/trabajo
PwC
RB
SAP México
Scotiabank
Sephora México
Shell México
Sheraton Grand Los Cabos Hacienda del Mar
Sodexo México On Site
Softtek
Solaz a Luxury Collection Resort, Los Cabos
Sonova México
Sony Music Entertainment México
T&C Group
TAO Publicidad & Eventos
TE Connectivity
Tecnológico de Monterrey
Thomson Reuters
TE Connectivity
Thomson Reuters
Tsolco
Uber
Unilever de México
Viva Aerobus
Volteo
Von Wobeser y Sierra
W Mexico City
Walmart de México y Centroamérica
Warner Music México
Western Union
Wizeline
Zurich

Chile - 2019

Accenture Chile
Bayer Chile
Boston Consulting Group
Deloitte Chile
Empresas SB
IBM de Chile
J.P. Morgan
McKinsey & Company Chile
Page Group
Procter & Gamble Chile
SAP
Scotiabank
Sodexo Inversiones
Uber Chile
Walmart Chile

Findings

Nondiscrimination Policies

Clearly enumerated nondiscrimination 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 explicitly 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. The Supreme Court of the United States will be issuing a ruling this year determining whether Title VII's prohibition on sex discrimination should be interpreted to prohibit discrimination on the basis of sexual orientation and/ or gender identity. 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.**

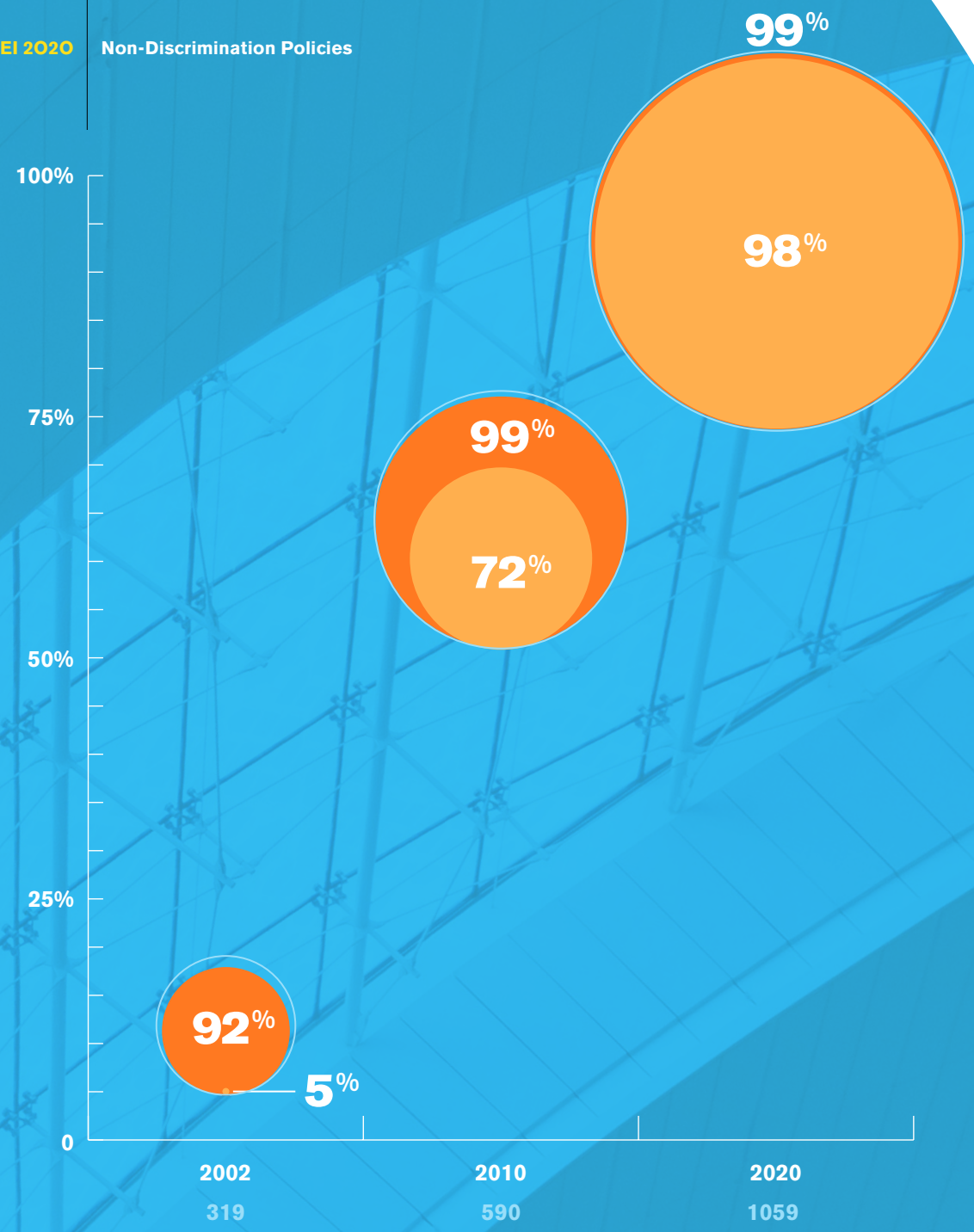
Gender Identity Protections

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

98% **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-eight percent of participants have gender identity protections in their U.S. policy, **a 94 point increase since the CEI's inception.**

Non-Discrimination Policies



- Total Number of CEI Participants
- Percentage with Sexual Orientation in their U.S. Non-Discrimination Policy
- Percentage with Gender Identity in their U.S. Non-Discrimination Policy

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 30 percent of employees' overall compensation (BOL 2019). 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 different-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 only until the 2019 CEI in which, after wide scale education and outreach efforts, the standard for both same- and different-sex domestic partner benefits was enforced. 732 businesses ultimately met the standard in 2019 and 836 did in 2020. 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 933 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 942 businesses with at least one inclusive plan, 900 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

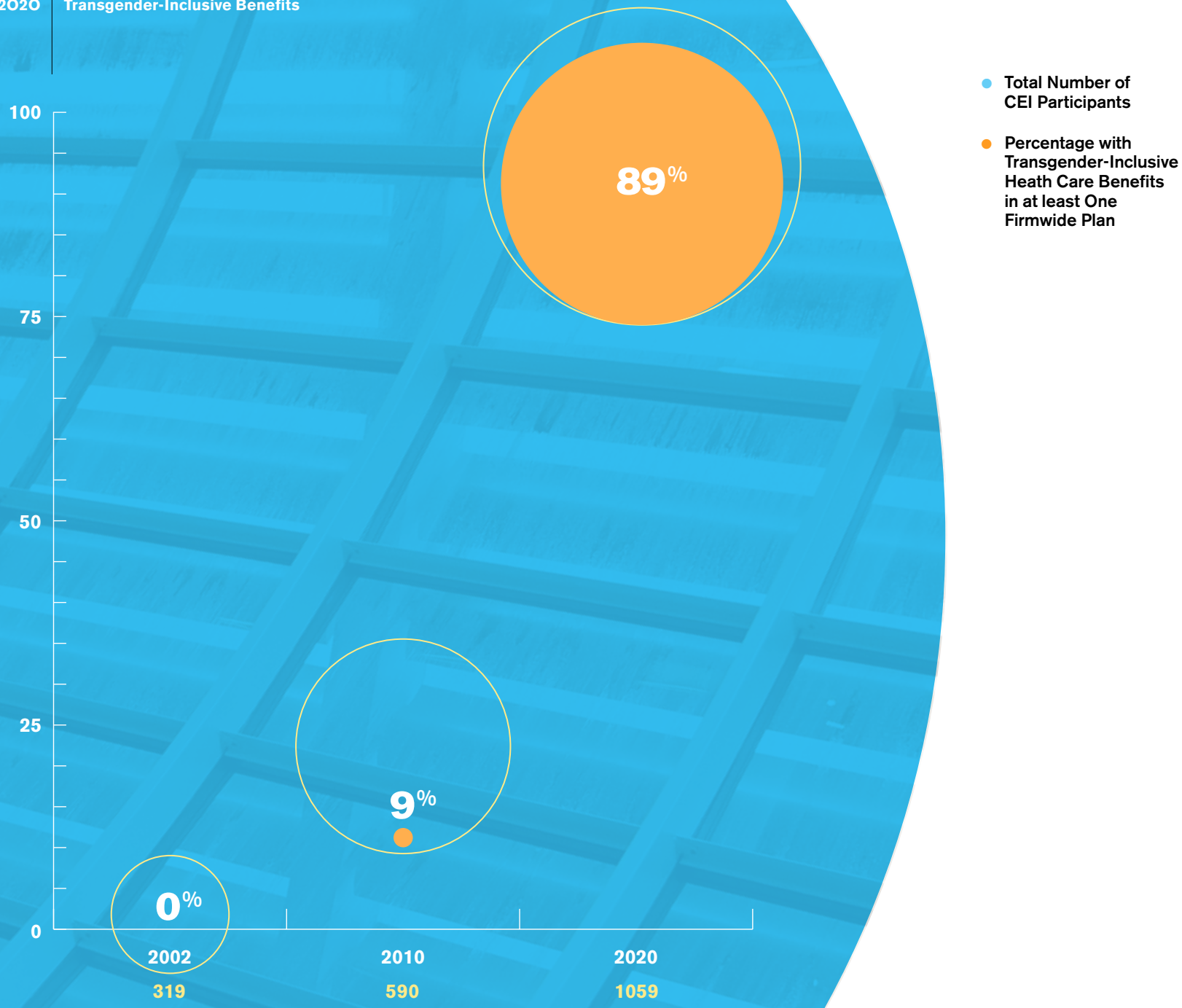
Criterion 2a & 2b — **CEI-Rated Employers Provide Equal Spousal and Partner Health Care Benefits**

79% **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**

85% **of this year's rated businesses provide affirmative transgender-inclusive health care benefits and have removed all broad exclusions to coverage across plan offerings.**

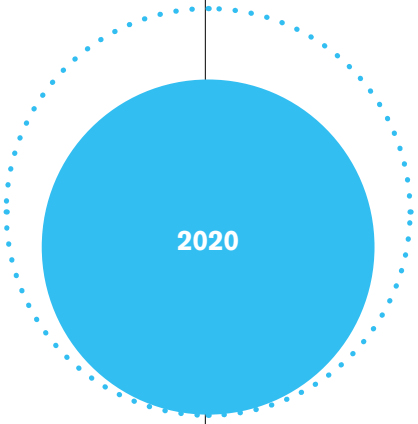
These benefits are critical for the health and well-being of individual transgender people. According to businesses' reporting to the HRC Foundation, making these benefits accessible comes at an overall negligible cost to the employers' overall health insurance plans. This holds true across industries.


100
75
50
25
0
0%
9%
89%
2002
319
2010
590
2020
1059
Total Number of CEI Participants
Percentage with Transgender-Inclusive Heath Care Benefits in at least One Firmwide Plan

Organizational Competency in LGBTQ Inclusion

Criterion 3a

Competency Training, Metrics, Resources or Accountability Measures



90% **of CEI-rated employers offer a robust set of practices (at least three efforts) to support organizational LGBTQ diversity competency.**

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:

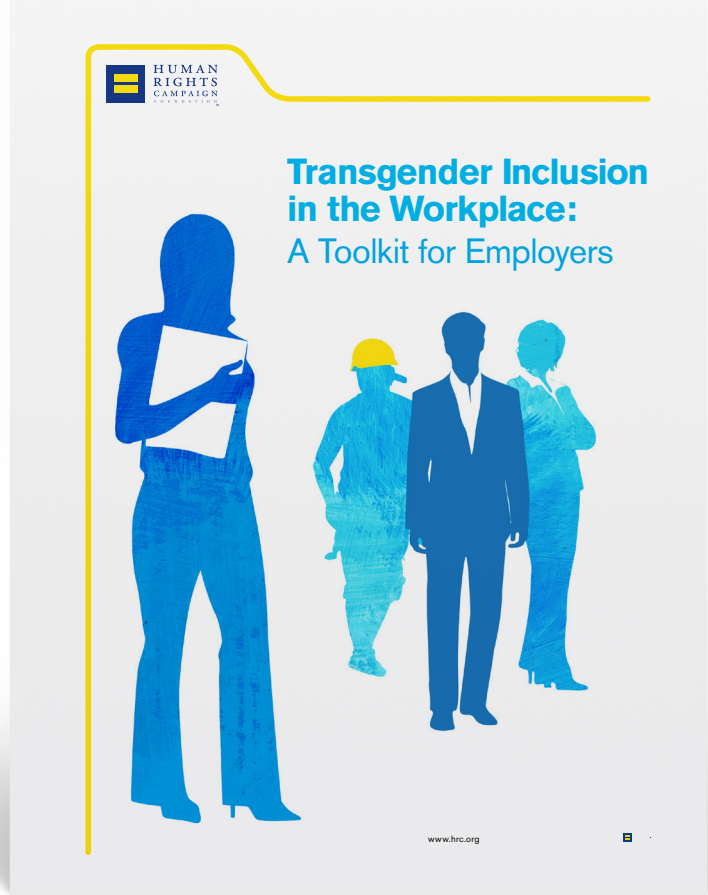
- **Policy does not equal practice;**
- **Despite progress, nearly 50% of LGBT workers nationwide remain closeted on the job;**
- **Invisible diversity requires unique training focus and defined safe space programs and resources;**
- **Senior level buy-in and accountability metrics effect change quickly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

Gender Transition Guidelines

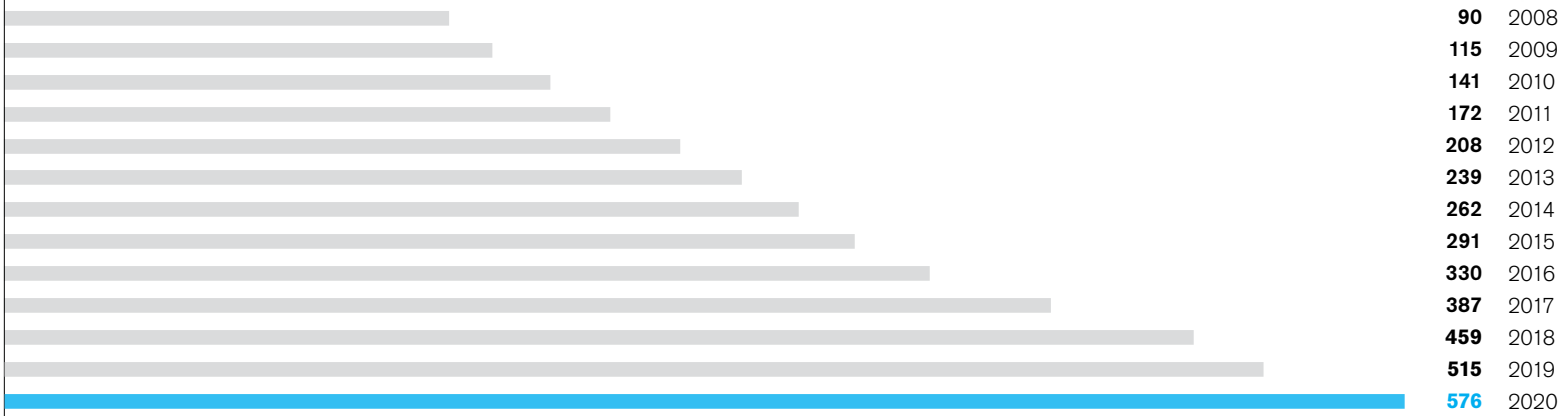
Having easily understandable and accessible guidelines on the gender transition process is a best practice in setting forth some structure to support a respectful and successful workplace transition for transgender and non-binary individuals. The guidelines are aimed at establishing common reference 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 576 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 and non-binary 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



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-eight 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.

94% **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 identity 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, **95 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-five percent of employee groups rated in the CEI are sponsored by an executive champion. A majority **(58 percent)** of executive champions identify as allies, while 34 percent reported being openly LGBTQ.

Public Commitment

Criterion 3c

Businesses That Positively Engage the External LGBTQ Community

93% **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 LGBTQ 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.

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.

Criterion 3d

Supplier Diversity Programs: Aligning LGBTQ with Other Diverse Business Segments

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. **87% of CEI-rated businesses with supplier diversity programs specifically include LGBTQ-owned enterprises in their programs**. 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.

Corporate Social Responsibility

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

82% 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, 89% 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 82% of 2020 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.

EQUALITY ACT

HRC's Business Coalition for the Equality Act is a group of over 260 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 11.6 million people in the U.S., command over $4.9 trillion in revenue and have operations in all 50 states.

EQUALITY ACT

Private sector support for the federal Equality Act surged in the last year. At present, 264 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
Advance Auto Parts (Advance Holding)
Advanced Micro Devices Inc.
Airbnb Inc.
Airbus
Alaska Airlines
Alcoa Corp.
AlixPartners LLP
Ally Financial Inc.
Altice USA Inc.
Altria Group Inc.
Amalgamated Bank
Amazon.com Inc.
American Airlines
American Eagle Outfitters Inc.
American Express Company
American Express Global Business Travel
Apple Inc.
Applied Materials Inc.
Arconic
Ascena Retail Group Inc.
Aspen Skiing Company LLC Aspen
Asurion LLC
AT&T Inc.
Atlassian
Bain & Co. Inc./ Bridgespan Group
Bank of America Corp.
BASF Corp.
Bayer U.S. LLC
BD
Best Buy Co. Inc.
Biogen
BioMarin Pharmaceutical Inc.
Bird Rides Inc.
Boehringer Ingelheim USA Corp.
Booz Allen Hamilton Inc.
Boston Scientific Corp.
Box Inc.
Bridgestone Americas Holding Inc.
Bright Horizons
Bristol-Myers Squibb Co.
Broadridge Financial Solutions Inc.
Brown-Forman Corp.
Caesars Entertainment Corp.
California Water Service Group
Capital One Financial Corp.
Cardinal Health Inc.
Cargill Inc.
Cengage Learning Inc.
Chevron Corp.
Chobani
Choice Hotels International Inc.
Cisco Systems Inc.
Citigroup Inc.
Citrix Systems Inc.
CME Group Inc.
CNA Financial Corporation
Coca-Cola Co.
Compass Bancshares Inc. (BBVA Compass)
Compass
Converse Inc.
Corning Inc.
Cox Enterprises Inc.
CSAA Insurance Group
Cummins Inc.
CVS Health Corp.
Danone North America LLC
Darden Restaurants Inc.
Dell Technologies Inc.
Deloitte LLP
Delta Air Lines Inc.
Depository Trust & Clearing Corp.
Diageo North America
Dow Chemical Co. The
Dropbox Inc.
E*TRADE Financial Corp.
E. I. du Pont de Nemours and Co. (DuPont)
Eastern Bank Corp.
Eaton Corp.
eBay Inc.
Ecolab Inc.
Edison International
EMD Serono, MilliporeSigma, and EMD Performance Materials Burlington
Ernst & Young LLP
Estée Lauder Companies Inc., The
Evolent Health Inc.
Exelon Corp
Expedia Group
Facebook Inc.
First Data Corp.
Food Lion
Fossil Group Inc.
Gap Inc.
General Electric Co.
General Mills Inc.
General Motors Co.
GIANT Food Stores LLC
Giant of Maryland LLC
Gilead Sciences Inc.
Glassdoor Inc.
Google Inc.
Gusto
Halstead Real Estate
Hannaford Supermarkets
HERE North America LLC
Hershey Co., The
Hess Corp.
Hewlett Packard Enterprises
Hilton Inc.
Hogan Lovells US LLP
Host Hotels & Resorts Inc.
HP Inc.
HSF Affiliates LLC
HSN Inc.
Hughes Hubbard & Reed LLP
Hyatt Hotels Corp.
IBM Corp.
IDEX Corp.
IHS Markit Ltd.
IKEA Holding US Inc.
Information Resources Inc.
Ingersoll-Rand Company
Insight Enterprises Inc.
Intel Corp.
InterContinental Hotels Group Americas
Iron Mountain Inc.
John Hancock Financial Services Inc.
Johnson & Johnson
JP Morgan Chase & Co.
Juniper Networks Inc.

Kabbage Inc.
Kaiser Permanente
Keller Williams Realty Inc.
Kellogg Co.
Kenneth Cole Productions
KeyCorp
KPMG LLP
Lendlease Americas Inc.
Levi Strauss & Co.
Linden Research Inc.
Lush Fresh Handmade Cosmetics
Lyft Inc.
Macy's Inc.
ManpowerGroup
Marriott International Inc.
Mars Inc.
Marsh & McLennan Companies Inc.
Massachusetts Mutual Life Insurance Co.
MasterCard
McAfee LLC
McKinstry Co. LLC
Medtronic PLC
Merck
Meredith Corp.
MGM Resorts International
Micron Technology Inc.
Microsoft Corp.
MillerCoors LLC
Mitchell Gold + Bob Williams
Mondelez International Inc.
Moody's Corp.
Morgan Stanley
Morningstar Inc.
Morris, Manning & Martin LLP
Nasdaq Inc.
National Grid USA
Nationwide
Navient
Navigant Consulting Inc.
Nestlé
Netflix Inc.
Nielsen
Nike Inc.
Nordstrom Inc.
Northrop Grumman Corp.
Nuance Communications
Office Depot Inc.
Oracle Corp.
Owens Corning
Pariveda Solutions Inc.
Patreon Inc.
Paul Hastings LLP
PayPal Holdings Inc.
PepsiCo Inc.
PetSmart Inc.
Pfizer Inc.
PG&E Corp.
Pinterest Inc.
PNC Financial Services Group Inc.
Porter Wright Morris & Arthur LLP
Power Home Remodeling Group LLC
PricewaterhouseCoopers LLP
Procter & Gamble Co.
Pure Storage Inc.
PVH Corp.
QUALCOMM Inc.
RE/MAX LLC
Realogy Holdings Corp.
Red Hat Inc.
Redfin Corp.
Replacements Ltd.
Rockwell Automation Inc.
Royal Bank of Canada
S&P Global Inc.
Salesforce
SAP America Inc.
Seagate Technology plc
Shire PLC
Shook, Hardy & Bacon LLP
Shutterstock
Siemens Corp.
Sodexo Inc.
Sony Electronics Inc.
Southwest Airlines Co.
Spotify USA Inc.
Square Inc.
Stanley Black & Decker Inc.
Starbucks Corp.
SurveyMonkey Inc.
Symantec Corp.
Synchrony
Takeda Pharmaceuticals USA Inc.
Target Corp.
TD Ameritrade
TD Bank N.A.
Tech Data Corp.
Tesla Inc.
The Guardian Life Insurance Co. of America
TIAA
T-Mobile USA Inc.
TPG Global LLC
TransUnion
TripAdvisor Inc.
Turner Construction Co.
Twitter Inc.
U.S. Bancorp
Uber Technologies Inc.
Ultimate Software Group Inc.
Under Armour Inc.
Unilever
United Airlines
United Parcel Service Inc.
Univision Communications Inc.
Vanguard Group Inc.
Verizon Communications Inc.
Visa
Warby Parker
Warner Music Group
WeddingWire Inc.
Wells Fargo & Co.
Whirlpool Corp.
Williams-Sonoma Inc.
Workday Inc.
Wyndham Hotels & Resorts Inc.
Xerox Corp.
Xylem Inc.
Yelp Inc.
Yext Inc.
Zillow Group
Zimmer Biomet Holdings Inc.

2020 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 1059**, 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 (2018 Fortune 1000) and**
- **American Lawyer magazine's top 200 revenue grossing law firms (2018 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 2020 survey were emailed and mailed in July 2019 and responses were due back October 2019. 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 122 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 122 companies to do the same.

In total, the CEI 2020 contains official ratings for 359 Fortune 500 businesses, 472 Fortune 1000 businesses, 152 law firms and 435 additional major businesses. An additional 122 Fortune 500 businesses have unofficial ratings, bringing the total to 1181 rated businesses. Findings in the 2020 CEI report are based on the 1059 officially rated businesses.

Criteria

Criteria 1	**Workforce Protections (30 points possible)**	
	a. Policy includes sexual orientation for all operations	**15 points**
	b. Policy includes gender identity or expression for all operations	**15 points**
Criteria 2	**Inclusive Benefits (30 points possible)** *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*	
	a. Equivalency in same- and different-sex spousal medical and soft benefits	**10 points**
	b. Equivalency in same- and different-sex domestic partner medical and soft benefits	**10 points**
	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**
Criteria 3	**Supporting an Inclusive Culture & Corporate Social Responsibility (40 points possible)**	
	a. Three LGBTQ Internal Training and Education Best Practices *Businesses must demonstrate a firm-wide, sustained and accountable commitment to diversity and cultural competency, including at least three of the following elements:* ● 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	**10 points**
	c. Three Distinct Efforts of Outreach or Engagement to Broader LGBTQ Community *Businesses must demonstrate ongoing LGBTQ-specific engagement that extends across the firm, including at least three of the following:* ● 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	**15 points**
	d. LGBTQ Corporate Social Responsibility ● Contractor/supplier non-discrimination standards AND Philanthropic Giving Guidelines	**5 points**
Criteria 4	**Responsible citizenship (-25)** *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.*	**-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)**

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.

			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**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
3M Co.	St. Paul	MN	●	●	●	●	●	●	●	●	●		100	100	97
A.T. Kearney Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
AbbVie Inc.	North Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	110
Abercrombie & Fitch Co.	New Albany	OH	●	●	●	●	●	●	●	●	●		100	100	666
Accenture	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Activision Blizzard	Santa Monica	CA	●	●	●	●	●	●	●	●	●		100	100	401
Adidas North America Inc.	Portland	OR	●	●	●	●	●	●	●	●	●		100	100	
Adobe Systems Inc.	San Jose	CA	●	●	●	●	●	●	●	●	●		100	100	389
ADP	Roseland	NJ	●	●	●	●	●	●	●	●	●		100	100	243
Advanced Micro Devices Inc.	Santa Clara	CA	●	●	●	●	●	●	●	●	●		100	100	506
AECOM	Los Angeles	CA	●	●	●	●	●	●	●	●	●		100	100	164
AIG	New York	NY	●	●	●	●	●	●	●	●	●		100	100	60
Air Liquide	Houston	TX	●	●	●	●	●	●	●	●	●		100		
Air Products & Chemicals Inc.	Allentown	PA	●	●	●	●	●	●	●	●	●		100	100	345
Airbnb Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	
Airbus Americas Inc.	Herndon	VA	●	●	●	●	●	●	●	●	●		100	100	
Akamai Technologies Inc.	Cambridge	MA	●	●	●	●	●	●	●	●	●		100	100	829
Akerman LLP	Miami	FL	●	●	●	●	●	●	●	●	●		100	100	
Akin, Gump, Strauss, Hauer & Feld LLP	Washington	DC	●	●	●	●	●	●	●	●	●		100	100	
Alight Solutions	Lincolnshire	IL	●	●	●	●	●	●	●	●	●		100	100	
AlixPartners LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
AllianceBernstein LP	Nashville	TN	●	●	●	●	●	●	●	●	●		100	100	
Alliant Energy Corp.	Madison	WI	●	●	●	●	●	●	●	●	●		100	100	682
Allianz Life Insurance Co. of North America	Minneapolis	MN	●	●	●	●	●	●	●	●	●		100	100	
Ally Financial Inc.	Detroit	MI	●	●	●	●	●	●	●	●	●		100	100	299
Alston & Bird LLP	Atlanta	GA	●	●	●	●	●	●	●	●	●		100	100	
Altice USA Inc.	Long Island City	NY	●	●	●	●	●	●	●	●	●		100	100	
Altria Group Inc.	Richmond	VA	●	●	●	●	●	●	●	●	●		100	100	154
Amazon.com Inc.	Seattle	WA	●	●	●	●	●	●	●	●	●		100	100	8
AMC Entertainment Inc.	Leawood	KS	●	●	●	●	●	●	●	●	●		100	100	787

Employers with Ratings of 100 Percent

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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			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**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
Ameren Corp.	St. Louis	MO	●	●	●	●	●	●	●	●	●		100	100	453
American Airlines	Fort Worth	TX	●	●	●	●	●	●	●	●	●		100	100	71
American Electric Power Co. Inc.	Columbus	OH	●	●	●	●	●	●	●	●	●		100	85	185
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	311
AmerisourceBergen Corp.	Chesterbrook	PA	●	●	●	●	●	●	●	●	●		100	100	12
Amgen Inc.	Thousand Oaks	CA	●	●	●	●	●	●	●	●	●		100	100	130
Anheuser-Busch Companies Inc.	St. Louis	MO	●	●	●	●	●	●	●	●	●		100	100	149
Anschutz Entertainment Group, Inc.	Los Angeles	CA	●	●	●	●	●	●	●	●	●		100	100	
Anthem Inc.	Indianapolis	IN	●	●	●	●	●	●	●	●	●		100	100	29
Aon Corp.	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	235
Apple Inc.	Cupertino	CA	●	●	●	●	●	●	●	●	●		100	100	4
Applied Materials Inc.	Santa Clara	CA	●	●	●	●	●	●	●	●	●		100	100	201
AQR Capital Management LLC	Greenwich	CT	●	●	●	●	●	●	●	●	●		100	100	
Aramark Corp.	Philadelphia	PA	●	●	●	●	●	●	●	●	●		100	100	200
Arconic	New York	NY	●	●	●	●	●	●	●	●	●		100	100	225
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	100	113
Arthur J. Gallagher & Co.	Rolling Meadows	IL	●	●	●	●	●	●	●	●	●		100	100	454
Assurant	New York	NY	●	●	●	●	●	●	●	●	●		100	100	440
Astellas Pharma US Inc.	Northbrook	IL	●	●	●	●	●	●	●	●	●		100	100	
AstraZeneca PLC	Wilmington	DE	●	●	●	●	●	●	●	●	●		100	95	
Asurion LLC	Nashville	TN	●	●	●	●	●	●	●	●	●		100	100	
AT&T Inc.	Dallas	TX	●	●	●	●	●	●	●	●	●		100	100	9
Atlassian	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	95	
Autodesk Inc.	San Rafael	CA	●	●	●	●	●	●	●	●	●		100	100	945
AXA Equitable Life	New York	NY	●	●	●	●	●	●	●	●	●		100	100	

Employers with Ratings of 100 Percent

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			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**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
Axiom Global Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100		
BAE Systems Inc.	Arlington	VA	●	●	●	●	●	●	●	●	●		100	85	
Bain & Co. Inc./ Bridgespan Group	Boston	MA	●	●	●	●	●	●	●	●	●		100	100	
Baker & Hostetler LLP	Cleveland	OH	●	●	●	●	●	●	●	●	●		100	85	
Baker & McKenzie LLP	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
Ballard Spahr LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●		100	100	
Bank of New York Mellon Corp., The	New York	NY	●	●	●	●	●	●	●	●	●		100	100	175
Bank of the West	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	
Barclays	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Barilla America Inc.	Northbrook	IL	●	●	●	●	●	●	●	●	●		100	100	
Barnes & Noble Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	613
BASF Corp.	Florham Park	NJ	●	●	●	●	●	●	●	●	●		100	100	
Bass, Berry & Sims PLC	Nashville	TN	●	●	●	●	●	●	●	●	●		100	100	
Baxter International Inc.	Deerfield	IL	●	●	●	●	●	●	●	●	●		100	100	283
Bayer U.S. LLC	Whippany	NJ	●	●	●	●	●	●	●	●	●		100	100	
BB&T Corp.	Winston-Salem	NC	●	●	●	●	●	●	●	●	●		100	90	250
BBVA USA	Birmingham	AL	●	●	●	●	●	●	●	●	●		100	100	686
Becton, Dickinson and Co.	Franklin Lakes	NJ	●	●	●	●	●	●	●	●	●		100	100	251
Ben & Jerry's Homemade Inc.	South Burlington	VT	●	●	●	●	●	●	●	●	●		100	95	
Best Buy Co. Inc.	Richfield	MN	●	●	●	●	●	●	●	●	●		100	100	72
Biogen	Cambridge	MA	●	●	●	●	●	●	●	●	●		100	100	245
Black & Veatch Holding Inc.	Overland Park	KS	●	●	●	●	●	●	●	●	●		100	100	
Black Knight Inc.	Jacksonville	FL	●	●	●	●	●	●	●	●	●		100	70	
BlackRock	New York	NY	●	●	●	●	●	●	●	●	●		100	100	237
Blackstone Group LP, The	New York	NY	●	●	●	●	●	●	●	●	●		100	100	398
Blank Rome LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●		100	100	
Bloomberg LP	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Blue Cross & Blue Shield of Rhode Island	Providence	RI	●	●	●	●	●	●	●	●	●		100	100	
Blue Cross Blue Shield of Florida Inc.	Jacksonville	FL	●	●	●	●	●	●	●	●	●		100	85	
Blue Cross Blue Shield of Massachusetts	Boston	MA	●	●	●	●	●	●	●	●	●		100	100	

Employers with Ratings of 100 Percent

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Employer	**Headquarters Location**	**State**	**1a**	**1b**	**2a**	**2b**	**2c**	**3a**	**3b**	**3c**	**3d**	**4**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
Blue Cross Blue Shield of Minnesota	Eagan	MN	●	●	●	●	●	●	●	●	●		100	90	
Blue Shield of California	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	
BlueCross BlueShield of Tennessee	Chattanooga	TN	●	●	●	●	●	●	●	●	●		100	100	
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	
Booz Allen Hamilton Inc.	McLean	VA	●	●	●	●	●	●	●	●	●		100	100	482
Boston Consulting Group	Boston	MA	●	●	●	●	●	●	●	●	●		100	100	
Boston Scientific Corp.	Marlborough	MA	●	●	●	●	●	●	●	●	●		100	100	328
Box Inc.	Redwood City	CA	●	●	●	●	●	●	●	●	●		100	100	
BP America Inc.	Houston	TX	●	●	●	●	●	●	●	●	●		100	100	
Bridgewater Associates LP	Westport	CT	●	●	●	●	●	●	●	●	●		100		
Bristol-Myers Squibb Co.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	145
Broadridge Financial Solutions Inc.	Lake Success	NY	●	●	●	●	●	●	●	●	●		100	100	592
Brooks Sports Inc.	Seattle	WA	●	●	●	●	●	●	●	●	●		100	95	
Brown Advisory	Baltimore	MD	●	●	●	●	●	●	●	●	●		100		
Brown Brothers Harriman & Co.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Brown Rudnick LLP	Boston	MA	●	●	●	●	●	●	●	●	●		100	100	
Brown-Forman Corp.	Louisville	KY	●	●	●	●	●	●	●	●	●		100	100	735
Bryan Cave Leighton Paisner LLP	St. Louis	MO	●	●	●	●	●	●	●	●	●		100	100	
Buchanan Ingersoll & Rooney PC	Pittsburgh	PA	●	●	●	●	●	●	●	●	●		100	100	
Buckley LLP	Washington	DC	●	●	●	●	●	●	●	●	●		100	100	
Buzzfeed	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
CA Technologies Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100		598
Cadwalader, Wickersham & Taft LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Caesars Entertainment Corp.	Las Vegas	NV	●	●	●	●	●	●	●	●	●		100	100	536
Cambia Health Solutions Inc.	Portland	OR	●	●	●	●	●	●	●	●	●		100	100	
Capgemini America, INC	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
Capital Area Services Company, LLC (CASCI)	Charleston	WV	●	●	●	●	●	●	●	●	●		100	90	

Employers with Ratings of 100 Percent

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Employer	**Headquarters Location**	**State**	**1a**	**1b**	**2a**	**2b**	**2c**	**3a**	**3b**	**3c**	**3d**	**4**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
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	101
Cardinal Health Inc.	Dublin	OH	●	●	●	●	●	●	●	●	●		100	100	14
CareFirst Inc.	Baltimore	MD	●	●	●	●	●	●	●	●	●		100	90	
Cargill Inc.	Wayzata	MN	●	●	●	●	●	●	●	●	●		100	100	
Cargo Transporters Inc.	Claremont	NC	●	●	●	●	●	●	●	●	●		100	100	
Carlson Inc.	Minnetonka	MN	●	●	●	●	●	●	●	●	●		100	100	
Carlton Fields P.A.	Tampa	FL	●	●	●	●	●	●	●	●	●		100	100	
Carlyle Group LP, The	Washington	DC	●	●	●	●	●	●	●	●	●		100	100	631
CarMax Inc.	Richmond	VA	●	●	●	●	●	●	●	●	●		100	100	174
Carnival Corp.	Miami	FL	●	●	●	●	●	●	●	●	●		100	100	
CBRE Inc.	Los Angeles	CA	●	●	●	●	●	●	●	●	●		100	100	207
CBS Corp.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	197
CDW Corp.	Lincolnshire	IL	●	●	●	●	●	●	●	●	●		100	100	189
Celanese Corp.	Irving	TX	●	●	●	●	●	●	●	●	●		100	100	455
Celgene Corp.	Summit	NJ	●	●	●	●	●	●	●	●	●		100	100	224
Centene Corp.	St. Louis	MO	●	●	●	●	●	●	●	●	●		100	95	61
CenturyLink Inc.	Monroe	LA	●	●	●	●	●	●	●	●	●		100	100	166
Cerner Corp.	North Kansas City	MO	●	●	●	●	●	●	●	●	●		100	100	519
Chapman and Cutler LLP	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
Charles Schwab & Co. Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	330
Chevron Corp.	San Ramon	CA	●	●	●	●	●	●	●	●	●		100	100	13
Choate, Hall & Stewart LLP	Boston	MA	●	●	●	●	●	●	●	●	●		100	100	
Chobani	Norwich	NY	●	●	●	●	●	●	●	●	●		100	100	
Choice Hotels International Inc.	Rockville	MD	●	●	●	●	●	●	●	●	●		100	100	
Chubb Ltd.	Philadelphia	PA	●	●	●	●	●	●	●	●	●		100	100	215
CIGNA Corp.	Bloomfield	CT	●	●	●	●	●	●	●	●	●		100	100	73
Cisco Systems Inc.	San Jose	CA	●	●	●	●	●	●	●	●	●		100	100	62
CIT Group Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	95	658

