

CORPORATE EQUALITY INDEX 2018

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



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



Corporate Equality Index

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From tech startups to construction companies to auto manufacturers, major businesses – employing millions of Americans – are stepping up to ensure their workplaces are fully LGBTQ inclusive. THIS YEAR, THE LGBTQ COMMUNITY HAS FACED ALLout assaults on our most fundamental civil rights from the highest levels of government. Basic decency and fairness have been flung out the window, and some of our bedrock American principles are being tested. That is why it is especially remarkable that this year has ushered in a new high watermark in lesbian, gay, bisexual, transgender and queer (LGBTQ) workplace inclusion.

In our 16th edition of the Corporate Equality Index (CEI), a record-breaking 609 employers have earned perfect 100 percent scores. From tech startups to construction companies to auto manufacturers, major businesses – employing millions of Americans – are stepping up to ensure their workplaces are fully LGBTQ inclusive. On a practical level, this means that millions of LGBTQ workers across America – as well as LGBTQ workers employed by multinational companies around the globe – are covered under non-discrimination policies and able to bring their full selves to work every day.

We also continue to see major businesses ensuring that transgender employees can expect equal protections under their non-discrimination policies, gender transition guidelines, and access to inclusive health care. **The number of employers offering transgender-inclusive health care coverage leapt from 647 last year to 750 this year, including 58 percent of the Fortune 500-ranked businesses.**

It's no surprise that many top-scoring businesses are also top-performing businesses. They know that creating inclusive workplaces and communities where their employees can thrive is an investment in their own competitive edge. That's why LGBTQ-inclusive workplace policies are becoming the norm in the U.S., and having an impact around the globe. Today, more than 90 percent of CEI-rated businesses have embraced both sexual orientation and gender identity employment protections for their U.S.

and global operations.

Businesses are also continuing to speak out when the rights of LGBTQ people come under attack. From joining the fight against anti-LGBTQ legislation in Texas to backing the federal Equality Act in record-breaking numbers, hundreds of corporate allies are raising their influential voices in the public square. Their support has been critical to fighting back against attacks on not only their LGBTQ workers, but millions of other LGBTQ people all across America who too often find themselves being attacked for cynical political gain.

Even with all of this progress, we know that inclusive policies and benefits are only part of what's needed to ensure that LGBTQ workers can thrive from the plant floor to the corner office. Today, marriage equality and hate crimes protections are the law of the land. But the lack of consistent, explicit federal protections in employment, housing, credit, public services and other essential aspects of American life remain major barriers to full equality for the LGBTQ community. While there is much to do and many crucial civil rights battles ahead, thanks to these private sector leaders, the march towards full equality is not slowing down.

Sincerely,

Chad Griffin, President Human Rights Campaign Foundation



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Corporate Equality Index 2018

IN THIS 16TH EDITION OF THE HUMAN RIGHTS CAMPAIGN

Foundation's Corporate Equality Index, **609 businesses met every criteria and earned a 100 percent rating and the designation of being a "Best Place to Work for LGBTQ Equality."** This is the highest number of 100 percent-rated businesses in the history of the CEI. 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.

Top-rated CEI employers span nearly every industry and major geography of the United States and beyond. **Of the employers in the CEI with global operations (59 percent) 98 percent extend sexual orientation and gender identity-based workplace protections throughout their international operations.** Employers featured in this report 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 four key pillars:

- Non-discrimination policies across business entities;
- Equitable benefits for LGBTQ workers and their families;
- Internal education and accountability metrics to promote LGBTQ inclusion competency; and,
- Public commitment to LGBTQ equality.

The CEI's framework is one of parity rather than prescription. In other words, we promote the adoption of LGBTO-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. on the basis of race, religion, disability, etc.), we evaluate them on the inclusion of "sexual orientation" and "gender identity" protections. In terms of benefits, we evaluate employers on the provision of health insurance coverage for same-sex spouses and partners. In addition, we assess the availability of routine, chronic care and transition-related medical coverage for transgender employees and dependents.

These principles of parity reflect low-cost, high yield investments in major businesses' talent as well as in their broader profile as forward-looking, responsible businesses.

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 should be taken as a key

Fortune 500	2002	2008	2014	2016	2017	2018
Sexual Orientation in Non-Discrimination Policy	61 %	88%	91%	93 %	92 %	91%
Gender Identity in Non-Discrimination Policy	3%	25%	61%	75%	82%	83%

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

CEI 2018	
In 2002, 13 businesses achieved a top score of 100 percent.	This year, a record 609 businesses achieved a top rating of 100 percent.
2002 2018	100% by Industry
127	Law Firms
1 79	Banking and Financial Services
43	Retail and Consumer Products
1 41	Insurance
32	Consulting and Business Services
29	Food, Beverages and Groceries
21	Manufacturing
21	Healthcare
18	Pharmaceuticals
17	Advertising and Marketing
17	Computer Software
17	Energy and Utilities
1 15	Internet Services and Retailing
14	Entertainment and Electronic Media
4 12	Computer and Data Services
12	Hotels, Resorts and Casinos
2 10	Aerospace and Defense
10	Automotive
10	Telecommunications
1 8	Apparel, Fashion, Textiles, Dept. Stores
1 8	Chemicals and Biotechnology
8	High-Tech/Photo/Science Equip.
6	Airlines
5	Oil and Gas
1 4	Computer Hardware and Office Equipment
1 4	Transportation and Travel
3	Real Estate, Commercial
2	Education and Child Care
2	Engineering and Construction
2	Home Furnishing
2	Mining and Metals
2	Miscellaneous
2	Mail and Freight Delivery

- **Healthcare Medical Facilities**
- **Colleges and Universities**
- 1 Tobacco
- 1 Waste Management

evaluation metric among other factors in assessing any employer or provider of goods or services.

