

EQUALITY ACT

The **Business Coalition for the Equality Act** is a group of leading U.S. employers that support the Equality Act, which would finally guarantee explicit, permanent protections for lesbian, gay, bisexual and transgender people under our existing civil rights laws.

THE COMPANIES:

EMPLOY OVER
11.9M
WORKERS IN
THE UNITED STATES

HAVE COMBINED
REVENUE THAT EXCEEDS
\$5.1
TRILLION

HAVE OPERATIONS IN ALL
50
STATES

COMPANY NAME	CITY	STATE
A.T. Kearney Inc.	Chicago	IL
Abercrombie & Fitch Co.	New Albany	OH
Accenture	New York	NY
Adobe Systems Inc.	San Jose	CA
Advance Auto Parts (Advance Holding)	Raleigh	NC
ADP	Roseland	NJ
Advanced Micro Devices Inc.	Sunnyvale	CA
Airbnb Inc.	San Francisco	CA
Airbus	Herndon	VA
Alaska Airlines	Seattle	WA
Alcoa Corp.	Pittsburgh	PA
AlixPartners LLP	New York	NY
Ally Financial Inc.	Detroit	MI
Altice USA Inc.	Long Island City	NY
Altria Group Inc.	Richmond	VA
Amalgamated Bank	New York	NY
Amazon.com Inc.	Seattle	WA

COMPANY NAME	CITY	STATE
American Airlines	Fort Worth	TX
American Eagle Outfitters Inc.	Pittsburgh	PA
American Express Company	New York	NY
American Express Global Business Travel	Jersey City	NJ
AMN Healthcare	San Diego	CA
Apple Inc.	Cupertino	CA
Applied Materials Inc.	Santa Clara	CA
Arconic	New York	NY
Ascena Retail Group Inc.	Mahwah	NJ
Aspen Skiing Company LLC	Aspen	CO
Asurion LLC	Nashville	TN
AT&T Inc.	Dallas	TX
Atlassian	San Francisco	CA
AXA Equitable Life Insurance Company	New York	NY
Bain & Co. Inc./ Bridgespan Group	Boston	MA
Bank of America Corp.	Charlotte	NC
Bayer U.S. LLC	Whippany	NJ
BASF Corp.	Florham Park	NJ
BD	Franklin Lakes	NJ
Best Buy Co. Inc.	Richfield	MN
Biogen	Cambridge	MA
BioMarin Pharmaceutical Inc.	San Rafael	CA
Bird Rides Inc.	Santa Monica	CA
Boehringer Ingelheim USA Corp.	Ridgefield	CT
Booz Allen Hamilton Inc.	McLean	VA
Boston Scientific Corp.	Marlborough	MA
Box Inc.	Redwood City	CA
Bridgestone Americas Holding Inc.	Nashville	TN
Bright Horizons	Watertown	MA
Bristol-Myers Squibb Co.	New York	NY
Broadridge Financial Solutions Inc.	Lake Success	NY
Brown-Forman Corp.	Louisville	KY
Caesars Entertainment Corp.	Las Vegas	NV
California Water Service Group	San Jose	CA
Capital One Financial Corp.	McLean	VA

COMPANY NAME	CITY	STATE
Cardinal Health Inc.	Dublin	OH
Cargill Inc.	Wayzata	MN
Cengage Learning Inc.	Boston	MA
Chevron Corp.	San Ramon	CA
Chobani	Norwich	NY
Choice Hotels International Inc.	Rockville	MD
Cisco Systems Inc.	San Jose	CA
Citigroup Inc.	New York	NY
Citrix Systems Inc.	Fort Lauderdale	FL
CME Group Inc.	Chicago	IL
CNA Financial Corporation	Chicago	IL
Coca-Cola Co., The	Atlanta	GA
Compass	New York	NY
Compass Bancshares Inc. (BBVA Compass)	Birmingham	AL
Corning	Corning	NY
Converse Inc.	Boston	MA
Cox Enterprises Inc.	Atlanta	GA
CSAA Insurance Group	Walnut Creek	CA
Cummins Inc.	Columbus	IN
CVS Health Corp.	Woonsocket	RI
Danone North America	White Plains	NY
Day Pitney LLP	Parsippany	NJ
Darden Restaurants Inc.	Orlando	FL
Deloitte LLP	New York	NY
Dell Technologies Inc.	Round Rock	TX
Delta Air Lines Inc.	Atlanta	GA
Depository Trust & Clearing Corp., The	New York	NY
Diageo North America	Norwalk	CT
Domino's Pizza	Ann Arbor	MI
Dow Chemical Co., The	Midland	MI
Dropbox Inc.	San Francisco	CA
E. I. du Pont de Nemours and Co. (DuPont)	Wilmington	DE
Eastern Bank Corp.	Boston	MA
Eaton Corp.	Cleveland	OH
eBay Inc.	San Jose	CA