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			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**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
Citigroup Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	32
Citizens Financial Group	Providence	RI	●	●	●	●	●	●	●	●	●		100	20	435
Citrix Systems Inc.	Fort Lauderdale	FL	●	●	●	●	●	●	●	●	●		100	100	753
Cleary Gottlieb Steen & Hamilton LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Clorox Co., The	Oakland	CA	●	●	●	●	●	●	●	●	●		100	100	468
CME Group Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	641
CNA Financial Corporation	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
Coca-Cola Co., The	Atlanta	GA	●	●	●	●	●	●	●	●	●		100	100	87
Colgate-Palmolive Co.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	184
Comcast NBCUniversal	Philadelphia	PA	●	●	●	●	●	●	●	●	●		100	90	33
Comerica Inc.	Dallas	TX	●	●	●	●	●	●	●	●	●		100	100	702
Community Care Behavioral Health Organization	Pittsburgh	PA	●	●	●	●	●	●	●	●	●		100		
Conagra Brands Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	321
ConocoPhillips	Houston	TX	●	●	●	●	●	●	●	●	●		100	90	95
Constellation Brands Inc.	Victor	NY	●	●	●	●	●	●	●	●	●		100	100	386
Cooley LLP	Palo Alto	CA	●	●	●	●	●	●	●	●	●		100	95	
Cooper Tire & Rubber Co.	Findlay	OH	●	●	●	●	●	●	●	●	●		100	75	759
Corteva Agriscience	Wilmington	DE	●	●	●	●	●	●	●	●	●		100		
Cosmopolitan of Las Vegas, The	Las Vegas	NV	●	●	●	●	●	●	●	●	●		100	100	
Covington & Burling LLP	Washington	DC	●	●	●	●	●	●	●	●	●		100	100	
Cox Enterprises Inc.	Atlanta	GA	●	●	●	●	●	●	●	●	●		100	100	
Cozen O'Connor	Philadelphia	PA	●	●	●	●	●	●	●	●	●		100	75	
Credit Suisse USA Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Crowell & Moring LLP	Washington	DC	●	●	●	●	●	●	●	●	●		100	100	
CSAA Insurance Group	Walnut Creek	CA	●	●	●	●	●	●	●	●	●		100	100	
Cummins Inc.	Columbus	IN	●	●	●	●	●	●	●	●	●		100	100	149
CUNA Mutual Group	Madison	WI	●	●	●	●	●	●	●	●	●		100	100	660
Cushman & Wakefield	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
Danaher Corp.	Washington	DC	●	●	●	●	●	●	●	●	●		100	100	162
Danone North America	White Plains	NY	●	●	●	●	●	●	●	●	●		100	100	

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)**
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- **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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			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**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
Davis Wright Tremaine LLP	Seattle	WA	●	●	●	●	●	●	●	●	●		100	100	
Day Pitney LLP	Parsippany	NJ	●	●	●	●	●	●	●	●	●		100	100	
Dechert LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●		100	100	
Dell Technologies Inc.	Round Rock	TX	●	●	●	●	●	●	●	●	●		100	100	35
Deloitte LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Dentons US LLP	Washington	DC	●	●	●	●	●	●	●	●	●		100	100	
Depository Trust & Clearing Corp., The	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Designer Brands	Columbus	OH	●	●	●	●	●	●	●	●	●		100	90	771
Deutsche Bank	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Diageo North America	Norwalk	CT	●	●	●	●	●	●	●	●	●		100	100	
Dickinson Wright PLLC	Detroit	MI	●	●	●	●	●	●	●	●	●		100	100	
Digitas	Boston	MA	●	●	●	●	●	●	●	●	●		100	100	
Discover Financial Services	Riverwoods	IL	●	●	●	●	●	●	●	●	●		100	100	263
DLA Piper	Baltimore	MD	●	●	●	●	●	●	●	●	●		100	100	
Dominion Energy	Richmond	VA	●	●	●	●	●	●	●	●	●		100	100	233
Dorsey & Whitney LLP	Minneapolis	MN	●	●	●	●	●	●	●	●	●		100	100	
Dow	Midland	MI	●	●	●	●	●	●	●	●	●		100	100	62
Drinker Biddle & Reath LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●		100	95	
Dropbox Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	
Duane Morris LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●		100	100	
Duke Energy Corp.	Charlotte	NC	●	●	●	●	●	●	●	●	●		100	100	125
Dun & Bradstreet Corp., The	Short Hills	NJ	●	●	●	●	●	●	●	●	●		100	100	996
Dunkin' Brands Group Inc.	Canton	MA	●	●	●	●	●	●	●	●	●		100	100	
Dykema Gossett PLLC	Detroit	MI	●	●	●	●	●	●	●	●	●		100	100	
E&J Gallo Winery	Modesto	CA	●	●	●	●	●	●	●	●	●		100	100	
E*TRADE Financial Corp.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	841
E. I. du Pont de Nemours and Co. (DuPont)	Wilmington	DE	●	●	●	●	●	●	●	●	●		100	100	47
EAB	Washington	DC	●	●	●	●	●	●	●	●	●		100	100	
Eastern Bank Corp.	Boston	MA	●	●	●	●	●	●	●	●	●		100	100	
Eastman Kodak Co.	Rochester	NY	●	●	●	●	●	●	●	●	●		100	100	966

Employers with Ratings of 100 Percent

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)**

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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			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**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
Eaton Corp.	Cleveland	OH	●	●	●	●	●	●	●	●	●		100	100	163
Eaton Vance	Boston	MA	●	●	●	●	●	●	●	●	●		100	90	
eBay Inc.	San Jose	CA	●	●	●	●	●	●	●	●	●		100	100	309
Ecolab Inc.	St. Paul	MN	●	●	●	●	●	●	●	●	●		100	100	215
Edison International	Rosemead	CA	●	●	●	●	●	●	●	●	●		100	100	244
Edward Jones	Des Peres	MO	●	●	●	●	●	●	●	●	●		100	100	376
Electronic Arts Inc.	Redwood City	CA	●	●	●	●	●	●	●	●	●		100	100	537
Eli Lilly & Co.	Indianapolis	IN	●	●	●	●	●	●	●	●	●		100	100	129
Enbridge	Houston	TX	●	●	●	●	●	●	●	●	●		100	70	519
Epsilon Data Management LLC	Irving	TX	●	●	●	●	●	●	●	●	●		100		
Ericsson Inc	Plano	TX	●	●	●	●	●	●	●	●	●		100		
Ernst & Young LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Estée Lauder Companies Inc., The	New York	NY	●	●	●	●	●	●	●	●	●		100	100	258
Etsy Inc.	Brooklyn	NY	●	●	●	●	●	●	●	●	●		100		
Eversheds Sutherland (US) LLP	Atlanta	GA	●	●	●	●	●	●	●	●	●		100	100	
Exelon Corp.	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	92
Expedia Group	Bellevue	WA	●	●	●	●	●	●	●	●	●		100	100	295
Experian North America	Costa Mesa	CA	●	●	●	●	●	●	●	●	●		100	100	
Facebook Inc.	Menlo Park	CA	●	●	●	●	●	●	●	●	●		100	100	76
FactSet Research Systems Inc.	Norwalk	CT	●	●	●	●	●	●	●	●	●		100	100	
Faegre Baker Daniels	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
Farmers Insurance Group	Woodland Hills	CA	●	●	●	●	●	●	●	●	●		100	100	253
Federal Home Loan Mortgage Corp. (Freddie Mac)	McLean	VA	●	●	●	●	●	●	●	●	●		100	100	38
Federal National Mortgage Association (Fannie Mae)	Washington	DC	●	●	●	●	●	●	●	●	●		100	100	21
Federal Reserve Bank of Atlanta	Atlanta	GA	●	●	●	●	●	●	●	●	●		100	95	
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	100	
Federal Reserve Bank of New York	New York	NY	●	●	●	●	●	●	●	●	●		100	100	

Employers with Ratings of 100 Percent

CEI Rating Criteria

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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	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**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
Federal Reserve Bank of Philadelphia	Philadelphia	PA	●	●	●	●	●	●	●	●	●		100	100	
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	
Fidelity National Information Services Inc.	Jacksonville	FL	●	●	●	●	●	●	●	●	●		100	100	326
Fifth Third Bancorp	Cincinnati	OH	●	●	●	●	●	●	●	●	●		100	100	366
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	483
Fish & Richardson PC	Boston	MA	●	●	●	●	●	●	●	●	●		100	100	
Fleishman-Hillard Inc.	St. Louis	MO	●	●	●	●	●	●	●	●	●		100	100	
FMC Corp.	Philadelphia	PA	●	●	●	●	●	●	●	●	●		100		673
Foley & Lardner LLP	Milwaukee	WI	●	●	●	●	●	●	●	●	●		100	100	
Foley Hoag LLP	Boston	MA	●	●	●	●	●	●	●	●	●		100	100	
Food Lion	Salisbury	NC	●	●	●	●	●	●	●	●	●		100	100	
Fortive Corp.	Everett	WA	●	●	●	●	●	●	●	●	●		100	100	420
Fossil Group Inc.	Richardson	TX	●	●	●	●	●	●	●	●	●		100	80	775
Fox Corporation	New York	NY	●	●	●	●	●	●	●	●	●		100	100	109
Fox Rothschild LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●		100	100	
Franklin Templeton Investments	San Mateo	CA	●	●	●	●	●	●	●	●	●		100	100	441
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	
Fujitsu America Inc.	Richardson	TX	●	●	●	●	●	●	●	●	●		100	85	
Galloway, Johnson, Tompkins, Burr & Smith PLC	New Orleans	LA	●	●	●	●	●	●	●	●	●		100	100	
GameStop Corp.	Grapevine	TX	●	●	●	●	●	●	●	●	●		100	100	322
Gannett Co. Inc.	McLean	VA	●	●	●	●	●	●	●	●	●		100	100	716
Gap Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	181
Gartner Inc.	Stamford	CT	●	●	●	●	●	●	●	●	●		100	100	697

Employers with Ratings of 100 Percent

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GE Appliances	Louisville	KY	●	●	●	●	●	●	●	●	●		100	100	
Genentech Inc.	South San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	
General Mills Inc.	Minneapolis	MN	●	●	●	●	●	●	●	●	●		100	100	182
Genesco Inc.	Nashville	TN	●	●	●	●	●	●	●	●	●		100	90	747
Genworth Financial Inc.	Richmond	VA	●	●	●	●	●	●	●	●	●		100	100	348
GIANT Food Stores LLC	Carlisle	PA	●	●	●	●	●	●	●	●	●		100	100	
Giant of Maryland LLC	Landover	MD	●	●	●	●	●	●	●	●	●		100	100	
Gibson, Dunn & Crutcher LLP	Los Angeles	CA	●	●	●	●	●	●	●	●	●		100	85	
Gilead Sciences Inc.	Foster City	CA	●	●	●	●	●	●	●	●	●		100	100	116
GlaxoSmithKline LLC	Research Triangle Park	NC	●	●	●	●	●	●	●	●	●		100	100	
Global Payments Inc.	Atlanta	GA	●	●	●	●	●	●	●	●	●		100	85	605
GODADDY Inc.	Scottsdale	AZ	●	●	●	●	●	●	●	●	●		100	100	898
Goldman Sachs Group Inc., The	New York	NY	●	●	●	●	●	●	●	●	●		100	100	70
Goodwin Procter LLP	Boston	MA	●	●	●	●	●	●	●	●	●		100	100	
Google Inc.	Mountainview	CA	●	●	●	●	●	●	●	●	●		100	100	22
Gordon Rees Scully Mansukhani, LLP	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	
Goulston & Storrs	Boston	MA	●	●	●	●	●	●	●	●	●		100	90	
Grant Thornton LLP	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
Greenberg Traurig LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	90	
Groupon Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	756
Guardian Life Insurance Co. of America, The	New York	NY	●	●	●	●	●	●	●	●	●		100	100	239
Guidehouse Inc.	Washington	DC	●	●	●	●	●	●	●	●	●		100	100	
H&R Block Inc.	Kansas City	MO	●	●	●	●	●	●	●	●	●		100	85	726
Hallmark Cards Inc.	Kansas City	MO	●	●	●	●	●	●	●	●	●		100	100	
Hannaford Supermarkets	Scarborough	ME	●	●	●	●	●	●	●	●	●		100	100	
Hanover Insurance Group, The	Worcester	MA	●	●	●	●	●	●	●	●	●		100	100	514
Hartford Financial Services Group Inc., The	Hartford	CT	●	●	●	●	●	●	●	●	●		100	100	156
Harvard Pilgrim Health Care Inc.	Wellesley	MA	●	●	●	●	●	●	●	●	●		100	100	
Hasbro Inc.	Pawtucket	RI	●	●	●	●	●	●	●	●	●		100	85	513
Haven Behavioral Healthcare	Nashville	TN	●	●	●	●	●	●	●	●	●		100		

Employers with Ratings of 100 Percent

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Haynes and Boone LLP	Dallas	TX	●	●	●	●	●	●	●	●	●		100	100	
Health Care Service Corp.	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
Henry Schein Inc.	Melville	NY	●	●	●	●	●	●	●	●	●		100	100	238
HERE North America LLC	Chicago	IL	●	●	●	●	●	●	●	●	●		100	90	
Herman Miller Inc.	Zeeland	MI	●	●	●	●	●	●	●	●	●		100	100	883
Hershey Co., The	Hershey	PA	●	●	●	●	●	●	●	●	●		100	100	379
Hertz Global Holdings Inc.	Estero	FL	●	●	●	●	●	●	●	●	●		100	100	335
Hewlett Packard Enterprise Co.	San Jose	CA	●	●	●	●	●	●	●	●	●		100	80	107
Highmark Blue Cross Blue Shield Delaware	Wilmington	DE	●	●	●	●	●	●	●	●	●		100		
Highmark Inc.	Pittsburgh	PA	●	●	●	●	●	●	●	●	●		100	100	
Highmark West Virginia	Parkersburg	WV	●	●	●	●	●	●	●	●	●		100		
HILTON	McLean	VA	●	●	●	●	●	●	●	●	●		100	100	324
Hinshaw & Culbertson LLP	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
Hogan Lovells US LLP	Washington	DC	●	●	●	●	●	●	●	●	●		100	100	
Holland & Hart LLP	Denver	CO	●	●	●	●	●	●	●	●	●		100	35	
Holland & Knight LLP	Brandon	FL	●	●	●	●	●	●	●	●	●		100	100	
Horizon Blue Cross Blue Shield of New Jersey	Newark	NJ	●	●	●	●	●	●	●	●	●		100	100	
HP Inc.	Palo Alto	CA	●	●	●	●	●	●	●	●	●		100	90	58
HSBC USA	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Humana Inc.	Louisville	KY	●	●	●	●	●	●	●	●	●		100	100	56
Huntington Bancshares Inc.	Columbus	OH	●	●	●	●	●	●	●	●	●		100	100	544
Huron Consulting Group Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
Husch Blackwell LLP	St. Louis	MO	●	●	●	●	●	●	●	●	●		100	100	
Hyatt Hotels Corp.	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	549
Hyundai Motor America	Fountain Valley	CA	●	●	●	●	●	●	●	●	●		100	100	
IAC/InterActiveCorp.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	698
IBM Corp.	Armonk	NY	●	●	●	●	●	●	●	●	●		100	100	34
Ice Miller LLP	Indianapolis	IN	●	●	●	●	●	●	●	●	●		100	100	
IHS Markit Ltd.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
IKEA Holding US Inc.	Conshohocken	PA	●	●	●	●	●	●	●	●	●		100	100	

Employers with Ratings of 100 Percent

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			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**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
Illumina	San Diego	CA	●	●	●	●	●	●	●	●	●		100		781
Indeed Inc.	Austin	TX	●	●	●	●	●	●	●	●	●		100	100	
Information Resources Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●		100		
Ingram Micro	Irvine	CA	●	●	●	●	●	●	●	●	●		100	90	64
Intel Corp.	Santa Clara	CA	●	●	●	●	●	●	●	●	●		100	100	46
InterContinental Hotels Group Americas	Atlanta	GA	●	●	●	●	●	●	●	●	●		100	100	
International Flavors & Fragrances	New York	NY	●	●	●	●	●	●	●	●	●		100	100	680
Interpublic Group of Companies Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	359
Intuit Inc.	Mountain View	CA	●	●	●	●	●	●	●	●	●		100	100	516
Iron Mountain Inc.	Boston	MA	●	●	●	●	●	●	●	●	●		100	100	619
J. Crew Group Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	857
Jacobs Engineering Group Inc.	Dallas	TX	●	●	●	●	●	●	●	●	●		100	100	297
Janus Henderson Investors	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
Jenner & Block LLP	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
JLL	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	356
John Hancock Financial Services Inc.	Boston	MA	●	●	●	●	●	●	●	●	●		100	100	192
Johnson & Johnson	New Brunswick	NJ	●	●	●	●	●	●	●	●	●		100	100	37
JPMorgan Chase & Co.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	20
JSX Corporation (JSX and JetSuite)	Dallas	TX	●	●	●	●	●	●	●	●	●		100		
K&L Gates LLP	Pittsburgh	PA	●	●	●	●	●	●	●	●	●		100	100	
Kabbage Inc.	Atlanta	GA	●	●	●	●	●	●	●	●	●		100		
Kaiser Permanente	Oakland	CA	●	●	●	●	●	●	●	●	●		100	100	
Katten Muchin Rosenman LLP	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
Kelley Drye & Warren LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Kellogg Co.	Battle Creek	MI	●	●	●	●	●	●	●	●	●		100	100	226
Kelly Services Inc.	Troy	MI	●	●	●	●	●	●	●	●	●		100	100	503
KeyCorp	Cleveland	OH	●	●	●	●	●	●	●	●	●		100	100	412
Kilpatrick Townsend & Stockton LLP	Atlanta	GA	●	●	●	●	●	●	●	●	●		100	100	
Kimpton Hotel & Restaurant Group LLC	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	
King & Spalding LLP	Atlanta	GA	●	●	●	●	●	●	●	●	●		100	100	

Employers with Ratings of 100 Percent

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Kirkland & Ellis LLP	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
KKR & Co. LP	New York	NY	●	●	●	●	●	●	●	●	●		100	100	470
Kobre & Kim	New York	NY	●	●	●	●	●	●	●	●	●		100		
Kohl's Corp.	Menomonee Falls	WI	●	●	●	●	●	●	●	●	●		100	80	157
Korn Ferry	Los Angeles	CA	●	●	●	●	●	●	●	●	●		100	100	
KPMG LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Kraft Heinz Company, The	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	114
Kroger Co., The	Cincinnati	OH	●	●	●	●	●	●	●	●	●		100	100	17
Kutak Rock LLP	Omaha	NE	●	●	●	●	●	●	●	●	●		100	100	
L Brands Inc.	Columbus	OH	●	●	●	●	●	●	●	●	●		100	100	231
L3 Harris Technologies	Melbourne	FL	●	●	●	●	●	●	●	●	●		100	100	407
Laboratory Corporation of America Holdings	Burlington	NC	●	●	●	●	●	●	●	●	●		100	100	286
Lam Research Corp.	Fremont	CA	●	●	●	●	●	●	●	●	●		100		354
Lane Powell PC	Seattle	WA	●	●	●	●	●	●	●	●	●		100	100	
Latham & Watkins LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Legg Mason Inc.	Baltimore	MD	●	●	●	●	●	●	●	●	●		100	100	750
Leidos Holdings	Reston	VA	●	●	●	●	●	●	●	●	●		100	85	292
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	530
Lexmark International Inc.	Lexington	KY	●	●	●	●	●	●	●	●	●		100	100	638
Liberty Mutual Group	Boston	MA	●	●	●	●	●	●	●	●	●		100	100	68
Lincoln National Corp.	Radnor	PA	●	●	●	●	●	●	●	●	●		100	100	205
LinkedIn	Sunnyvale	CA	●	●	●	●	●	●	●	●	●		100	100	733
Lions Gate Entertainment Corp.	Santa Monica	CA	●	●	●	●	●	●	●	●	●		100	100	
Littler Mendelson PC	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	
Live Nation Entertainment Inc.	Beverly Hills	CA	●	●	●	●	●	●	●	●	●		100	100	290
Locke Lord LLP	Dallas	TX	●	●	●	●	●	●	●	●	●		100	100	
Lockheed Martin Corp.	Bethesda	MD	●	●	●	●	●	●	●	●	●		100	100	59

Employers with Ratings of 100 Percent

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Loeb & Loeb LLP	Los Angeles	CA	●	●	●	●	●	●	●	●	●		100	100	
L'Oréal USA Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Lowenstein Sandler LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Lowe's Companies Inc.	Mooresville	NC	●	●	●	●	●	●	●	●	●		100	100	40
LPL Financial Holdings Inc.	Boston	MA	●	●	●	●	●	●	●	●	●		100	100	582
Lyft Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	
M&T Bank Corp.	Buffalo	NY	●	●	●	●	●	●	●	●	●		100	100	467
Macmillan Learning	New York	NY	●	●	●	●	●	●	●	●	●		100		
Macmillan Publishing Group	New York	NY	●	●	●	●	●	●	●	●	●		100		
Macquarie Group Ltd.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Macy's Inc.	Cincinnati	OH	●	●	●	●	●	●	●	●	●		100	100	120
Mallinckrodt LLC	Hazelwood	MO	●	●	●	●	●	●	●	●	●		100	100	
Manatt, Phelps & Phillips LLP	Los Angeles	CA	●	●	●	●	●	●	●	●	●		100	100	
ManpowerGroup	Milwaukee	WI	●	●	●	●	●	●	●	●	●		100	100	143
Marathon Petroleum Corp.	Findlay	OH	●	●	●	●	●	●	●	●	●		100	95	41
Marriott International Inc.	Bethesda	MD	●	●	●	●	●	●	●	●	●		100	100	127
Marsh & McLennan Companies Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	212
Massachusetts Mutual Life Insurance Co.	Springfield	MA	●	●	●	●	●	●	●	●	●		100	100	93
Mastercard	Purchase	NY	●	●	●	●	●	●	●	●	●		100	100	236
Mathematica Policy Research	Princeton	NJ	●	●	●	●	●	●	●	●	●		100		
Mattel Inc.	El Segundo	CA	●	●	●	●	●	●	●	●	●		100	65	533
Mayer Brown LLP	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
McDermott Will & Emery LLP	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
McDonald's Corp.	Oak Brook	IL	●	●	●	●	●	●	●	●	●		100	100	131
McKesson Corp.	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	6
McKinsey & Co. Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Medallia Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	
Medidata Solutions Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Medtronic PLC	Minneapolis	MN	●	●	●	●	●	●	●	●	●		100	90	173
Meijer Inc.	Grand Rapids	MI	●	●	●	●	●	●	●	●	●		100	90	

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Merck	Kenilworth	NJ	●	●	●	●	●	●	●	●	●		100	100	78
Mesirow Financial Holdings Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
MetLife Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	43
MGM Resorts International	Las Vegas	NV	●	●	●	●	●	●	●	●	●		100	100	280
Michael Best & Friedrich LLP	Milwaukee	WI	●	●	●	●	●	●	●	●	●		100	100	
Michael Page International Inc	New York	NY	●	●	●	●	●	●	●	●	●		100		
Microsoft Corp.	Redmond	WA	●	●	●	●	●	●	●	●	●		100	100	30
Mintz, Levin, Cohn, Ferris, Glovsky & Popeo PC	Boston	MA	●	●	●	●	●	●	●	●	●		100	100	
Mitchell Gold + Bob Williams	Taylorsville	NC	●	●	●	●	●	●	●	●	●		100	100	
Molson Coors Brewing	Denver	CO	●	●	●	●	●	●	●	●	●		100	100	275
Mondelez International Inc.	Deerfield	IL	●	●	●	●	●	●	●	●	●		100	80	117
Montgomery McCracken Walker & Rhoads LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●		100	100	
Moody's Corp.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	585
Moore & Van Allen PLLC	Charlotte	NC	●	●	●	●	●	●	●	●	●		100	100	
Morgan Stanley	New York	NY	●	●	●	●	●	●	●	●	●		100	100	67
Morgan, Lewis & Bockius LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●		100	95	
Morningstar Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
Morris, Manning & Martin LLP	Atlanta	GA	●	●	●	●	●	●	●	●	●		100	100	
Morrison & Foerster LLP	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	
Motorola Solutions Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	443
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	
NASDAQ Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	608
National CineMedia Inc.	Centennial	CO	●	●	●	●	●	●	●	●	●		100	75	
National Grid USA	Waltham	MA	●	●	●	●	●	●	●	●	●		100	85	
Nationwide	Columbus	OH	●	●	●	●	●	●	●	●	●		100	100	66
NCR Corp.	Atlanta	GA	●	●	●	●	●	●	●	●	●		100	100	432
Nestlé Health Science	Bridgewater	NJ	●	●	●	●	●	●	●	●	●		100	80	
Nestlé Purina PetCare Co.	St. Louis	MO	●	●	●	●	●	●	●	●	●		100	100	

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Nestlé USA Inc.	Arlington	VA	●	●	●	●	●	●	●	●	●		100	100	
Nestlé Waters North America Inc.	Stamford	CT	●	●	●	●	●	●	●	●	●		100	95	
Netflix Inc.	Los Gatos	CA	●	●	●	●	●	●	●	●	●		100	100	261
New York Life Insurance Company	New York	NY	●	●	●	●	●	●	●	●	●		100	100	69
Nielsen	New York City	NY	●	●	●	●	●	●	●	●	●		100	100	
Nike Inc.	Beaverton	OR	●	●	●	●	●	●	●	●	●		100	100	89
Nixon Peabody LLP	Boston	MA	●	●	●	●	●	●	●	●	●		100	100	
Nomura Holding America Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	95	
Nordstrom Inc.	Seattle	WA	●	●	●	●	●	●	●	●	●		100	100	183
Northern Trust Corp.	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	486
Northrop Grumman Corp.	Falls Church	VA	●	●	●	●	●	●	●	●	●		100	100	118
Northwestern Mutual Life Insurance	Milwaukee	WI	●	●	●	●	●	●	●	●	●		100	100	104
Norton Rose Fulbright	Houston	TX	●	●	●	●	●	●	●	●	●		100	100	
NortonLifeLock	Mountain View	CA	●	●	●	●	●	●	●	●	●		100	100	586
Novartis Pharmaceuticals Corp.	East Hanover	NJ	●	●	●	●	●	●	●	●	●		100	100	
Nuance Communications	Burlington	MA	●	●	●	●	●	●	●	●	●		100	100	971
NVIDIA Corp.	Santa Clara	CA	●	●	●	●	●	●	●	●	●		100	100	306
Ocean Spray Cranberries Inc.	Lakeville-Middleboro	MA	●	●	●	●	●	●	●	●	●		100	90	
Office Depot Inc.	Boca Raton	FL	●	●	●	●	●	●	●	●	●		100	100	281
Ogilvy Group Inc., The	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Ogletree, Deakins, Nash, Smoak & Stewart	Greenville	SC	●	●	●	●	●	●	●	●	●		100	100	
O'Melveny & Myers LLP	Los Angeles	CA	●	●	●	●	●	●	●	●	●		100	100	
Omnicom Group	New York	NY	●	●	●	●	●	●	●	●	●		100	100	188
OppenheimerFunds Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Oracle Corp.	Redwood City	CA	●	●	●	●	●	●	●	●	●		100	100	82
Orrick, Herrington & Sutcliffe LLP	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	
Owens Corning	Toledo	OH	●	●	●	●	●	●	●	●	●		100	100	442
Palo Alto Networks	Santa Clara	CA	●	●	●	●	●	●	●	●	●		100	95	
Patterson Belknap Webb & Tyler LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Paul Hastings LLP	Los Angeles	CA	●	●	●	●	●	●	●	●	●		100	100	

Employers with Ratings of 100 Percent

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			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**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
PayPal Holdings Inc.	San Jose	CA	●	●	●	●	●	●	●	●	●		100	100	222
Peapod Digital Labs LLC	Chicago	IL	●	●	●	●	●	●	●	●	●		100		
Pearson Inc.	Hoboken	NJ	●	●	●	●	●	●	●	●	●		100	90	
Peloton Interactive Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100		
Pepper Hamilton LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●		100	85	
PepsiCo Inc.	Purchase	NY	●	●	●	●	●	●	●	●	●		100	100	45
Perkins and Will Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
Perkins Coie LLP	Seattle	WA	●	●	●	●	●	●	●	●	●		100	100	
Pernod Ricard USA LLC	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Pfizer Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	57
PG&E Corp.	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	168
Pillsbury Winthrop Shaw Pittman LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
PIMCO LLC	Newport Beach	CA	●	●	●	●	●	●	●	●	●		100	100	
Pinterest Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	
PNC Financial Services Group Inc., The	Pittsburgh	PA	●	●	●	●	●	●	●	●	●		100	100	165
Polsinelli	Kansas City	MO	●	●	●	●	●	●	●	●	●		100	100	
PolyOne Corporation	Avon Lake	OH	●	●	●	●	●	●	●	●	●		100	90	672
Portland General Electric Co.	Portland	OR	●	●	●	●	●	●	●	●	●		100	100	953
PPL Corp.	Allentown	PA	●	●	●	●	●	●	●	●	●		100	100	380
PricewaterhouseCoopers LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Principal Financial Group	Des Moines	IA	●	●	●	●	●	●	●	●	●		100	100	210
Procter & Gamble Co.	Cincinnati	OH	●	●	●	●	●	●	●	●	●		100	100	42
Proskauer Rose LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	90	
Prudential Financial Inc.	Newark	NJ	●	●	●	●	●	●	●	●	●		100	100	52
Publicis Healthcare Communications	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Publicis Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Publicis Media	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Publicis Sapient	Boston	MA	●	●	●	●	●	●	●	●	●		100	100	
PVH Corp.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	332
Quaintance-Weaver Management, LLC	Greensboro	NC	●	●	●	●	●	●	●	●	●		100	100	

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Employer	**Headquarters Location**	**State**	**1a**	**1b**	**2a**	**2b**	**2c**	**3a**	**3b**	**3c**	**3d**	**4**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
Quantcast Corp.	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	
Quarles & Brady LLP	Milwaukee	WI	●	●	●	●	●	●	●	●	●		100	100	
Quest Diagnostics Inc.	Secaucus	NJ	●	●	●	●	●	●	●	●	●		100	100	367
Quinn Emanuel Urquhart & Sullivan LLP	Los Angeles	CA	●	●	●	●	●	●	●	●	●		100	90	
Qurate Retail Group, Inc.	West Chester	PA	●	●	●	●	●	●	●	●	●		100		
Rackspace	San Antonio	TX	●	●	●	●	●	●	●	●	●		100	100	970
Ralph Lauren Corp.	New York	NY	●	●	●	●	●	●	●	●	●		100	90	421
Raymond James Financial Inc.	St. Petersburg	FL	●	●	●	●	●	●	●	●	●		100	90	431
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	100	
Regions Financial Corp.	Birmingham	AL	●	●	●	●	●	●	●	●	●		100	85	460
Replacements Ltd.	McLeansville	NC	●	●	●	●	●	●	●	●	●		100	100	
Restaurant Brands International	Miami	FL	●	●	●	●	●	●	●	●	●		100	0	
Retail Business Services	Salisbury	NC	●	●	●	●	●	●	●	●	●		100	90	
Reynolds American Inc.	Winston-Salem	NC	●	●	●	●	●	●	●	●	●		100	90	223
RingCentral Inc.	Belmont	CA	●	●	●	●	●	●	●	●	●		100	100	
Robert Half	Menlo Park	CA	●	●	●	●	●	●	●	●	●		100	100	511
Robert W. Baird & Co. Incorporated	Milwaukee	WI	●	●	●	●	●	●	●	●	●		100	100	
Robins Kaplan LLP	Minneapolis	MN	●	●	●	●	●	●	●	●	●		100	100	
Roche Diagnostics Corp.	Indianapolis	IN	●	●	●	●	●	●	●	●	●		100		
Rockland Trust Co.	Rockland	MA	●	●	●	●	●	●	●	●	●		100	100	
Rockwell Automation Inc.	Milwaukee	WI	●	●	●	●	●	●	●	●	●		100	100	445
Rolls-Royce North America (USA) Holdings Co.	Reston	VA	●	●	●	●	●	●	●	●	●		100	100	
Ropes & Gray LLP	Boston	MA	●	●	●	●	●	●	●	●	●		100	100	
Royal Caribbean Cruises Ltd.	Miami	FL	●	●	●	●	●	●	●	●	●		100	90	
RSM US LLP	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
S&P Global Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	463
S.C. Johnson & Son Inc.	Racine	WI	●	●	●	●	●	●	●	●	●		100	100	

Employers with Ratings of 100 Percent

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Saatchi & Saatchi North America Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Salesforce	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	285
Samsung Electronics America Inc.	Ridgefield Park	NJ	●	●	●	●	●	●	●	●	●		100		
Sanofi	Bridgewater	NJ	●	●	●	●	●	●	●	●	●		100	100	
SAP America Inc.	Newtown Square	PA	●	●	●	●	●	●	●	●	●		100	100	
Saul Ewing Arnstein & Lehr LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●		100	100	
Schiff Hardin LLP	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
Schneider Electric	Andover	MA	●	●	●	●	●	●	●	●	●		100	100	
Schulte, Roth & Zabel LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	95	
Science Applications International Corp.	Reston	VA	●	●	●	●	●	●	●	●	●		100	100	559
Seacoast National Bank	Stuart	FL	●	●	●	●	●	●	●	●	●		100		
Seagate Technology plc	Cupertino	CA	●	●	●	●	●	●	●	●	●		100	100	
Sempra Energy	San Diego	CA	●	●	●	●	●	●	●	●	●		100	100	271
Sephora	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	
Seyfarth Shaw LLP	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
Shake Shack Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	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	
Shook, Hardy & Bacon LLP	Kansas City	MO	●	●	●	●	●	●	●	●	●		100	100	
Sidley Austin LLP	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
Siemens Corp.	Washington	DC	●	●	●	●	●	●	●	●	●		100	95	
Siemens Healthineers USA	Tarrytown	NY	●	●	●	●	●	●	●	●	●		100	95	
Simpson Thacher & Bartlett LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
SIRIUS XM + Pandora	New York	NY	●	●	●	●	●	●	●	●	●		100	100	652
Skadden, Arps, Slate, Meagher & Flom LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Slalom	Seattle	WA	●	●	●	●	●	●	●	●	●		100	100	
Snell & Wilmer	Phoenix	AZ	●	●	●	●	●	●	●	●	●		100	100	
Société Générale	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Sodexo Inc.	Gaithersburg	MD	●	●	●	●	●	●	●	●	●		100	100	

Employers with Ratings of 100 Percent

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Sony Corporation of America	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Sony Electronics Inc.	San Diego	CA	●	●	●	●	●	●	●	●	●		100	100	
Sony Interactive Entertainment LLC	San Mateo	CA	●	●	●	●	●	●	●	●	●		100	65	
Sony Pictures Entertainment Inc.	Culver City	CA	●	●	●	●	●	●	●	●	●		100	100	
Southern Co.	Atlanta	GA	●	●	●	●	●	●	●	●	●		100	100	126
Southwest Airlines Co.	Dallas	TX	●	●	●	●	●	●	●	●	●		100	100	142
Sprint Corp.	Overland Park	KS	●	●	●	●	●	●	●	●	●		100	100	87
Squire Patton Boggs	Cleveland	OH	●	●	●	●	●	●	●	●	●		100	100	
Standard Chartered	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Standard Insurance Co.	Portland	OR	●	●	●	●	●	●	●	●	●		100	100	
Stanley Black & Decker Inc.	New Britain	CT	●	●	●	●	●	●	●	●	●		100	100	228
Staples Inc.	Framingham	MA	●	●	●	●	●	●	●	●	●		100	85	140
Starbucks Corp.	Seattle	WA	●	●	●	●	●	●	●	●	●		100	100	132
State Farm Group	Bloomington	IL	●	●	●	●	●	●	●	●	●		100	100	36
State Street Corp.	Boston	MA	●	●	●	●	●	●	●	●	●		100	100	259
Steelcase Inc.	Grand Rapids	MI	●	●	●	●	●	●	●	●	●		100	95	728
Steptoe & Johnson LLP	Washington	DC	●	●	●	●	●	●	●	●	●		100	100	
Stinson LLP	Kansas City	MO	●	●	●	●	●	●	●	●	●		100	100	
Stoel Rives LLP	Portland	OR	●	●	●	●	●	●	●	●	●		100	100	
Stop & Shop	Quincy	MA	●	●	●	●	●	●	●	●	●		100		
Stryker Corp.	Kalamazoo	MI	●	●	●	●	●	●	●	●	●		100	100	240
Subaru of America Inc.	Cherry Hill	NJ	●	●	●	●	●	●	●	●	●		100	100	
Sumitomo Mitsui Banking Corporation	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Sun Life Financial Inc. (US)	Wellesley Hills	MA	●	●	●	●	●	●	●	●	●		100	100	
SunTrust Banks Inc.	Atlanta	GA	●	●	●	●	●	●	●	●	●		100	100	303
Synchrony	Stamford	CT	●	●	●	●	●	●	●	●	●		100	100	173
T. Rowe Price Associates Inc.	Baltimore	MD	●	●	●	●	●	●	●	●	●		100	100	540
Takeda Pharmaceuticals USA Inc.	Deerfield	IL	●	●	●	●	●	●	●	●	●		100	100	
Tapestry Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	555
Target Corp.	Minneapolis	MN	●	●	●	●	●	●	●	●	●		100	100	39