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

- A full 83 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 and 97 percent of the entire CEI universe of businesses offer explicit gender identity non-discrimination protections.
- Fifty eight percent of the Fortune 500 and over three-fourths (79 percent) of the CEI universe of businesses offer transgender-inclusive health care coverage, up from 0 in 2002 and nearly three times as many businesses as five years ago. 103 new employers offer this coverage in the 2018 report.

Over four-hundred and fifty major businesses have adopted gender transition guidelines for employees and their teams to establish best practices in transgender inclusion.

In addition to the depth of investment the top-rated businesses have made in the name of equality, the 2018 CEI shows an unprecedented breadth of new, participating businesses. This year's CEI contains 65 new businesses that opted into the survey. A grand total of 5,093 major brands fall under rated CEI businesses.

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 hundreds of businesses to promote workplace equality for LGBTQ workers.

Equality at the Fortune-Ranked Companies

230 OF THE FORTUNE 500-RANKED BUSINESSES ACHIEVED A

100 percent rating (compared to 199 last year), with 14 of the top 20 Fortune-ranked businesses at this top score. Ninety-one percent of the Fortune 500 include "sexual orientation" in their nondiscrimination policies and 83 percent include "gender identity." Over half of Fortune 500 companies offer transgender-inclusive health care benefits. A record 344 of Fortune 500 businesses have official CEI ratings based on submitted surveys (as compared to 327 last year), with an average rating of 93 compared to 91 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 seventh year in a row.

	All Fortune 500	Fortune 500 Participants	Fortune 500 Non-Responders
Sexual Orientation in U.S. Non-Discrimination Policy	91 %	99 %	72 %
Gender Identity in U.S. Non-Discrimination Policy	83%	99 %	45 %
Domestic Partner Benefits	60%	77 %	16 %
Transgender-Inclusive Benefits	58 %	81 %	0%
Organizational LGBTQ Competency	61 [%]	85 %	0%
Public Commitment to the LGBTQ Community	53 %	74 %	0%
Average 2018 CEI Score	70%	93 [%]	13 %

Businesses' Commitment to LGBTQ Employees 15 of the Top 20 Fortune-Ranked Companies Received 100% Ratings

	Fortune1000	2018 CEI Score
Wal-Mart Stores Inc.	1	100
Exxon Mobil Corp.	2	95
Apple Inc.	3	100
Berkshire Hathaway Inc.	4	20
McKesson Corp.	5	100
UnitedHealth Group Inc.	6	95
CVS Health Corp.	7	100
General Motors Co.	8	100
Ford Motor Co.	9	100
AT&T Inc.	10	100
General Electric Co.	11	100
AmerisourceBergen Corp.	12	100
Verizon Communications Inc.	13	100
Chevron Corp.	14	100
Costco Wholesale Corp.	15	70
Federal National Mortgage Association (Fannie Mae)	16	100
Kroger Co., The	17	95
Amazon.com Inc.	18	100
Walgreen Co.	19	100
HP Inc.	20	100

2018 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 four key criteria categories:

- Non-discrimination policies across business entities;
- Equitable benefits for LGBTQ workers and their families;
- Internal education and accountability metrics to promote LGBTQ inclusion competency; and,
- Public commitment to LGBTQ equality.

The CEI's framework is one of parity rather than prescription. In other words, we promote the adoption of LGBTQ-specific practices and language within existing business structures.

Launched in 2002, the CEI is 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 947**, encompassing all major industry sectors and a global impact on 553 international employers.

What Businesses Are Rated

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 (2016 Fortune 1000) and
- American Lawyer magazine's top 200 revenuegrossing law firms (2016 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. Businesses were able to check their preliminary ratings as they progressed through the online survey and were invited to provide HRC Foundation staff with any additional information or updates before this report went to print.

Invitations for the CEI 2018 survey were emailed and mailed in May 2017 and responses were due back August 2017. 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.

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-LGBTO 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 5.

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). We proactively evaluated these 137 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.

HRC Foundation commends those employers that have committed to work toward equality through the public and transparent process of the CEI survey and we invite these 137 companies to do the same.

In total, the CEI 2018 officially rates 344 Fortune 500 businesses, 104 Fortune 1000 businesses, 160 law firms and 339 additional major businesses. An additional 137 Fortune 500 businesses have unofficial ratings, bringing the total to 1,084 rated businesses.