COMPANY NAME	CITY	STATE
Ecolab Inc.	St. Paul	MN
Edison International	Rosemead	CA
EMD Serono, MilliporeSigma, & EMD Performance Materials	Burlington	MA
Ericsson Inc	Plano	TX
Ernst & Young LLP	New York	NY
Estée Lauder Companies Inc., The	New York	NY
E*TRADE Financial Corp.	New York	NY
Evolent Health Inc.	Arlington	VA
Exelon Corp.	Chicago	IL
Expedia Group	Bellevue	WA
Facebook Inc.	Menlo Park	CA
First Data Corp.	Atlanta	GA
Food Lion	Salisbury	NC
Fossil Group Inc.	Richardson	TX
Gap Inc.	San Francisco	CA
General Electric Co.	Boston	MA
General Mills Inc.	Minneapolis	MN
General Motors Co.	Detroit	MI
GIANT Food Stores LLC	Carlisle	PA
Giant of Maryland LLC	Landover	MD
Gilead Sciences Inc.	Foster City	CA
Glassdoor Inc.	Mill Valley	CA
GoDaddy Inc.	Scottsdale	AZ
Google Inc.	Mountain View	CA
Guardian Life Insurance Co. of America, The	New York	NY
Guidehouse Inc.	Chicago	IL
Gusto	San Francisco	CA
Halstead Real Estate	New York	NY
Hannaford Supermarkets	Scarborough	ME
HERE North America LLC	Chicago	IL
Hershey Co., The	Hershey	PA
Hess Corp.	New York	NY
Hewlett Packard Enterprise Co.	Palo Alto	CA
Hilton Inc.	McLean	VA
Hiscox USA	New York	NY

COMPANY NAME	CITY	STATE
Hogan Lovells US LLP	Washington	DC
Host Hotels & Resorts Inc.	Bethesda	MD
HP Inc.	Palo Alto	CA
HSF Affiliates LLC	Irvine	CA
HSN Inc.	St. Petersburg	FL
Hughes Hubbard & Reed LLP	New York	NY
Hyatt Hotels Corp.	Chicago	IL
IBM Corp.	Armonk	NY
IDEX Corp.	Lake Forest	IL
IHS Markit Ltd.	New York	NY
IKEA Holding US Inc.	Conshohocken	PA
Information Resources Inc.	Chicago	IL
Ingersoll-Rand Company	Davidson	NC
Insight Enterprises Inc.	Tempe	AZ
Intel Corp.	Santa Clara	CA
InterContinental Hotels Group Americas	Atlanta	GA
International Flavors & Fragrances, Inc.	New York	NY
Iron Mountain Inc.	Boston	MA
Jacobs Engineering Group, Inc.	Dallas	TX
Jenner & Block LLP	Chicago	IL
John Hancock Financial Services Inc.	Boston	MA
Johnson & Johnson	New Brunswick	NJ
JPMorgan Chase & Co.	New York	NY
JSX	Dallas	TX
Juniper Networks Inc.	Sunnyvale	CA
Kabbage Inc.	Atlanta	GA
Kaiser Permanente	Oakland	CA
Keep Truckin Inc.	San Francisco	CA
Kellogg Co.	Battle Creek	MI
Keller Williams Realty Inc.	Austin	TX
Kenneth Cole Productions Inc.	New York	NY
KeyCorp	Cleveland	OH
Knot Worldwide, The	Chevy Chase	MD
KPMG LLP	New York	NY
Lendlease Americas Inc.	New York	NY

COMPANY NAME	CITY	STATE
Levi Strauss & Co.	San Francisco	CA
Linden Research Inc.	Davis	CA
Lush Fresh Handmade Cosmetics	Wilmington	NC
Lyft Inc.	San Francisco	CA
Macy's Inc.	Cincinnati	OH
ManpowerGroup	Milwaukee	WI
Marriott International Inc.	Bethesda	MD
Mars Inc.	McLean	VA
Marsh & McLennan Companies Inc.	New York	NY
Massachusetts Mutual Life Insurance Co.	Springfield	MA
Mastercard	Purchase	NY
McAfee	Santa Clara	CA
McKinstry Co. LLC	Seattle	WA
Medtronic PLC	Minneapolis	MN
Merck	Kenilworth	NJ
Meredith Corp.	Des Moines	IA
MGM Resorts International	Las Vegas	NV
Micron Technology Inc.	Boise	ID
Microsoft Corp.	Redmond	WA
MillerCoors LLC	Chicago	IL
Mitchell Gold + Bob Williams	Taylorsville	NC
Mondelez International Inc.	Deerfield	IL
Moody's Corp.	New York	NY
Morgan Stanley	New York	NY
Morningstar Inc.	Chicago	IL
Morris, Manning & Martin LLP	Atlanta	GA
Nasdaq Inc.	New York	NY
National Grid USA	Waltham	MA
Nationwide	Columbus	OH
Navient	Wilmington	DE
Nestlé	Arlington	VA
Netflix Inc.	Los Gatos	CA
New Belgium Brewing Company	Fort Collins	CO
Nielsen	New York	NY
Nike Inc.	Beaverton	OR