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TD Ameritrade	Omaha	NE	●	●	●	●	●	●	●	●	●		100	100	630
TD Bank, N.A.	Cherry Hill	NJ	●	●	●	●	●	●	●	●	●		100	100	889
TD Securities (USA) LLC	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
TE Connectivity Inc.	Berwyn	PA	●	●	●	●	●	●	●	●	●		100	100	
Tech Data Corp.	Clearwater	FL	●	●	●	●	●	●	●	●	●		100	100	83
TEGNA Inc.	McLean	VA	●	●	●	●	●	●	●	●	●		100	100	820
Tesla Inc.	Palo Alto	CA	●	●	●	●	●	●	●	●	●		100	100	260
Teva Pharmaceutical USA Inc.	North Wales	PA	●	●	●	●	●	●	●	●	●		100	95	
Texas Instruments Inc.	Dallas	TX	●	●	●	●	●	●	●	●	●		100	100	192
The Knot Worldwide	Chevy Chase	MD	●	●	●	●	●	●	●	●	●		100	100	
Thermo Fisher Scientific Inc.	Waltham	MA	●	●	●	●	●	●	●	●	●		100	100	144
Thompson Coburn LLP	St. Louis	MO	●	●	●	●	●	●	●	●	●		100	100	
Thompson Hine LLP	Cleveland	OH	●	●	●	●	●	●	●	●	●		100	100	
Thomson Reuters	Stamford	CT	●	●	●	●	●	●	●	●	●		100	100	
TIAA	New York	NY	●	●	●	●	●	●	●	●	●		100	100	84
Tiffany & Co.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	590
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	100	973
Travelers Companies Inc., The	New York	NY	●	●	●	●	●	●	●	●	●		100	100	106
TripAdvisor Inc.	Needham	MA	●	●	●	●	●	●	●	●	●		100	100	
Troutman Sanders LLP	Atlanta	GA	●	●	●	●	●	●	●	●	●		100	100	
Tufts Health Plan	Watertown	MA	●	●	●	●	●	●	●	●	●		100	100	
Turner Construction Co.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Twitter Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	844
U.S. Bancorp	Minneapolis	MN	●	●	●	●	●	●	●	●	●		100	100	122
U.S. Cellular	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
Uber Technologies Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	

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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)**
- **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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			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**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
UBS AG	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Under Armour Inc.	Baltimore	MD	●	●	●	●	●	●	●	●	●		100	100	527
Unilever	Englewood Cliffs	NJ	●	●	●	●	●	●	●	●	●		100	100	
United Airlines Holdings, Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	81
United Parcel Service Inc.	Atlanta	GA	●	●	●	●	●	●	●	●	●		100	100	44
United Services Automobile Association	San Antonio	TX	●	●	●	●	●	●	●	●	●		100	100	100
United States Steel Corp.	Pittsburgh	PA	●	●	●	●	●	●	●	●	●		100	20	246
United Technologies Corp.	Farmington	CT	●	●	●	●	●	●	●	●	●		100	100	51
UnitedHealth Group Inc.	Minnetonka	MN	●	●	●	●	●	●	●	●	●		100	100	5
University of Phoenix	Phoenix	AZ	●	●	●	●	●	●	●	●	●		100	100	
Univision Communications Inc.	Miami	FL	●	●	●	●	●	●	●	●	●		100	100	729
Unum Group	Chattanooga	TN	●	●	●	●	●	●	●	●	●		100	100	267
UPMC Health Plan	Pittsburgh	PA	●	●	●	●	●	●	●	●	●		100	100	
Vanguard Group Inc.	Malvern	PA	●	●	●	●	●	●	●	●	●		100	100	
Verizon Communications Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	90	16
VERMEG SARL	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Vertex Pharmaceuticals Inc.	Boston	MA	●	●	●	●	●	●	●	●	●		100		831
VF Corp.	Greensboro	NC	●	●	●	●	●	●	●	●	●		100	100	242
Viacom Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	221
Vinson & Elkins LLP	Houston	TX	●	●	●	●	●	●	●	●	●		100	100	
Visa	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	161
VMware Inc.	Palo Alto	CA	●	●	●	●	●	●	●	●	●		100	100	
Vorys, Sater, Seymour and Pease LLP	Columbus	OH	●	●	●	●	●	●	●	●	●		100	100	
Vox Media Inc.	Washington	DC	●	●	●	●	●	●	●	●	●		100	100	
Voya Financial	New York	NY	●	●	●	●	●	●	●	●	●		100	100	307
W.W. Grainger Inc.	Lake Forest	IL	●	●	●	●	●	●	●	●	●		100	100	287
Walgreen Co.	Deerfield	IL	●	●	●	●	●	●	●	●	●		100	100	19
Walmart Inc.	Bentonville	AR	●	●	●	●	●	●	●	●	●		100	100	1
Walt Disney Co., The	Burbank	CA	●	●	●	●	●	●	●	●	●		100	100	55
Warby Parker	New York	NY	●	●	●	●	●	●	●	●	●		100	100	

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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			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**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
Warner Media	New York	NY	●	●	●	●	●	●	●	●	●		100	100	98
Warner Music Group	New York	NY	●	●	●	●	●	●	●	●	●		100		
Wawa Inc.	Wawa	PA	●	●	●	●	●	●	●	●	●		100	95	
WE Communications	Bellevue	WA	●	●	●	●	●	●	●	●	●		100	100	
Weil, Gotshal & Manges LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
WellCare Health Plans Inc.	Tampa	FL	●	●	●	●	●	●	●	●	●		100	100	170
Wellmark Inc.	Des Moines	IA	●	●	●	●	●	●	●	●	●		100	100	
Wells Fargo & Co.	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	26
Wendy's Co., The	Dublin	OH	●	●	●	●	●	●	●	●	●		100	80	999
Western Digital Corp.	San Jose	CA	●	●	●	●	●	●	●	●	●		100	100	158
Whirlpool Corp.	Benton Harbor	MI	●	●	●	●	●	●	●	●	●		100	100	140
White & Case LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Wiley Rein LLP	Washington	DC	●	●	●	●	●	●	●	●	●		100	100	
Williams Mullen	Richmond	VA	●	●	●	●	●	●	●	●	●		100	100	
Willis Towers Watson	Arlington	VA	●	●	●	●	●	●	●	●	●		100	100	626
Wilmer Cutler Pickering Hale & Dorr LLP	Washington	DC	●	●	●	●	●	●	●	●	●		100	100	
Wilson Sonsini Goodrich & Rosati PC	Palo Alto	CA	●	●	●	●	●	●	●	●	●		100	95	
Winston & Strawn LLP	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
Womble Bond Dickinson (US) LLP	Winston-Salem	NC	●	●	●	●	●	●	●	●	●		100	100	
Workday Inc.	Pleasanton	CA	●	●	●	●	●	●	●	●	●		100	100	925
Wyndham Destinations	Orlando	FL	●	●	●	●	●	●	●	●	●		100	95	479
Wyndham Hotels & Resorts Inc.	Parsippany	NJ	●	●	●	●	●	●	●	●	●		100	100	
Xcel Energy Inc.	Minneapolis	MN	●	●	●	●	●	●	●	●	●		100	100	266
Xerox Corp.	Norwalk	CT	●	●	●	●	●	●	●	●	●		100	100	291
Xylem Inc.	Rye Brook	NY	●	●	●	●	●	●	●	●	●		100	75	547
Yelp Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	
Yext Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100		
Zendesk Inc	San Francisco	CA	●	●	●	●	●	●	●	●	●		100		
Zillow Group	Seattle	WA	●	●	●	●	●	●	●	●	●		100	95	
ZS Associates Inc.	Evanston	IL	●	●	●	●	●	●	●	●	●		100	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.

Ratings and Criteria Breakdowns

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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			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**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
3M Co.	St. Paul	MN	●	●	●	●	●	●	●	●	●		100	100	97
A.T. Kearney Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
A|X Armani Exchange	New York	NY	◕	◕	●			●	●				50	55	
Abbott Laboratories	Abbott Park	IL	●	●	●	◖	●	●	●	●			90	90	111
AbbVie Inc.	North Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	110
Abercrombie & Fitch Co.	New Albany	OH	●	●	●	●	●	●	●	●	●		100	100	666
ABM Industries Inc.	New York	NY	◕	◕									20	10	498
Accenture	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Activision Blizzard	Santa Monica	CA	●	●	●	●	●	●	●	●	●		100	100	401
Adidas North America Inc.	Portland	OR	●	●	●	●	●	●	●	●	●		100	100	
Adobe Systems Inc.	San Jose	CA	●	●	●	●	●	●	●	●	●		100	100	389
ADP	Roseland	NJ	●	●	●	●	●	●	●	●	●		100	100	243
Advance Auto Parts (Advance Holding)	Raleigh	NC	●	●	●		●	●	●	●	●		90	85	317
Advanced Micro Devices Inc.	Santa Clara	CA	●	●	●	●	●	●	●	●	●		100	100	506
AECOM	Los Angeles	CA	●	●	●	●	●	●	●	●	●		100	100	164
Aero OpCo LLC	Lyndhurst	NJ	●	●	●	●	●	●		●	●		90	90	950
AES Corp., The	Arlington	VA	●	●	●		●	●	●	●			85		214
Aflac Inc.	Columbus	GA	●	●	●		●	●	●				70	80	137
Agco	Duluth	GA	◕										10	10	347
Agilent Technologies Inc.	Santa Clara	CA	●	●	●	●	●	●			●		75	85	558
AIG	New York	NY	●	●	●	●	●	●	●	●	●		100	100	60
Air Liquide	Houston	TX	●	●	●	●	●	●	●	●	●		100		
Air Products & Chemicals Inc.	Allentown	PA	●	●	●	●	●	●	●	●	●		100	100	345
Airbnb Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	
Airbus Americas Inc.	Herndon	VA	●	●	●	●	●	●	●	●	●		100	100	
Airlines Reporting Corporation (ARC)	Arlington	VA	●	●	●	●	●		●	●			85		
AK Steel Holding Corp.	West Chester	OH	◕	◕									20	20	461
Akamai Technologies Inc.	Cambridge	MA	●	●	●	●	●	●	●	●	●		100	100	829
Akerman LLP	Miami	FL	●	●	●	●	●	●	●	●	●		100	100	
Akin, Gump, Strauss, Hauer & Feld LLP	Washington	DC	●	●	●	●	●	●	●	●	●		100	100	

Ratings and Criteria Breakdowns

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	15 points	5 points	-25 points			
Employer	**Headquarters Location**	**State**	**1a**	**1b**	**2a**	**2b**	**2c**	**3a**	**3b**	**3c**	**3d**	**4**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
Alaska Airlines	Seattle	WA	●	●	●		●	●	●	●	●		90	90	355
Albertsons Companies Inc.	Boise	ID	●	●	●		◖		●	●	●		75	0	53
Alcoa Corp.	Pittsburgh	PA	●	●	●	◖	●	●	●	●	●		95	95	262
Alcon Inc	Fort Worth	TX	●	●	●	●	●		●	●	●		90		
Alight Solutions	Lincolnshire	IL	●	●	●	●	●	●	●	●	●		100		
AlixPartners LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Alleghany Corp.	New York	NY	◕	◕									20	20	437
Alliance Data Systems Corp.	Columbus	OH	●	●	●	◖			●	◕			65	85	365
Alliance One International	Morrisville	NC	●	●									30	0	963
AllianceBernstein LP	Nashville	TN	●	●	●	●	●	●	●	●	●		100	100	
Alliant Energy Corp.	Madison	WI	●	●	●	●	●	●	●	●	●		100	100	682
Allianz Life Insurance Co. of North America	Minneapolis	MN	●	●	●	●	●	●	●	●	●		100	100	
Allscripts-Misys Healthcare Solutions Inc.	Chicago	IL	◕	◕	●								30	20	
Allstate Insurance Co.	Northbrook	IL	●	●	●	◖	●	●	●	●	●		95	95	79
Ally Financial Inc.	Detroit	MI	●	●	●	●	●	●	●	●	●		100	100	299
Alston & Bird LLP	Atlanta	GA	●	●	●	●	●	●	●	●	●		100	100	
Altice USA Inc.	Long Island City	NY	●	●	●	●	●	●	●	●	●		100	100	
Altria Group Inc.	Richmond	VA	●	●	●	●	●	●	●	●	●		100	100	154
A-Mark Precious Metals	El Segundo	CA											0	0	404
Amazon.com Inc.	Seattle	WA	●	●	●	●	●	●	●	●	●		100	100	8
AMC Entertainment Inc.	Leawood	KS	●	●	●	●	●	●	●	●	●		100	100	787
Ameren Corp.	St. Louis	MO	●	●	●	●	●	●	●	●	●		100	100	453
American Airlines	Fort Worth	TX	●	●	●	●	●	●	●	●	●		100	100	71
American Apparel LLC	Los Angeles	CA	●	●	●		◖	●	●		●		70	80	
American Axle & Manufacturing	Detroit	MI	◕	◕									20		449
American Eagle Outfitters Inc.	Pittsburgh	PA	●	●	●		●	●	●	●	●		90	85	622
American Electric Power Co. Inc.	Columbus	OH	●	●	●	●	●	●	●	●	●		100	85	185
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	311

Ratings and Criteria Breakdowns

CEI Rating Criteria

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Employer	**Headquarters Location**	**State**	**1a**	**1b**	**2a**	**2b**	**2c**	**3a**	**3b**	**3c**	**3d**	**4**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
American Financial Group	Cincinnati	OH	◕	◕									20	20	413
American Tower Corp.	Boston	MA	●	●	●	●		●	●	◕	●		85	55	419
Ameriprise Financial Inc.	Minneapolis	MN	●	●	●		●	●	●	●	●		90	90	252
AmerisourceBergen Corp.	Chesterbrook	PA	●	●	●	●	●	●	●	●	●		100	100	12
Amgen Inc.	Thousand Oaks	CA	●	●	●	●	●	●	●	●	●		100	100	130
AMN Healthcare Services Inc.	San Diego	CA	●	●	●	●	◐	●	●	●	●		95	90	957
Amphenol Corp.	Wallingford	CT	◕	◕									20	20	403
AmTrust Financial Services	New York	NY	◕	◕									20	20	469
Anadarko Petroleum	The Woodlands	TX	●	●	●	●				◕	●		65	65	257
Anheuser-Busch Companies Inc.	St. Louis	MO	●	●	●	●	●	●	●	●	●		100	100	149
Anixter International Inc.	Glenview	IL	◕	◕									20	20	357
Anschutz Entertainment Group, Inc.	Los Angeles	CA	●	●	●	●	●	●	●	●	●		100	100	
Anthem Inc.	Indianapolis	IN	●	●	●	●	●	●	●	●	●		100	100	29
Aon Corp.	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	235
Apache Corp.	Houston	TX	●	●	●				●				50	20	438
Apple Inc.	Cupertino	CA	●	●	●	●	●	●	●	●	●		100	100	4
Applied Materials Inc.	Santa Clara	CA	●	●	●	●	●	●	●	●	●		100	100	201
AQR Capital Management LLC	Greenwich	CT	●	●	●	●	●	●	●	●	●		100	100	
Aramark Corp.	Philadelphia	PA	●	●	●	●	●	●	●	●	●		100	100	200
Arcadis U.S. Inc.	Highlands Ranch	CO	●	◕	●	●	●	●	●	●	●		95		
Archer Daniels Midland Co.	Chicago	IL	●	●	●	●	●		●				70	60	48
Arconic	New York	NY	●	●	●	●	●	●	●	●	●		100	100	225
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	100	113
Arthur J. Gallagher & Co.	Rolling Meadows	IL	●	●	●	●	●	●	●	●	●		100	100	454
Arup USA Inc	New York	NY	●	●	●		●	●	●	●	●		90	90	
Asbury Automotive Group	Duluth	GA	◕	◕									20	20	434
Ascena Retail Group Inc.	Mahwah	NJ	●	●	●		●	●	●	●	●		90	90	423

Ratings and Criteria Breakdowns

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			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**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
Ashland Inc.	Covington	KY	●	●	●								40	40	705
Assurant	New York	NY	●	●	●	●	●	●	●	●	●		100	100	440
Astellas Pharma US Inc.	Northbrook	IL	●	●	●	●	●	●	●	●	●		100	100	
AstraZeneca PLC	Wilmington	DE	●	●	●	●	●	●	●	●	●		100	95	
Asurion LLC	Nashville	TN	●	●	●	●	●	●	●	●	●		100	100	
AT&T Inc.	Dallas	TX	●	●	●	●	●	●	●	●	●		100	100	9
AthenaHealth Inc.	Watertown	MA	●	●	●	●	◖	●	●	●			90	100	
Atlassian	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	95	
Autodesk Inc.	San Rafael	CA	●	●	●	●	●	●	●	●	●		100	100	945
Autoliv Inc.	Auburn Hills	MI	◕	◕									20	10	289
Auto-Owners Insurance Group	Lansing	MI											0	0	375
AutoZone Inc.	Memphis	TN	●	●	●								40	40	278
Avaya Inc.	Santa Clara	CA	●	●	●	●			●				60	60	704
Avery Dennison	Glendale	CA	●	●	●		●	●	●	●			85	20	427
Avis Budget Group Inc.	Parsippany	NJ	●	●	●	●	◖	●	●	●	●		95	90	333
Avnet Inc.	Phoenix	AZ	●	●	●		●	●		●	●		80	65	128
Avon Products Inc.	Rye	NY	●	●	●	●	◖	●	●		●		80	90	485
AXA Equitable Life	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Axiom Global Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100		
B J's Wholesale Club	Westborough	MA	●	●	●		●	●	●	●	●		90	85	221
BAE Systems Inc.	Arlington	VA	●	●	●	●	●	●	●	●	●		100	85	
Bain & Co. Inc./ Bridgespan Group	Boston	MA	●	●	●	●	●	●	●	●	●		100	100	
Baker & Hostetler LLP	Cleveland	OH	●	●	●	●	●	●	●	●	●		100	85	
Baker & McKenzie LLP	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
Baker Botts LLP	Houston	TX	●	●	●	●	●	●	●	◕			90	65	
Baker, Donelson, Bearman, Caldwell & Berkowitz PC	Memphis	TN	●	●	●		●	●	●	●	●		90	90	
Ball Corp.	Broomfield	CO	●	●	●	◖	●	●	●	●	●		95	95	277
Ballard Spahr LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●		100	100	
Bank of America Corp.	Charlotte	NC	●	●	●	●	●	●	●	●	●	●	75	75	24
Bank of New York Mellon Corp., The	New York	NY	●	●	●	●	●	●	●	●	●		100	100	175

Ratings and Criteria Breakdowns

CEI Rating Criteria

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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)**

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Employer	**Headquarters Location**	**State**	**1a**	**1b**	**2a**	**2b**	**2c**	**3a**	**3b**	**3c**	**3d**	**4**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
Bank of the West	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	
Barclays	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Barilla America Inc.	Northbrook	IL	●	●	●	●	●	●	●	●	●		100	100	
Barnes & Noble Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	613
Barnes & Thornburg LLP	Indianapolis	IN	●	●	●		●	●	●	◕			80	80	
BASF Corp.	Florham Park	NJ	●	●	●	●	●	●	●	●	●		100	100	
Bass, Berry & Sims PLC	Nashville	TN	●	●	●	●	●	●	●	●	●		100	100	
Battelle Energy Alliance (Idaho National Laboratory)	Idaho Falls	ID	●	●	●	◖	●	●	●	●	●		95	90	
Battelle Memorial Institute Inc.	Columbus	OH	●	●	●		●		●	◕	●		75		
Baxter International Inc.	Deerfield	IL	●	●	●	●	●	●	●	●	●		100	100	283
Bayer U.S. LLC	Whippany	NJ	●	●	●	●	●	●	●	●	●		100	100	
BB&T Corp.	Winston-Salem	NC	●	●	●	●	●	●	●	●	●		100	90	250
BBVA USA	Birmingham	AL	●	●	●	●	●	●	●	●	●		100	100	686
Becton, Dickinson and Co.	Franklin Lakes	NJ	●	●	●	●	●	●	●	●	●		100	100	251
Bed Bath & Beyond Inc.	Union	NJ	◕	◕									20	20	248
Ben & Jerry's Homemade Inc.	South Burlington	VT	●	●	●	●	●	●	●	●	●		100	95	
Berkshire Hathaway	Omaha	NE											0	0	3
Berry Plastics Group Inc.	Evansville	IN	◕	◕									20	20	399
Best Buy Co. Inc.	Richfield	MN	●	●	●	●	●	●	●	●	●		100	100	72
Big Lots	Columbus	OH	●	●	●		●	●	●	●	●		90	20	510
Biogen	Cambridge	MA	●	●	●	●	●	●	●	●	●		100	100	245
Black & Veatch Holding Inc.	Overland Park	KS	●	●	●	●	●	●	●	●	●		100	100	
Black Knight Inc.	Jacksonville	FL	●	●	●	●	●	●	●	●	●		100	70	
BlackRock	New York	NY	●	●	●	●	●	●	●	●	●		100	100	237
Blackstone Group LP, The	New York	NY	●	●	●	●	●	●	●	●	●		100	100	398
Blank Rome LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●		100	100	
Bloomberg LP	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Bloomin' Brands Inc.	Tampa	FL	●	●	●			●					50	50	584
Blue Cross & Blue Shield of Rhode Island	Providence	RI	●	●	●	●	●	●	●	●	●		100	100	
Blue Cross and Blue Shield of Louisiana	Baton Rouge	LA	●	●	●			●	●	◕			70		

Ratings and Criteria Breakdowns

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Employer	**Headquarters Location**	**State**	**1a**	**1b**	**2a**	**2b**	**2c**	**3a**	**3b**	**3c**	**3d**	**4**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
Blue Cross Blue Shield of Florida Inc.	Jacksonville	FL	●	●	●	●	●	●	●	●	●		100	85	
Blue Cross Blue Shield of Massachusetts	Boston	MA	●	●	●	●	●	●	●	●	●		100	100	
Blue Cross Blue Shield of Michigan	Detroit	MI	●	●	●		●	●	●	●			85	85	
Blue Cross Blue Shield of Minnesota	Eagan	MN	●	●	●	●	●	●	●	●	●		100	90	
Blue Cross Blue Shield of North Carolina	Durham	NC	●	●	●		◐	●	●		●	●	45	55	
Blue Shield of California	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	
BlueCross BlueShield of Tennessee	Chattanooga	TN	●	●	●	●	●	●	●	●	●		100	100	
BMC Software Inc.	Houston	TX	●	●	●						●		45	45	915
BMO Bankcorp Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
BNP Paribas	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Bob Evans Farms Inc.	New Albany	OH	●	●	●			●	●				60	75	962
Boehringer Ingelheim USA Corp.	Ridgefield	CT	●	●	●	●	●	●	●	●	●		100	100	
Boeing Co.	Chicago	IL	●	●	●		●	●	●	●	●		90	90	27
Boies Schiller Flexner LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Books-A-Million Inc.	Birmingham	AL	●	●	●	◐		●	●	●			80	80	
Booz Allen Hamilton Inc.	McLean	VA	●	●	●	●	●	●	●	●	●		100	100	482
BorgWarner Inc.	Auburn Hills	MI	●	●	●			●	●		●		65	40	301
Boston Consulting Group	Boston	MA	●	●	●	●	●	●	●	●	●		100	100	
Boston Scientific Corp.	Marlborough	MA	●	●	●	●	●	●	●	●	●		100	100	328
Box Inc.	Redwood City	CA	●	●	●	●	●	●	●	●	●		100	100	
BP America Inc.	Houston	TX	●	●	●	●	●	●	●	●	●		100	100	
Bracewell LLP	Houston	TX	●	●	●	●	●	●	●	●			95	85	
Bridgestone Americas Holding Inc.	Nashville	TN	●	●	●		●	●	●	●	●		90	90	
Bridgewater Associates LP	Westport	CT	●	●	●	●	●	●	●	●	●		100		
Bright Horizons	Watertown	MA	●	●	●		●	●	●	●	●		90	90	
Brinker International Inc.	Dallas	TX	●	●	●	●	◐		●				65	65	714
Bristol-Myers Squibb Co.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	145
Broadridge Financial Solutions Inc.	Lake Success	NY	●	●	●	●	●	●	●	●	●		100	100	592
Brooks Brothers Group Inc.	New York	NY	●	●	●	●		●	●	●	●		90	85	
Brooks Sports Inc.	Seattle	WA	●	●	●	●	●	●	●	●	●		100	95	

Ratings and Criteria Breakdowns

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			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**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
Brown Advisory	Baltimore	MD	●	●	●	●	●	●	●	●	●		100		
Brown Brothers Harriman & Co.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Brown Rudnick LLP	Boston	MA	●	●	●	●	●	●	●	●	●		100	100	
Brown-Forman Corp.	Louisville	KY	●	●	●	●	●	●	●	●	●		100	100	735
Brownstein Hyatt Farber Schreck LLP	Denver	CO	●	●	●	●	●	●	●	●			95		
Bryan Cave Leighton Paisner LLP	St. Louis	MO	●	●	●	●	●	●	●	●	●		100	100	
Buchanan Ingersoll & Rooney PC	Pittsburgh	PA	●	●	●	●	●	●	●	●	●		100	100	
Buckley LLP	Washington	DC	●	●	●	●	●	●	●	●	●		100	100	
Builders FirstSource Inc.	Dallas	TX	◕	◕									20	0	400
Burlington Northern Santa Fe Corp.	Fort Worth	TX	◕	◕	●								30	20	167
Burlington Stores Inc.	Burlington	NJ	●	●	●	●	◐		●	◕	●		80	80	459
Burr & Forman LLP	Birmingham	AL	●	●	●		●	●	●	●	●		90	90	
Buzzfeed	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
C&S Wholesale Grocers Inc.	Keene	NH	●	●	●	●		●	●	●	●		90	80	
C. H. Robinson Worldwide	Eden Prairie	MN	◕	◕									20	20	193
CA Technologies Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100		598
Cadwalader, Wickersham & Taft LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Caesars Entertainment Corp.	Las Vegas	NV	●	●	●	●	●	●	●	●	●		100	100	536
Cahill Gordon & Reindel	New York	NY	●	●	●	●	◐	●	●	●	●		95	95	
Caleres	St. Louis	MO	●	●	●	◐	●	●	●	●	●		95	100	778
Calpine Corp.	Houston	TX	◕		●								20	20	336
Cambia Health Solutions Inc.	Portland	OR	●	●	●	●	●	●	●	●	●		100	100	
Campbell Soup Co.	Camden	NJ	●	●	●	●	●		●	◕	●		85	100	358
Capgemini America, INC	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
Capital Area Services Company, LLC (CASCI)	Charleston	WV	●	●	●	●	●	●	●	●	●		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	101
Cardinal Health Inc.	Dublin	OH	●	●	●	●	●	●	●	●	●		100	100	14
CareFirst Inc.	Baltimore	MD	●	●	●	●	●	●	●	●	●		100	90	

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Cargill Inc.	Wayzata	MN	●	●	●	●	●	●	●	●	●		100	100	
Cargo Transporters Inc.	Claremont	NC	●	●	●	●	●	●	●	●	●		100	100	
Caribou Coffee Company Inc.	Minneapolis	MN	●	●	●						●		45	55	
Carlson Inc.	Minnetonka	MN	●	●	●	●	●	●	●	●	●		100	100	
Carlton Fields P.A.	Tampa	FL	●	●	●	●	●	●	●	●	●		100	100	
Carlyle Group LP, The	Washington	DC	●	●	●	●	●	●	●	●	●		100	100	631
CarMax Inc.	Richmond	VA	●	●	●	●	●	●	●	●	●		100	100	174
Carnival Corp.	Miami	FL	●	●	●	●	●	●	●	●	●		100	100	
Casey's General Stores Inc.	Ankeny	IA											0	0	425
Caterpillar Inc.	Deerfield	IL	●	●	●		●	●	●	◕			80	85	65
CBRE Inc.	Los Angeles	CA	●	●	●	●	●	●	●	●	●		100	100	207
CBS Corp.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	197
CDW Corp.	Lincolnshire	IL	●	●	●	●	●	●	●	●	●		100	100	189
Celanese Corp.	Irving	TX	●	●	●	●	●	●	●	●	●		100	100	455
Celgene Corp.	Summit	NJ	●	●	●	●	●	●	●	●	●		100	100	224
Cengage Learning Inc.	Boston	MA	●	●	●	●		●	●	●	●		90		
Centene Corp.	St. Louis	MO	●	●	●	●	●	●	●	●	●		100	95	61
CenterPoint Energy Inc.	Houston	TX	◕	◕									20	20	308
CenturyLink Inc.	Monroe	LA	●	●	●	●	●	●	●	●	●		100	100	166
Cerner Corp.	North Kansas City	MO	●	●	●	●	●	●	●	●	●		100	100	519
Change Healthcare	Nashville	TN	●	●	●		●	●	●	●	●		90	85	
Chapman and Cutler LLP	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
Charles Schwab & Co. Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	330
Charter Communications	Stamford	CT	●	●	●		●	●	●	●	●		90	90	74
Chesapeake Energy Corp.	Oklahoma City	OK	●	●	●		●	●	●				70	65	314
Chevron Corp.	San Ramon	CA	●	●	●	●	●	●	●	●	●		100	100	13
CHG Healthcare Inc.	Midvale	UT	●	●	●	●	●		●	●			85	85	
Chico's FAS Inc.	Fort Myers	FL	●	●	●	●			●	●			75		881
Chipotle Mexican Grill Inc.	Newport Beach	CA	●	●	●	●	●		●	●	●		90	70	557
Choate, Hall & Stewart LLP	Boston	MA	●	●	●	●	●	●	●	●	●		100	100	

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Chobani	Norwich	NY	●	●	●	●	●	●	●	●	●		100	100	
Choice Hotels International Inc.	Rockville	MD	●	●	●	●	●	●	●	●	●		100	100	
CHS Inc.	Inver Grove Heights	MN	◕	◕									20	20	96
Chubb Ltd.	Philadelphia	PA	●	●	●	●	●	●	●	●	●		100	100	215
CIBC Bank USA	New York	NY	●	●		●		●	●				60	65	
CIGNA Corp.	Bloomfield	CT	●	●	●	●	●	●	●	●	●		100	100	73
Cimpress USA Inc	Waltham	MA	●	●	●	●	●		●	●	●		90		
Cincinnati Financial Corp.	Fairfield	OH	◕										10	0	484
Cintas Corp.	Cincinnati	OH	◕	◕									20		500
Cisco Systems Inc.	San Jose	CA	●	●	●	●	●	●	●	●	●		100	100	62
CIT Group Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	95	658
Citigroup Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	32
Citizens Financial Group	Providence	RI	●	●	●	●	●	●	●	●	●		100	20	435
Citrix Systems Inc.	Fort Lauderdale	FL	●	●	●	●	●	●	●	●	●		100	100	753
Cleary Gottlieb Steen & Hamilton LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Clifford Chance US LLP	New York	NY	●	●	●		●	●	●	●	●		90	90	
Clorox Co., The	Oakland	CA	●	●	●	●	●	●	●	●	●		100	100	468
Cloudera Inc.	Palo Alto	CA	●	●	●		◖	●	●		●		70	70	
CME Group Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	641
CNA Financial Corporation	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
CNO Financial Group Inc.	Carmel	IN	●	●	●		●	●	●	◕	●		85		580
Coca-Cola Co., The	Atlanta	GA	●	●	●	●	●	●	●	●	●		100	100	87
Cognizant Technology Solutions Corp.	Teaneck	NJ	●	●	●				●	●	●		70	20	195
Colgate-Palmolive Co.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	184
Comcast NBCUniversal	Philadelphia	PA	●	●	●	●	●	●	●	●	●		100	90	33
Comerica Inc.	Dallas	TX	●	●	●	●	●	●	●	●	●		100	100	702
Community Care Behavioral Health Organization	Pittsburgh	PA	●	●	●	●	●	●	●	●	●		100		
Community Health Systems, Inc.	Franklin	TN	◕	◕									20	20	160
Compass Group USA Inc.	Charlotte	NC	●	●	●			●	●	●	●		80	80	
Conagra Brands Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	321

Ratings and Criteria Breakdowns

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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			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**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
Conduent Inc.	Florham Park	NJ	●	●	●	●			●	●	●		80	60	466
ConocoPhillips	Houston	TX	●	●	●	●	●	●	●	●	●		100	90	95
Consolidated Edison Co.	New York	NY	●	●	●		◐	●	●				65	65	255
Constellation Brands Inc.	Victor	NY	●	●	●	●	●	●	●	●	●		100	100	386
CONSUMER REPORTS INC.	Yonkers	NY	●	●	●	●	◐	●	●				75	75	
Consumers Energy	Jackson	MI	●	●	●		●		●	●			75	90	429
Convergys Corp.	Cincinnati	OH	●	●	●	●	◐	●	●	◕	●		90	90	772
Cooley LLP	Palo Alto	CA	●	●	●	●	●	●	●	●	●		100	95	
Cooper Tire & Rubber Co.	Findlay	OH	●	●	●	●	●	●	●	●	●		100	75	759
CoreLogic	Irvine	CA	◕	◕	●			●	●				50	50	998
Core-Mark Holding Company Inc.	Westlake	TX	●	●	●		◐						45	20	247
Corning	Corning	NY	●	●	●		●	●	●	●	●		90	90	293
Corteva Agriscience	Wilmington	DE	●	●	●	●	●	●	●	●	●		100		
Cosmopolitan of Las Vegas, The	Las Vegas	NV	●	●	●	●	●	●	●	●	●		100	100	
Costco Wholesale Corp.	Issaquah	WA	●	●	●			●	●				60	60	15
Coty	New York	NY	◕	◕									20		371
Covington & Burling LLP	Washington	DC	●	●	●	●	●	●	●	●	●		100	100	
Cox Enterprises Inc.	Atlanta	GA	●	●	●	●	●	●	●	●	●		100	100	
Cozen O'Connor	Philadelphia	PA	●	●	●	●	●	●	●	●	●		100	75	
Cracker Barrel Old Country Store Inc.	Lebanon	TN	●	●	●			●	●	●	●		80	80	742
Crate and Barrel / CB2	Northbrook	IL	●	●	●		●	●		●	●		80	80	
Cravath, Swaine & Moore LLP	New York	NY	●	●	●		●	●	●	●	●		90	90	
Credit Suisse USA Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Crowell & Moring LLP	Washington	DC	●	●	●	●	●	●	●	●	●		100	100	
Crown Holdings	Philadelphia	PA	◕	◕									20	10	338
CSAA Insurance Group	Walnut Creek	CA	●	●	●	●	●	●	●	●	●		100	100	
CSX Corp.	Jacksonville	FL	●	●	●		◐	●	●	◕	●		80	70	265
Cummins Inc.	Columbus	IN	●	●	●	●	●	●	●	●	●		100	100	149
CUNA Mutual Group	Madison	WI	●	●	●	●	●	●	●	●	●		100	100	660
Cushman & Wakefield	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	