CEI 2018 Rating System and Methodology

A total number of 2,205 received invitations to take part in the survey.

- Of that number, 776 submitted surveys, and 947 were officially rated. Last year, a total of 2,106 businesses were sent invitations, 750 submitted surveys and 887 were rated.
- Sixty-five businesses participated for the first time this year, increasing the total number of rated businesses.

Findings in the following sections are based on the 947 officially rated businesses.



Percentage of the 1,084 rated employers participating in the CEI (947)



How Ratings Are Used

SEARCH

947

137

The CEI is the primary source of data for two key HRC Foundation resources aimed at LGBTQ and allied consumers, employees, shareholders and prospective employees. They are:

- *HRC Foundation Employer Search*, a free online database of thousands of private and public sector U.S. employers available at **www.hrc.org/employersearch**.
- Buying for Workplace Equality 2018, a consumer-oriented guide based on CEI ratings, available at www.hrc.org/buyersguide. Coinciding with the start of the winter holiday and shopping season, the guide is distributed online and via smartphone applications to thousands of LGBTQ consumers estimated to have a cumulative spending power of \$971 billion, according to Witeck Communications. This accessible reference has given over 1 million consumers easy access to the CEI ratings corresponding to recognizable consumer brands.

'BEST PLACES TO WORK'

our employer database

Businesses that achieve a rating of 100 in this report are recognized as "Best Places to Work for LGBTO Equality" and are welcome to use this distinction in their recruitment and marketing efforts.



The buying power of the US LGBTQ adult population for 2016 was estimated at \$971 billion

Witeck Communications



2002

The Evolution of the Criteria

The HRC Foundation is committed to maintaining a rigorous, fair, attainable and transparent CEI rating system. Apart from the survey process itself, HRC Foundation staff work year-round to develop tools for employers to meet the criteria through online resources and direct consultation. Resources for each of the criteria are available at www.hrc.org/workplace.

2004

The HRC Foundation continually examines the criteria and gathers input to guide the future of the criteria. Changes to the CEI criteria are necessary to account for:

- 1. The changing landscape of legal protections for LGBTQ employees and their families, both federally and from state to state; and
- 2. Emerging best practices to meet the needs of LGBTQ employees and ensure that LGBTQ employees are treated fairly in the workplace.

The HRC Foundation is committed to providing at least 12 months' advance notice of any criteria changes.

2014

History of CEI Criteria Changes

The first CEI rated employers strictly on seven criteria that remain the basis for today's scoring system. The original criteria were guided in part by the Equality Principles, 10 touch points for businesses demonstrating their commitment to equal treatment of employees, consumers and investors, irrespective of their sexual orientation and gender identity or expression. The HRC Foundation released the second version of the criteria, with greater weight given to comprehensive domestic partner benefits and to transgender-inclusive health care coverage options. **These criteria went into effect in 2006 and remained in effect through 2010** (for the CEI 2011 report). The HRC Foundation announced the third version of the criteria, with comprehensive requirements for partner benefits, transgenderinclusive benefits, organizational competency on LGBTQ issues and employers' public commitment to equality for the broader LGBTQ community. **These criteria went into effect in 2011** (for the CEI 2012 report).

2009

The HRC Foundation announced new criteria requirements in place for the 2017 CEI. All of the changes stem from one guiding principle: that discrimination has no place in a top-rated CEI business. For a 100 percent in the 2017 Corporate Equality Index report, businesses must:

- Have sexual orientation and gender identity non-discrimination protections explicitly included in all of its operations, both within the U.S. and global operations.
- Require U.S. contractors to abide by companies' existing inclusive nondiscrimination policy.
- Implement internal requirements prohibiting U.S. company/ law firm philanthropic giving to nonreligious organizations that have a written policy of discrimination on the basis of sexual orientation and gender identity.

In keeping with the tenets outlined on the previous page, the following criteria go into effect next year. HRC will be conducting intensive education and outreach to ensure the success of CEI participants under the future 2019 criteria.

Criteria Changes and Clarifications for 2019 CEI

SINCE 2002, THE CEI HAS REQUIRED PARITY BETWEEN

Domestic Partner Benefits: The Parity Principle

spousal and partner benefits. After the *United States v. Windsor* and *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.

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 oppositesex 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 Equality Act, the CEI standards will continue to fill the void left by federal and state law, better serving the U.S. workforce. While HRC never changed its partner benefits mandate, a small number of companies moved to spousal benefits only in the middle of the 2016 CEI season. These employers assumed that with the marriage ruling, the need for partner benefits was gone. This is not true and in fact, over the last decade most businesses that have offered same-sex partner benefits also extended these to opposite-sex partners to better meet the needs of their own diverse workforces. In other words, businesses have been decoupling benefits from the legal definition of marriage. Out of an abundance of understanding for our companies, we are accepting spousal equivalent benefits until the 2019 CEI, while ramping up our outreach efforts.

In the spirit of parity and partnership with our CEI participants, employers must offer both same- and opposite-sex partner benefits for a 100% in the 2019 Corporate Equality Index. The CEI continues to look beyond the law to actual best practices for LGBTQ workers and their families.