COMPANY NAME	CITY	STATE
Nordstrom Inc.	Seattle	WA
NortonLifeLock	Mountain View	CA
Northrop Grumman Corp.	Falls Church	VA
Nuance Communications	Burlington	MA
Ocean Spray Cranberries Inc.	Lakeville-Middleboro	MA
Office Depot Inc.	Boca Raton	FL
Oracle Corp.	Redwood City	CA
Owens Corning	Toledo	OH
Patreon Inc.	San Francisco	CA
Pariveda Solutions Inc.	Dallas	TX
Paul Hastings LLP	Los Angeles	CA
PayPal Holdings Inc.	San Jose	CA
Peloton Interactive Inc	New York	NY
PepsiCo Inc.	Purchase	NY
PetSmart Inc.	Phoenix	AZ
Pfizer Inc.	New York	NY
PG&E Corp.	San Francisco	CA
Pinterest Inc.	San Francisco	CA
PNC Financial Services Group Inc., The	Pittsburgh	PA
Porter Wright Morris & Arthur LLP	Columbus	OH
Power Home Remodeling Group LLC	Chester	PA
PricewaterhouseCoopers LLP	New York	NY
Principal Financial Group	Des Moines	IA
Procter & Gamble Co.	Cincinnati	OH
Pure Storage Inc.	Mountain View	CA
PVH Corp.	New York	NY
QUALCOMM Inc.	San Diego	CA
Realty Holdings Corp.	Madison	NJ
Redfin Corp.	Seattle	WA
Red Hat Inc.	Raleigh	NC
RE/MAX LLC	Denver	CO
Replacements Ltd.	McLeansville	NC
Rockwell Automation Inc.	Milwaukee	WI
Royal Bank of Canada	New York	NY
S&P Global Inc.	New York	NY

COMPANY NAME	CITY	STATE
Salesforce	San Francisco	CA
SAP America Inc.	Newtown Square	PA
Seagate Technology plc	Cupertino	CA
Sheppard, Mullin, Richter, & Hampton LLP	Los Angeles	CA
Shire PLC	Lexington	MA
Shook, Hardy & Bacon LLP	Kansas City	MO
Shutterstock Inc.	New York	NY
Siemens Corp.	Washington	DC
Sodexo Inc.	Gaithersburg	MD
Sony Electronics Inc.	San Diego	CA
Southwest Airlines Co.	Dallas	TX
Spotify USA Inc.	New York	NY
Square Inc.	San Francisco	CA
Stanley Black & Decker Inc.	New Britain	CT
Starbucks Corp.	Seattle	WA
SurveyMonkey Inc.	San Mateo	CA
Synchrony	Stamford	CT
Takeda Pharmaceuticals USA Inc.	Deerfield	IL
Target Corp.	Minneapolis	MN
TD Ameritrade, Omaha	Omaha	NE
TD Bank, N.A.	Cherry Hill	NJ
Tech Data Corp.	Clearwater	FL
Tesla Inc.	Palo Alto	CA
Teva Pharmaceuticals	North Wales	PA
Texas Instruments	Dallas	TX
TIAA	New York	NY
T-Mobile USA Inc.	Bellevue	WA
TPG Global LLC	Fort Worth	TX
TransUnion	Chicago	IL
TripAdvisor Inc.	Needham	MA
Turner Construction Co.	New York	NY
Twitter Inc.	San Francisco	CA
U.S. Bancorp	Minneapolis	MN
Uber Technologies Inc.	San Francisco	CA
Ultimate Software	Weston	FL

COMPANY NAME	CITY	STATE
Under Armour Inc.	Baltimore	MD
Unilever	Englewood Cliffs	NJ
United Airlines	Chicago	IL
United Parcel Service Inc.	Atlanta	GA
Univision Communications Inc.	New York	NY
Vanguard Group Inc.	Malvern	PA
Verizon Communications Inc.	New York	NY
Visa	Foster City	CA
Warby Parker	New York	NY
Warner Music Group	New York	NY
WE Communications	Bellevue	WA
Wells Fargo & Co.	San Francisco	CA
Western Digital	San Jose	CA
Whirlpool Corp.	Benton Harbor	MI
Williams-Sonoma Inc.	San Francisco	CA
Workday Inc.	Pleasanton	CA
Wyndham Hotels & Resorts Inc.	Parsippany	NJ
Xcel Energy Inc.	Minneapolis	MN
Xerox Corp.	Norwalk	CT
Xylem Inc.	Rye Brook	NY
Yelp Inc.	San Francisco	CA
Yext Inc.	New York	NY
Zillow Group	Seattle	WA
Zimmer Biomet Holdings Inc.	Warsaw	IN