Ratings and Criteria Breakdowns

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Employer	**Headquarters Location**	**State**	**1a**	**1b**	**2a**	**2b**	**2c**	**3a**	**3b**	**3c**	**3d**	**4**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
CVS Health Corp.	Woonsocket	RI	●	●	●		●	●	●	●	●		90	90	7
Daimler Trucks North America LLC	Portland	OR	●	●	●		●	●	●	●	●		90	90	
Dana Inc.	Maumee	OH	●	●	●		●	●	●	●	●		90	75	393
Danaher Corp.	Washington	DC	●	●	●	●	●	●	●	●	●		100	100	162
Daniel J. Edelman Inc.	New York	NY	●	●	●		●	●	●	●	●		90	90	
Danone North America	White Plains	NY	●	●	●	●	●	●	●	●	●		100	100	
Darden Restaurants Inc.	Orlando	FL	●	●	●		●	●	●	●	●		90	90	396
Davis Polk & Wardwell LLP	New York	NY	●	●	●	●	●	●	●	●			95	95	
Davis Wright Tremaine LLP	Seattle	WA	●	●	●	●	●	●	●	●	●		100	100	
Day & Zimmermann LLC	Philadelphia	PA	●	●	●	●	●	●	●	●			95		
Day Pitney LLP	Parsippany	NJ	●	●	●	●	●	●	●	●	●		100	100	
DCP Midstream Partners	Denver	CO	◕	◕									20		344
Debevoise & Plimpton LLP	New York	NY	●	●	●		◖	●	●	●	●		85	85	
Dechert LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●		100	100	
Deere & Co.	Moline	IL	●	●	●		●	●	●	●	●		90	90	102
Delek US Holdings	Brentwood	TN	◕	◕									20	20	384
Dell Technologies Inc.	Round Rock	TX	●	●	●	●	●	●	●	●	●		100	100	35
Deloitte LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Delta Air Lines Inc.	Atlanta	GA	●	●	●		◖	●	●	●	●		85	85	75
Denny's Corp.	Spartanburg	SC	●	●	●	●			●	●			75	90	
Dentons US LLP	Washington	DC	●	●	●	●	●	●	●	●	●		100	100	
Depository Trust & Clearing Corp., The	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Designer Brands	Columbus	OH	●	●	●	●	●	●	●	●	●		100	90	771
Deutsche Bank	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Devon Energy Corp.	Oklahoma City	OK	●	●	●		●		●		●		65	50	213
Diageo North America	Norwalk	CT	●	●	●	●	●	●	●	●	●		100	100	
Dickinson Wright PLLC	Detroit	MI	●	●	●	●	●	●	●	●	●		100	100	
Dick's Sporting Goods Inc.	Coraopolis	PA	●	●	●			●	●	●	●		80	20	340
Digitas	Boston	MA	●	●	●	●	●	●	●	●	●		100	100	
Dillard's Inc.	Little Rock	AR	◕	◕									20	0	439

Ratings and Criteria Breakdowns

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Employer	**Headquarters Location**	**State**	**1a**	**1b**	**2a**	**2b**	**2c**	**3a**	**3b**	**3c**	**3d**	**4**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
Dinsmore & Shohl LLP	Cincinnati	OH	●	●	●		●	●	●	●	●		90		
Direct Energy	Houston	TX	●	●	●	●	◖	●	●	●			90		
Discover Financial Services	Riverwoods	IL	●	●	●	●	●	●	●	●	●		100	100	263
Discovery Communications Inc.	Silver Spring	MD	◑	◑									20	20	409
DISH Network Corp.	Englewood	CO	◑	◑									20	10	203
DLA Piper	Baltimore	MD	●	●	●	●	●	●	●	●	●		100	100	
Dole Food Co. Inc.	Westlake Village	CA	◑	◑	●								30	0	372
Dollar General Corp.	Goodlettsville	TN	●	●	●		●	●	●	●	●		90	90	123
Dollar Tree Stores Inc.	Chesapeake	VA	◑	◑									20	20	134
Dominion Energy	Richmond	VA	●	●	●	●	●	●	●	●	●		100	100	233
Domino's Pizza Inc.	Ann Arbor	MI	●	●	●		●			●			65	50	776
Dorsey & Whitney LLP	Minneapolis	MN	●	●	●	●	●	●	●	●	●		100	100	
Dover Corp.	Downers Grove	IL											0	10	360
Dow	Midland	MI	●	●	●	●	●	●	●	●	●		100	100	62
DR Horton Inc.	Arlington	TX	◑	◑									20	20	211
Drinker Biddle & Reath LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●		100	95	
Dropbox Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	
DTE Energy Co.	Detroit	MI	●	●	●			●	●	◑	●		75	85	232
Duane Morris LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●		100	100	
Duke Energy Corp.	Charlotte	NC	●	●	●	●	●	●	●	●	●		100	100	125
Dun & Bradstreet Corp., The	Short Hills	NJ	●	●	●	●	●	●	●	●	●		100	100	996
Dunkin' Brands Group Inc.	Canton	MA	●	●	●	●	●	●	●	●	●		100	100	
DXC Technology	Tysons	VA	●	●	●	●			●				60	60	374
Dykema Gossett PLLC	Detroit	MI	●	●	●	●	●	●	●	●	●		100	100	
E&J Gallo Winery	Modesto	CA	●	●	●	●	●	●	●	●	●		100	100	
E*TRADE Financial Corp.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	841
E. I. du Pont de Nemours and Co. (DuPont)	Wilmington	DE	●	●	●	●	●	●	●	●	●		100	100	47
EAB	Washington	DC	●	●	●	●	●	●	●	●	●		100	100	
Eastern Bank Corp.	Boston	MA	●	●	●	●	●	●	●	●	●		100	100	
Eastman Chemical Co.	Kingsport	TN	●	●	●		●	●	●	●	●		90	90	310

Ratings and Criteria Breakdowns

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Eastman Kodak Co.	Rochester	NY	●	●	●	●	●	●	●	●	●		100	100	966
Eaton Corp.	Cleveland	OH	●	●	●	●	●	●	●	●	●		100	100	163
Eaton Vance	Boston	MA	●	●	●	●	●	●	●	●	●		100	90	
eBay Inc.	San Jose	CA	●	●	●	●	●	●	●	●	●		100	100	309
Ecolab Inc.	St. Paul	MN	●	●	●	●	●	●	●	●	●		100	100	215
Edison International	Rosemead	CA	●	●	●	●	●	●	●	●	●		100	100	244
Edward Jones	Des Peres	MO	●	●	●	●	●	●	●	●	●		100	100	376
Electronic Arts Inc.	Redwood City	CA	●	●	●	●	●	●	●	●	●		100	100	537
Eli Lilly & Co.	Indianapolis	IN	●	●	●	●	●	●	●	●	●		100	100	129
EMCOR Group Inc.	Norwalk	CT	◕	◕									20	10	368
EMD Serono, MilliporeSigma, and EMD Performance Materials	Burlington	MA	●	●	●	●	●		●	●	●		90		
Emerson Electric Co.	St. Louis	MO	●	●	●	◖	●	●	●	●	●		95	100	178
Emmis Communications Corporation	Indianapolis	IN	◕	◕	●			●	●				50	30	
Empower Retirement	Greenwood Village	CO	●	●	●	●	●	●	●		●		85		
Enbridge	Houston	TX	●	●	●	●	●	●	●	●	●		100	70	519
Encova Insurance	Columbus	OH	●	●	●			●	●	●	●		80		
Energy Transfer Equity L.P.	Dallas	TX	◕	◕									20	20	64
Entergy Corp.	New Orleans	LA	●	●	●		●	●	●	●			85	85	274
Enterprise Holdings Inc.	St. Louis	MO	●	●	●	●	●	●	●	●			95	95	
Enterprise Products Partners LP	Houston	TX											0	0	105
Envision Healthcare Holdings Inc.	Nashville	TN	◕	◕									20		198
EOG Resources	Houston	TX	◕	◕									20	20	270
Epsilon Data Management LLC	Irving	TX	●	●	●	●	●	●	●	●	●		100		
Epstein Becker & Green PC	New York	NY	●	●	●			●	●	●	●		80	70	
EQT Corporation	Pittsburgh	PA	●	●	●	◖	●	●	●	●	●		95		683
Ericsson Inc	Plano	TX	●	●	●	●	●	●	●	●	●		100		
Erie Insurance Group	Erie	PA	●	●	●		●	●	●	●	●		90	80	378
Ernst & Young LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Estée Lauder Companies Inc., The	New York	NY	●	●	●	●	●	●	●	●	●		100	100	258
Esurance Inc.	San Francisco	CA	●	●	●			●	●	◕	●		75	75	

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Ethan Allen Interiors Inc.	Danbury	CT	●	●	●	●	●	●			●		75	75	
Etsy Inc.	Brooklyn	NY	●	●	●	●	●	●	●	●	●		100		
Eversheds Sutherland (US) LLP	Atlanta	GA	●	●	●	●	●	●	●	●	●		100	100	
Eversource Energy	Springfield	MA	●	●	●		●	●	●	●			85	75	364
Evolent Health Inc.	Arlington	VA	●	●	●	●	●	●	●	●			95		
Excellus Health Plan Inc.	Rochester	NY	●	●	●		●	●	●	●	●		90	90	
Exelon Corp.	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	92
Expedia Group	Bellevue	WA	●	●	●	●	●	●	●	●	●		100	100	295
Expeditors International of Washington Inc.	Seattle	WA	◕	◕									20	10	408
Experian North America	Costa Mesa	CA	●	●	●	●	●	●	●	●	●		100	100	
Exxon Mobil Corp.	Irving	TX	●	●	●		●	●	●	●			85	85	2
Facebook Inc.	Menlo Park	CA	●	●	●	●	●	●	●	●	●		100	100	76
FactSet Research Systems Inc.	Norwalk	CT	●	●	●	●	●	●	●	●	●		100	100	
Faegre Baker Daniels	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
Farmers Insurance Group	Woodland Hills	CA	●	●	●	●	●	●	●	●	●		100	100	253
FCA US LLC	Auburn Hills	MI	●	●	●		●	●	●	●	●		90	90	59
Federal Home Loan Mortgage Corp. (Freddie Mac)	McLean	VA	●	●	●	●	●	●	●	●	●		100	100	38
Federal National Mortgage Association (Fannie Mae)	Washington	DC	●	●	●	●	●	●	●	●	●		100	100	21
Federal Reserve Bank of Atlanta	Atlanta	GA	●	●	●	●	●	●	●	●	●		100	95	
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 Kansas City	Kansas City	MO	●	●	●	●	●	●	●	◕	●		95		
Federal Reserve Bank of Minneapolis	Minneapolis	MN	●	●	●	●	●	●	●	●	●		100	100	
Federal Reserve Bank of New York	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Federal Reserve Bank of Philadelphia	Philadelphia	PA	●	●	●	●	●	●	●	●	●		100	100	
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	
FedEx Corp.	Memphis	TN	●	●	●		●	●	●	●			85	90	50

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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)**

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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			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**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
Fenwick & West LLP	Mountain View	CA	●	●	●	●	●	●	●	●	●		100	100	
Fidelity Investments	Boston	MA	●	●	●		●	●	●	●			85	90	
Fidelity National Financial Corp.	Jacksonville	FL	◕	◕									20	20	302
Fidelity National Information Services Inc.	Jacksonville	FL	●	●	●	●	●	●	●	●	●		100	100	326
Fifth Third Bancorp	Cincinnati	OH	●	●	●	●	●	●	●	●	●		100	100	366
Financial Industry Regulatory Authority Inc.	Washington	DC	●	●	●	●	●	●	●	●	●		100	100	
Finnegan, Henderson, Farabow, Garrett & Dunner LLP	Washington	DC	●	●	●	●	●	●	●	●	●		100	100	
Firmenich Inc.	Plainsboro	NJ	●	●	●	◖	●		●	●			80		
First American Financial Corp.	Santa Ana	CA	●	●	●	●	●	●	●	●	●		100	100	483
First Horizon National Corp.	Memphis	TN	●	●	●		◖	●	●	◕			75	75	927
FirstEnergy Corp.	Akron	OH	●	●	●	◖		●	●	●			80	20	219
Fish & Richardson PC	Boston	MA	●	●	●	●	●	●	●	●	●		100	100	
Fisher & Phillips LLP	Atlanta	GA	●	●	●	◖			●	●			70	70	
Fleishman-Hillard Inc.	St. Louis	MO	●	●	●	●	●	●	●	●	●		100	100	
Fluor Corp.	Irving	TX	●	●	●			●	●				60	60	153
FMC Corp.	Philadelphia	PA	●	●	●	●	●	●	●	●	●		100		673
Foley & Lardner LLP	Milwaukee	WI	●	●	●	●	●	●	●	●	●		100	100	
Foley Hoag LLP	Boston	MA	●	●	●	●	●	●	●	●	●		100	100	
Food Lion	Salisbury	NC	●	●	●	●	●	●	●	●	●		100	100	
Foot Locker Inc.	New York	NY	◕	◕									20	10	363
Ford Motor Co.	Dearborn	MI	●	●	●		●	●	●	●	●		90	90	11
Fortive Corp.	Everett	WA	●	●	●	●	●	●	●	●	●		100	100	420
Fossil Group Inc.	Richardson	TX	●	●	●	●	●	●	●	●	●		100	80	775
Fox Corporation	New York	NY	●	●	●	●	●	●	●	●	●		100	100	109
Fox Rothschild LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●		100	100	
Franklin Templeton Investments	San Mateo	CA	●	●	●	●	●	●	●	●	●		100	100	441
Fredrikson & Byron	Minneapolis	MN	●	●	●	●	●	●	●	●	●		100	100	
Freeport-McMoRan Copper & Gold Inc.	Phoenix	AZ	◕	◕									20	20	176
Fried, Frank, Harris, Shriver & Jacobson LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Frontier Communications	Norwalk	CT	◕	◕									20	10	325

Ratings and Criteria Breakdowns

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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			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**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
Frost Brown Todd LLC	Cincinnati	OH	●	●	●	●	●	●	●	●	●		100	100	
Fujitsu America Inc.	Richardson	TX	●	●	●	●	●	●	●	●	●		100	85	
Galloway, Johnson, Tompkins, Burr & Smith PLC	New Orleans	LA	●	●	●	●	●	●	●	●	●		100	100	
GameStop Corp.	Grapevine	TX	●	●	●	●	●	●	●	●	●		100	100	322
Gannett Co. Inc.	McLean	VA	●	●	●	●	●	●	●	●	●		100	100	716
Gap Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	181
Gartner Inc.	Stamford	CT	●	●	●	●	●	●	●	●	●		100	100	697
Gastronomy Inc.	Salt Lake City	UT	◕	◕	●								30	25	
GE Appliances	Louisville	KY	●	●	●	●	●	●	●	●	●		100	100	
Genentech Inc.	South San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	
General Dynamics Corp.	Falls Church	VA	●	●	●			●	●				60	75	99
General Electric Co.	Boston	MA	●	●	●		●	●	●	●	●		90	90	18
General Mills Inc.	Minneapolis	MN	●	●	●	●	●	●	●	●	●		100	100	182
General Motors Co.	Detroit	MI	●	●	●		●	●	●	●	●		90	90	10
Genesco Inc.	Nashville	TN	●	●	●	●	●	●	●	●	●		100	90	747
Genuine Parts Co.	Atlanta	GA	◕	◕									20	0	177
Genworth Financial Inc.	Richmond	VA	●	●	●	●	●	●	●	●	●		100	100	348
Giant Eagle Inc.	Pittsburgh	PA	●	●	●		●	●	●	●	●		90	60	
GIANT Food Stores LLC	Carlisle	PA	●	●	●	●	●	●	●	●	●		100	100	
Giant of Maryland LLC	Landover	MD	●	●	●	●	●	●	●	●	●		100	100	
Gibson, Dunn & Crutcher LLP	Los Angeles	CA	●	●	●	●	●	●	●	●	●		100	85	
Gilead Sciences Inc.	Foster City	CA	●	●	●	●	●	●	●	●	●		100	100	116
GlassBridge Enterprises, Inc.	Oakdale	MN	●	●									30	30	923
GlaxoSmithKline LLC	Research Triangle Park	NC	●	●	●	●	●	●	●	●	●		100	100	
Global Partners	Waltham	MA	◕	◕									20	10	331
Global Payments Inc.	Atlanta	GA	●	●	●	●	●	●	●	●	●		100	85	605
GODADDY Inc.	Scottsdale	AZ	●	●	●	●	●	●	●	●	●		100	100	898
Goldman Sachs Group Inc., The	New York	NY	●	●	●	●	●	●	●	●	●		100	100	70
Goodwin Procter LLP	Boston	MA	●	●	●	●	●	●	●	●	●		100	100	
Goodyear Tire & Rubber Co.	Akron	OH	●	●	●		●	●	●	●	●		90	90	187

Ratings and Criteria Breakdowns

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* During the CEI survey cycle, the HRC Foundation became aware of an app distributed in Google's Play Store that supports the practice of so-called "conversion therapy." Sometimes known as "reparative therapy," so-called "conversion therapy" includes a range of dangerous and discredited practices that falsely claim to change a person's sexual orientation or gender identity or expression. Such practices have been rejected by every mainstream medical and mental health organization for decades. Minors are especially vulnerable, and conversion therapy can lead to depression, anxiety, drug use, homelessness, and suicide. Pending remedial steps by the company to address this app that can cause harm to the LGBTQ community, the CEI rating is suspended.

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Employer	**Headquarters Location**	**State**	**1a**	**1b**	**2a**	**2b**	**2c**	**3a**	**3b**	**3c**	**3d**	**4**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
Google Inc.	Mountainview	CA	●	●	●	●	●	●	●	●	●		100	100	22
Gordon Rees Scully Mansukhani, LLP	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	
Goulston & Storrs	Boston	MA	●	●	●	●	●	●	●	●	●		100	90	
Grant Thornton LLP	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
Graybar Electric Company Inc.	St. Louis	MO	◕	◕									20	20	426
Great River Energy	Maple Grove	MN	●	●	●	●	●		●	●	●		90	85	
Greenberg Traurig LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	90	
Group 1 Automotive	Houston	TX	◕		●								20	25	273
Groupon Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	756
Guardian Life Insurance Co. of America, The	New York	NY	●	●	●	●	●	●	●	●	●		100	100	239
Guess? Inc.	Los Angeles	CA	●	●	●		●	●	●	●	●		90	85	859
Guidehouse Inc.	Washington	DC	●	●	●	●	●	●	●	●	●		100	100	
H&R Block Inc.	Kansas City	MO	●	●	●	●	●	●	●	●	●		100	85	726
Hachette Book Group	New York	NY	◕	◕	●								30	40	
Hain Celestial Group Inc., The	Lake Success	NY	●	●	●		◖	●	●	◕	●		80	80	760
Halliburton Co.	Houston	TX	◕	◕									20	0	146
Hallmark Cards Inc.	Kansas City	MO	●	●	●	●	●	●	●	●	●		100	100	
Hannaford Supermarkets	Scarborough	ME	●	●	●	●	●	●	●	●	●		100	100	
Hanover Insurance Group, The	Worcester	MA	●	●	●	●	●	●	●	●	●		100	100	514
Harley-Davidson Inc.	Milwaukee	WI	●	●	●		●	●	●	●	●		90	90	488
Hartford Financial Services Group Inc., The	Hartford	CT	●	●	●	●	●	●	●	●	●		100	100	156
Harvard Pilgrim Health Care Inc.	Wellesley	MA	●	●	●	●	●	●	●	●	●		100	100	
Hasbro Inc.	Pawtucket	RI	●	●	●	●	●	●	●	●	●		100	85	513
Haven Behavioral Healthcare	Nashville	TN	●	●	●	●	●	●	●	●	●		100		
Hawaiian Airlines Inc.	Honolulu	HI	●	●	●	●	●		●	●			85	85	794
Haynes and Boone LLP	Dallas	TX	●	●	●	●	●	●	●	●	●		100	100	
HCA - Hospital Corporation of America	Nashville	TN	●	●	●		●	●		◕			70	70	63
HD Supply	Atlanta	GA	◕	◕									20	20	430
Health Care Service Corp.	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
Henry Schein Inc.	Melville	NY	●	●	●	●	●	●	●	●	●		100	100	238

Ratings and Criteria Breakdowns

CEI Rating Criteria

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			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**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
HERE North America LLC	Chicago	IL	●	●	●	●	●	●	●	●	●		100	90	
Herman Miller Inc.	Zeeland	MI	●	●	●	●	●	●	●	●	●		100	100	883
Herrick Feinstein LLP	New York	NY	●	●	●	●	●	●	●		●		85	80	
Hershey Co., The	Hershey	PA	●	●	●	●	●	●	●	●	●		100	100	379
Hertz Global Holdings Inc.	Estero	FL	●	●	●	●	●	●	●	●	●		100	100	335
Hess Corp.	New York	NY	●	●	●	●	●	●	●		●		85	65	501
Hewlett Packard Enterprise Co.	San Jose	CA	●	●	●	●	●	●	●	●	●		100	80	107
Highmark Blue Cross Blue Shield Delaware	Wilmington	DE	●	●	●	●	●	●	●	●	●		100		
Highmark Inc.	Pittsburgh	PA	●	●	●	●	●	●	●	●	●		100	100	
Highmark West Virginia	Parkersburg	WV	●	●	●	●	●	●	●	●	●		100		
Hilti Inc.	Planto	TX	●	●	●	●	◐	●	●	●			90	65	
HILTON	McLean	VA	●	●	●	●	●	●	●	●	●		100	100	324
Hinshaw & Culbertson LLP	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
Hiscox USA	New York	NY	●	●	●	●	●	●	●	●			95		
Hitachi Consulting Corp.	Dallas	TX	●	●	●	●	●		●	●	●		90	90	
Hogan Lovells US LLP	Washington	DC	●	●	●	●	●	●	●	●	●		100	100	
Holland & Hart LLP	Denver	CO	●	●	●	●	●	●	●	●	●		100	35	
Holland & Knight LLP	Brandon	FL	●	●	●	●	●	●	●	●	●		100	100	
HollyFrontier Corp.	Dallas	TX	◑	◑									20	20	206
Home Depot Inc., The	Atlanta	GA	●	●	●		●	●	●	●	●		90	90	23
Honda North America Inc.	Marysville	OH	●	●	●		◐	●	●	●	●		85	75	
Honeywell International Inc.	Morris Plains	NJ	●	●	●			●	●				60	55	77
Horizon Blue Cross Blue Shield of New Jersey	Newark	NJ	●	●	●	●	●	●	●	●	●		100	100	
Hormel Foods Corp.	Austin	MN	●	●	●	◐	●	●	●	●	●		95	95	323
Host Hotels & Resorts Inc.	Bethesda	MD	●	●	●	●	●			●	●		80	80	502
Houghton Mifflin Harcourt Co.	Boston	MA	●	●	●	●	●	●		◑	●		85	85	
Howard & Howard Attorneys PLLC	Royal Oak	MI	●	●	●		◐			●			60	65	
HP Inc.	Palo Alto	CA	●	●	●	●	●	●	●	●	●		100	90	58
HRG Group	New York	NY											0	10	422
HSBC USA	New York	NY	●	●	●	●	●	●	●	●	●		100	100	

Ratings and Criteria Breakdowns

CEI Rating Criteria

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- **1b** Prohibits discrimination based on gender identity for all operations **(15 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)**
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Hughes Hubbard & Reed LLP	New York	NY	●	●	●		●	●	●	●	●		90	90	
Humana Inc.	Louisville	KY	●	●	●	●	●	●	●	●	●		100	100	56
Huntington Bancshares Inc.	Columbus	OH	●	●	●	●	●	●	●	●	●		100	100	544
Huntington Ingalls Industries	Newport News	VA	●	●	●	◐	●	●	●	◕	●		90	90	381
Hunton Andrews Kurth LLP	Washington	DC	●	●	●	●	●	●	●	●			95	95	
Huntsman Corp.	The Woodlands	TX	●	●	●								40	45	282
Huron Consulting Group Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
Husch Blackwell LLP	St. Louis	MO	●	●	●	●	●	●	●	●	●		100	100	
Hyatt Hotels Corp.	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	549
Hyundai Motor America	Fountain Valley	CA	●	●	●	●	●	●	●	●	●		100	100	
IAC/InterActiveCorp.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	698
IBM Corp.	Armonk	NY	●	●	●	●	●	●	●	●	●		100	100	34
Icahn Enterprises LP	New York	NY											0	0	136
Ice Miller LLP	Indianapolis	IN	●	●	●	●	●	●	●	●	●		100	100	
iHeartMedia Inc.	San Antonio	TX	●	●	●	●	●	●	●	●			95	60	452
IHS Markit Ltd.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
IKEA Holding US Inc.	Conshohocken	PA	●	●	●	●	●	●	●	●	●		100	100	
Illinois Tool Works Inc.	Glenview	IL	●	●	●		●		●				60	30	204
Illumina	San Diego	CA	●	●	●	●	●	●	●	●	●		100		781
Indeed Inc.	Austin	TX	●	●	●	●	●	●	●	●	●		100	100	
Informa PLC	New York	NY	●	●	●	●	●		●	●	●		90	90	
Information Resources Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●		100		
Infosys Limited Inc.	Plano	TX	●	●	●	●	●		●	●			85	50	
Ingersoll-Rand Company	Davidson	NC	●	●	●		●	●	●	●	●		90	90	
Ingram Micro	Irvine	CA	●	●	●	●	●	●	●	●	●		100	90	64
Insight Enterprises Inc.	Tempe	AZ	●	●	●		●	●	●				70	60	417
Instacart	San Francisco	CA	●	●	●	●	●		●	●			85	65	
Intel Corp.	Santa Clara	CA	●	●	●	●	●	●	●	●	●		100	100	46
Intercontinental Exchange	Atlanta	GA	◕	◕									20	0	477
InterContinental Hotels Group Americas	Atlanta	GA	●	●	●	●	●	●	●	●	●		100	100	

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International Flavors & Fragrances	New York	NY	●	●	●	●	●	●	●	●	●		100	100	680
International Paper Co.	Memphis	TN	◕		●				●				30	20	124
Interpublic Group of Companies Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	359
INTL FCStone Inc.	New York	NY	◑	◑									20	10	103
Intrado	Omaha	NE	●	●	●	●	●	●	●		●		85	80	864
Intuit Inc.	Mountain View	CA	●	●	●	●	●	●	●	●	●		100	100	516
Invesco Ltd.	Atlanta	GA	●	●	●	●		●	●	●			85	45	
Iron Mountain Inc.	Boston	MA	●	●	●	●	●	●	●	●	●		100	100	619
J. B. Hunt Transport Services Inc.	Lowell	AR	◑	◑									20	20	395
J. Crew Group Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	857
J. M. Smucker Co.	Orrville	OH	●	●	●		◐	●					55	55	383
J.C. Penney Co. Inc.	Plano	TX	●	●	●		◐	●	●	◕	●		80	80	235
Jabil Circuit Inc.	St. Petersburg	FL	◑	◑									20	20	159
Jackson Lewis PC	New York	NY	●	●	●	●	●	●	●	●			95		
Jackson Walker LLP	Dallas	TX	●	●	●			●	●	●			75	75	
Jacobs Engineering Group Inc.	Dallas	TX	●	●	●	●	●	●	●	●	●		100	100	297
Janus Henderson Investors	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
Jenner & Block LLP	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
JetBlue Airways Corp.	Long Island City	NY	●	●	●		●	●	●	●	●		90	90	402
JLL	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	356
John Hancock Financial Services Inc.	Boston	MA	●	●	●	●	●	●	●	●	●		100	100	192
John Wiley & Sons Inc.	Hoboken	NJ	●	●	●	●	●		●	●			85	85	973
Johnson & Johnson	New Brunswick	NJ	●	●	●	●	●	●	●	●	●		100	100	37
Johnson Controls Inc.	Milwaukee	WI	●	●	●		●	●	●	●	●		90	80	70
JPMorgan Chase & Co.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	20
JSX Corporation (JSX and JetSuite)	Dallas	TX	●	●	●	●	●	●	●	●	●		100		
K&L Gates LLP	Pittsburgh	PA	●	●	●	●	●	●	●	●	●		100	100	
Kabbage Inc.	Atlanta	GA	●	●	●	●	●	●	●	●	●		100		
Kaiser Permanente	Oakland	CA	●	●	●	●	●	●	●	●	●		100	100	
Katten Muchin Rosenman LLP	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	

Ratings and Criteria Breakdowns

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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			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**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
KB Home	Los Angeles	CA	◕	◕	●								30	35	570
Kelley Drye & Warren LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Kellogg Co.	Battle Creek	MI	●	●	●	●	●	●	●	●	●		100	100	226
Kelly Services Inc.	Troy	MI	●	●	●	●	●	●	●	●	●		100	100	503
Kenneth Cole Productions Inc.	New York	NY	●	●	●	●		●	●	●	●		90	90	
Kering Americas Inc.	New York	NY	●	●	●	●	●		●	●	●		90	85	
Keurig Dr Pepper Inc.	Plano	TX	●	●	●		●	●	●				70	45	418
KeyCorp	Cleveland	OH	●	●	●	●	●	●	●	●	●		100	100	412
Kilpatrick Townsend & Stockton LLP	Atlanta	GA	●	●	●	●	●	●	●	●	●		100	100	
Kimberly-Clark Corp.	Irving	TX	●	●	●		●	●	●	●	●		90	90	163
Kimpton Hotel & Restaurant Group LLC	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	
Kinder Morgan Inc.	Houston	TX	◕	◕									20	20	218
Kindred Healthcare	Louisville	KY	●	●	●	●			●	◕			70	70	416
King & Spalding LLP	Atlanta	GA	●	●	●	●	●	●	●	●	●		100	100	
Kirkland & Ellis LLP	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
KKR & Co. LP	New York	NY	●	●	●	●	●	●	●	●	●		100	100	470
KLA-Tencor Corp.	Milpitas	CA	◕	◕	●								30	20	667
Kobre & Kim	New York	NY	●	●	●	●	●	●	●	●	●		100		
Kohler Co.	Kohler	WI	●	●	●		●	●	●	●	●		90	90	
Kohl's Corp.	Menomonee Falls	WI	●	●	●	●	●	●	●	●	●		100	80	157
Komatsu Mining Corp.	Milwaukee	WI	●	●	●	◖	●		●	●			80	75	843
Korn Ferry	Los Angeles	CA	●	●	●	●	●	●	●	●	●		100	100	
KPMG LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Kraft Heinz Company, The	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	114
Kramer Levin Naftalis & Frankel LLP	New York	NY	●	●	●		●	●	●	●			85	85	
Kroger Co., The	Cincinnati	OH	●	●	●	●	●	●	●	●	●		100	100	17
Kutak Rock LLP	Omaha	NE	●	●	●	●	●	●	●	●	●		100	100	
L Brands Inc.	Columbus	OH	●	●	●	●	●	●	●	●	●		100	100	231
L.L. Bean Inc.	Freeport	ME	●	●	●			●					50	40	
L3 Harris Technologies	Melbourne	FL	●	●	●	●	●	●	●	●	●		100	100	407

Ratings and Criteria Breakdowns

CEI Rating Criteria

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			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**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
Laboratory Corporation of America Holdings	Burlington	NC	●	●	●	●	●	●	●	●	●		100	100	286
Laclede Group Inc., The	St. Louis	MO	●	●	●	●				◕			60	60	959
Lam Research Corp.	Fremont	CA	●	●	●	●	●	●	●	●	●		100		354
Land O'Lakes Inc.	Arden Hills	MN	●	●	●		●	●	●	●	●		90	90	216
Lane Powell PC	Seattle	WA	●	●	●	●	●	●	●	●	●		100	100	
Las Vegas Sands Corp.	Las Vegas	NV											0	20	227
Latham & Watkins LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Lathrop Gage LLP	Kansas City	MO	●	●	●	●	●	●	●	●			95	90	
Lear Corp.	Southfield	MI	●	●	●		●	●	●	●	●		90	90	148
LeClairRyan	Richmond	VA	●	●	●	●	●	●	●	●			95	95	
Legg Mason Inc.	Baltimore	MD	●	●	●	●	●	●	●	●	●		100	100	750
Leidos Holdings	Reston	VA	●	●	●	●	●	●	●	●	●		100	85	292
Lendlease Americas Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Lennar Corp.	Miami	FL	◕	◕									20	20	230
LENOVO (UNITED STATES) INC.	Morrisville	NC	●	●	●	●	●	●	●	●	●		100	100	
Leo Burnett Company Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
Leucadia National Corporation	New York	NY											0	0	241
Levi Strauss & Co.	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	530
LexisNexis Legal & Professional	New York	NY	●	●	●	●	●	●	●	◕	●		95	80	
Lexmark International Inc.	Lexington	KY	●	●	●	●	●	●	●	●	●		100	100	638
Liberty Interactive Corp.	Englewood	CO											0	0	288
Liberty Mutual Group	Boston	MA	●	●	●	●	●	●	●	●	●		100	100	68
LifePoint Health	Brentwood	TN											0	10	390
Lincoln National Corp.	Radnor	PA	●	●	●	●	●	●	●	●	●		100	100	205
Linde	Danbury	CT	●	●	●		●	●	●	●	●		90	90	264
LinkedIn	Sunnyvale	CA	●	●	●	●	●	●	●	●	●		100	100	733
Lions Gate Entertainment Corp.	Santa Monica	CA	●	●	●	●	●	●	●	●	●		100	100	
Lithia Motors, Inc.	Medford	OR											0	10	294
Littler Mendelson PC	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	
Live Nation Entertainment Inc.	Beverly Hills	CA	●	●	●	●	●	●	●	●	●		100	100	290

Ratings and Criteria Breakdowns

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			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**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
LKQ Corp.	Chicago	IL											0	20	300
Locke Lord LLP	Dallas	TX	●	●	●	●	●	●	●	●	●		100	100	
Lockheed Martin Corp.	Bethesda	MD	●	●	●	●	●	●	●	●	●		100	100	59
Loeb & Loeb LLP	Los Angeles	CA	●	●	●	●	●	●	●	●	●		100	100	
Loews Corp.	New York	NY	●	●	●					◕	●		55	55	217
Lord, Abbett & Co. LLC	Jersey City	NJ	●	●	●	◖		●	●	●			80		
L'Oréal USA Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Lowenstein Sandler LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Lowe's Companies Inc.	Mooresville	NC	●	●	●	●	●	●	●	●	●		100	100	40
LPL Financial Holdings Inc.	Boston	MA	●	●	●	●	●	●	●	●	●		100	100	582
Lubrizol Corp.	Wickliffe	OH	●	●	●	◖	●	●	●	◕	●		90	85	423
Lyft Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	
M&T Bank Corp.	Buffalo	NY	●	●	●	●	●	●	●	●	●		100	100	467
Macmillan Learning	New York	NY	●	●	●	●	●	●	●	●	●		100		
Macmillan Publishing Group	New York	NY	●	●	●	●	●	●	●	●	●		100		
Macquarie Group Ltd.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Macy's Inc.	Cincinnati	OH	●	●	●	●	●	●	●	●	●		100	100	120
Magellan Health Services Inc.	Scottsdale	AZ											0		475
Mallinckrodt LLC	Hazelwood	MO	●	●	●	●	●	●	●	●	●		100	100	
Manatt, Phelps & Phillips LLP	Los Angeles	CA	●	●	●	●	●	●	●	●	●		100	100	
ManpowerGroup	Milwaukee	WI	●	●	●	●	●	●	●	●	●		100	100	143
Marathon Oil Corp.	Houston	TX	●	●	●			●	●				60	60	518
Marathon Petroleum Corp.	Findlay	OH	●	●	●	●	●	●	●	●	●		100	95	41
Markel Corporation	Glen Allen	VA											0	0	464
Marriott International Inc.	Bethesda	MD	●	●	●	●	●	●	●	●	●		100	100	127
Mars Inc.	Mt. Olive	NJ	●	●	●	●	●		●	●	●		90	90	
Marsh & McLennan Companies Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	212
Masco Corp.	Livonia	MI	●	●	●			●	●	●	●		80	85	373
Massachusetts Mutual Life Insurance Co.	Springfield	MA	●	●	●	●	●	●	●	●	●		100	100	93
MasTec Inc.	Coral Gables	FL	◕										10		428

Ratings and Criteria Breakdowns

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)**
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Employer	**Headquarters Location**	**State**	**1a**	**1b**	**2a**	**2b**	**2c**	**3a**	**3b**	**3c**	**3d**	**4**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
Mastercard	Purchase	NY	●	●	●	●	●	●	●	●	●		100	100	236
Mathematica Policy Research	Princeton	NJ	●	●	●	●	●	●	●	●	●		100		
Mattel Inc.	El Segundo	CA	●	●	●	●	●	●	●	●	●		100	65	533
Mayer Brown LLP	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
McAfee LLC	Santa Clara	CA	◕	◕	●				◐				35		853
McCarter & English LLP	Newark	NJ	●	●	●		◐	●	●	●			80	75	
McCormick & Company Inc.	Hunt Valley	MD	●	●	●		●	●	●	●	●		90	90	539
McDermott Will & Emery LLP	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
McDonald's Corp.	Oak Brook	IL	●	●	●	●	●	●	●	●	●		100	100	131
McGraw-Hill Global Education Holdings LLC	New York	NY	●	●	●	●	●	●	●	◕	●		95	70	
McGuireWoods LLP	Richmond	VA	●	●	●	◐	●	●	●	●	●		95	80	
McKesson Corp.	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	6
McKinsey & Co. Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Medallia Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	
Medidata Solutions Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Medtronic PLC	Minneapolis	MN	●	●	●	●	●	●	●	●	●		100	90	173
Meijer Inc.	Grand Rapids	MI	●	●	●	●	●	●	●	●	●		100	90	
Mercedes-Benz Financial Services USA LLC (MBFS)	Farmington Hills	MI	●	●	●		●	●	●	●			85	75	
Merck	Kenilworth	NJ	●	●	●	●	●	●	●	●	●		100	100	78
Meredith Corp.	Des Moines	IA	●	●	●	●	◐	●	●	●			90		993
Mesirow Financial Holdings Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
MetLife Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	43
MGM Resorts International	Las Vegas	NV	●	●	●	●	●	●	●	●	●		100	100	280
Michael Best & Friedrich LLP	Milwaukee	WI	●	●	●	●	●	●	●	●	●		100	100	
Michael Page International Inc	New York	NY	●	●	●	●	●	●	●	●	●		100		
Micron Technology Inc.	Boise	ID	●	●	●		◐	●	●	●	●		85	20	150
Microsoft Corp.	Redmond	WA	●	●	●	●	●	●	●	●	●		100	100	30
Milbank LLP	New York	NY	●	●	●		●	●	●	●	●		90	90	
Mintz, Levin, Cohn, Ferris, Glovsky & Popeo PC	Boston	MA	●	●	●	●	●	●	●	●	●		100	100	
Mitchell Gold + Bob Williams	Taylorsville	NC	●	●	●	●	●	●	●	●	●		100	100	