For CEI 2017 (calendar year 2016) and CEI 2018 (calendar year 2017):

- Companies with full parity of benefits between same- and opposite-sex spouses or between same- and opposite-sex domestic partners will receive full credit of 10 points.
 - Companies with spousal benefits only will receive full credit provided the definition of "spouse" in contracts and benefit paperwork is demonstrably inclusive of both same- and opposite-sex spouses.

Starting with CEI 2019 (calendar year 2018):

- Barring any change to federal law allowing for full nondiscrimination protections for LGBTQ people, full parity of benefits requires access to benefits for same- and opposite-sex spouses as well as for same- and oppositesex domestic partners.
 - To account for full family diversity, same-sex spousal benefits AND same- and opposite-sex domestic partner benefits will be necessary to achieve full credit of 10 points. (In essence we are giving companies a grace period to return to the original CEI mandate of partner benefits).

Transgender-Inclusive Benefits Removal of all Exclusions and Affirming Comprehensive Coverage

To date, HRC, through our work in the Corporate Equality Index, has required private employers to mitigate exclusions for transition-related care in insurance documents, while also affirming care for transition-related benefits to earn the designation of "Best Places to Work for LGBTQ Equality." Federal law now bans (under the Affordable Care Act and with the clarification of Section 1557) sex discrimination in health programs. HRC's legal analysis is that mandates related to transgender health care coverage are ones in which **any** procedure offered to a cisgender individual must also be offered for a transgender or transitioning individual without exclusion. Understanding that the insurance market is evolving, businesses may be placing themselves at legal risk if they continue benefits plans containing transgender exclusions, even if riders or other plans affirm transition-related care or coverage for transgender individuals elsewhere.

For CEI 2017 (calendar year 2016) and CEI 2018 (calendar year 2017):

10 points for equal health coverage for transgender individuals in at least one firm-wide available plan without exclusion for medically necessary care that meets the following baseline criteria:

- Insurance contract explicitly affirms coverage
- Plan documentation is readily available to employees and clearly communicates inclusive insurance options to employees and their eligible dependents
- Benefits available to other employees must extend to transgender individuals. Where available for employees, the following benefits should all extend to transgender individuals, including for services related to transgender transition (e.g., medically necessary services related to sex reassignment):
 - O Short term medical leave
 - O Mental health benefits
 - O Pharmaceutical coverage (e.g., for hormone replacement therapies)

- O Coverage for medical visits or laboratory services
- O Coverage for reconstructive surgical procedures related to sex reassignment

Eliminates Other Barriers to Coverage:

- O No separate dollar maximums or deductibles limited to coverage of sex reassignment surgeries and related procedures.
- Explicit adequacy of network provisions apply. When the provider network has no adequate specialists (as determined by qualified area specialists), out-of-network providers will be covered at in-network rates, as well as coverage of travel and lodging expenses to such specialists.
- No other serious limitations. On a case by case basis, other serious limitations to coverage may be deemed sufficiently counterproductive to treatment success to disqualify a given plan from eligibility. Two examples: a) limitations on the time frame for, or number of, surgeries per individual would eliminate a plan from consideration (e.g., no "one surgery only" or "initial surgery" limitations); b) Similarly, exclusions for reversals of sex reassignment would also be regarded as unacceptable limits to coverage.

Starting with CEI 2019 (calendar year 2018):

Any blanket exclusions for transition related care must be eliminated in all health care plans (i.e. conform with the law) AND Explicit affirmation of coverage adhering to the criteria above (since 2012 CEI) is required retain the full 10 points (i.e. we are maintaining the existing standard)

Supplier Diversity 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 Gay and Lesbian Chamber of Commerce (NGLCC) began certifying LGBTO-owned small businesses in 2002, a process that requires substantiation of majority LGBTO 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 LGBTO-owned small businesses and the businesses that contract them. By courting LGBTO-owned businesses, over one-third of this year's rated companies and law firms demonstrated their commitment to LGBTQ inclusion and now reap the benefits of working with businesses in the diverse communities in which they operate. While the CEI criteria will not prescribe the addition of a supplier diversity program nor NGLCC membership, it is seen as a best practice by many leading companies with world-class supplier diversity programs.

For CEI 2017 (calendar year 2016) and CEI 2018 (calendar year 2017):

 Participants will continue earning credit for having an LGBTQ supplier diversity program as one of their three efforts to earn 10 points under Public Engagement.

Starting with CEI 2019 (calendar year 2018):

- Participants with a supplier diversity program must include LGBTQ suppliers in their outreach efforts to maintain full credit in this section. Participants with a supplier diversity program that does not include LGBTQ diversity will lose 5 points under Public Engagement.
 - Participants need not be NGLCC partners, but must have outreach to LGBTQ-owned businesses if seeking credit in this category.