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Employer	**Headquarters Location**	**State**	**1a**	**1b**	**2a**	**2b**	**2c**	**3a**	**3b**	**3c**	**3d**	**4**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
Mohawk Industries Inc.	Calhoun	GA	◕	◕	●								30	0	315
Molina Healthcare Inc.	Long Beach	CA	●	●	●								40	40	152
Molson Coors Brewing	Denver	CO	●	●	●	●	●	●	●	●	●		100	100	275
Mondelez International Inc.	Deerfield	IL	●	●	●	●	●	●	●	●	●		100	80	117
Montgomery McCracken Walker & Rhoads LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●		100	100	
Moody's Corp.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	585
Moore & Van Allen PLLC	Charlotte	NC	●	●	●	●	●	●	●	●	●		100	100	
Morgan Stanley	New York	NY	●	●	●	●	●	●	●	●	●		100	100	67
Morgan, Lewis & Bockius LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●		100	95	
Morningstar Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
Morris, Manning & Martin LLP	Atlanta	GA	●	●	●	●	●	●	●	●	●		100	100	
Morrison & Foerster LLP	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	
Motorola Solutions Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	443
Mozilla Corporation	Mountain View	CA	●	●	●	●	●	●	●	●			95	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	◕	◕									20	0	279
Mutual of Omaha Insurance	Omaha	NE	●	●	●		●	●	●	●	●		90	90	337
NASDAQ Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	608
National CineMedia Inc.	Centennial	CO	●	●	●	●	●	●	●	●	●		100	75	
National Grid USA	Waltham	MA	●	●	●	●	●	●	●	●	●		100	85	
National Oilwell Varco Inc.	Houston	TX	◕										10	20	388
Nationwide	Columbus	OH	●	●	●	●	●	●	●	●	●		100	100	66
Navient	Wilmington	DE	●	●	●		●	●	●	●	●		90	85	515
Navistar International Corp.	Lisle	IL	●	●	●			●	●	●	●		80	70	342
NCR Corp.	Atlanta	GA	●	●	●	●	●	●	●	●	●		100	100	432
Nelson Mullins Riley & Scarborough LLP	Columbia	SC	●	●	●			●	●	●			75	75	
Nestle Health Science	Bridgewater	NJ	●	●	●	●	●	●	●	●	●		100	80	
Nestlé Purina PetCare Co.	St. Louis	MO	●	●	●	●	●	●	●	●	●		100	100	

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Nestlé USA Inc.	Arlington	VA	●	●	●	●	●	●	●	●	●		100	100	
Nestle Waters North America Inc.	Stamford	CT	●	●	●	●	●	●	●	●	●		100	95	
NetApp Inc.	Sunnyvale	CA	●	●	●	●	◐	●	●	◕	●		90	85	495
Netflix Inc.	Los Gatos	CA	●	●	●	●	●	●	●	●	●		100	100	261
New Relic Inc.	San Francisco	CA	●	●	●	●	●	●	●	●			95	95	
New York Life Insurance Company	New York	NY	●	●	●	●	●	●	●	●	●		100	100	69
New York Times Co.	New York	NY	●	●	●	◐		●	●				65	85	923
Newell Brands Inc.	Hoboken	NJ	●	●	●			●	●				60	80	196
Newmont Goldcorp Corporation	Greenwood Village	CO	●		●	◐	●	●	●	◕	●		75	90	385
News Corp.	New York	NY	◕	◕									20	0	350
NextEra Energy Inc.	Juno Beach	FL	◕	◕	●			●	●				50	50	167
NFP	New York	NY	●	●	●	●	●		●				70		
NGL Energy Partners	Tulsa	OK											0	20	223
Nielsen	New York City	NY	●	●	●	●	●	●	●	●	●		100	100	
Nike Inc.	Beaverton	OR	●	●	●	●	●	●	●	●	●		100	100	89
NiSource Inc.	Merrillville	IN	●	●	●		●	●	●	●	●		90	90	535
Nissan North America Inc.	Franklin	TN	●	●	●		●	●	●	●	●		90	90	
Nixon Peabody LLP	Boston	MA	●	●	●	●	●	●	●	●	●		100	100	
Nokia Inc.	Irving	TX	●	●	●	◐	●	●	●	●	●		95	100	
Nomura Holding America Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	95	
Nordstrom Inc.	Seattle	WA	●	●	●	●	●	●	●	●	●		100	100	183
Norfolk Southern Corp.	Norfolk	VA	●	●	●			●	●	◕	●		75	65	284
North Memorial Health	Robbinsdale	MN	●	●	●		●	●	●	●	●		90	90	
Northern Trust Corp.	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	486
Northfield Park Associates, LLC	Northfield	OH	●	●	●		◐			◕			55	55	
Northrop Grumman Corp.	Falls Church	VA	●	●	●	●	●	●	●	●	●		100	100	118
Northwestern Mutual Life Insurance	Milwaukee	WI	●	●	●	●	●	●	●	●	●		100	100	104
Norton Rose Fulbright	Houston	TX	●	●	●	●	●	●	●	●	●		100	100	
NortonLifeLock	Mountain View	CA	●	●	●	●	●	●	●	●	●		100	100	586
Novartis Pharmaceuticals Corp.	East Hanover	NJ	●	●	●	●	●	●	●	●	●		100	100	

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Novo Nordisk Inc.	Plainsboro	NJ	●	●	●	●	●	●	●	◕	●		95	95	
NRG Energy Inc.	Princeton	NJ	●	●	●	●			●		●		65	40	269
Nuance Communications	Burlington	MA	●	●	●	●	●	●	●	●	●		100	100	971
Nucor Corp.	Charlotte	NC	◕	◕									20	0	151
NVIDIA Corp.	Santa Clara	CA	●	●	●	●	●	●	●	●	●		100	100	306
NVR Inc.	Reston	VA											0	0	444
Occidental Petroleum	Houston	TX	◕	◕									20	20	220
Ocean Spray Cranberries Inc.	Lakeville-Middleboro	MA	●	●	●	●	●	●	●	●	●		100	90	
Office Depot Inc.	Boca Raton	FL	●	●	●	●	●	●	●	●	●		100	100	281
Ogilvy Group Inc., The	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Ogletree, Deakins, Nash, Smoak & Stewart	Greenville	SC	●	●	●	●	●	●	●	●	●		100	100	
Old National Bank	Evansville	IN	●	●	●	●	◖	●	●	◕	●		90		
Old Republic International	Chicago	IL	◕	◕									20	20	450
Olin Corporation	Clayton	MO	◕	◕									20	20	448
O'Melveny & Myers LLP	Los Angeles	CA	●	●	●	●	●	●	●	●	●		100	100	
Omnicom Group	New York	NY	●	●	●	●	●	●	●	●	●		100	100	188
ON Semiconductor Corp.	Phoenix	AZ	◕	◕									20		492
ONE Gas Inc.	Tulsa	OK	●	●	●								40	40	
ONEOK Inc.	Tulsa	OK	●	●	●	●	●	●	●	●			95	95	249
OppenheimerFunds Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Oracle Corp.	Redwood City	CA	●	●	●	●	●	●	●	●	●		100	100	82
O'Reilly Automotive Inc.	Springfield	MO	◕	◕									20	10	329
Orrick, Herrington & Sutcliffe LLP	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	
Oscar Insurance Corporation	New York	NY	●	●	●	●	●	●	●	●			95	95	
Oshkosh Corp.	Oshkosh	WI	●	●	●	◖	●		●				65	10	414
Overstock.com Inc.	Midvale	UT	●	●	●	●		●		●	●		80	70	999
Owens Corning	Toledo	OH	●	●	●	●	●	●	●	●	●		100	100	442
Owens-Illinois Inc.	Perrysburg	OH	◕	◕									20	20	410
Paccar Inc.	Bellevue	WA	◕	◕									20	20	155
Pacific Life Insurance Co.	Newport Beach	CA	●	●	●	●	●	●		◕	●		85	80	313

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Packaging Corporation of America	Lake Forest	IL	◕	◕									20	20	436
Palo Alto Networks	Santa Clara	CA	●	●	●	●	●	●	●	●	●		100	95	
Panera Bread Co.	St. Louis	MO	●	●	●		●	●	●	●	●		90	90	760
Papa John's International Inc.	Louisville	KY	●	●	●		●	●	●	●	●		90		
Parexel International Corp.	Billerica	MA	●	●	●		◐	●	●	●			80		846
Pariveda Solutions Inc.	Dallas	TX	●	●	●	●	●	●	●	●			95	50	
Parker Hannifin Corp.	Cleveland	OH	◕	◕									20	20	256
Parsons	Pasadena	CA	●	●	●	●	◐	●	●		●		80		
Patagonia Inc.	Ventura	CA	●	●	●	●	●	●	●	●			95	30	
Patterson Belknap Webb & Tyler LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Patterson Companies (Patterson Dental Supply)	St. Paul	MN	●	●	●								40	40	490
Paul Hastings LLP	Los Angeles	CA	●	●	●	●	●	●	●	●	●		100	100	
Paul, Weiss, Rifkind, Wharton & Garrison LLP	New York	NY	●	●	●		●	●	●	●	●		90	85	
PayPal Holdings Inc.	San Jose	CA	●	●	●	●	●	●	●	●	●		100	100	222
PBF Energy	Parsippany	NJ	◕	◕									20	20	135
Peabody	St. Louis	MO	●	●	●		●						50	50	491
Peapod Digital Labs LLC	Chicago	IL	●	●	●	●	●	●	●	●	●		100		
Pearson Inc.	Hoboken	NJ	●	●	●	●	●	●	●	●	●		100	90	
Peloton Interactive Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100		
Penske Automotive Group Inc.	Bloomfield Hills	MI	◕	◕									20	0	139
Pepper Hamilton LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●		100	85	
PepsiCo Inc.	Purchase	NY	●	●	●	●	●	●	●	●	●		100	100	45
Performance Food Group Co.	Richmond	VA	◕	◕									20	20	171
Perkins and Will Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
Perkins Coie LLP	Seattle	WA	●	●	●	●	●	●	●	●	●		100	100	
Pernod Ricard USA LLC	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Peter Kiewit Sons' Inc.	Omaha	NE	◕										10	10	339
PetSmart Inc.	Phoenix	AZ	●	●	●		●	●	●	●	●		90	90	386
Pfizer Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	57
PG&E Corp.	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	168
Philip Morris International Inc.	New York	NY	●	●	●	◐	●						55	10	108

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Philips	Andover	MA	●	●	●	◖	●	●	●	●			90	75	
Phillips 66	Houston	TX	●	●	●	●	●	●	●	●			95	95	28
Pillsbury Winthrop Shaw Pittman LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
PIMCO LLC	Newport Beach	CA	●	●	●	●	●	●	●	●	●		100	100	
Pinnacle West Capital	Phoenix	AZ	●	●	●		◖		●	◕	●		70	70	654
Pinterest Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	
Pioneer Natural Resources Company	Irving	TX											0		497
Pitney Bowes Inc.	Stamford	CT	●	●	●	◖	◖	●	●	●			85	55	657
Plains Exploration and Production Co.	Houston	TX	◕	◕									20		489
Plains GP Holdings	Houston	TX											0	0	115
PNC Financial Services Group Inc., The	Pittsburgh	PA	●	●	●	●	●	●	●	●	●		100	100	165
PNM Resources Inc.	Albuquerque	NM	●	●	●						●		45	45	983
Polaris Industries Inc.	Medina	MN	◕	◕									20		496
Polsinelli	Kansas City	MO	●	●	●	●	●	●	●	●	●		100	100	
PolyOne Corporation	Avon Lake	OH	●	●	●	●	●	●	●	●	●		100	90	672
Porter Wright Morris & Arthur LLP	Columbus	OH	●	●	●		●	●	●	●	●		90		
Portland General Electric Co.	Portland	OR	●	●	●	●	●	●	●	●	●		100	100	953
PPG Industries Inc.	Pittsburgh	PA	●	●	●		●	●	●	●	●		90	90	191
PPL Corp.	Allentown	PA	●	●	●	●	●	●	●	●	●		100	100	380
priceline.com LLC	Norwalk	CT	●	●	●		◖	●					55	55	229
PricewaterhouseCoopers LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Principal Financial Group	Des Moines	IA	●	●	●	●	●	●	●	●	●		100	100	210
Procter & Gamble Co.	Cincinnati	OH	●	●	●	●	●	●	●	●	●		100	100	42
Progressive Corp., The	Mayfield Village	OH	●	●	●		◖	●	●	●			80	80	112
PROS	Houston	TX	●	●	●	●	●	●	●	●			95	75	
Proskauer Rose LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	90	
Prudential Financial Inc.	Newark	NJ	●	●	●	●	●	●	●	●	●		100	100	52
PTC Inc	Boston	MA	●	●	●		●	●	●	●	●		90		
Public Service Enterprise Group	Newark	NJ	●	●	●		●	●	●	●			85	90	327
Publicis Healthcare Communications	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Publicis Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	

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Publicis Media	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Publicis Sapient	Boston	MA	●	●	●	●	●	●	●	●	●		100	100	
Publix Super Markets Inc.	Lakeland	FL											0	0	88
PulteGroup Inc.	Atlanta	GA	◕	◕									20	10	341
PVH Corp.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	332
Quaintance-Weaver Management, LLC	Greensboro	NC	●	●	●	●	●	●	●	●	●		100	100	
QUALCOMM Inc.	San Diego	CA	●	●	●		●	●	●	●	●		90	90	133
Quanta Services	Houston	TX	◕	◕									20	10	316
Quantcast Corp.	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	
Quarles & Brady LLP	Milwaukee	WI	●	●	●	●	●	●	●	●	●		100	100	
Quest Diagnostics Inc.	Secaucus	NJ	●	●	●	●	●	●	●	●	●		100	100	367
Quinn Emanuel Urquhart & Sullivan LLP	Los Angeles	CA	●	●	●	●	●	●	●	●	●		100	90	
Quintiles Transnational	Durham	NC											0	20	304
Qurate Retail Group, Inc.	West Chester	PA	●	●	●	●	●	●	●	●	●		100		
R.R. Donnelley & Sons Co.	Chicago	IL	●	●	●	◖	●	●	●	●	●		95	90	406
Rackspace	San Antonio	TX	●	●	●	●	●	●	●	●	●		100	100	970
Ralph Lauren Corp.	New York	NY	●	●	●	●	●	●	●	●	●		100	90	421
Randstad USA	Atlanta	GA	●	●	●	◖	●	●	●	●			90		
Raymond James Financial Inc.	St. Petersburg	FL	●	●	●	●	●	●	●	●	●		100	90	431
Raytheon Co.	Waltham	MA	●	●	●		●	●	●	●	●		90	90	119
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	●	●	●		●	●	●	●	●		90	85	458
Recreational Equipment Inc.	Kent	WA	●	●	●	●	◖	●	●	●			90	90	
Redfin Corp.	Seattle	WA	●	●	●		◖	●	●				65	65	
Reed Smith LLP	Pittsburgh	PA	●	●	●	●	●	●	●	●	●		100	100	
Regal Entertainment Group	Knoxville	TN	●	●	●			●	●				60	60	711
Regeneron Pharmaceuticals	Tarrytown	NY	◕	◕									20		473
Regions Financial Corp.	Birmingham	AL	●	●	●	●	●	●	●	●	●		100	85	460
Regis Corp.	Edina	MN	◕		●								20	15	1000

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Reinhart Boerner Van Deuren s.c.	Milwaukee	WI	●	●	●	●	●	●	●	◕	●		95	90	
Reinsurance Group of America Inc.	Chesterfield	MO	●	●	●			●	●	●	●		80	80	234
Reliance Steel & Aluminum Co.	Los Angeles	CA											0	10	305
Relias LLC	Morrisville	NC	●	●	●	●	●	●	●				80		
Replacements Ltd.	McLeansville	NC	●	●	●	●	●	●	●	●	●		100	100	
Republic Services Inc.	Phoenix	AZ	●	●	●		◖	●	●	●	●		85	85	296
Restaurant Brands International	Miami	FL	●	●	●	●	●	●	●	●	●		100	0	
Retail Business Services	Salisbury	NC	●	●	●	●	●	●	●	●	●		100	90	
Reynolds American Inc.	Winston-Salem	NC	●	●	●	●	●	●	●	●	●		100	90	223
RingCentral Inc.	Belmont	CA	●	●	●	●	●	●	●	●	●		100	100	
Rite Aid Corp.	Camp Hill	PA	●	●	●				●				50	50	94
Robert Bosch Corp.	Farmington Hills	MI	●	●	●	◖	●	●	●	●	●		95	85	
Robert Half	Menlo Park	CA	●	●	●	●	●	●	●	●	●		100	100	511
Robert W. Baird & Co. Incorporated	Milwaukee	WI	●	●	●	●	●	●	●	●	●		100	100	
Robins Kaplan LLP	Minneapolis	MN	●	●	●	●	●	●	●	●	●		100	100	
Roche Diagnostics Corp.	Indianapolis	IN	●	●	●	●	●	●	●	●	●		100		
Rockland Trust Co.	Rockland	MA	●	●	●	●	●	●	●	●	●		100	100	
Rockwell Automation Inc.	Milwaukee	WI	●	●	●	●	●	●	●	●	●		100	100	445
Rolls-Royce North America (USA) Holdings Co.	Reston	VA	●	●	●	●	●	●	●	●	●		100	100	
Ropes & Gray LLP	Boston	MA	●	●	●	●	●	●	●	●	●		100	100	
Ross Stores Inc.	Dublin	CA	●	●	●		●	●	●	◕	●		85	75	209
Royal Caribbean Cruises Ltd.	Miami	FL	●	●	●	●	●	●	●	●	●		100	90	
RSM US LLP	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
Ryder System Inc.	Miami	FL	●	●	●	◖		●	●	●			80	80	387
S&P Global Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	463
S.C. Johnson & Son Inc.	Racine	WI	●	●	●	●	●	●	●	●	●		100	100	
Saatchi & Saatchi North America Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Sabre Holdings Inc.	Southlake	TX	●	●	●				●				50	45	647
Saint-Gobain Corp.	Malvern	PA	●	●	●		●	●	●	●	●		90	90	
Saks Inc.	New York	NY	◕	◕	●			●	●				50	50	685
Salesforce	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	285

Ratings and Criteria Breakdowns

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)**
- **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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			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**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
Sally Beauty Holdings Inc.	Denton	TX	●	●	●			●	●	●			75		611
Samsung Electronics America Inc.	Ridgefield Park	NJ	●	●	●	●	●	●	●	●	●		100		
Sanderson Farms Inc.	Laurel	MS	●	●	●								40	30	695
Sanmina-SCI	San Jose	CA	◕	◕									20	0	411
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	◕	◕	●			●					40	50	
Schiff Hardin LLP	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
Schneider Electric	Andover	MA	●	●	●	●	●	●	●	●	●		100	100	
Scholastic Corp.	New York	NY	●	●	●				●	◕	●		65	65	900
Schulte, Roth & Zabel LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	95	
Science Applications International Corp.	Reston	VA	●	●	●	●	●	●	●	●	●		100	100	559
Seaboard Corp.	Merriam	KS											0	20	481
Seacoast National Bank	Stuart	FL	●	●	●	●	●	●	●	●	●		100		
Seagate Technology plc	Cupertino	CA	●	●	●	●	●	●	●	●	●		100	100	
Sealed Air Corp.	Charlotte	NC											0	20	456
Securian Financial Group Inc.	St. Paul	MN	●	●	●		●	●	●	●			85		462
Selective Insurance Group	Branchville	NJ	◕	◕	●				●				40	35	833
Sempra Energy	San Diego	CA	●	●	●	●	●	●	●	●	●		100	100	271
Sephora	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	
Seyfarth Shaw LLP	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
Shake Shack Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	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	●	●	●	●	●	●	●	●			95	80	190
Shook, Hardy & Bacon LLP	Kansas City	MO	●	●	●	●	●	●	●	●	●		100	100	
Sidley Austin LLP	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
Siemens Corp.	Washington	DC	●	●	●	●	●	●	●	●	●		100	95	
Siemens Healthineers USA	Tarrytown	NY	●	●	●	●	●	●	●	●	●		100	95	

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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)**

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			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**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
Simon Property Group Inc.	Indianapolis	IN	◕	◕									20		493
Simpson Thacher & Bartlett LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
SIRIUS XM + Pandora	New York	NY	●	●	●	●	●	●	●	●	●		100	100	652
Skadden, Arps, Slate, Meagher & Flom LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
SkyWest Inc.	St. George	UT	●	●	●			●	●	◕			70	70	707
Slalom	Seattle	WA	●	●	●	●	●	●	●	●	●		100	100	
SLM Corp. (Sallie Mae)	Newark	DE	●	●	●	◔		●					55	55	417
Snagajob.com Inc.	Glen Allen	VA	●	●	●	●	●	●	●	●			95	80	
Snell & Wilmer	Phoenix	AZ	●	●	●	●	●	●	●	●	●		100	100	
Société Générale	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Sodexo Inc.	Gaithersburg	MD	●	●	●	●	●	●	●	●	●		100	100	
Softchoice Corp.	Toronto	ON	●	●	●	●	●	●	●	◕	●		95	80	
Software AG USA Inc.	Reston	VA	◕	◕	●				●				40	40	
Software House International	Somerset	NJ	◕	◕	●								30	10	
Sonic Automotive Inc.	Charlotte	NC											0	0	298
Sonoco Products Company	Hartsville	SC	●	●					●		●		45	55	523
Sony Corporation of America	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Sony Electronics Inc.	San Diego	CA	●	●	●	●	●	●	●	●	●		100	100	
Sony Interactive Entertainment LLC	San Mateo	CA	●	●	●	●	●	●	●	●	●		100	65	
Sony Pictures Entertainment Inc.	Culver City	CA	●	●	●	●	●	●	●	●	●		100	100	
Southern Co.	Atlanta	GA	●	●	●	●	●	●	●	●	●		100	100	126
Southwest Airlines Co.	Dallas	TX	●	●	●	●	●	●	●	●	●		100	100	142
SpartanNash	Byron Center	MI	●	●	●		●	●			●		65	80	351
Spirit AeroSystems Inc.	Wichita	KS	●	●	●	●	●	●	●	◕	●		95	85	405
Spotify USA Inc.	New York	NY	●	●	●	●	●	●	●	●			95		
Sprint Corp.	Overland Park	KS	●	●	●	●	●	●	●	●	●		100	100	87
Squarespace	New York	NY	●	●	●	●	◔	●	●	●			90	90	
Squire Patton Boggs	Cleveland	OH	●	●	●	●	●	●	●	●	●		100	100	
Standard Chartered	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Standard Insurance Co.	Portland	OR	●	●	●	●	●	●	●	●	●		100	100	
Stanley Black & Decker Inc.	New Britain	CT	●	●	●	●	●	●	●	●	●		100	100	228

Ratings and Criteria Breakdowns

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			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**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
Staples Inc.	Framingham	MA	●	●	●	●	●	●	●	●	●		100	85	140
Starbucks Corp.	Seattle	WA	●	●	●	●	●	●	●	●	●		100	100	132
State Farm Group	Bloomington	IL	●	●	●	●	●	●	●	●	●		100	100	36
State Street Corp.	Boston	MA	●	●	●	●	●	●	●	●	●		100	100	259
Steel Dynamics Inc.	Fort Wayne	IN	●	●	●			●			●		55	55	312
Steelcase Inc.	Grand Rapids	MI	●	●	●	●	●	●	●	●	●		100	95	728
Steptoe & Johnson LLP	Washington	DC	●	●	●	●	●	●	●	●	●		100	100	
Stinson LLP	Kansas City	MO	●	●	●	●	●	●	●	●	●		100	100	
Stoel Rives LLP	Portland	OR	●	●	●	●	●	●	●	●	●		100	100	
Stop & Shop	Quincy	MA	●	●	●	●	●	●	●	●	●		100		
Stryker Corp.	Kalamazoo	MI	●	●	●	●	●	●	●	●	●		100	100	240
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	100	
Sun Life Financial Inc. (US)	Wellesley Hills	MA	●	●	●	●	●	●	●	●	●		100	100	
Sunrun Inc.	San Francisco	CA	●	●	●	●		●	●				70	70	
SunTrust Banks Inc.	Atlanta	GA	●	●	●	●	●	●	●	●	●		100	100	303
Supervalu Inc.	Eden Prairie	MN	◕	◕	●				●				40	60	180
Synchrony	Stamford	CT	●	●	●	●	●	●	●	●	●		100	100	173
SYNNEX Corp.	Fremont	CA	●	●	●	●	◖	●	●	●	●		95	95	169
SYSCO Corp.	Houston	TX	●	●	●		●	●	●				70	65	54
T. Rowe Price Associates Inc.	Baltimore	MD	●	●	●	●	●	●	●	●	●		100	100	540
Tailored Brands Inc.	Houston	TX	●	●	●	●	●	●	●	●			95	95	699
Takeda Pharmaceuticals USA Inc.	Deerfield	IL	●	●	●	●	●	●	●	●	●		100	100	
Tapestry Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	555
Targa Resources Corp.	Houston	TX											0	0	334
Target Corp.	Minneapolis	MN	●	●	●	●	●	●	●	●	●		100	100	39
TD Ameritrade	Omaha	NE	●	●	●	●	●	●	●	●	●		100	100	630
TD Bank, N.A.	Cherry Hill	NJ	●	●	●	●	●	●	●	●	●		100	100	889
TD Securities (USA) LLC	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
TE Connectivity Inc.	Berwyn	PA	●	●	●	●	●	●	●	●	●		100	100	

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Employer	**Headquarters Location**	**State**	**1a**	**1b**	**2a**	**2b**	**2c**	**3a**	**3b**	**3c**	**3d**	**4**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
Tech Data Corp.	Clearwater	FL	●	●	●	●	●	●	●	●	●		100	100	83
TEGNA Inc.	McLean	VA	●	●	●	●	●	●	●	●	●		100	100	820
TENET Healthcare Corporation	Dallas	TX	●	●	●	●	●			●	●		80	80	147
Tesla Inc.	Palo Alto	CA	●	●	●	●	●	●	●	●	●		100	100	260
Teva Pharmaceutical USA Inc.	North Wales	PA	●	●	●	●	●	●	●	●	●		100	95	
Texas Instruments Inc.	Dallas	TX	●	●	●	●	●	●	●	●	●		100	100	192
Textron Inc.	Providence	RI	●		●						●		30	30	
The Auto Club Group	Dearborn	MI	●	●	●				●	◕			60	60	
The Bama Companies Inc.	Tulsa	OK	●	●	●	●	●	●	●				80	95	
The Chemours Company	Wilmington	DE	●	●	●		◖	●	●	◕	●		80	75	451
The Knot Worldwide	Chevy Chase	MD	●	●	●	●	●	●	●	●	●		100	100	
The Michaels Companies Inc.	Irving	TX	●	●	●	◖			●				55	55	505
Thermo Fisher Scientific Inc.	Waltham	MA	●	●	●	●	●	●	●	●	●		100	100	144
Thompson & Knight LLP	Dallas	TX	●	●	●		●	●	●	●			85		
Thompson Coburn LLP	St. Louis	MO	●	●	●	●	●	●	●	●	●		100	100	
Thompson Hine LLP	Cleveland	OH	●	●	●	●	●	●	●	●	●		100	100	
Thomson Reuters	Stamford	CT	●	●	●	●	●	●	●	●	●		100	100	
Thor Industries Inc.	Elkhart	IN											0		392
Thrivent Financial	Minneapolis	MN	●	●	●	◖	●		●	●			80	80	343
TIAA	New York	NY	●	●	●	●	●	●	●	●	●		100	100	84
Tiffany & Co.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	590
TJX Companies Inc., The	Framingham	MA	●	●	●		●	●	●	●	●		90	90	85
T-Mobile USA Inc.	Bellevue	WA	●	●	●	●	●	●	●	●	●		100	100	
Toll Brothers Inc.	Horsham	PA	●	●	●			●	●				60	20	480
Toyota Motor North America Inc.	Plano	TX	●	●	●	●	●	●	●	●	●		100	100	
TPG Global LLC	Fort Worth	TX	●	●	●	●	●	●	●	●	●		100	100	
Tractor Supply Company	Brentwood	TN											0	20	391
Transamerica Corp., The	Cedar Rapids	IA	●	●	●	●	●	●	●	●	●		100	100	
TransUnion	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	973
TravelCenters of America	Westlake	OH	◕										10	10	465
Travelers Companies Inc., The	New York	NY	●	●	●	●	●	●	●	●	●		100	100	106

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Employer	**Headquarters Location**	**State**	**1a**	**1b**	**2a**	**2b**	**2c**	**3a**	**3b**	**3c**	**3d**	**4**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
Travelport Ltd.	Atlanta	GA	●	●	●	●							50	45	
TreeHouse Foods Inc.	Oak Brook	IL	◕	◕									20	20	446
TripAdvisor Inc.	Needham	MA	●	●	●	●	●	●	●	●	●		100	100	
Troutman Sanders LLP	Atlanta	GA	●	●	●	●	●	●	●	●	●		100	100	
True Value Co. LLC	Chicago	IL	●	●	●			●	●	●			75	80	955
Tufts Health Plan	Watertown	MA	●	●	●	●	●	●	●	●	●		100	100	
Turner Construction Co.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Twitter Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	844
Tyson Foods Inc.	Springdale	AR	●	●	●		●	●	●	●			85	90	80
U.S. Bancorp	Minneapolis	MN	●	●	●	●	●	●	●	●	●		100	100	122
U.S. Cellular	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
Uber Technologies Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	
UBS AG	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
UGI Corp.	King of Prussia	PA	◕	◕									20	20	457
Ulta Salon, Cosmetics & Fragrance	Bolingbrook	IL	◕	◕									20		471
Ultimate Software	Weston	FL	●	●	●		●	●	●	●	●		90	90	
Under Armour Inc.	Baltimore	MD	●	●	●	●	●	●	●	●	●		100	100	527
Unilever	Englewood Cliffs	NJ	●	●	●	●	●	●	●	●	●		100	100	
Union Pacific Corp.	Omaha	NE	●	●	●	◖	●	●	●	●	●		95	80	141
Unisys Corp.	Blue Bell	PA	●	●	●	●	●	●					70	60	784
United Airlines Holdings, Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	81
United Natural Foods Inc.	Providence	RI	◕	◕									20	20	319
United Parcel Service Inc.	Atlanta	GA	●	●	●	●	●	●	●	●	●		100	100	44
United Rentals Inc.	Stamford	CT	●	●	●	●							50	50	424
United Services Automobile Association	San Antonio	TX	●	●	●	●	●	●	●	●	●		100	100	100
United States Steel Corp.	Pittsburgh	PA	●	●	●	●	●	●	●	●	●		100	20	246
United Technologies Corp.	Farmington	CT	●	●	●	●	●	●	●	●	●		100	100	51
UnitedHealth Group Inc.	Minnetonka	MN	●	●	●	●	●	●	●	●	●		100	100	5
Univar Solutions Inc.	Downers Grove	IL	●	●	●	●	◖		●	●	●		85	60	349
Universal Health Services, Inc.	King of Prussia	PA	◕	◕									20	10	268
University of Phoenix	Phoenix	AZ	●	●	●	●	●	●	●	●	●		100	100	

Ratings and Criteria Breakdowns

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.

			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**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
Univision Communications Inc.	Miami	FL	●	●	●	●	●	●	●	●	●		100	100	729
Unum Group	Chattanooga	TN	●	●	●	●	●	●	●	●	●		100	100	267
UPMC Health Plan	Pittsburgh	PA	●	●	●	●	●	●	●	●	●		100	100	
Urban Outfitters Inc.	Philadelphia	PA	●	●	●		●		●	●			75	75	645
US Foods Inc.	Rosemont	IL	◕	◕	●								30	45	121
USG Corp.	Chicago	IL	●	●	●								40	40	708
Valero Energy Corp.	San Antonio	TX	◑	◑									20	20	31
Vanguard Group Inc.	Malvern	PA	●	●	●	●	●	●	●	●	●		100	100	
Veritas Technologies LLC	Mountain View	CA	●	●			◖		●	◕	●		60	60	
Veritiv	Atlanta	GA	◑	◑									20	20	346
Verizon Communications Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	90	16
VERMEG SARL	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Vertex Pharmaceuticals Inc.	Boston	MA	●	●	●	●	●	●	●	●	●		100		831
VF Corp.	Greensboro	NC	●	●	●	●	●	●	●	●	●		100	100	242
Viacom Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	221
Vinson & Elkins LLP	Houston	TX	●	●	●	●	●	●	●	●	●		100	100	
Virgin Orbit	Long Beach	CA	●	●	●	●	●	●	●	●			95	50	
Visa	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	161
Vision Service Plan	Rancho Cordova	CA	◕	◕	●				●				40	45	
Vistra Energy	Irving	TX	◑	◑									20	20	499
Vivint Smart Home Inc.	Provo	UT	●	●	●		●	●	●	●			85		
VMware Inc.	Palo Alto	CA	●	●	●	●	●	●	●	●	●		100	100	
Volkswagen Group of America Inc.	Herndon	VA	●	●	●		●	●	●	●	●		90	90	
Vorys, Sater, Seymour and Pease LLP	Columbus	OH	●	●	●	●	●	●	●	●	●		100	100	
Vox Media Inc.	Washington	DC	●	●	●	●	●	●	●	●	●		100	100	
Voya Financial	New York	NY	●	●	●	●	●	●	●	●	●		100	100	307
W.R. Berkley	Greenwich	CT	◑	◑									20	10	369
W.W. Grainger Inc.	Lake Forest	IL	●	●	●	●	●	●	●	●	●		100	100	287
Wachtell, Lipton, Rosen & Katz	New York	NY	●	●	●		●	●	●	●	●		90	90	
Waddell & Reed Financial Inc.	Overland Park	KS	●	●	●	●	●	●	●	●			95	45	
Walgreen Co.	Deerfield	IL	●	●	●	●	●	●	●	●	●		100	100	19

Ratings and Criteria Breakdowns

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.

			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**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
Walmart Inc.	Bentonville	AR	●	●	●	●	●	●	●	●	●		100	100	1
Walt Disney Co., The	Burbank	CA	●	●	●	●	●	●	●	●	●		100	100	55
Warby Parker	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Warner Media	New York	NY	●	●	●	●	●	●	●	●	●		100	100	98
Warner Music Group	New York	NY	●	●	●	●	●	●	●	●	●		100		
Washington Permanente Medical Group	Renton	WA	●	●	●	●	●	●	●	◕	●		95	95	
Waste Management Inc.	Houston	TX	●	●	●		●	●	●	●	●		90	90	202
Wawa Inc.	Wawa	PA	●	●	●	●	●	●	●	●	●		100	95	
Wayfair	Boston	MA	●	●	●	●	◖		●	●	●		85		545
WE Communications	Bellevue	WA	●	●	●	●	●	●	●	●	●		100	100	
WEC Energy Group	Milwaukee	WI	◕	◕	●				●				40	40	372
Weil, Gotshal & Manges LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
WellCare Health Plans Inc.	Tampa	FL	●	●	●	●	●	●	●	●	●		100	100	170
Wellmark Inc.	Des Moines	IA	●	●	●	●	●	●	●	●	●		100	100	
Wells Fargo & Co.	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	26
Wendy's Co., The	Dublin	OH	●	●	●	●	●	●	●	●	●		100	80	999
WESCO International Inc.	Pittsburgh	PA	●	●	●	◖							45	40	370
West Monroe Partners LLC	Chicago	IL	●	●	●	●	●	●	●	●			95	75	
Western & Southern Financial Group	Cincinnati	OH											0	0	476
Western Digital Corp.	San Jose	CA	●	●	●	●	●	●	●	●	●		100	100	158
Western Union Co., The	Englewood	CO	●	●	●	●		●	●	◕			80	50	494
Westlake Chemical	Houston	TX	◕	◕									20		352
WestRock	Atlanta	GA	●	●	●	●	●	●		●	●		90	75	194
Weyerhaeuser Co.	Seattle	WA	●	●	●	●	●	●	●	●			95	95	394
Whirlpool Corp.	Benton Harbor	MI	●	●	●	●	●	●	●	●	●		100	100	140
White & Case LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Wiley Rein LLP	Washington	DC	●	●	●	●	●	●	●	●	●		100	100	
William Blair & Company LLC	Chicago	IL	●	●	●	◖	●	●	●	●	●		95		
Williams Companies Inc.	Tulsa	OK	●	●	●	●		●	●	●	●		90	70	353
Williams Mullen	Richmond	VA	●	●	●	●	●	●	●	●	●		100	100	
Williams-Sonoma Inc.	San Francisco	CA	●	●	●		●	●	●	●	●		90	90	508

Ratings and Criteria Breakdowns

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.

			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**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
Willis Towers Watson	Arlington	VA	●	●	●	●	●	●	●	●	●		100	100	626
Willkie Farr & Gallagher LLP	New York	NY	●	●	●		●	●	●	●			85	85	
Wilmer Cutler Pickering Hale & Dorr LLP	Washington	DC	●	●	●	●	●	●	●	●	●		100	100	
Wilson Sonsini Goodrich & Rosati PC	Palo Alto	CA	●	●	●	●	●	●	●	●	●		100	95	
Windstream Corp.	Little Rock	AR	●	●	●		●	●	●				70	20	474
Winn-Dixie Stores Inc.	Jacksonville	FL	◕		●				●				30	35	363
Winston & Strawn LLP	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
Wipro Ltd.	East Brunswick	NJ	●	●	●	◖	●	●	●	●			90	95	
Womble Bond Dickinson (US) LLP	Winston-Salem	NC	●	●	●	●	●	●	●	●	●		100	100	
Workday Inc.	Pleasanton	CA	●	●	●	●	●	●	●	●	●		100	100	925
World Fuel Services	Miami	FL	◕	◕									20	20	91
WPP Group USA	New York	NY	●	●	●	●	◖	●	●	◕			85	75	
Wyndham Destinations	Orlando	FL	●	●	●	●	●	●	●	●	●		100	95	479
Wyndham Hotels & Resorts Inc.	Parsippany	NJ	●	●	●	●	●	●	●	●	●		100	100	
Wynn Resorts Ltd.	Las Vegas	NV	●	●	●		●	●	●	●	●		90	90	447
Xcel Energy Inc.	Minneapolis	MN	●	●	●	●	●	●	●	●	●		100	100	266
Xerox Corp.	Norwalk	CT	●	●	●	●	●	●	●	●	●		100	100	291
XPO Logistics	Greenwich	CT	●	●	●		●	●	●	●			85	20	186
Xylem Inc.	Rye Brook	NY	●	●	●	●	●	●	●	●	●		100	75	547
Yelp Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	
Yext Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100		
Young's Market Co.	Tustin	CA	●	●	●			●	●	●			75	75	
YRC Worldwide Inc.	Overland Park	KS	◕		●								20	10	532
Yum China Holdings	Plano	TX	●	●									30	10	397
Yum! Brands Inc.	Louisville	KY	●	●	●			●	●	●	●		80	70	472
Zendesk Inc	San Francisco	CA	●	●	●	●	●	●	●	●	●		100		
Zillow Group	Seattle	WA	●	●	●	●	●	●	●	●	●		100	95	
Zimmer Biomet Holdings Inc.	Warsaw	IN	◕	◕									20	20	361
ZS Associates Inc.	Evanston	IL	●	●	●	●	●	●	●	●	●		100	100	
Zurich North America	Schaumburg	IL	●	●	●	◖	●	●	●	●			90	80	

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.

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)**

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: 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	-25 points 4	Rating: 2020 CEI Rating	2019 CEI Rating	Fortune 1000
ADVERTISING AND MARKETING															
Digitas	Boston	MA	●	●	●	●	●	●	●	●	●		100	100	
Epsilon Data Management LLC	Irving	TX	●	●	●	●	●	●	●	●	●		100		
Fleishman-Hillard Inc.	St. Louis	MO	●	●	●	●	●	●	●	●	●		100	100	
Interpublic Group of Companies Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	359
Leo Burnett Company Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
MSLGROUP Americas	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
National CineMedia Inc.	Centennial	CO	●	●	●	●	●	●	●	●	●		100	75	
Nielsen	New York City	NY	●	●	●	●	●	●	●	●	●		100	100	
Ogilvy Group Inc., The	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Omnicom Group	New York	NY	●	●	●	●	●	●	●	●	●		100	100	188
Publicis Healthcare Communications	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Publicis Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Publicis Media	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Publicis Sapient	Boston	MA	●	●	●	●	●	●	●	●	●		100	100	
Quantcast Corp.	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	
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	100	
Daniel J. Edelman Inc.	New York	NY	●	●	●		●	●	●	●	●		90	90	
WPP Group USA	New York	NY	●	●	●	●	◐	●	●	◕			85	75	
Emmis Communications Corporation	Indianapolis	IN	◕	◕	●			●	●				50	30	
AEROSPACE AND DEFENSE															
Airbus Americas Inc.	Herndon	VA	●	●	●	●	●	●	●	●	●		100	100	
BAE Systems Inc.	Arlington	VA	●	●	●	●	●	●	●	●	●		100	85	
L3 Harris Technologies	Melbourne	FL	●	●	●	●	●	●	●	●	●		100	100	407
Leidos Holdings	Reston	VA	●	●	●	●	●	●	●	●	●		100	85	292
Lockheed Martin Corp.	Bethesda	MD	●	●	●	●	●	●	●	●	●		100	100	59
Northrop Grumman Corp.	Falls Church	VA	●	●	●	●	●	●	●	●	●		100	100	118
Rolls-Royce North America (USA) Holdings Co.	Reston	VA	●	●	●	●	●	●	●	●	●		100	100	

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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			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**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
Science Applications International Corp.	Reston	VA	●	●	●	●	●	●	●	●	●		100	100	559
Virgin Orbit	Long Beach	CA	●	●	●	●	●	●	●	●			95	50	
Huntington Ingalls Industries	Newport News	VA	●	●	●	◖	●	●	●	◕	●		90	90	381
Raytheon Co.	Waltham	MA	●	●	●		●	●	●	●	●		90	90	119
Battelle Memorial Institute Inc.	Columbus	OH	●	●	●		●		●	◕	●		75		
General Dynamics Corp.	Falls Church	VA	●	●	●			●	●				60	75	99
Honeywell International Inc.	Morris Plains	NJ	●	●	●			●	●				60	55	77
Textron Inc.	Providence	RI	●		●						●		30	30	
AIRLINES															
American Airlines	Fort Worth	TX	●	●	●	●	●	●	●	●	●		100	100	71
Southwest Airlines Co.	Dallas	TX	●	●	●	●	●	●	●	●	●		100	100	142
United Airlines Holdings, Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	81
Alaska Airlines	Seattle	WA	●	●	●		●	●	●	●	●		90	90	355
JetBlue Airways Corp.	Long Island City	NY	●	●	●		●	●	●	●	●		90	90	402
Delta Air Lines Inc.	Atlanta	GA	●	●	●		◖	●	●	●	●		85	85	75
Hawaiian Airlines Inc.	Honolulu	HI	●	●	●	●	●		●	●			85	85	794
SkyWest Inc.	St. George	UT	●	●	●			●	●	◕			70	70	707
APPAREL, FASHION, TEXTILES, DEPT. STORES															
Adidas North America Inc.	Portland	OR	●	●	●	●	●	●	●	●	●		100	100	
Levi Strauss & Co.	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	530
Nike Inc.	Beaverton	OR	●	●	●	●	●	●	●	●	●		100	100	89
PVH Corp.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	332
Ralph Lauren Corp.	New York	NY	●	●	●	●	●	●	●	●	●		100	90	421
Under Armour Inc.	Baltimore	MD	●	●	●	●	●	●	●	●	●		100	100	527
VF Corp.	Greensboro	NC	●	●	●	●	●	●	●	●	●		100	100	242
Warby Parker	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Tailored Brands Inc.	Houston	TX	●	●	●	●	●	●	●	●			95	95	699
Aero OpCo LLC	Lyndhurst	NJ	●	●	●	●	●	●		●	●		90	90	950
Ascena Retail Group Inc.	Mahwah	NJ	●	●	●		●	●	●	●	●		90	90	423
Guess? Inc.	Los Angeles	CA	●	●	●		●	●	●	●	●		90	85	859
Kering Americas Inc.	New York	NY	●	●	●	●	●		●	●	●		90	85	

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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			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**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
Urban Outfitters Inc.	Philadelphia	PA	●	●	●		●		●	●			75	75	645
American Apparel LLC	Los Angeles	CA	●	●	●		◖	●	●		●		70	80	
L.L. Bean Inc.	Freeport	ME	●	●	●			●					50	40	
AUTOMOTIVE															
Cooper Tire & Rubber Co.	Findlay	OH	●	●	●	●	●	●	●	●	●		100	75	759
Hyundai Motor America	Fountain Valley	CA	●	●	●	●	●	●	●	●	●		100	100	
Subaru of America Inc.	Cherry Hill	NJ	●	●	●	●	●	●	●	●	●		100	100	
Tesla Inc.	Palo Alto	CA	●	●	●	●	●	●	●	●	●		100	100	260
Toyota Motor North America Inc.	Plano	TX	●	●	●	●	●	●	●	●	●		100	100	
Bridgestone Americas Holding Inc.	Nashville	TN	●	●	●		●	●	●	●	●		90	90	
Dana Inc.	Maumee	OH	●	●	●		●	●	●	●	●		90	75	393
Ford Motor Co.	Dearborn	MI	●	●	●		●	●	●	●	●		90	90	11
Goodyear Tire & Rubber Co.	Akron	OH	●	●	●		●	●	●	●	●		90	90	187
Lear Corp.	Southfield	MI	●	●	●		●	●	●	●	●		90	90	148
Nissan North America Inc.	Franklin	TN	●	●	●		●	●	●	●	●		90	90	
Volkswagen Group of America Inc.	Herndon	VA	●	●	●		●	●	●	●	●		90	90	
Group 1 Automotive	Houston	TX	◕		●								20	25	273
American Axle & Manufacturing	Detroit	MI	◕	◕									20		449
Asbury Automotive Group	Duluth	GA	◕	◕									20	20	434
Autoliv Inc.	Auburn Hills	MI	◕	◕									20	10	289
Genuine Parts Co.	Atlanta	GA	◕	◕									20	0	177
Paccar Inc.	Bellevue	WA	◕	◕									20	20	155
Penske Automotive Group Inc.	Bloomfield Hills	MI	◕	◕									20	0	139
Lithia Motors, Inc.	Medford	OR											0	10	294
LKQ Corp.	Chicago	IL											0	20	300
Sonic Automotive Inc.	Charlotte	NC											0	0	298
Thor Industries Inc.	Elkhart	IN											0		392
BANKING AND FINANCIAL SERVICES															
AllianceBernstein LP	Nashville	TN	●	●	●	●	●	●	●	●	●		100	100	
Ally Financial Inc.	Detroit	MI	●	●	●	●	●	●	●	●	●		100	100	299
American Express Company	New York	NY	●	●	●	●	●	●	●	●	●		100	100	86

Ratings by Industry, Descending Score

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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Employer	**Headquarters Location**	**State**	**1a**	**1b**	**2a**	**2b**	**2c**	**3a**	**3b**	**3c**	**3d**	**4**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
AQR Capital Management LLC	Greenwich	CT	●	●	●	●	●	●	●	●	●		100	100	
Bank of New York Mellon Corp., The	New York	NY	●	●	●	●	●	●	●	●	●		100	100	175
Bank of the West	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	
Barclays	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
BB&T Corp.	Winston-Salem	NC	●	●	●	●	●	●	●	●	●		100	90	250
BBVA USA	Birmingham	AL	●	●	●	●	●	●	●	●	●		100	100	686
BlackRock	New York	NY	●	●	●	●	●	●	●	●	●		100	100	237
Blackstone Group LP, The	New York	NY	●	●	●	●	●	●	●	●	●		100	100	398
Bloomberg LP	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
BMO Bankcorp Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
BNP Paribas	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Bridgewater Associates LP	Westport	CT	●	●	●	●	●	●	●	●	●		100		
Broadridge Financial Solutions Inc.	Lake Success	NY	●	●	●	●	●	●	●	●	●		100	100	592
Brown Advisory	Baltimore	MD	●	●	●	●	●	●	●	●	●		100		
Brown Brothers Harriman & Co.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Capital Group Companies Inc., The	Los Angeles	CA	●	●	●	●	●	●	●	●	●		100	100	
Capital One Financial Corp.	McLean	VA	●	●	●	●	●	●	●	●	●		100	100	101
Carlyle Group LP, The	Washington	DC	●	●	●	●	●	●	●	●	●		100	100	631
Charles Schwab & Co. Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	330
CIT Group Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	95	658
Citigroup Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	32
Citizens Financial Group	Providence	RI	●	●	●	●	●	●	●	●	●		100	20	435
CME Group Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	641
Comerica Inc.	Dallas	TX	●	●	●	●	●	●	●	●	●		100	100	702
Credit Suisse USA Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Depository Trust & Clearing Corp., The	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Deutsche Bank	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Discover Financial Services	Riverwoods	IL	●	●	●	●	●	●	●	●	●		100	100	263
E*TRADE Financial Corp.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	841
Eastern Bank Corp.	Boston	MA	●	●	●	●	●	●	●	●	●		100	100	

Ratings by Industry, Descending Score

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			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**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
Eaton Vance	Boston	MA	●	●	●	●	●	●	●	●	●		100	90	
Edward Jones	Des Peres	MO	●	●	●	●	●	●	●	●	●		100	100	376
Federal Home Loan Mortgage Corp. (Freddie Mac)	McLean	VA	●	●	●	●	●	●	●	●	●		100	100	38
Federal National Mortgage Association (Fannie Mae)	Washington	DC	●	●	●	●	●	●	●	●	●		100	100	21
Federal Reserve Bank of Atlanta	Atlanta	GA	●	●	●	●	●	●	●	●	●		100	95	
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	100	
Federal Reserve Bank of New York	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Federal Reserve Bank of Philadelphia	Philadelphia	PA	●	●	●	●	●	●	●	●	●		100	100	
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	326
Fifth Third Bancorp	Cincinnati	OH	●	●	●	●	●	●	●	●	●		100	100	366
Financial Industry Regulatory Authority Inc.	Washington	DC	●	●	●	●	●	●	●	●	●		100	100	
First American Financial Corp.	Santa Ana	CA	●	●	●	●	●	●	●	●	●		100	100	483
Franklin Templeton Investments	San Mateo	CA	●	●	●	●	●	●	●	●	●		100	100	441
Global Payments Inc.	Atlanta	GA	●	●	●	●	●	●	●	●	●		100	85	605
Goldman Sachs Group Inc., The	New York	NY	●	●	●	●	●	●	●	●	●		100	100	70
H&R Block Inc.	Kansas City	MO	●	●	●	●	●	●	●	●	●		100	85	726
HSBC USA	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Huntington Bancshares Inc.	Columbus	OH	●	●	●	●	●	●	●	●	●		100	100	544
Janus Henderson Investors	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
John Hancock Financial Services Inc.	Boston	MA	●	●	●	●	●	●	●	●	●		100	100	192
JPMorgan Chase & Co.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	20
Kabbage Inc.	Atlanta	GA	●	●	●	●	●	●	●	●	●		100		
KeyCorp	Cleveland	OH	●	●	●	●	●	●	●	●	●		100	100	412
KKR & Co. LP	New York	NY	●	●	●	●	●	●	●	●	●		100	100	470

Ratings by Industry, Descending Score

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- **2a** Equivalency in same- and different-sex spousal medical and soft benefits **(10 points)**
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Employer	**Headquarters Location**	**State**	**1a**	**1b**	**2a**	**2b**	**2c**	**3a**	**3b**	**3c**	**3d**	**4**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
Legg Mason Inc.	Baltimore	MD	●	●	●	●	●	●	●	●	●		100	100	750
LPL Financial Holdings Inc.	Boston	MA	●	●	●	●	●	●	●	●	●		100	100	582
M&T Bank Corp.	Buffalo	NY	●	●	●	●	●	●	●	●	●		100	100	467
Macquarie Group Ltd.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Mastercard	Purchase	NY	●	●	●	●	●	●	●	●	●		100	100	236
Mesirow Financial Holdings Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
Moody's Corp.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	585
Morgan Stanley	New York	NY	●	●	●	●	●	●	●	●	●		100	100	67
Morningstar Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
MUFG Union Bank, N.A.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
NASDAQ Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	608
Nomura Holding America Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	95	
Northern Trust Corp.	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	486
Northwestern Mutual Life Insurance	Milwaukee	WI	●	●	●	●	●	●	●	●	●		100	100	104
OppenheimerFunds Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
PIMCO LLC	Newport Beach	CA	●	●	●	●	●	●	●	●	●		100	100	
PNC Financial Services Group Inc., The	Pittsburgh	PA	●	●	●	●	●	●	●	●	●		100	100	165
Prudential Financial Inc.	Newark	NJ	●	●	●	●	●	●	●	●	●		100	100	52
Raymond James Financial Inc.	St. Petersburg	FL	●	●	●	●	●	●	●	●	●		100	90	431
RBC Capital Markets LLC	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
RBC Wealth Management	Minneapolis	MN	●	●	●	●	●	●	●	●	●		100	100	
Regions Financial Corp.	Birmingham	AL	●	●	●	●	●	●	●	●	●		100	85	460
Robert W. Baird & Co. Incorporated	Milwaukee	WI	●	●	●	●	●	●	●	●	●		100	100	
Rockland Trust Co.	Rockland	MA	●	●	●	●	●	●	●	●	●		100	100	
S&P Global Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	463
Seacoast National Bank	Stuart	FL	●	●	●	●	●	●	●	●	●		100		
Société Générale	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Standard Chartered	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
State Street Corp.	Boston	MA	●	●	●	●	●	●	●	●	●		100	100	259
Sumitomo Mitsui Banking Corporation	New York	NY	●	●	●	●	●	●	●	●	●		100	100	

Ratings by Industry, Descending Score

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Employer	**Headquarters Location**	**State**	**1a**	**1b**	**2a**	**2b**	**2c**	**3a**	**3b**	**3c**	**3d**	**4**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
SunTrust Banks Inc.	Atlanta	GA	●	●	●	●	●	●	●	●	●		100	100	303
Synchrony	Stamford	CT	●	●	●	●	●	●	●	●	●		100	100	173
T. Rowe Price Associates Inc.	Baltimore	MD	●	●	●	●	●	●	●	●	●		100	100	540
TD Ameritrade	Omaha	NE	●	●	●	●	●	●	●	●	●		100	100	630
TD Bank, N.A.	Cherry Hill	NJ	●	●	●	●	●	●	●	●	●		100	100	889
TD Securities (USA) LLC	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
TIAA	New York	NY	●	●	●	●	●	●	●	●	●		100	100	84
TPG Global LLC	Fort Worth	TX	●	●	●	●	●	●	●	●	●		100	100	
TransUnion	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	973
U.S. Bancorp	Minneapolis	MN	●	●	●	●	●	●	●	●	●		100	100	122
UBS AG	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
United Services Automobile Association	San Antonio	TX	●	●	●	●	●	●	●	●	●		100	100	100
Vanguard Group Inc.	Malvern	PA	●	●	●	●	●	●	●	●	●		100	100	
Visa	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	161
Voya Financial	New York	NY	●	●	●	●	●	●	●	●	●		100	100	307
Wells Fargo & Co.	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	26
Federal Reserve Bank of Kansas City	Kansas City	MO	●	●	●	●	●	●	●	◕	●		95		
Waddell & Reed Financial Inc.	Overland Park	KS	●	●	●	●	●	●	●	●			95	45	
William Blair & Company LLC	Chicago	IL	●	●	●	◖	●	●	●	●	●		95		
Ameriprise Financial Inc.	Minneapolis	MN	●	●	●		●	●	●	●	●		90	90	252
Navient	Wilmington	DE	●	●	●		●	●	●	●	●		90	85	515
Old National Bank	Evansville	IN	●	●	●	●	◖	●	●	◕	●		90		
CNO Financial Group Inc.	Carmel	IN	●	●	●		●	●	●	◕	●		85		580
Empower Retirement	Greenwood Village	CO	●	●	●	●	●	●	●		●		85		
Fidelity Investments	Boston	MA	●	●	●		●	●	●	●			85	90	
Invesco Ltd.	Atlanta	GA	●	●	●	●		●	●	●			85	45	
Mercedes-Benz Financial Services USA LLC (MBFS)	Farmington Hills	MI	●	●	●		●	●	●	●			85	75	
Pacific Life Insurance Co.	Newport Beach	CA	●	●	●	●	●	●		◕	●		85	80	313
Securian Financial Group Inc.	St. Paul	MN	●	●	●		●	●	●	●			85		462
Lord, Abbett & Co. LLC	Jersey City	NJ	●	●	●	◖		●	●	●			80		

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			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**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
Western Union Co., The	Englewood	CO	●	●	●	●		●	●	◕			80	50	494
Bank of America Corp.	Charlotte	NC	●	●	●	●	●	●	●	●	●	●	75	75	24
First Horizon National Corp.	Memphis	TN	●	●	●		◐	●	●	◕			75	75	927
Alliance Data Systems Corp.	Columbus	OH	●	●	●	◐			●	◕			65	85	365
CIBC Bank USA	New York	NY	●	●		●		●	●				60	65	
Loews Corp.	New York	NY	●	●	●					◕	●		55	55	217
SLM Corp. (Sallie Mae)	Newark	DE	●	●	●	◐		●					55	55	417
CoreLogic	Irvine	CA	◕	◕	●			●	●				50	50	998
Fidelity National Financial Corp.	Jacksonville	FL	◕	◕									20	20	302
Intercontinental Exchange	Atlanta	GA	◕	◕									20	0	477
INTL FCStone Inc.	New York	NY	◕	◕									20	10	103
A-Mark Precious Metals	El Segundo	CA											0	0	404
HRG Group	New York	NY											0	10	422
Leucadia National Corporation	New York	NY											0	0	241
CHEMICALS AND BIOTECHNOLOGY															
BASF Corp.	Florham Park	NJ	●	●	●	●	●	●	●	●	●		100	100	
Biogen	Cambridge	MA	●	●	●	●	●	●	●	●	●		100	100	245
Celanese Corp.	Irving	TX	●	●	●	●	●	●	●	●	●		100	100	455
Corteva Agriscience	Wilmington	DE	●	●	●	●	●	●	●	●	●		100		
Dow	Midland	MI	●	●	●	●	●	●	●	●	●		100	100	62
Ecolab Inc.	St. Paul	MN	●	●	●	●	●	●	●	●	●		100	100	215
FMC Corp.	Philadelphia	PA	●	●	●	●	●	●	●	●	●		100		673
Genentech Inc.	South San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	
Illumina	San Diego	CA	●	●	●	●	●	●	●	●	●		100		781
PolyOne Corporation	Avon Lake	OH	●	●	●	●	●	●	●	●	●		100	90	672
Roche Diagnostics Corp.	Indianapolis	IN	●	●	●	●	●	●	●	●	●		100		
Thermo Fisher Scientific Inc.	Waltham	MA	●	●	●	●	●	●	●	●	●		100	100	144
Sherwin-Williams Co., The	Cleveland	OH	●	●	●	●	●	●	●	●			95	80	190
Eastman Chemical Co.	Kingsport	TN	●	●	●		●	●	●	●	●		90	90	310
EMD Serono, MilliporeSigma, and EMD Performance Materials	Burlington	MA	●	●	●	●	●		●	●	●		90		

Ratings by Industry, Descending Score

CEI Rating Criteria

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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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			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**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
Lubrizol Corp.	Wickliffe	OH	●	●	●	◐	●	●	●	◕	●		90	85	423
PPG Industries Inc.	Pittsburgh	PA	●	●	●		●	●	●	●	●		90	90	191
Univar Solutions Inc.	Downers Grove	IL	●	●	●	●	◐		●	●	●		85	60	349
Firmenich Inc.	Plainsboro	NJ	●	●	●	◐	●		●	●			80		
The Chemours Company	Wilmington	DE	●	●	●		◐	●	●	◕	●		80	75	451
Agilent Technologies Inc.	Santa Clara	CA	●	●	●	●	●	●			●		75	85	558
Ashland Inc.	Covington	KY	●	●	●								40	40	705
Huntsman Corp.	The Woodlands	TX	●	●	●								40	45	282
Westlake Chemical	Houston	TX	◕	◕									20		352
Quintiles Transnational	Durham	NC											0	20	304
COLLEGES AND UNIVERSITIES															
University of Phoenix	Phoenix	AZ	●	●	●	●	●	●	●	●	●		100	100	
COMPUTER AND DATA SERVICES															
Arrow Electronics	Centennial	CO	●	●	●	●	●	●	●	●	●		100	100	113
Black Knight Inc.	Jacksonville	FL	●	●	●	●	●	●	●	●	●		100	70	
Citrix Systems Inc.	Fort Lauderdale	FL	●	●	●	●	●	●	●	●	●		100	100	753
Dell Technologies Inc.	Round Rock	TX	●	●	●	●	●	●	●	●	●		100	100	35
Dropbox Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	
Experian North America	Costa Mesa	CA	●	●	●	●	●	●	●	●	●		100	100	
FactSet Research Systems Inc.	Norwalk	CT	●	●	●	●	●	●	●	●	●		100	100	
HERE North America LLC	Chicago	IL	●	●	●	●	●	●	●	●	●		100	90	
Hewlett Packard Enterprise Co.	San Jose	CA	●	●	●	●	●	●	●	●	●		100	80	107
Information Resources Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●		100		
LENOVO (UNITED STATES) INC.	Morrisville	NC	●	●	●	●	●	●	●	●	●		100	100	
Medidata Solutions Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Palo Alto Networks	Santa Clara	CA	●	●	●	●	●	●	●	●	●		100	95	
Rackspace	San Antonio	TX	●	●	●	●	●	●	●	●	●		100	100	970
Tech Data Corp.	Clearwater	FL	●	●	●	●	●	●	●	●	●		100	100	83
Western Digital Corp.	San Jose	CA	●	●	●	●	●	●	●	●	●		100	100	158
NetApp Inc.	Sunnyvale	CA	●	●	●	●	◐	●	●	◕	●		90	85	495

Ratings by Industry, Descending Score

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			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**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
Infosys Limited Inc.	Plano	TX	●	●	●	●	●		●	●			85	50	
Insight Enterprises Inc.	Tempe	AZ	●	●	●		●	●	●				70	60	417
DXC Technology	Tysons	VA	●	●	●	●			●				60	60	374
Travelport Ltd.	Atlanta	GA	●	●	●	●							50	45	
GlassBridge Enterprises, Inc.	Oakdale	MN	●	●									30	30	923
COMPUTER HARDWARE AND OFFICE EQUIPMENT															
Apple Inc.	Cupertino	CA	●	●	●	●	●	●	●	●	●		100	100	4
CDW Corp.	Lincolnshire	IL	●	●	●	●	●	●	●	●	●		100	100	189
Cisco Systems Inc.	San Jose	CA	●	●	●	●	●	●	●	●	●		100	100	62
HP Inc.	Palo Alto	CA	●	●	●	●	●	●	●	●	●		100	90	58
Ingram Micro	Irvine	CA	●	●	●	●	●	●	●	●	●		100	90	64
Lexmark International Inc.	Lexington	KY	●	●	●	●	●	●	●	●	●		100	100	638
Seagate Technology plc	Cupertino	CA	●	●	●	●	●	●	●	●	●		100	100	
Xerox Corp.	Norwalk	CT	●	●	●	●	●	●	●	●	●		100	100	291
SYNNEX Corp.	Fremont	CA	●	●	●	●	◖	●	●	●	●		95	95	169
Avnet Inc.	Phoenix	AZ	●	●	●		●	●		●	●		80	65	128
WESCO International Inc.	Pittsburgh	PA	●	●	●	◖							45	40	370
Software House International	Somerset	NJ	◕	◕	●								30	10	
Anixter International Inc.	Glenview	IL	◕	◕									20	20	357
COMPUTER SOFTWARE															
Adobe Systems Inc.	San Jose	CA	●	●	●	●	●	●	●	●	●		100	100	389
Atlassian	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	95	
Autodesk Inc.	San Rafael	CA	●	●	●	●	●	●	●	●	●		100	100	945
Box Inc.	Redwood City	CA	●	●	●	●	●	●	●	●	●		100	100	
CA Technologies Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100		598
Intuit Inc.	Mountain View	CA	●	●	●	●	●	●	●	●	●		100	100	516
Medallia Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	
Microsoft Corp.	Redmond	WA	●	●	●	●	●	●	●	●	●		100	100	30
NCR Corp.	Atlanta	GA	●	●	●	●	●	●	●	●	●		100	100	432
NortonLifeLock	Mountain View	CA	●	●	●	●	●	●	●	●	●		100	100	586

Ratings by Industry, Descending Score

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			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**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
Nuance Communications	Burlington	MA	●	●	●	●	●	●	●	●	●		100	100	971
Oracle Corp.	Redwood City	CA	●	●	●	●	●	●	●	●	●		100	100	82
Salesforce	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	285
SAP America Inc.	Newtown Square	PA	●	●	●	●	●	●	●	●	●		100	100	
Uber Technologies Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	
VERMEG SARL	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
VMware Inc.	Palo Alto	CA	●	●	●	●	●	●	●	●	●		100	100	
Workday Inc.	Pleasanton	CA	●	●	●	●	●	●	●	●	●		100	100	925
Zendesk Inc	San Francisco	CA	●	●	●	●	●	●	●	●	●		100		
Mozilla Corporation	Mountain View	CA	●	●	●	●	●	●	●	●			95	95	
New Relic Inc.	San Francisco	CA	●	●	●	●	●	●	●	●			95	95	
PROS	Houston	TX	●	●	●	●	●	●	●	●			95	75	
AthenaHealth Inc.	Watertown	MA	●	●	●	●	◐	●	●	●			90	100	
PTC Inc	Boston	MA	●	●	●		●	●	●	●	●		90		
Ultimate Software	Weston	FL	●	●	●		●	●	●	●	●		90	90	
Relias LLC	Morrisville	NC	●	●	●	●	●	●	●				80		
Cloudera Inc.	Palo Alto	CA	●	●	●		◐	●	●		●		70	70	
Avaya Inc.	Santa Clara	CA	●	●	●	●			●				60	60	704
Veritas Technologies LLC	Mountain View	CA	●	●			◐		●	◕	●		60	60	
BMC Software Inc.	Houston	TX	●	●	●						●		45	45	915
Software AG USA Inc.	Reston	VA	◕	◕	●				●				40	40	
McAfee LLC	Santa Clara	CA	◕	◕	●				◐				35		853
Allscripts-Misys Healthcare Solutions Inc.	Chicago	IL	◕	◕	●								30	20	
CONSULTING AND BUSINESS SERVICES															
A.T. Kearney Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
Accenture	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
ADP	Roseland	NJ	●	●	●	●	●	●	●	●	●		100	100	243
Alight Solutions	Lincolnshire	IL	●	●	●	●	●	●	●	●	●		100		
AlixPartners LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Aon Corp.	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	235

Ratings by Industry, Descending Score

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Employer	**Headquarters Location**	**State**	**1a**	**1b**	**2a**	**2b**	**2c**	**3a**	**3b**	**3c**	**3d**	**4**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
Axiom Global Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100		
Bain & Co. Inc./ Bridgespan Group	Boston	MA	●	●	●	●	●	●	●	●	●		100	100	
Booz Allen Hamilton Inc.	McLean	VA	●	●	●	●	●	●	●	●	●		100	100	482
Boston Consulting Group	Boston	MA	●	●	●	●	●	●	●	●	●		100	100	
Capgemini America, INC	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
Capital Area Services Company, LLC (CASCI)	Charleston	WV	●	●	●	●	●	●	●	●	●		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	996
EAB	Washington	DC	●	●	●	●	●	●	●	●	●		100	100	
Ernst & Young LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Fujitsu America Inc.	Richardson	TX	●	●	●	●	●	●	●	●	●		100	85	
Gartner Inc.	Stamford	CT	●	●	●	●	●	●	●	●	●		100	100	697
Grant Thornton LLP	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
Guidehouse Inc.	Washington	DC	●	●	●	●	●	●	●	●	●		100	100	
Huron Consulting Group Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
IBM Corp.	Armonk	NY	●	●	●	●	●	●	●	●	●		100	100	34
IHS Markit Ltd.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Iron Mountain Inc.	Boston	MA	●	●	●	●	●	●	●	●	●		100	100	619
Kelly Services Inc.	Troy	MI	●	●	●	●	●	●	●	●	●		100	100	503
Korn Ferry	Los Angeles	CA	●	●	●	●	●	●	●	●	●		100	100	
KPMG LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
ManpowerGroup	Milwaukee	WI	●	●	●	●	●	●	●	●	●		100	100	143
Marsh & McLennan Companies Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	212
Mathematica Policy Research	Princeton	NJ	●	●	●	●	●	●	●	●	●		100		
McKinsey & Co. Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Michael Page International Inc	New York	NY	●	●	●	●	●	●	●	●	●		100		
PricewaterhouseCoopers LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Robert Half	Menlo Park	CA	●	●	●	●	●	●	●	●	●		100	100	511
RSM US LLP	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	

Ratings by Industry, Descending Score

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Employer	**Headquarters Location**	**State**	**1a**	**1b**	**2a**	**2b**	**2c**	**3a**	**3b**	**3c**	**3d**	**4**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
Slalom	Seattle	WA	●	●	●	●	●	●	●	●	●		100	100	
Thomson Reuters	Stamford	CT	●	●	●	●	●	●	●	●	●		100	100	
Willis Towers Watson	Arlington	VA	●	●	●	●	●	●	●	●	●		100	100	626
ZS Associates Inc.	Evanston	IL	●	●	●	●	●	●	●	●	●		100	100	
Pariveda Solutions Inc.	Dallas	TX	●	●	●	●	●	●	●	●			95	50	
Softchoice Corp.	Toronto	ON	●	●	●	●	●	●	●	◕	●		95	80	
West Monroe Partners LLC	Chicago	IL	●	●	●	●	●	●	●	●			95	75	
Convergys Corp.	Cincinnati	OH	●	●	●	●	◐	●	●	◕	●		90	90	772
Hitachi Consulting Corp.	Dallas	TX	●	●	●	●	●		●	●	●		90	90	
Randstad USA	Atlanta	GA	●	●	●	◐	●	●	●	●			90		
Wipro Ltd.	East Brunswick	NJ	●	●	●	◐	●	●	●	●			90	95	
CHG Healthcare Inc.	Midvale	UT	●	●	●	●	●		●	●			85	85	
Cognizant Technology Solutions Corp.	Teaneck	NJ	●	●	●				●	●	●		70	20	195
Unisys Corp.	Blue Bell	PA	●	●	●	●	●	●					70	60	784
ABM Industries Inc.	New York	NY	◕	◕									20	10	498
DIVERSIFIED OUTSOURCING SERVICES															
Conduent Inc.	Florham Park	NJ	●	●	●	●			●	●	●		80	60	466
Cintas Corp.	Cincinnati	OH	◕	◕									20		500
EDUCATION AND CHILD CARE															
Macmillan Learning	New York	NY	●	●	●	●	●	●	●	●	●		100		
Pearson Inc.	Hoboken	NJ	●	●	●	●	●	●	●	●	●		100	90	
McGraw-Hill Global Education Holdings LLC	New York	NY	●	●	●	●	●	●	●	◕	●		95	70	
Bright Horizons	Watertown	MA	●	●	●		●	●	●	●	●		90	90	
Houghton Mifflin Harcourt Co.	Boston	MA	●	●	●	●	●	●		◕	●		85	85	
ENERGY AND UTILITIES															
Alliant Energy Corp.	Madison	WI	●	●	●	●	●	●	●	●	●		100	100	682
Ameren Corp.	St. Louis	MO	●	●	●	●	●	●	●	●	●		100	100	453
American Electric Power Co. Inc.	Columbus	OH	●	●	●	●	●	●	●	●	●		100	85	185
Dominion Energy	Richmond	VA	●	●	●	●	●	●	●	●	●		100	100	233
Duke Energy Corp.	Charlotte	NC	●	●	●	●	●	●	●	●	●		100	100	125

Ratings by Industry, Descending Score

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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- **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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			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**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
Edison International	Rosemead	CA	●	●	●	●	●	●	●	●	●		100	100	244
Enbridge	Houston	TX	●	●	●	●	●	●	●	●	●		100	70	519
Exelon Corp.	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	92
National Grid USA	Waltham	MA	●	●	●	●	●	●	●	●	●		100	85	
PG&E Corp.	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	168
Portland General Electric Co.	Portland	OR	●	●	●	●	●	●	●	●	●		100	100	953
PPL Corp.	Allentown	PA	●	●	●	●	●	●	●	●	●		100	100	380
Sempra Energy	San Diego	CA	●	●	●	●	●	●	●	●	●		100	100	271
Schneider Electric	Andover	MA	●	●	●	●	●	●	●	●	●		100	100	
Southern Co.	Atlanta	GA	●	●	●	●	●	●	●	●	●		100	100	126
Xcel Energy Inc.	Minneapolis	MN	●	●	●	●	●	●	●	●	●		100	100	266
Battelle Energy Alliance (Idaho National Laboratory)	Idaho Falls	ID	●	●	●	◖	●	●	●	●	●		95	90	
EQT Corporation	Pittsburgh	PA	●	●	●	◖	●	●	●	●	●		95		683
ONEOK Inc.	Tulsa	OK	●	●	●	●	●	●	●	●			95	95	249
Direct Energy	Houston	TX	●	●	●	●	◖	●	●	●			90		
Great River Energy	Maple Grove	MN	●	●	●	●	●		●	●	●		90	85	
NiSource Inc.	Merrillville	IN	●	●	●		●	●	●	●	●		90	90	535
Williams Companies Inc.	Tulsa	OK	●	●	●	●		●	●	●	●		90	70	353
AES Corp., The	Arlington	VA	●	●	●		●	●	●	●			85	0	214
Entergy Corp.	New Orleans	LA	●	●	●		●	●	●	●			85	85	274
Eversource Energy	Springfield	MA	●	●	●		●	●	●	●			85	75	364
Public Service Enterprise Group	Newark	NJ	●	●	●		●	●	●	●			85	90	327
FirstEnergy Corp.	Akron	OH	●	●	●	◖		●	●	●			80	20	219
Consumers Energy	Jackson	MI	●	●	●		●		●	●			75	90	429
DTE Energy Co.	Detroit	MI	●	●	●			●	●	◕	●		75	85	232
Pinnacle West Capital	Phoenix	AZ	●	●	●		◖		●	◕	●		70	70	654
Sunrun Inc.	San Francisco	CA	●	●	●	●		●	●				70	70	
Consolidated Edison Co.	New York	NY	●	●	●		◖	●	●				65	65	255
NRG Energy Inc.	Princeton	NJ	●	●	●	●			●		●		65	40	269
Laclede Group Inc., The	St. Louis	MO	●	●	●	●				◕			60	60	959