Criteria

	a. Sexual orientation for all operations	15 points
	b. Gender identity for all operations	15 points
	c. Contractor/vendor standards include sexual orientation and gender identity	5 points
Criteria 2	Employment benefits	
	a. Equivalent spousal and partner benefits	10 points
	 Equivalent medical benefits 	
	 Includes parity between employer-sponsored benefits for opposite-sex spouses and same-sex partners or spouses in the provision of the following benefits: COBRA; dental; vision; legal dependent coverage 	
	b. Other "soft" benefits – includes parity between employer-sponsored benefits for opposite-sex spouses and same-sex partners or spouses: bereavement leave; employer-provided supplemental life insurance for a partner; relocation/travel assistance; adoption assistance; qualified joint and survivor annuity for partners; qualified pre-retirement survivor annuity for partners; cash balance; rollover and hardship options; retiree health care benefits; and employee discounts	10 points
	c. Transgender-inclusive health insurance coverage	10 points
	 Equal health coverage for transgender individuals without exclusions for medically necessary care 	
	O 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. 	
	 Benefits available to other employees must extend to transgender individuals. The following benefits should extend to transgender individuals, including for services related to gender transition (e.g., medically necessary services related to sex affirmation/ reassignment): 	
	 Short-term medical leave 	
	 Mental health benefits v Pharmaceutical coverage (e.g., for hormone replacement therapies) 	
	 Coverage for medical visits or laboratory services 	
	 Coverage for reconstructive surgical procedures related to sex reassignment 	
	 Coverage of routine, chronic or urgent non-transition services 	
	 Plan language ensuring "adequacy of network" or access to specialists should extend to tran- sition-related care (including provisions for travel or other expense reimbursements) 	
	O Dollar maximums on this area of coverage must meet or exceed \$75,000.	

Criteria 3	Organizational LGBTQ competency	
	a. Competency training, resources or accountability measures Businesses must demonstrate a firm-wide, sustained and accountable commitment to diversity and cultural competency, including at least three of the following elements:	10 points
	 New hire training clearly states that the non-discrimination policy includes sexual orientation and gender identity and provides definitions or scenarios illustrating the policy for each 	
	 Supervisors undergo training that includes sexual orientation and gender identity as discrete topics (may be part of a broader training), and provides definitions or scenarios illustrating the policy for each 	
	 Integration of sexual orientation and gender identity in professional development, skills-based or other leadership training that includes elements of diversity and/or cultural competency 	
	 Senior management/executive performance measures include LGBTQ diversity metrics 	
	Gender transition guidelines with supportive restroom/ facilities, 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 	
	b. Employee group –or– Diversity council	10 points
Criteria 4	Public commitment	
	a. LGBTQ-specific efforts, including at least three of the following: recruiting, supplier diversity, marketing or advertising, philanthropy or public support for LGBTQ equality under the law, and have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people.	
	 Businesses must demonstrate ongoing LGBTQ-specific engagement that extends across the firm, including at least three of the following: 	10 points
	O LGBTQ employee recruitment efforts	
	O 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) 	
	O Philanthropic support of at least one LGBTQ organization or event (e.g., financial, in-kind or pro bono support)	
	 Implement corporate giving guidelines prohibiting philanthropic giving to non-religious organizations that have a written policy of discrimination on the basis of sexual orientation and/or gender identity and/or have a policy explicitly permitting its own chapters, affiliates, etc. to discriminate 	5 points
Criteria 5	Employers will have 25 points deducted from their score for a large-scale official or public anti-LGBTQ blemish on their recent records.	



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Corporate Equality Index

Findings

CORPORATE EQUALITY INDEX 2018

Non-Discrimination Policies

THE MOST FOUNDATIONAL STEP FOR A BUSINESS TO

become more inclusive of LGBTQ employees is the implementation of an affirmative equal opportunity/ non-discrimination policy that specifically covers sexual orientation and gender identity as protected characteristics with regard to employment decisions (namely hiring, firing and promotional practices).

Federal laws clearly and consistently afford protections from workplace discrimination on the basis of race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability and genetic information but do not afford these same protections on the basis of sexual orientation or gender identity.

Currently, the Federal Equal Employment Opportunity Commission is accepting complaints of sexual orientation and gender identity discrimination in employment based on Title VII's prohibition against sex discrimination. In addition, some states have passed laws and ordinances to establish workplace protections for lesbian, gay, bisexual, transgender and queer employees, but only 20 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 polices.

Sexual Orientation Protections

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

> 95% 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

93% of CEI-rated employers provide employment protections on the basis of gender identity in the U.S. and globally.

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



- 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

Global Non-Discrimination Policies and Codes of Conduct

59% of CEI-rated employers have operations outside of the United States.

98% of global CEI businesses have fully inclusive, globally applicable nondiscrimination policies and/ or codes of conduct.

The majority of businesses surveyed on the CEI – 59 percent of rated employers – have operations outside of the United States. Whether an employee is being relocated internationally, or merely traveling internationally on business for a finite period of time, the non-discrimination protections that they are afforded by their CEI-rated U.S. employer must be portable. Sexual orientation and gender identity protections must be consistently upheld either by global company policy, or must be ensured by the operating U.S. entity in a global partnership sponsoring the traveling employee.

of global CEI businesses have fully inclusive, globally applicable non-discrimination policies and/or codes of conduct.