Ratings by Industry, Descending Score

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Employer	**Headquarters Location**	**State**	**1a**	**1b**	**2a**	**2b**	**2c**	**3a**	**3b**	**3c**	**3d**	**4**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
NextEra Energy Inc.	Juno Beach	FL	◕	◕	●			●	●				50	50	167
PNM Resources Inc.	Albuquerque	NM	●	●	●						●		45	45	983
WEC Energy Group	Milwaukee	WI	◕	◕	●				●				40	40	372
Calpine Corp.	Houston	TX	◕		●								20	20	336
CenterPoint Energy Inc.	Houston	TX	◔	◔									20	20	308
Energy Transfer Equity L.P.	Dallas	TX	◔	◔									20	20	64
Global Partners	Waltham	MA	◔	◔									20	10	331
Plains Exploration and Production Co.	Houston	TX	◔	◔									20		489
UGI Corp.	King of Prussia	PA	◔	◔									20	20	457
Vistra Energy	Irving	TX	◔	◔									20	20	499
Targa Resources Corp.	Houston	TX											0	0	334
ENGINEERING AND CONSTRUCTION															
AECOM	Los Angeles	CA	●	●	●	●	●	●	●	●	●		100	100	164
Black & Veatch Holding Inc.	Overland Park	KS	●	●	●	●	●	●	●	●	●		100	100	
Jacobs Engineering Group Inc.	Dallas	TX	●	●	●	●	●	●	●	●	●		100	100	297
Perkins and Will Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
Turner Construction Co.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Arcadis U.S. Inc.	Highlands Ranch	CO	●	◕	●	●	●	●	●	●	●		95		
Day & Zimmermann LLC	Philadelphia	PA	●	●	●	●	●	●	●	●			95		
Arup USA Inc	New York	NY	●	●	●		●	●	●	●	●		90	90	
Hilti Inc.	Planto	TX	●	●	●	●	◖	●	●	●			90	65	
Parsons	Pasadena	CA	●	●	●	●	◖	●	●		●		80		
Fluor Corp.	Irving	TX	●	●	●			●	●				60	60	153
Toll Brothers Inc.	Horsham	PA	●	●	●			●	●				60	20	480
United Rentals Inc.	Stamford	CT	●	●	●	●							50	50	424
KB Home	Los Angeles	CA	◕	◕	●								30	35	570
DR Horton Inc.	Arlington	TX	◔	◔									20	20	211
EMCOR Group Inc.	Norwalk	CT	◔	◔									20	10	368
Lennar Corp.	Miami	FL	◔	◔									20	20	230
PulteGroup Inc.	Atlanta	GA	◔	◔									20	10	341

Ratings by Industry, Descending Score

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)**

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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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Quanta Services	Houston	TX	◕	◕									20	10	316
MasTec Inc.	Coral Gables	FL	◕										10		428
Peter Kiewit Sons' Inc.	Omaha	NE	◕										10	10	339
NVR Inc.	Reston	VA											0	0	444
ENTERTAINMENT AND ELECTRONIC MEDIA															
Activision Blizzard	Santa Monica	CA	●	●	●	●	●	●	●	●	●		100	100	401
AMC Entertainment Inc.	Leawood	KS	●	●	●	●	●	●	●	●	●		100	100	787
Anschutz Entertainment Group, Inc.	Los Angeles	CA	●	●	●	●	●	●	●	●	●		100	100	
Buzzfeed	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
CBS Corp.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	197
Comcast NBCUniversal	Philadelphia	PA	●	●	●	●	●	●	●	●	●		100	90	33
Electronic Arts Inc.	Redwood City	CA	●	●	●	●	●	●	●	●	●		100	100	537
Fox Corporation	New York	NY	●	●	●	●	●	●	●	●	●		100	100	109
Lions Gate Entertainment Corp.	Santa Monica	CA	●	●	●	●	●	●	●	●	●		100	100	
Live Nation Entertainment Inc.	Beverly Hills	CA	●	●	●	●	●	●	●	●	●		100	100	290
Netflix Inc.	Los Gatos	CA	●	●	●	●	●	●	●	●	●		100	100	261
SIRIUS XM + Pandora	New York	NY	●	●	●	●	●	●	●	●	●		100	100	652
Sony Corporation of America	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Sony Interactive Entertainment LLC	San Mateo	CA	●	●	●	●	●	●	●	●	●		100	65	
Sony Pictures Entertainment Inc.	Culver City	CA	●	●	●	●	●	●	●	●	●		100	100	
TEGNA Inc.	McLean	VA	●	●	●	●	●	●	●	●	●		100	100	820
Univision Communications Inc.	Miami	FL	●	●	●	●	●	●	●	●	●		100	100	729
Viacom Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	221
Vox Media Inc.	Washington	DC	●	●	●	●	●	●	●	●	●		100	100	
Walt Disney Co., The	Burbank	CA	●	●	●	●	●	●	●	●	●		100	100	55
Warner Media	New York	NY	●	●	●	●	●	●	●	●	●		100	100	98
Warner Music Group	New York	NY	●	●	●	●	●	●	●	●	●		100		
iHeartMedia Inc.	San Antonio	TX	●	●	●	●	●	●	●	●			95	60	452
Spotify USA Inc.	New York	NY	●	●	●	●	●	●	●	●			95		
Informa PLC	New York	NY	●	●	●	●	●		●	●	●		90	90	

Ratings by Industry, Descending Score

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Regal Entertainment Group	Knoxville	TN	●	●	●			●	●				60	60	711
Discovery Communications Inc.	Silver Spring	MD	◑	◑									20	20	409
FOOD, BEVERAGES AND GROCERIES															
Anheuser-Busch Companies Inc.	St. Louis	MO	●	●	●	●	●	●	●	●	●		100	100	149
Aramark Corp.	Philadelphia	PA	●	●	●	●	●	●	●	●	●		100	100	200
Barilla America Inc.	Northbrook	IL	●	●	●	●	●	●	●	●	●		100	100	
Ben & Jerry's Homemade Inc.	South Burlington	VT	●	●	●	●	●	●	●	●	●		100	95	
Brown-Forman Corp.	Louisville	KY	●	●	●	●	●	●	●	●	●		100	100	735
Cargill Inc.	Wayzata	MN	●	●	●	●	●	●	●	●	●		100	100	
Chobani	Norwich	NY	●	●	●	●	●	●	●	●	●		100	100	
Coca-Cola Co., The	Atlanta	GA	●	●	●	●	●	●	●	●	●		100	100	87
Constellation Brands Inc.	Victor	NY	●	●	●	●	●	●	●	●	●		100	100	386
Danone North America	White Plains	NY	●	●	●	●	●	●	●	●	●		100	100	
Dunkin' Brands Group Inc.	Canton	MA	●	●	●	●	●	●	●	●	●		100	100	
E&J Gallo Winery	Modesto	CA	●	●	●	●	●	●	●	●	●		100	100	
Food Lion	Salisbury	NC	●	●	●	●	●	●	●	●	●		100	100	
General Mills Inc.	Minneapolis	MN	●	●	●	●	●	●	●	●	●		100	100	182
GIANT Food Stores LLC	Carlisle	PA	●	●	●	●	●	●	●	●	●		100	100	
Giant of Maryland LLC	Landover	MD	●	●	●	●	●	●	●	●	●		100	100	
Hannaford Supermarkets	Scarborough	ME	●	●	●	●	●	●	●	●	●		100	100	
Hershey Co., The	Hershey	PA	●	●	●	●	●	●	●	●	●		100	100	379
Kellogg Co.	Battle Creek	MI	●	●	●	●	●	●	●	●	●		100	100	226
Kraft Heinz Company, The	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	114
Kroger Co., The	Cincinnati	OH	●	●	●	●	●	●	●	●	●		100	100	17
McDonald's Corp.	Oak Brook	IL	●	●	●	●	●	●	●	●	●		100	100	131
Molson Coors Brewing	Denver	CO	●	●	●	●	●	●	●	●	●		100	100	275
Nestlé USA Inc.	Arlington	VA	●	●	●	●	●	●	●	●	●		100	100	
Nestlé Waters North America Inc.	Stamford	CT	●	●	●	●	●	●	●	●	●		100	95	
Ocean Spray Cranberries Inc.	Lakeville-Middleboro	MA	●	●	●	●	●	●	●	●	●		100	90	
Peapod Digital Labs LLC	Chicago	IL	●	●	●	●	●	●	●	●	●		100		

Ratings by Industry, Descending Score

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PepsiCo Inc.	Purchase	NY	●	●	●	●	●	●	●	●	●		100	100	45
Restaurant Brands International	Miami	FL	●	●	●	●	●	●	●	●	●		100		
Retail Business Services	Salisbury	NC	●	●	●	●	●	●	●	●	●		100	90	
Shake Shack Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Sodexo Inc.	Gaithersburg	MD	●	●	●	●	●	●	●	●	●		100	100	
Stop & Shop	Quincy	MA	●	●	●	●	●	●	●	●	●		100		
Wendy's Co., The	Dublin	OH	●	●	●	●	●	●	●	●	●		100	80	999
Hormel Foods Corp.	Austin	MN	●	●	●	◖	●	●	●	●	●		95	95	323
C&S Wholesale Grocers Inc.	Keene	NH	●	●	●	●		●	●	●	●		90	80	
Chipotle Mexican Grill Inc.	Newport Beach	CA	●	●	●	●	●		●	●	●		90	70	557
Darden Restaurants Inc.	Orlando	FL	●	●	●		●	●	●	●	●		90	90	396
Giant Eagle Inc.	Pittsburgh	PA	●	●	●		●	●	●	●	●		90	60	
Land O'Lakes Inc.	Arden Hills	MN	●	●	●		●	●	●	●	●		90	90	216
Mars Inc.	Mt. Olive	NJ	●	●	●	●	●		●	●	●		90	90	
McCormick & Company Inc.	Hunt Valley	MD	●	●	●		●	●	●	●	●		90	90	539
Panera Bread Co.	St. Louis	MO	●	●	●		●	●	●	●	●		90	90	760
Papa John's International Inc.	Louisville	KY	●	●	●		●	●	●	●	●		90		
Campbell Soup Co.	Camden	NJ	●	●	●	●	●		●	◕	●		85	100	358
Tyson Foods Inc.	Springdale	AR	●	●	●		●	●	●	●			85	90	80
Compass Group USA Inc.	Charlotte	NC	●	●	●			●	●	●	●		80	80	
Cracker Barrel Old Country Store Inc.	Lebanon	TN	●	●	●			●	●	●	●		80	80	742
Hain Celestial Group Inc., The	Lake Success	NY	●	●	●		◖	●	●	◕	●		80	80	760
Yum! Brands Inc.	Louisville	KY	●	●	●			●	●	●	●		80	70	472
Young's Market Co.	Tustin	CA	●	●	●			●	●	●			75	75	
Keurig Dr Pepper Inc.	Plano	TX	●	●	●		●	●	●				70	45	418
SYSCO Corp.	Houston	TX	●	●	●		●	●	●				70	65	54
Brinker International Inc.	Dallas	TX	●	●	●	●	◖		●				65	65	714
Domino's Pizza Inc.	Ann Arbor	MI	●	●	●		●			●			65	50	776
SpartanNash	Byron Center	MI	●	●	●		●	●			●		65	80	351
Bob Evans Farms Inc.	New Albany	OH	●	●	●			●	●				60	75	962

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Employer	**Headquarters Location**	**State**	**1a**	**1b**	**2a**	**2b**	**2c**	**3a**	**3b**	**3c**	**3d**	**4**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
J. M. Smucker Co.	Orrville	OH	●	●	●		◖	●					55	55	383
Bloomin' Brands Inc.	Tampa	FL	●	●	●			●					50	50	584
Caribou Coffee Company Inc.	Minneapolis	MN	●	●	●						●		45	55	
Sanderson Farms Inc.	Laurel	MS	●	●	●								40	30	695
Supervalu Inc.	Eden Prairie	MN	◕	◕	●				●				40	60	180
Dole Food Co. Inc.	Westlake Village	CA	◕	◕	●								30	0	372
Gastronomy Inc.	Salt Lake City	UT	◕	◕	●								30	25	
US Foods Inc.	Rosemont	IL	◕	◕	●								30	45	121
Winn-Dixie Stores Inc.	Jacksonville	FL	◕		●				●				30	35	363
Yum China Holdings	Plano	TX	●	●									30	15	397
CHS Inc.	Inver Grove Heights	MN	◕	◕									20	20	96
Performance Food Group Co.	Richmond	VA	◕	◕									20	20	171
TreeHouse Foods Inc.	Oak Brook	IL	◕	◕									20	20	446
United Natural Foods Inc.	Providence	RI	◕	◕									20	20	319
Publix Super Markets Inc.	Lakeland	FL											0	0	88
Seaboard Corp.	Merriam	KS											0	20	481
FOREST AND PAPER PRODUCTS															
Weyerhaeuser Co.	Seattle	WA	●	●	●	●	●	●	●	●			95	95	394
International Paper Co.	Memphis	TN	◕		●				●				30	20	124
Veritiv	Atlanta	GA	◕	◕									20	20	346
HEALTHCARE															
AmerisourceBergen Corp.	Chesterbrook	PA	●	●	●	●	●	●	●	●	●		100	100	12
Anthem Inc.	Indianapolis	IN	●	●	●	●	●	●	●	●	●		100	100	29
Baxter International Inc.	Deerfield	IL	●	●	●	●	●	●	●	●	●		100	100	283
Blue Shield of California	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	
Boston Scientific Corp.	Marlborough	MA	●	●	●	●	●	●	●	●	●		100	100	328
Cardinal Health Inc.	Dublin	OH	●	●	●	●	●	●	●	●	●		100	100	14
Centene Corp.	St. Louis	MO	●	●	●	●	●	●	●	●	●		100	95	61
Cerner Corp.	North Kansas City	MO	●	●	●	●	●	●	●	●	●		100	100	519
CIGNA Corp.	Bloomfield	CT	●	●	●	●	●	●	●	●	●		100	100	73

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)**

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.

			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**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
Community Care Behavioral Health Organization	Pittsburgh	PA	●	●	●	●	●	●	●	●	●		100		
Harvard Pilgrim Health Care Inc.	Wellesley	MA	●	●	●	●	●	●	●	●	●		100	100	
Henry Schein Inc.	Melville	NY	●	●	●	●	●	●	●	●	●		100	100	238
Highmark Blue Cross Blue Shield Delaware	Wilmington	DE	●	●	●	●	●	●	●	●	●		100		
Highmark Inc.	Pittsburgh	PA	●	●	●	●	●	●	●	●	●		100	100	
Highmark West Virginia	Parkersburg	WV	●	●	●	●	●	●	●	●	●		100		
Humana Inc.	Louisville	KY	●	●	●	●	●	●	●	●	●		100	100	56
Kaiser Permanente	Oakland	CA	●	●	●	●	●	●	●	●	●		100	100	
Laboratory Corporation of America Holdings	Burlington	NC	●	●	●	●	●	●	●	●	●		100	100	286
Nestlé Health Science	Bridgewater	NJ	●	●	●	●	●	●	●	●	●		100	80	
Quest Diagnostics Inc.	Secaucus	NJ	●	●	●	●	●	●	●	●	●		100	100	367
Siemens Healthineers USA	Tarrytown	NY	●	●	●	●	●	●	●	●	●		100		
UnitedHealth Group Inc.	Minnetonka	MN	●	●	●	●	●	●	●	●	●		100	100	5
UPMC Health Plan	Pittsburgh	PA	●	●	●	●	●	●	●	●	●		100	100	
WellCare Health Plans Inc.	Tampa	FL	●	●	●	●	●	●	●	●	●		100	100	170
AMN Healthcare Services Inc.	San Diego	CA	●	●	●	●	◖	●	●	●	●		95	90	957
Evolent Health Inc.	Arlington	VA	●	●	●	●	●	●	●	●			95		
Washington Permanente Medical Group	Renton	WA	●	●	●	●	●	●	●	◕	●		95	95	
Abbott Laboratories	Abbott Park	IL	●	●	●	◖	●	●	●	●			90	90	111
Alcon Inc	Fort Worth	TX	●	●	●	●	●		●	●	●		90		
Change Healthcare	Nashville	TN	●	●	●		●	●	●	●	●		90	85	
CVS Health Corp.	Woonsocket	RI	●	●	●		●	●	●	●	●		90	90	7
Philips	Andover	MA	●	●	●	◖	●	●	●	●			90	75	
TENET Healthcare Corporation	Dallas	TX	●	●	●	●	●			●	●		80	80	147
HCA - Hospital Corporation of America	Nashville	TN	●	●	●		●	●		◕			70	70	63
Blue Cross Blue Shield of North Carolina	Durham	NC	●	●	●		◖	●	●		●	●	45	55	
Molina Healthcare Inc.	Long Beach	CA	●	●	●								40	40	152
Patterson Companies (Patterson Dental Supply)	St. Paul	MN	●	●	●								40	40	490
Vision Service Plan	Rancho Cordova	CA	◕	◕	●				●				40	45	
Community Health Systems, Inc.	Franklin	TN	◕	◕									20	20	160
Envision Healthcare Holdings Inc.	Nashville	TN	◕	◕									20		198

Ratings by Industry, Descending Score

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)**
- **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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			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**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
Universal Health Services, Inc.	King of Prussia	PA	◕	◕									20	10	268
LifePoint Health	Brentwood	TN											0	10	390
Magellan Health Services Inc.	Scottsdale	AZ											0		475
HEALTHCARE MEDICAL FACILITIES															
Haven Behavioral Healthcare	Nashville	TN	●	●	●	●	●	●	●	●	●		100		
North Memorial Health	Robbinsdale	MN	●	●	●		●	●	●	●	●		90	90	
Kindred Healthcare	Louisville	KY	●	●	●	●			●	◕			70	70	416
HIGH-TECH/PHOTO/SCIENCE EQUIP.															
Advanced Micro Devices Inc.	Santa Clara	CA	●	●	●	●	●	●	●	●	●		100	100	506
Applied Materials Inc.	Santa Clara	CA	●	●	●	●	●	●	●	●	●		100	100	201
Becton, Dickinson and Co.	Franklin Lakes	NJ	●	●	●	●	●	●	●	●	●		100	100	251
E. I. du Pont de Nemours and Co. (DuPont)	Wilmington	DE	●	●	●	●	●	●	●	●	●		100	100	47
Eastman Kodak Co.	Rochester	NY	●	●	●	●	●	●	●	●	●		100	100	966
Intel Corp.	Santa Clara	CA	●	●	●	●	●	●	●	●	●		100	100	46
Lam Research Corp.	Fremont	CA	●	●	●	●	●	●	●	●	●		100		354
Medtronic PLC	Minneapolis	MN	●	●	●	●	●	●	●	●	●		100	90	173
NVIDIA Corp.	Santa Clara	CA	●	●	●	●	●	●	●	●	●		100	100	306
Texas Instruments Inc.	Dallas	TX	●	●	●	●	●	●	●	●	●		100	100	192
Vivint Smart Home Inc.	Provo	UT	●	●	●		●	●	●	●			85		
KLA-Tencor Corp.	Milpitas	CA	◕	◕	●								30	20	667
Amphenol Corp.	Wallingford	CT	◕	◕									20	20	403
Graybar Electric Company Inc.	St. Louis	MO	◕	◕									20	20	426
Parker Hannifin Corp.	Cleveland	OH	◕	◕									20	20	256
Sanmina-SCI	San Jose	CA	◕	◕									20	0	411
Zimmer Biomet Holdings Inc.	Warsaw	IN	◕	◕									20	20	361
Agco	Duluth	GA	◕										10	10	347
Dover Corp.	Downers Grove	IL											0	10	360
HOME FURNISHING															
Mitchell Gold + Bob Williams	Taylorsville	NC	●	●	●	●	●	●	●	●	●		100	100	
Williams-Sonoma Inc.	San Francisco	CA	●	●	●		●	●	●	●	●		90	90	508
Ethan Allen Interiors Inc.	Danbury	CT	●	●	●	●	●	●			●		75	75	

Ratings by Industry, Descending Score

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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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			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**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
HOTELS, RESORTS AND CASINOS															
Caesars Entertainment Corp.	Las Vegas	NV	●	●	●	●	●	●	●	●	●		100	100	536
Choice Hotels International Inc.	Rockville	MD	●	●	●	●	●	●	●	●	●		100	100	
Cosmopolitan of Las Vegas, The	Las Vegas	NV	●	●	●	●	●	●	●	●	●		100	100	
HILTON	McLean	VA	●	●	●	●	●	●	●	●	●		100	100	324
Hyatt Hotels Corp.	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	549
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	127
MGM Resorts International	Las Vegas	NV	●	●	●	●	●	●	●	●	●		100	100	280
Quaintance-Weaver Management, LLC	Greensboro	NC	●	●	●	●	●	●	●	●	●		100	100	
Wyndham Destinations	Orlando	FL	●	●	●	●	●	●	●	●	●		100	95	479
Wyndham Hotels & Resorts Inc.	Parsippany	NJ	●	●	●	●	●	●	●	●	●		100	100	
Wynn Resorts Ltd.	Las Vegas	NV	●	●	●		●	●	●	●	●		90	90	447
Host Hotels & Resorts Inc.	Bethesda	MD	●	●	●	●	●			●	●		80	80	502
Northfield Park Associates, LLC	Northfield	OH	●	●	●		◖			◕			55	55	
SBE	Los Angeles	CA	◕	◕	●			●					40	50	
Las Vegas Sands Corp.	Las Vegas	NV											0	20	227
INSURANCE															
AIG	New York	NY	●	●	●	●	●	●	●	●	●		100	100	60
Allianz Life Insurance Co. of North America	Minneapolis	MN	●	●	●	●	●	●	●	●	●		100	100	
American Family Mutual Insurance Company, S.I	Madison	WI	●	●	●	●	●	●	●	●	●		100	100	311
Arthur J. Gallagher & Co.	Rolling Meadows	IL	●	●	●	●	●	●	●	●	●		100	100	454
Assurant	New York	NY	●	●	●	●	●	●	●	●	●		100	100	440
Asurion LLC	Nashville	TN	●	●	●	●	●	●	●	●	●		100	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 Florida Inc.	Jacksonville	FL	●	●	●	●	●	●	●	●	●		100	85	
Blue Cross Blue Shield of Massachusetts	Boston	MA	●	●	●	●	●	●	●	●	●		100	100	
Blue Cross Blue Shield of Minnesota	Eagan	MN	●	●	●	●	●	●	●	●	●		100	90	

Ratings by Industry, Descending Score

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- **2a** Equivalency in same- and different-sex spousal medical and soft benefits **(10 points)**
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			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**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
BlueCross BlueShield of Tennessee	Chattanooga	TN	●	●	●	●	●	●	●	●	●		100	100	
Cambia Health Solutions Inc.	Portland	OR	●	●	●	●	●	●	●	●	●		100	100	
CareFirst Inc.	Baltimore	MD	●	●	●	●	●	●	●	●	●		100	90	
Chubb Ltd.	Philadelphia	PA	●	●	●	●	●	●	●	●	●		100	100	215
CNA Financial Corporation	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
CSAA Insurance Group	Walnut Creek	CA	●	●	●	●	●	●	●	●	●		100	100	
CUNA Mutual Group	Madison	WI	●	●	●	●	●	●	●	●	●		100	100	660
Farmers Insurance Group	Woodland Hills	CA	●	●	●	●	●	●	●	●	●		100	100	253
Genworth Financial Inc.	Richmond	VA	●	●	●	●	●	●	●	●	●		100	100	348
Guardian Life Insurance Co. of America, The	New York	NY	●	●	●	●	●	●	●	●	●		100	100	239
Hanover Insurance Group, The	Worcester	MA	●	●	●	●	●	●	●	●	●		100	100	514
Hartford Financial Services Group Inc., The	Hartford	CT	●	●	●	●	●	●	●	●	●		100	100	156
Health Care Service Corp.	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
Horizon Blue Cross Blue Shield of New Jersey	Newark	NJ	●	●	●	●	●	●	●	●	●		100	100	
Liberty Mutual Group	Boston	MA	●	●	●	●	●	●	●	●	●		100	100	68
Lincoln National Corp.	Radnor	PA	●	●	●	●	●	●	●	●	●		100	100	205
Massachusetts Mutual Life Insurance Co.	Springfield	MA	●	●	●	●	●	●	●	●	●		100	100	93
MetLife Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	43
Nationwide	Columbus	OH	●	●	●	●	●	●	●	●	●		100	100	66
New York Life Insurance Company	New York	NY	●	●	●	●	●	●	●	●	●		100	100	69
Principal Financial Group	Des Moines	IA	●	●	●	●	●	●	●	●	●		100	100	210
Standard Insurance Co.	Portland	OR	●	●	●	●	●	●	●	●	●		100	100	
State Farm Group	Bloomington	IL	●	●	●	●	●	●	●	●	●		100	100	36
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	106
Tufts Health Plan	Watertown	MA	●	●	●	●	●	●	●	●	●		100	100	
Unum Group	Chattanooga	TN	●	●	●	●	●	●	●	●	●		100	100	267
Wellmark Inc.	Des Moines	IA	●	●	●	●	●	●	●	●	●		100	100	
Allstate Insurance Co.	Northbrook	IL	●	●	●	◐	●	●	●	●	●		95	95	79

Ratings by Industry, Descending Score

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)**

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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* During the CEI survey cycle, the HRC Foundation became aware of an app distributed in Google's Play Store that supports the practice of so-called "conversion therapy." Sometimes known as "reparative therapy," so-called "conversion therapy" includes a range of dangerous and discredited practices that falsely claim to change a person's sexual orientation or gender identity or expression. Such practices have been rejected by every mainstream medical and mental health organization for decades. Minors are especially vulnerable, and conversion therapy can lead to depression, anxiety, drug use, homelessness, and suicide. Pending remedial steps by the company to address this app that can cause harm to the LGBTQ community, the CEI rating is suspended.

			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**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
Hiscox USA	New York	NY	●	●	●	●	●	●	●	●			95		
Oscar Insurance Corporation	New York	NY	●	●	●	●	●	●	●	●			95	95	
Erie Insurance Group	Erie	PA	●	●	●		●	●	●	●	●		90	80	378
Excellus Health Plan Inc.	Rochester	NY	●	●	●		●	●	●	●	●		90	90	
Mutual of Omaha Insurance	Omaha	NE	●	●	●		●	●	●	●	●		90	90	337
Zurich North America	Schaumburg	IL	●	●	●	◐	●	●	●	●			90	80	
Blue Cross Blue Shield of Michigan	Detroit	MI	●	●	●		●	●	●	●			85	85	
Encova Insurance	Columbus	OH	●	●	●			●	●	●	●		80		
Progressive Corp., The	Mayfield Village	OH	●	●	●		◐	●	●	●			80	80	112
Reinsurance Group of America Inc.	Chesterfield	MO	●	●	●			●	●	●	●		80	80	234
Thrivent Financial	Minneapolis	MN	●	●	●	◐	●		●	●			80	80	343
Esurance Inc.	San Francisco	CA	●	●	●			●	●	◕	●		75	75	
Aflac Inc.	Columbus	GA	●	●	●		●	●	●				70	80	137
Blue Cross and Blue Shield of Louisiana	Baton Rouge	LA	●	●	●			●	●	◕			70		
NFP	New York	NY	●	●	●	●	●		●				70		
The Auto Club Group	Dearborn	MI	●	●	●				●	◕			60	60	
Selective Insurance Group	Branchville	NJ	◕	◕	●				●				40	35	833
Alleghany Corp.	New York	NY	◕	◕									20	20	437
American Financial Group	Cincinnati	OH	◕	◕									20	20	413
AmTrust Financial Services	New York	NY	◕	◕									20	20	469
Old Republic International	Chicago	IL	◕	◕									20	20	450
W.R. Berkley	Greenwich	CT	◕	◕									20	10	369
Cincinnati Financial Corp.	Fairfield	OH	◕										10	0	484
Auto-Owners Insurance Group	Lansing	MI											0	0	375
Berkshire Hathaway	Omaha	NE											0	0	3
Markel Corporation	Glen Allen	VA											0	0	464
Western & Southern Financial Group	Cincinnati	OH											0	0	476
INTERNET															
Akamai Technologies Inc.	Cambridge	MA	●	●	●	●	●	●	●	●	●		100	100	829
GODADDY Inc.	Scottsdale	AZ	●	●	●	●	●	●	●	●	●		100	100	898
Indeed Inc.	Austin	TX	●	●	●	●	●	●	●	●	●		100	100	

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)**
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			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**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
LinkedIn	Sunnyvale	CA	●	●	●	●	●	●	●	●	●		100	100	733
Twitter Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	844
Yext Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100		
Squarespace	New York	NY	●	●	●	●	◐	●	●	●			90	90	
Instacart	San Francisco	CA	●	●	●	●	●		●	●			85	65	
INTERNET SERVICES AND RETAILING															
Airbnb Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	
eBay Inc.	San Jose	CA	●	●	●	●	●	●	●	●	●		100	100	309
Etsy Inc.	Brooklyn	NY	●	●	●	●	●	●	●	●	●		100		
Expedia Group	Bellevue	WA	●	●	●	●	●	●	●	●	●		100	100	295
Facebook Inc.	Menlo Park	CA	●	●	●	●	●	●	●	●	●		100	100	76
Google Inc.	Mountainview	CA	●	●	●	●	●	●	●	●	●		100	100	22
IAC/InterActiveCorp.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	698
PayPal Holdings Inc.	San Jose	CA	●	●	●	●	●	●	●	●	●		100	100	222
Pinterest Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	
The Knot Worldwide	Chevy Chase	MD	●	●	●	●	●	●	●	●	●		100	100	
TripAdvisor Inc.	Needham	MA	●	●	●	●	●	●	●	●	●		100	100	
Yelp Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	
Snagajob.com Inc.	Glen Allen	VA	●	●	●	●	●	●	●	●			95	80	
Wayfair	Boston	MA	●	●	●	●	◐		●	●	●		85		545
priceline.com LLC	Norwalk	CT	●	●	●		◐	●					55	55	229
Liberty Interactive Corp.	Englewood	CO											0	0	288
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 & Hostetler LLP	Cleveland	OH	●	●	●	●	●	●	●	●	●		100	85	
Baker & McKenzie LLP	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	

Ratings by Industry, Descending Score

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Employer	**Headquarters Location**	**State**	**1a**	**1b**	**2a**	**2b**	**2c**	**3a**	**3b**	**3c**	**3d**	**4**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
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	100	
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	
Cooley LLP	Palo Alto	CA	●	●	●	●	●	●	●	●	●		100	95	
Covington & Burling LLP	Washington	DC	●	●	●	●	●	●	●	●	●		100	100	
Cozen O'Connor	Philadelphia	PA	●	●	●	●	●	●	●	●	●		100	75	
Crowell & Moring LLP	Washington	DC	●	●	●	●	●	●	●	●	●		100	100	
Davis Wright Tremaine LLP	Seattle	WA	●	●	●	●	●	●	●	●	●		100	100	
Day Pitney LLP	Parsippany	NJ	●	●	●	●	●	●	●	●	●		100	100	
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	
Drinker Biddle & Reath LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●		100	95	
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	

Ratings by Industry, Descending Score

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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)**

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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**	**1a**	**1b**	**2a**	**2b**	**2c**	**3a**	**3b**	**3c**	**3d**	**4**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
Finnegan, Henderson, Farabow, Garrett & Dunner LLP	Washington	DC	●	●	●	●	●	●	●	●	●		100	100	
Fish & Richardson PC	Boston	MA	●	●	●	●	●	●	●	●	●		100	100	
Foley & Lardner LLP	Milwaukee	WI	●	●	●	●	●	●	●	●	●		100	100	
Foley Hoag LLP	Boston	MA	●	●	●	●	●	●	●	●	●		100	100	
Fox Rothschild LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●		100	100	
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	100	
Gibson, Dunn & Crutcher LLP	Los Angeles	CA	●	●	●	●	●	●	●	●	●		100	85	
Goodwin Procter LLP	Boston	MA	●	●	●	●	●	●	●	●	●		100	100	
Gordon Rees Scully Mansukhani, LLP	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	
Goulston & Storrs	Boston	MA	●	●	●	●	●	●	●	●	●		100	90	
Greenberg Traurig LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	90	
Haynes and Boone LLP	Dallas	TX	●	●	●	●	●	●	●	●	●		100	100	
Hinshaw & Culbertson LLP	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
Hogan Lovells US LLP	Washington	DC	●	●	●	●	●	●	●	●	●		100	100	
Holland & Hart LLP	Denver	CO	●	●	●	●	●	●	●	●	●		100	35	
Holland & Knight LLP	Brandon	FL	●	●	●	●	●	●	●	●	●		100	100	
Husch Blackwell LLP	St. Louis	MO	●	●	●	●	●	●	●	●	●		100	100	
Ice Miller LLP	Indianapolis	IN	●	●	●	●	●	●	●	●	●		100	100	
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	
Kilpatrick Townsend & Stockton LLP	Atlanta	GA	●	●	●	●	●	●	●	●	●		100	100	
King & Spalding LLP	Atlanta	GA	●	●	●	●	●	●	●	●	●		100	100	
Kirkland & Ellis LLP	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
Kobre & Kim	New York	NY	●	●	●	●	●	●	●	●	●		100		
Kutak Rock LLP	Omaha	NE	●	●	●	●	●	●	●	●	●		100	100	

Ratings by Industry, Descending Score

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Lane Powell PC	Seattle	WA	●	●	●	●	●	●	●	●	●		100	100	
Latham & Watkins LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Littler Mendelson PC	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	
Locke Lord LLP	Dallas	TX	●	●	●	●	●	●	●	●	●		100	100	
Loeb & Loeb LLP	Los Angeles	CA	●	●	●	●	●	●	●	●	●		100	100	
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	100	
Moore & Van Allen PLLC	Charlotte	NC	●	●	●	●	●	●	●	●	●		100	100	
Morgan, Lewis & Bockius LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●		100	95	
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	
Pepper Hamilton LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●		100	85	
Perkins Coie LLP	Seattle	WA	●	●	●	●	●	●	●	●	●		100	100	
Pillsbury Winthrop Shaw Pittman LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Polsinelli	Kansas City	MO	●	●	●	●	●	●	●	●	●		100	100	
Proskauer Rose LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	90	
Quarles & Brady LLP	Milwaukee	WI	●	●	●	●	●	●	●	●	●		100	100	

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Quinn Emanuel Urquhart & Sullivan LLP	Los Angeles	CA	●	●	●	●	●	●	●	●	●		100	90	
Reed Smith LLP	Pittsburgh	PA	●	●	●	●	●	●	●	●	●		100	100	
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	
Schulte, Roth & Zabel LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	95	
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	
Steptoe & Johnson LLP	Washington	DC	●	●	●	●	●	●	●	●	●		100	100	
Stinson 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	
Wilson Sonsini Goodrich & Rosati PC	Palo Alto	CA	●	●	●	●	●	●	●	●	●		100	95	

Ratings by Industry, Descending Score

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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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			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**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
Winston & Strawn LLP	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
Womble Bond Dickinson (US) LLP	Winston-Salem	NC	●	●	●	●	●	●	●	●	●		100	100	
Bracewell LLP	Houston	TX	●	●	●	●	●	●	●	●			95	85	
Brownstein Hyatt Farber Schreck LLP	Denver	CO	●	●	●	●	●	●	●	●			95		
Cahill Gordon & Reindel	New York	NY	●	●	●	●	◐	●	●	●	●		95	95	
Davis Polk & Wardwell LLP	New York	NY	●	●	●	●	●	●	●	●			95	95	
Hunton Andrews Kurth LLP	Washington	DC	●	●	●	●	●	●	●	●			95	95	
Jackson Lewis PC	New York	NY	●	●	●	●	●	●	●	●			95		
Lathrop Gage LLP	Kansas City	MO	●	●	●	●	●	●	●	●			95	90	
LeClairRyan	Richmond	VA	●	●	●	●	●	●	●	●			95	95	
McGuireWoods LLP	Richmond	VA	●	●	●	◐	●	●	●	●	●		95	80	
Reinhart Boerner Van Deuren s.c.	Milwaukee	WI	●	●	●	●	●	●	●	◕	●		95	90	
Baker Botts LLP	Houston	TX	●	●	●	●	●	●	●	◕			90	65	
Baker, Donelson, Bearman, Caldwell & Berkowitz PC	Memphis	TN	●	●	●		●	●	●	●	●		90	90	
Burr & Forman LLP	Birmingham	AL	●	●	●		●	●	●	●	●		90	90	
Clifford Chance US LLP	New York	NY	●	●	●		●	●	●	●	●		90	90	
Cravath, Swaine & Moore LLP	New York	NY	●	●	●		●	●	●	●	●		90	90	
Dinsmore & Shohl LLP	Cincinnati	OH	●	●	●		●	●	●	●	●		90		
Hughes Hubbard & Reed LLP	New York	NY	●	●	●		●	●	●	●	●		90	90	
Milbank LLP	New York	NY	●	●	●		●	●	●	●	●		90	90	
Paul, Weiss, Rifkind, Wharton & Garrison LLP	New York	NY	●	●	●		●	●	●	●	●		90	85	
Porter Wright Morris & Arthur LLP	Columbus	OH	●	●	●		●	●	●	●	●		90		
Wachtell, Lipton, Rosen & Katz	New York	NY	●	●	●		●	●	●	●	●		90	90	
Debevoise & Plimpton LLP	New York	NY	●	●	●		◐	●	●	●	●		85	85	
Herrick Feinstein LLP	New York	NY	●	●	●	●	●	●	●		●		85	80	
Kramer Levin Naftalis & Frankel LLP	New York	NY	●	●	●		●	●	●	●			85	85	
Sullivan & Cromwell LLP	New York	NY	●	●	●		●	●	●	●			85	85	
Thompson & Knight LLP	Dallas	TX	●	●	●		●	●	●	●			85		
Willkie Farr & Gallagher LLP	New York	NY	●	●	●		●	●	●	●			85	85	
Barnes & Thornburg LLP	Indianapolis	IN	●	●	●		●	●	●	◕			80	80	

Ratings by Industry, Descending Score

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Epstein Becker & Green PC	New York	NY	●	●	●			●	●	●	●		80	70	
McCarter & English LLP	Newark	NJ	●	●	●		◐	●	●	●			80	75	
Jackson Walker LLP	Dallas	TX	●	●	●			●	●	●			75	75	
Nelson Mullins Riley & Scarborough LLP	Columbia	SC	●	●	●			●	●	●			75	75	
Fisher & Phillips LLP	Atlanta	GA	●	●	●	◐			●	●			70	70	
Howard & Howard Attorneys PLLC	Royal Oak	MI	●	●	●		◐			●			60	65	
MAIL AND FREIGHT DELIVERY															
United Parcel Service Inc.	Atlanta	GA	●	●	●	●	●	●	●	●	●		100	100	44
Union Pacific Corp.	Omaha	NE	●	●	●	◐	●	●	●	●	●		95	80	141
FedEx Corp.	Memphis	TN	●	●	●		●	●	●	●			85	90	50
Pitney Bowes Inc.	Stamford	CT	●	●	●	◐	◐	●	●	●			85	55	657
XPO Logistics	Greenwich	CT	●	●	●		●	●	●	●			85	20	186
Norfolk Southern Corp.	Norfolk	VA	●	●	●			●	●	◕	●		75	65	284
Burlington Northern Santa Fe Corp.	Fort Worth	TX	◕	◕	●								30	20	167
YRC Worldwide Inc.	Overland Park	KS	◕		●								20	10	532
J. B. Hunt Transport Services Inc.	Lowell	AR	◕	◕									20	20	395
MANUFACTURING															
3M Co.	St. Paul	MN	●	●	●	●	●	●	●	●	●		100	100	97
Air Liquide	Houston	TX	●	●	●	●	●	●	●	●	●		100		
Arconic	New York	NY	●	●	●	●	●	●	●	●	●		100	100	225
Colgate-Palmolive Co.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	184
Cummins Inc.	Columbus	IN	●	●	●	●	●	●	●	●	●		100	100	149
Danaher Corp.	Washington	DC	●	●	●	●	●	●	●	●	●		100	100	162
Eaton Corp.	Cleveland	OH	●	●	●	●	●	●	●	●	●		100	100	163
Fortive Corp.	Everett	WA	●	●	●	●	●	●	●	●	●		100	100	420
Herman Miller Inc.	Zeeland	MI	●	●	●	●	●	●	●	●	●		100	100	883
International Flavors & Fragrances	New York	NY	●	●	●	●	●	●	●	●	●		100	100	680
L'Oréal USA Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Nestlé Purina PetCare Co.	St. Louis	MO	●	●	●	●	●	●	●	●	●		100	100	
Owens Corning	Toledo	OH	●	●	●	●	●	●	●	●	●		100	100	442

Ratings by Industry, Descending Score

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Rockwell Automation Inc.	Milwaukee	WI	●	●	●	●	●	●	●	●	●		100	100	445
Siemens Corp.	Washington	DC	●	●	●	●	●	●	●	●	●		100	95	
Stanley Black & Decker Inc.	New Britain	CT	●	●	●	●	●	●	●	●	●		100	100	228
Steelcase Inc.	Grand Rapids	MI	●	●	●	●	●	●	●	●	●		100	95	728
Stryker Corp.	Kalamazoo	MI	●	●	●	●	●	●	●	●	●		100	100	240
TE Connectivity Inc.	Berwyn	PA	●	●	●	●	●	●	●	●	●		100	100	
United Technologies Corp.	Farmington	CT	●	●	●	●	●	●	●	●	●		100	100	51
Whirlpool Corp.	Benton Harbor	MI	●	●	●	●	●	●	●	●	●		100	100	140
W.W. Grainger Inc.	Lake Forest	IL	●	●	●	●	●	●	●	●	●		100	100	287
Xylem Inc.	Rye Brook	NY	●	●	●	●	●	●	●	●	●		100	75	547
Ball Corp.	Broomfield	CO	●	●	●	◐	●	●	●	●	●		95	95	277
Emerson Electric Co.	St. Louis	MO	●	●	●	◐	●	●	●	●	●		95	100	178
R.R. Donnelley & Sons Co.	Chicago	IL	●	●	●	◐	●	●	●	●	●		95	90	406
Robert Bosch Corp.	Farmington Hills	MI	●	●	●	◐	●	●	●	●	●		95	85	
Spirit AeroSystems Inc.	Wichita	KS	●	●	●	●	●	●	●	◕	●		95	85	405
Boeing Co.	Chicago	IL	●	●	●		●	●	●	●	●		90	90	27
Corning	Corning	NY	●	●	●		●	●	●	●	●		90	90	293
Daimler Trucks North America LLC	Portland	OR	●	●	●		●	●	●	●	●		90	90	
Deere & Co.	Moline	IL	●	●	●		●	●	●	●	●		90	90	102
FCA US LLC	Auburn Hills	MI	●	●	●		●	●	●	●	●		90	90	59
General Electric Co.	Boston	MA	●	●	●		●	●	●	●	●		90	90	18
General Motors Co.	Detroit	MI	●	●	●		●	●	●	●	●		90	90	10
Ingersoll-Rand Company	Davidson	NC	●	●	●		●	●	●	●	●		90	90	
Johnson Controls Inc.	Milwaukee	WI	●	●	●		●	●	●	●	●		90	80	70
Kohler Co.	Kohler	WI	●	●	●		●	●	●	●	●		90	90	
Saint-Gobain Corp.	Malvern	PA	●	●	●		●	●	●	●	●		90	90	
WestRock	Atlanta	GA	●	●	●	●	●	●		●	●		90	75	194
Avery Dennison	Glendale	CA	●	●	●		●	●	●	●			85	20	427
Honda North America Inc.	Marysville	OH	●	●	●		◐	●	●	●	●		85	75	
Micron Technology Inc.	Boise	ID	●	●	●		◐	●	●	●	●		85	20	150

Ratings by Industry, Descending Score

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Employer	**Headquarters Location**	**State**	**1a**	**1b**	**2a**	**2b**	**2c**	**3a**	**3b**	**3c**	**3d**	**4**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
Caterpillar Inc.	Deerfield	IL	●	●	●		●	●	●	◕			80	85	65
Masco Corp.	Livonia	MI	●	●	●			●	●	●	●		80	85	373
Navistar International Corp.	Lisle	IL	●	●	●			●	●	●	●		80	70	342
The Bama Companies Inc.	Tulsa	OK	●	●	●	●	●	●	●				80	95	
Archer Daniels Midland Co.	Chicago	IL	●	●	●	●	●		●				70	60	48
BorgWarner Inc.	Auburn Hills	MI	●	●	●			●	●		●		65	40	301
Oshkosh Corp.	Oshkosh	WI	●	●	●	◐	●		●				65	10	414
Illinois Tool Works Inc.	Glenview	IL	●	●	●		●		●				60	30	204
Steel Dynamics Inc.	Fort Wayne	IN	●	●	●			●			●		55	55	312
Sonoco Products Company	Hartsville	SC	●	●					●		●		45	55	523
USG Corp.	Chicago	IL	●	●	●								40	40	708
Mohawk Industries Inc.	Calhoun	GA	◕	◕	●								30	0	315
Berry Plastics Group Inc.	Evansville	IN	◕	◕									20	20	399
Builders FirstSource Inc.	Dallas	TX	◕	◕									20	0	400
Crown Holdings	Philadelphia	PA	◕	◕									20	10	338
Jabil Circuit Inc.	St. Petersburg	FL	◕	◕									20	20	159
ON Semiconductor Corp.	Phoenix	AZ	◕	◕									20		492
Owens-Illinois Inc.	Perrysburg	OH	◕	◕									20	20	410
Packaging Corporation of America	Lake Forest	IL	◕	◕									20	20	436
Sealed Air Corp.	Charlotte	NC											0	20	456
MINING AND METALS															
United States Steel Corp.	Pittsburgh	PA	●	●	●	●	●	●	●	●	●		100	20	246
Alcoa Corp.	Pittsburgh	PA	●	●	●	◐	●	●	●	●	●		95	95	262
Komatsu Mining Corp.	Milwaukee	WI	●	●	●	◐	●		●	●			80	75	843
Newmont Goldcorp Corporation	Greenwood Village	CO	●		●	◐	●	●	●	◕	●		75	90	385
Apache Corp.	Houston	TX	●	●	●				●				50	20	438
Peabody	St. Louis	MO	●	●	●		●						50	50	491
AK Steel Holding Corp.	West Chester	OH	◕	◕									20	20	461
EOG Resources	Houston	TX	◕	◕									20	20	270
Freeport-McMoRan Copper & Gold Inc.	Phoenix	AZ	◕	◕									20	20	176

Ratings by Industry, Descending Score

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Nucor Corp.	Charlotte	NC	◑	◑									20	0	151
Occidental Petroleum	Houston	TX	◑	◑									20	20	220
Olin Corporation	Clayton	MO	◑	◑									20	20	448
Icahn Enterprises LP	New York	NY											0	0	136
Reliance Steel & Aluminum Co.	Los Angeles	CA											0	10	305
OIL AND GAS															
Air Products & Chemicals Inc.	Allentown	PA	●	●	●	●	●	●	●	●	●		100	100	345
BP America Inc.	Houston	TX	●	●	●	●	●	●	●	●	●		100	100	
Chevron Corp.	San Ramon	CA	●	●	●	●	●	●	●	●	●		100	100	13
ConocoPhillips	Houston	TX	●	●	●	●	●	●	●	●	●		100	90	95
Marathon Petroleum Corp.	Findlay	OH	●	●	●	●	●	●	●	●	●		100	95	41
Shell Oil Co.	Houston	TX	●	●	●	●	●	●	●	●	●		100	100	
Phillips 66	Houston	TX	●	●	●	●	●	●	●	●			95	95	28
Linde	Danbury	CT	●	●	●		●	●	●	●	●		90	90	264
Exxon Mobil Corp.	Irving	TX	●	●	●		●	●	●	●			85	85	2
Hess Corp.	New York	NY	●	●	●	●	●	●	●		●		85	65	501
Chesapeake Energy Corp.	Oklahoma City	OK	●	●	●		●	●	●				70	65	314
Anadarko Petroleum	The Woodlands	TX	●	●	●	●				◑	●		65	65	257
Devon Energy Corp.	Oklahoma City	OK	●	●	●		●		●		●		65	50	213
Marathon Oil Corp.	Houston	TX	●	●	●			●	●				60	60	518
ONE Gas Inc.	Tulsa	OK	●	●	●								40	40	
DCP Midstream Partners	Denver	CO	◑	◑									20		344
Delek US Holdings	Brentwood	TN	◑	◑									20	20	384
Halliburton Co.	Houston	TX	◑	◑									20	0	146
HollyFrontier Corp.	Dallas	TX	◑	◑									20	20	206
Kinder Morgan Inc.	Houston	TX	◑	◑									20	20	218
Murphy USA	El Dorado	AR	◑	◑									20	0	279
PBF Energy	Parsippany	NJ	◑	◑									20	20	135
Valero Energy Corp.	San Antonio	TX	◑	◑									20	20	31
World Fuel Services	Miami	FL	◑	◑									20	20	91

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National Oilwell Varco Inc.	Houston	TX	◕										10	20	388
Enterprise Products Partners LP	Houston	TX											0	0	105
NGL Energy Partners	Tulsa	OK											0	20	223
Pioneer Natural Resources Company	Irving	TX											0		497
Plains GP Holdings	Houston	TX											0	0	115
PHARMACEUTICALS															
AbbVie Inc.	North Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	110
Amgen Inc.	Thousand Oaks	CA	●	●	●	●	●	●	●	●	●		100	100	130
Astellas Pharma US Inc.	Northbrook	IL	●	●	●	●	●	●	●	●	●		100	100	
AstraZeneca PLC	Wilmington	DE	●	●	●	●	●	●	●	●	●		100	95	
Bayer U.S. LLC	Whippany	NJ	●	●	●	●	●	●	●	●	●		100	100	
Boehringer Ingelheim USA Corp.	Ridgefield	CT	●	●	●	●	●	●	●	●	●		100	100	
Bristol-Myers Squibb Co.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	145
Celgene Corp.	Summit	NJ	●	●	●	●	●	●	●	●	●		100	100	224
Eli Lilly & Co.	Indianapolis	IN	●	●	●	●	●	●	●	●	●		100	100	129
Gilead Sciences Inc.	Foster City	CA	●	●	●	●	●	●	●	●	●		100	100	116
GlaxoSmithKline LLC	Research Triangle Park	NC	●	●	●	●	●	●	●	●	●		100	100	
Johnson & Johnson	New Brunswick	NJ	●	●	●	●	●	●	●	●	●		100	100	37
Mallinckrodt LLC	Hazelwood	MO	●	●	●	●	●	●	●	●	●		100	100	
McKesson Corp.	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	6
Merck	Kenilworth	NJ	●	●	●	●	●	●	●	●	●		100	100	78
Novartis Pharmaceuticals Corp.	East Hanover	NJ	●	●	●	●	●	●	●	●	●		100	100	
Pfizer Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	57
Sanofi	Bridgewater	NJ	●	●	●	●	●	●	●	●	●		100	100	
Takeda Pharmaceuticals USA Inc.	Deerfield	IL	●	●	●	●	●	●	●	●	●		100	100	
Teva Pharmaceutical USA Inc.	North Wales	PA	●	●	●	●	●	●	●	●	●		100	95	
Vertex Pharmaceuticals Inc.	Boston	MA	●	●	●	●	●	●	●	●	●		100		831
Novo Nordisk Inc.	Plainsboro	NJ	●	●	●	●	●	●	●	◕	●		95	95	
Parexel International Corp.	Billerica	MA	●	●	●		◖	●	●	●			80		846
Regeneron Pharmaceuticals	Tarrytown	NY	◕	◕									20		473

Ratings by Industry, Descending Score

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- **2a** Equivalency in same- and different-sex spousal medical and soft benefits **(10 points)**
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			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**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
PUBLISHING AND PRINTING															
Gannett Co. Inc.	McLean	VA	●	●	●	●	●	●	●	●	●		100	100	716
Macmillan Publishing Group	New York	NY	●	●	●	●	●	●	●	●	●		100		
LexisNexis Legal & Professional	New York	NY	●	●	●	●	●	●	●	◕	●		95	80	
Cengage Learning Inc.	Boston	MA	●	●	●	●		●	●	●	●		90		
Cimpress USA Inc	Waltham	MA	●	●	●	●	●		●	●	●		90		
Meredith Corp.	Des Moines	IA	●	●	●	●	◖	●	●	●			90		993
John Wiley & Sons Inc.	Hoboken	NJ	●	●	●	●	●		●	●			85	85	973
CONSUMER REPORTS INC.	Yonkers	NY	●	●	●	●	◖	●	●				75	75	
New York Times Co.	New York	NY	●	●	●	◖		●	●				65	85	923
Scholastic Corp.	New York	NY	●	●	●				●	◕	●		65	65	900
Hachette Book Group	New York	NY	◕	◕	●								30	40	
News Corp.	New York	NY	◕	◕									20	0	350
REAL ESTATE, COMMERCIAL															
CBRE Inc.	Los Angeles	CA	●	●	●	●	●	●	●	●	●		100	100	207
Cushman & Wakefield	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
JLL	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	356
Lendlease Americas Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Simon Property Group Inc.	Indianapolis	IN	◕	◕									20		493
REAL ESTATE, RESIDENTIAL															
Zillow Group	Seattle	WA	●	●	●	●	●	●	●	●	●		100	95	
Realogy Holdings Corp.	Madison	NJ	●	●	●		●	●	●	●	●		90	85	458
Redfin Corp.	Seattle	WA	●	●	●		◖	●	●				65	65	
RETAIL AND CONSUMER PRODUCTS															
Abercrombie & Fitch Co.	New Albany	OH	●	●	●	●	●	●	●	●	●		100	100	666
Amazon.com Inc.	Seattle	WA	●	●	●	●	●	●	●	●	●		100	100	8
Barnes & Noble Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	613
Best Buy Co. Inc.	Richfield	MN	●	●	●	●	●	●	●	●	●		100	100	72
Brooks Sports Inc.	Seattle	WA	●	●	●	●	●	●	●	●	●		100	95	
CarMax Inc.	Richmond	VA	●	●	●	●	●	●	●	●	●		100	100	174
Clorox Co., The	Oakland	CA	●	●	●	●	●	●	●	●	●		100	100	468

Ratings by Industry, Descending Score

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Conagra Brands Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	321
Designer Brands	Columbus	OH	●	●	●	●	●	●	●	●	●		100	90	771
Diageo North America	Norwalk	CT	●	●	●	●	●	●	●	●	●		100	100	
Estée Lauder Companies Inc., The	New York	NY	●	●	●	●	●	●	●	●	●		100	100	258
Fossil Group Inc.	Richardson	TX	●	●	●	●	●	●	●	●	●		100	80	775
GameStop Corp.	Grapevine	TX	●	●	●	●	●	●	●	●	●		100	100	322
Gap Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	181
GE Appliances	Louisville	KY	●	●	●	●	●	●	●	●	●		100	100	
Genesco Inc.	Nashville	TN	●	●	●	●	●	●	●	●	●		100	90	747
Groupon Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	756
Hallmark Cards Inc.	Kansas City	MO	●	●	●	●	●	●	●	●	●		100	100	
Hasbro Inc.	Pawtucket	RI	●	●	●	●	●	●	●	●	●		100	85	513
IKEA Holding US Inc.	Conshohocken	PA	●	●	●	●	●	●	●	●	●		100	100	
J. Crew Group Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	857
Kohl's Corp.	Menomonee Falls	WI	●	●	●	●	●	●	●	●	●		100	80	157
L Brands Inc.	Columbus	OH	●	●	●	●	●	●	●	●	●		100	100	231
Lowe's Companies Inc.	Mooresville	NC	●	●	●	●	●	●	●	●	●		100	100	40
Macy's Inc.	Cincinnati	OH	●	●	●	●	●	●	●	●	●		100	100	120
Mattel Inc.	El Segundo	CA	●	●	●	●	●	●	●	●	●		100	65	533
Meijer Inc.	Grand Rapids	MI	●	●	●	●	●	●	●	●	●		100	90	
Mondelez International Inc.	Deerfield	IL	●	●	●	●	●	●	●	●	●		100	80	117
Nordstrom Inc.	Seattle	WA	●	●	●	●	●	●	●	●	●		100	100	183
Office Depot Inc.	Boca Raton	FL	●	●	●	●	●	●	●	●	●		100	100	281
Peloton Interactive Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100		
Pernod Ricard USA LLC	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Procter & Gamble Co.	Cincinnati	OH	●	●	●	●	●	●	●	●	●		100	100	42
Qurate Retail Group, Inc.	West Chester	PA	●	●	●	●	●	●	●	●	●		100		
Replacements Ltd.	McLeansville	NC	●	●	●	●	●	●	●	●	●		100	100	
S.C. Johnson & Son Inc.	Racine	WI	●	●	●	●	●	●	●	●	●		100	100	
Samsung Electronics America Inc.	Ridgefield Park	NJ	●	●	●	●	●	●	●	●	●		100		
Sephora	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	

Ratings by Industry, Descending Score

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Sony Electronics Inc.	San Diego	CA	●	●	●	●	●	●	●	●	●		100	100	
Staples Inc.	Framingham	MA	●	●	●	●	●	●	●	●	●		100	85	140
Starbucks Corp.	Seattle	WA	●	●	●	●	●	●	●	●	●		100	100	132
Tapestry Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	555
Target Corp.	Minneapolis	MN	●	●	●	●	●	●	●	●	●		100	100	39
Tiffany & Co.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	590
Unilever	Englewood Cliffs	NJ	●	●	●	●	●	●	●	●	●		100	100	
Walgreen Co.	Deerfield	IL	●	●	●	●	●	●	●	●	●		100	100	19
Walmart Inc.	Bentonville	AR	●	●	●	●	●	●	●	●	●		100	100	1
Wawa Inc.	Wawa	PA	●	●	●	●	●	●	●	●	●		100	95	
Caleres	St. Louis	MO	●	●	●	◐	●	●	●	●	●		95	100	778
Patagonia Inc.	Ventura	CA	●	●	●	●	●	●	●	●			95	30	
Advance Auto Parts (Advance Holding)	Raleigh	NC	●	●	●		●	●	●	●	●		90	85	317
American Eagle Outfitters Inc.	Pittsburgh	PA	●	●	●		●	●	●	●	●		90	85	622
B J's Wholesale Club	Westborough	MA	●	●	●		●	●	●	●	●		90	85	221
Big Lots	Columbus	OH	●	●	●		●	●	●	●	●		90	20	510
Brooks Brothers Group Inc.	New York	NY	●	●	●	●		●	●	●	●		90	85	
Dollar General Corp.	Goodlettsville	TN	●	●	●		●	●	●	●	●		90	90	123
Home Depot Inc., The	Atlanta	GA	●	●	●		●	●	●	●	●		90	90	23
Kenneth Cole Productions Inc.	New York	NY	●	●	●	●		●	●	●	●		90	90	
Kimberly-Clark Corp.	Irving	TX	●	●	●		●	●	●	●	●		90	90	163
PetSmart Inc.	Phoenix	AZ	●	●	●		●	●	●	●	●		90	90	386
Recreational Equipment Inc.	Kent	WA	●	●	●	●	◐	●	●	●			90	90	
TJX Companies Inc., The	Framingham	MA	●	●	●		●	●	●	●	●		90	90	85
Ross Stores Inc.	Dublin	CA	●	●	●		●	●	●	◕	●		85	75	209
Avon Products Inc.	Rye	NY	●	●	●	●	◐	●	●		●		80	90	485
Books-A-Million Inc.	Birmingham	AL	●	●	●	◐		●	●	●			80	80	
Burlington Stores Inc.	Burlington	NJ	●	●	●	●	◐		●	◕	●		80	80	459
Crate and Barrel / CB2	Northbrook	IL	●	●	●		●	●		●	●		80	80	
Dick's Sporting Goods Inc.	Coraopolis	PA	●	●	●			●	●	●	●		80	20	340

Ratings by Industry, Descending Score

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J.C. Penney Co. Inc.	Plano	TX	●	●	●		◖	●	●	◕	●		80	80	235
Overstock.com Inc.	Midvale	UT	●	●	●	●		●		●	●		80	70	999
Albertsons Companies Inc.	Boise	ID	●	●	●		◖		●	●	●		75	0	53
Chico's FAS Inc.	Fort Myers	FL	●	●	●	●			●	●			75	0	881
Denny's Corp.	Spartanburg	SC	●	●	●	●			●	●			75	90	
Sally Beauty Holdings Inc.	Denton	TX	●	●	●			●	●	●			75		611
True Value Co. LLC	Chicago	IL	●	●	●			●	●	●			75	80	955
Costco Wholesale Corp.	Issaquah	WA	●	●	●			●	●				60	60	15
Newell Brands Inc.	Hoboken	NJ	●	●	●			●	●				60	80	196
The Michaels Companies Inc.	Irving	TX	●	●	●	◖			●				55	55	505
A|X Armani Exchange	New York	NY	◕	◕	●			●	●				50	55	
Rite Aid Corp.	Camp Hill	PA	●	●	●				●				50	50	94
Saks Inc.	New York	NY	◕	◕	●			●	●				50	50	685
Core-Mark Holding Company Inc.	Westlake	TX	●	●	●		◖						45	20	247
AutoZone Inc.	Memphis	TN	●	●	●								40	40	278
Regis Corp.	Edina	MN	◕		●								20	15	1000
Bed Bath & Beyond Inc.	Union	NJ	◕	◕									20	20	248
Coty	New York	NY	◕	◕									20		371
Dillard's Inc.	Little Rock	AR	◕	◕									20	0	439
Dollar Tree Stores Inc.	Chesapeake	VA	◕	◕									20	20	134
Foot Locker Inc.	New York	NY	◕	◕									20	10	363
HD Supply	Atlanta	GA	◕	◕									20	20	430
O'Reilly Automotive Inc.	Springfield	MO	◕	◕									20	10	329
Ulta Salon, Cosmetics & Fragrance	Bolingbrook	IL	◕	◕									20		471
TravelCenters of America	Westlake	OH	◕										10	10	465
Casey's General Stores Inc.	Ankeny	IA											0	0	425
Tractor Supply Company	Brentwood	TN											0	20	391
TELECOMMUNICATIONS															
Altice USA Inc.	Long Island City	NY	●	●	●	●	●	●	●	●	●		100	100	
AT&T Inc.	Dallas	TX	●	●	●	●	●	●	●	●	●		100	100	9

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CenturyLink Inc.	Monroe	LA	●	●	●	●	●	●	●	●	●		100	100	166
Cox Enterprises Inc.	Atlanta	GA	●	●	●	●	●	●	●	●	●		100	100	
Ericsson Inc	Plano	TX	●	●	●	●	●	●	●	●	●		100		
Motorola Solutions Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	443
RingCentral Inc.	Belmont	CA	●	●	●	●	●	●	●	●	●		100	100	
Sprint Corp.	Overland Park	KS	●	●	●	●	●	●	●	●	●		100	100	87
T-Mobile USA Inc.	Bellevue	WA	●	●	●	●	●	●	●	●	●		100	100	
U.S. Cellular	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
Verizon Communications Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	90	16
Nokia Inc.	Irving	TX	●	●	●	◖	●	●	●	●	●		95	100	
Charter Communications	Stamford	CT	●	●	●		●	●	●	●	●		90	90	74
QUALCOMM Inc.	San Diego	CA	●	●	●		●	●	●	●	●		90	90	133
American Tower Corp.	Boston	MA	●	●	●	●		●	●	◕	●		85	55	419
Intrado	Omaha	NE	●	●	●	●	●	●	●		●		85	80	864
Windstream Corp.	Little Rock	AR	●	●	●		●	●	●				70	20	474
DISH Network Corp.	Englewood	CO	◕	◕									20	10	203
Frontier Communications	Norwalk	CT	◕	◕									20	10	325
TOBACCO															
Altria Group Inc.	Richmond	VA	●	●	●	●	●	●	●	●	●		100	100	154
Reynolds American Inc.	Winston-Salem	NC	●	●	●	●	●	●	●	●	●		100	90	223
Philip Morris International Inc.	New York	NY	●	●	●	◖	●						55	10	108
Alliance One International	Morrisville	NC	●	●									30	0	963
TRANSPORTATION															
Harley-Davidson Inc.	Milwaukee	WI	●	●	●		●	●	●	●	●		90	90	488
Polaris Industries Inc.	Medina	MN	◕	◕									20		496
TRANSPORTATION AND TRAVEL															
American Express Global Business Travel	Jersey City	NJ	●	●	●	●	●	●	●	●	●		100	100	
Cargo Transporters Inc.	Claremont	NC	●	●	●	●	●	●	●	●	●		100	100	
Carlson Inc.	Minnetonka	MN	●	●	●	●	●	●	●	●	●		100	100	
Carnival Corp.	Miami	FL	●	●	●	●	●	●	●	●	●		100	100	

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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.

			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**	**2020 CEI Rating**	**2019 CEI Rating**	**Fortune 1000**
Hertz Global Holdings Inc.	Estero	FL	●	●	●	●	●	●	●	●	●		100	100	335
JSX Corporation (JSX and JetSuite)	Dallas	TX	●	●	●	●	●	●	●	●	●		100		
Lyft Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	
Royal Caribbean Cruises Ltd.	Miami	FL	●	●	●	●	●	●	●	●	●		100	90	
Avis Budget Group Inc.	Parsippany	NJ	●	●	●	●	◐	●	●	●	●		95	90	333
Enterprise Holdings Inc.	St. Louis	MO	●	●	●	●	●	●	●	●			95	95	
Airlines Reporting Corporation (ARC)	Arlington	VA	●	●	●	●	●		●	●			85		
CSX Corp.	Jacksonville	FL	●	●	●		◐	●	●	◕	●		80	70	265
Ryder System Inc.	Miami	FL	●	●	●	◐		●	●	●			80	80	387
Sabre Holdings Inc.	Southlake	TX	●	●	●				●				50	45	647
C. H. Robinson Worldwide	Eden Prairie	MN	◕	◕									20	20	193
Expeditors International of Washington Inc.	Seattle	WA	◕	◕									20	10	408
WASTE MANAGEMENT															
Waste Management Inc.	Houston	TX	●	●	●		●	●	●	●	●		90	90	202
Republic Services Inc.	Phoenix	AZ	●	●	●		◐	●	●	●	●		85	85	296

The Workplace Equality Program Team, *Authors*

HRC Foundation's Workplace Equality Program

HRC Foundation's Workplace Equality Program is a nationally recognized source of expert information and advice on lesbian, gay, bisexual, transgender and queer 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, *Director,*
Workplace Equality Program
he/him/his

Beck Bailey serves as Director of the Human Rights Campaign Foundation's Workplace Equality Program which focuses on helping America's largest and most successful business become more lesbian, gay, bisexual, transgender and queer (LGBTQ) inclusive through direct consultation and education as well as research and publication on corporate best practices. He regularly supports corporate stakeholders – from the C-suite to the shop floor – in building greater LGBTQ-inclusion through public speaking, facilitated workshops, customized training and in one-on-one consultation.

Since joining HRC in 2014, Beck has engaged hundreds of corporations in deepening their impact by supporting legislative action to create workplace protections for LGBTQ people or to actively oppose legislative efforts to undermine equality.

Prior to joining the Human Rights Campaign in 2014, Beck spent 25 years in the private sector in operations and change management roles. A lifelong LGBTQ advocate and out transgender man, he often speaks about his personal experience as a way to increase awareness and understanding. Beck proudly serves on the Advisory Board for Reaching Out MBA (ROMBA). He holds a BS in Management from Virginia Tech and an MBA from the Isenberg School of Management at UMass Amherst.

Milagros Chirinos, *Associate Director,*
Global Business Programs
she/her/hers

Milagros Chirinos joined HRC in January of 2017. As Associate Director, Milagros leads HRC's Equidad MX and CL — two in-country programs designed to promote LGBTQ-inclusive workplaces in Mexico and Chile respectively. She brings her background in communication and media relations to expand the organization's global network and enhance international business relations. In her three-year tenure, Chirinos has deepened HRC's fieldwork in the Latin American region and has played a leadership role supporting the HRC Global and Workplace programs.

Chirinos was born in Lima, Peru and started her professional career in media and journalism in South Florida. She holds a master's degree in Hispanic Literature and Culture from the University of South Florida.

Raina Nelson, *Manager,*
Corporate Equality Programs
they/them/theirs

Raina Nelson joined the Workplace Team in July 2019. As the Workplace Equality Program Manager, Raina helps to oversee key initiatives, primarily the Corporate Equality Index. They work closely with survey participants to improve the policies, benefits, and practices of some of America's largest companies. Before joining HRCF, Raina began their professional career conducting research on gender equity in education and the workplace. Raina graduated from New College of Florida in 2016 with a Bachelor's degree in Political Science with a focus on the intersection of social identity and U.S. political ideology.

Courtney Stanford, *Assistant,*
Workplace Equality Program
she/her/hers

Courtney Stanford joined the Workplace Team in January 2020. As the Workplace Equality Program Assistant, Courtney supports the team by assisting companies with the Corporate Equality Index and completing daily administrative tasks. She graduated from the University of South with a BA in International Studies and a minor in Environmental Policy.

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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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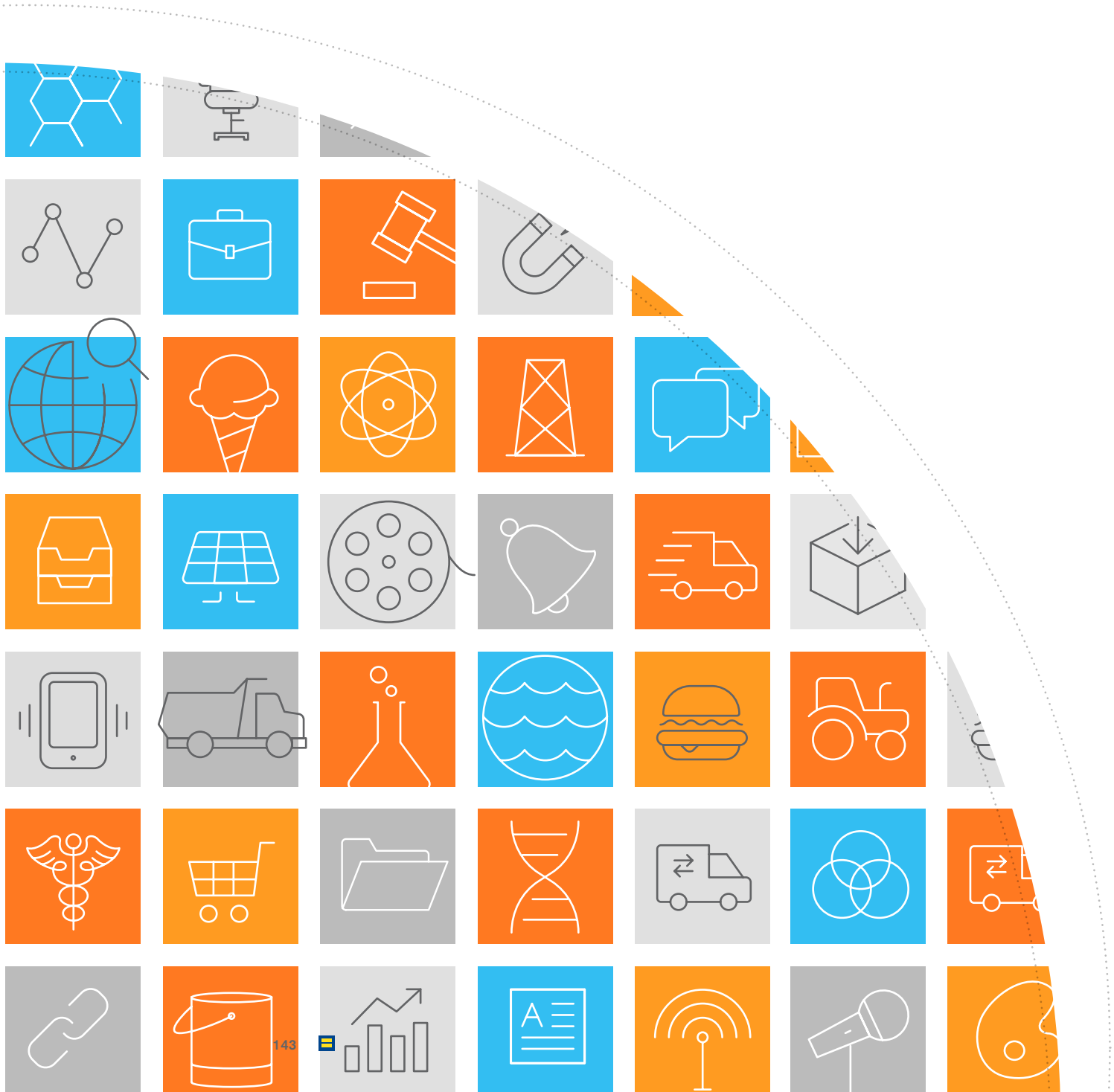

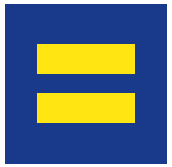

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