98%

U.S. Contractor and Vendor Standards

Criterion 1c

Businesses That Prohibit Discrimination Based on Sexual Orientation and Gender Identity in their Contractor/Vendor standards

94% of CEI-rated employers require that their suppliers abide by a non-discrimination policy that is inclusive of sexual orientation and gender identity

A business typically relies 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' own standards, it is necessary for businesses to establish standards of conduct that set expectations for behavior of their suppliers. Where supplier mandates currently exist with respect to non-discrimination, these mandates must explicitly include sexual orientation and gender identity alongside other named categories. This ensures consistency in the corporate policies and values of non-discrimination between the employer and its contractors – those it decides to reward with its business. In addition, many worksites have employees from different businesses working side by side. This standard makes the expectations and policies in the workplace more consistent.



Equal Benefits

COMPETITIVE EMPLOYER-PROVIDED BENEFITS' PACKAGES ARE CRITICAL TO

attracting and retaining talent. From health care coverage to retirement investments and more, ensuring LGBTQ-inclusive benefits to employees and their families is an overall low-cost, high-return proposition for businesses. Most employers report an overall increase of less than 1 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).

In addition, equitable benefits structures align with the principle of equal compensation for equal work. Apart from actual wages paid, benefits account, on average for approximately 31.5 percent of employees' overall compensation (BOL 2016). Therefore, employers have amended many benefits structures to ensure that this valuable bundle of benefits is equitably extended to their workforce, irrespective of sexual orientation and gender identity.

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 opposite-sex spouses and same-sex partners/ spouses; and
- Transgender-inclusive health insurance coverage of medically necessary treatment and care.

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 oppositesex spouses and same-sex partners/spouses.

The premise of parity drives businesses meeting the partner benefits and transgenderinclusive 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.

In other words, all of the benefits extended to employees with a partner or spouse of an opposite sex are equally extended to same-sex partners and spouses. Similarly where routine care, hormone therapies and medically necessary surgeries and procedures are available to cisgender (people who are not transgender), these same health care benefits are equally

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.

Equivalent same-sex spousal and/or samesex partner benefits

In 2015, the United States Supreme Court determined in *Obergefell v. Hodges* that samesex couples have a Constitutional right to marry nationwide. With that ruling, businesses must provide marital benefits to an employee's same-sex spouse as marital benefits (i.e. not a different system of coverage). At the same time, most businesses rated in the CEI offer domestic partner benefits, a mandate since the first CEI – 82 percent – and of those, a full 89 percent extend these benefits to all partners, irrespective of the gender of the partner. While there is no legal obligation to provide domestic partner benefits, businesses have sought to cover employees and their families as a function of their own needs in serving a diverse workforce. In the context of LGBTQ equality and equity, preserving partner benefits is a best practice and will be re-evaluated in the 2019 CEI. Despite the significant progress brought on by marriage equality, LGBTQ people remain without federal civil rights protections with respect to employment, housing, public services and other aspects of daily life; therefore, a mandate to be married in order to access health care coverage disproportionately exposes these employees and their families to risk.

Transgender-Inclusive Health Care Benefits

Until recently, virtually all commercially available insurance plans contained so-called "transgender exclusions" that barred coverage for routine, chronic and transition-related services.

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.

CEI 2018 | Findings

Transgender-Inclusive Health Care Benefits

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.

The HRC Foundation has, in partnership with hundreds of major businesses taking part in the CEI, led great change in employer-provided health insurance coverage for transgender people. However, much work remains to change the market standard for coverage to more comprehensively cover the full range of medically necessary treatments that may be part of a gender transition. The HRC Foundation is working with employers and insurance providers to further build out a next generation of best-in-class coverage for future CEIs. In this year's CEI, a record 750 (79 percent) 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, and 647 in last year's 2017 CEI report.

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 2c

Businesses That Offer at Least One Transgender-Inclusive Health Care Plan

79% of this year's rated businesses afford transgender-inclusive health care coverage options through at least one firm-wide plan. This coverage includes:

- short-term leave,
- counseling by a mental health professional,
- hormone therapy,
- medical visits to monitor hormone therapy and
- surgical procedures

These benefits are critical for the health and wellbeing 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.





 Percentage with Transgender-Inclusive Health Care Benefits

Organizational Competency in LGBTQ Inclusion

Criterion 3a

Competency Training, Metrics, Resources or Accountability Measures

83% 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 LGBTO inclusion. Our latest such publication is *Transgender Inclusion In the Workplace: A Toolkit for Employers*, a comprehensive resource to guide employer transgender inclusion efforts. The toolkit includes HRC'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.**



3% CEI-rated I efforts) to s

CEI-rated Employers that offer a robust set of practices (at least three efforts) to support organizational LGBTQ diversity competency

CEI 2018 Findings

Gender Transition Guidelines

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

A record 459 major employers submitted gender transition guidelines – the vast majority of which were adopted from the HRC Foundation's template guidelines (available at www.hrc.org/transtoolkit).

From suggestions on how to have respectful and informative conversations about the topic of transgender inclusion in the workplace to the administrative changes to one's personnel and workplace documents, these guidelines clearly delineate responsibilities and expectations of transitioning employees, their supervisors, colleagues and other staff. HUMAN RIGHTS CAMPAIGN **Transgender Inclusion** in the Workplace: A Toolkit for Employers www.hrc.org

The number of major employers with gender transition guidelines

2008

90

Diversity Training and Educational Programs



Diversity training and educational programs are often essential to employee onboarding processes as well as managerial and leadership trainings. Practically speaking "sexual orientation" and "gender identity" workplace protections are not self-evident in concept and do not enjoy a history of federal guidance as other categories do. Most employees need some direction as to what these policies mean in their workplaces with regard to employee expectations. In addition, training and educational programs are key platforms for employers to show alignment in their business values around inclusion with broader business objectives such as reaching diverse market shares, attracting talent and more.

Trainings may be in-person or web-based modules; credit is given to employers that include definitions or scenarios of how "sexual orientation" and "gender identity" are included in the employer's nondiscrimination policy as discrete subjects within broader trainings or as standalone trainings.

While some employers meet this requirement with basic new-hire training (82 percent of all employers), others have developed fully integrated diversity and inclusion programs that combine lessons on diversity with other trainings that are skills or policy-based. For example, a training focused on the professional development of new managers may cover a range of topics including job-related software skills, ethics training, and organizational values with respect to promoting diversity and inclusion. **Sixty-two percent of this year's rated businesses indicated that they offer such integrated training programs**. Counting LBGTQ Employees: Optional Self-Identification Questions

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Unlike other diversity categories such as race and gender, employers are not required by law to collect data on the LGBTQ people they employ. However, in order to track the progress of their own LGBTQ-inclusion efforts, many employers have implemented optional self-identification questions for employees to select options for their sexual orientation and gender identity, alongside other standard demographic questions. As the business maxim states: "If you can't measure it, you can't manage it" and so hundreds of businesses have started to count their LGBTQ employees just as they do other diverse work segments in order to evaluate successes and mitigate challenges to talent investment.

Anonymous workplace climate surveys can provide valuable information on broader engagement measures and their reach across the LGBTQ workforce. Currently, forty-nine percent of all CEI participants allow employees to voluntarily disclose their sexual orientation and gender identity on anonymous surveys or confidential Human Resource records.









senior leaders to submit LGBTQ-focused diversity efforts as part of their annual review of contributions to organizational diversity and inclusion goals



employees question options to voluntarily disclose their sexual orientation and gender identity on anonymous suveys or confidential HR records.

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-four 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, 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.

Employers usually provide these groups with a budget and access to resources such as meeting rooms and email networks. The groups provide a clear line of communication between employees and management.



LGBTQ/A ERGs empower employees as change agents, and also help to provide a sense of safety and acceptance for LGBTQ employees within the workplace.

Recognizing the differences in businesses rated in the CEI, Criterion 3b can also be met with an organizationwide diversity council or working group with a mission that specifically includes LGBTQ diversity and inclusion.

89% of CEI-rated employers have an employee resource group or diversity council that includes LGBTQ and allied employees and programming. Seventy-five percent of all rated employers have employee groups, 21 percent have diversity councils and 20 percent of all rated employers have both.

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, **97 percent** reported being expressly for LGBTQ and allied employees. ERGs have embraced allies as members of the full LGBTQ community, as allies bring their own unique voice and vantage point to workplace equality.

Executive Champions

The profile and impact of an employee resource groups is greatly enhanced by an active executive champion for the group. **Ninety-seven percent** of employee groups rated in the CEI are sponsored by an executive champion.

A majority (60 percent) of executive champions identify as allies, while 38 percent reported being openly LGBTQ.

Public Commitment

Criterion 4

Businesses That Positively Engage the External LGBTQ Community

722% of CEI-rated businesses met the standard of demonstrating a least three efforts of public commitment to the LGBTQ community – marketing, advertising and recruitment efforts, philanthropic contributions to LGBTQ organizations, LGBTQ diverse supplier initiatives and public policy weigh-in – AND have inclusive philanthropic giving guidelines.

Promoting Business Growth Through Visibility: Respectful Advertising & Talent Recruiting Efforts Whether it's investing in talent recruitment efforts at LGBTQ-focused job fairs or communicating inclusion to the community at large through philanthropic contributions and public policy weigh in, historically, public commitment on the CEI has been 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.

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.

Supporting the LGBTQ Community: Philanthropy

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. 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 Corporate Equality Index has a systematic tradition of holding companies accountable for what kinds of organizations receive their philanthropic dollars. Currently, the CEI already has a mechanism to account for foundational corporate giving to any organization whose explicit mission included efforts to undermine LGBTQ equality. This framework was widened last year 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.
CEI 2018 | Findings

Supplier Chain Management: Promoting Effective Business and Inclusion 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 Gay and Lesbian 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. Two-thirds of CEI-rated businesses with supplier diversity programs specifically include LGBTQ-owned enterprises. These businesses are enjoying a multitude of benefits, including a supply chain that better reflects the diverse communities in which they operate, and in turn garnering sharper innovation and business solutions.

Business for Equality in Public Policy: Efforts to Support LGBTQ Legal Equality

Over the last five years, the rates of corporate engagement on matters of LGBTQ-relevant public policy and legal matters have skyrocketed. **During the 2017 state legislative** sessions, over 130 anti-LGBTQ bills proliferated across the states. In turn, businesses spoke out and rebuked attempts to undermine LGBTQ civil rights

at record rates. Leadership demonstrated by these businesses, including in states like Texas where lawmakers introduced anti-transgender legislation, namely Senate Bill 6 (S.B. 6) meant to restrict access to restrooms and facilities by transgender people, reflects more than a decade of work inside these companies to expand LGBTO, and particularly transgender, workplace equality. Business leaders from across the state of Texas and from a diverse cross-section of industries spoke out against Texas' anti-transgender S.B. 6 and similar anti-transgender efforts during a special legislative session. In the Spring of 2017, over 50 major U.S. businesses joined an amicus brief submitted to the Supreme Court of the United States standing with transgender high school student Gavin Grimm and his fight for access to facilities at his school in Virginia. These corporate leaders are speaking out not just on principle but also because these anti-LGBTQ bills put the their employees and customers, and their families, at risk.

HRC's Business Coalition for the Equality Act is a group of over 100 leading U.S. employers that support the Equality Act, a federal legislation that would provide the same basic protections to LGBTQ people as are provided to other protected groups under federal law. CEI-rated employers have supported broader issues of LGBTQ equality both through the courts, and at the federal and municipal level, going on record that equality is good for business. Private sector support for the federal Equality Act surged in the last year. At present, 107 major employers are signatories on HRC's Business Coalition for the Equality Act. Abercrombie & Fitch Co. Accenture Adobe Systems Inc. Advanced Micro Devices Inc. Airbnb Inc. Alcoa Inc. Amazon.com Inc. **American Airlines American Eagle Outfitters American Express Global Business Travel** Apple Inc. Arconic Ascena Retail Group Inc. ADP Bain & Co. Inc. **Bank of America** Best Buy Co. Inc. Biogen Boehringer Ingelheim USA Corp. **Booz Allen Hamilton Inc. Boston Scientific Corp. Broadridge Financial Solutions Inc.** Brown-Forman Corp. CA Technologies Inc. Caesars Entertainment Corp. Capital One Financial Corp. Cardinal Health Inc. Cargill Inc. Chevron Corp. **Choice Hotels International Inc. Cisco Systems Inc.** The Coca-Cola Co. **Corning Inc. Cox Enterprises Inc. CVS Health Corp. Darden Restaurants Inc. Delhaize America Inc. Diageo North America** The Dow Chemical Co. **Dropbox Inc.**

E. I. du Pont de Nemours and Co. (DuPont) eBav Inc. EMC Corp. Facebook Inc. Gap Inc. General Electric Co. General Mills Inc. Google Inc. **HERE North America LLC** The Hershey Company Hewlett Packard Enterprises Hilton Inc. HP Inc. HSN Inc. Hughes Hubbard & Reed LLP Hyatt Hotels Corp. IBM Corp. **IKEA Holding US Inc.** Intel Corp. InterContinental Hotels Group Americas Iron Mountain Inc. Johnson & Johnson JP Morgan Chase & Co. **Kaiser Permanente** Kellogg Co. Kenneth Cole Productions Levi Strauss & Co. Macv's Inc. Marriott International Inc. MasterCard Inc. Microsoft Corp. Mitchell Gold + Bob Williams Monsanto Co. Moody's Corp. Nationwide Navigant Consulting Inc. Nike Inc. Northrop Grumman Corp., **Office Depot Inc.**

Oracle Corp.

Orbitz Worldwide Inc. Paul Hastings LLP PepsiCo Inc. Procter & Gamble Co. Pure Storage Inc. Qualcomm Inc. **Replacements Ltd.** S&P Global Inc. Salesforce SAP America Inc. Sodexo Inc. Symantec Corp. Synchrony Financial T-Mobile USA Inc. Target Corp. Tech Data Corp. ΤΙΔΑ Twitter Inc. Uber Technologies Inc. **Ultimate Software Group Inc. Under Armour Inc.** Unilever Warby Parker Whirlpool Corp. WeddingWire Inc. Williams-Sonoma Inc. Xerox Corp.

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Corporate Equality Index

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 or Expression for All Operations (**15 points**)
- **1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity **(5 points)**
- 2a Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- Parity Across Spousal and Partner "Soft" Benefits (10 points) (half credit for parity across some, but not all benefits)
- 2c Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- **3a** Firm-wide Organizational Competency Programs (**10 points**)
- **3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (**10 points**) Would Support ERG if Employees Express Interest (**half credit**)
- Positively Engages the External LGBTQ Community (15 points) (partial credit of 10 points given for less than 3 efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

Appendix A	Employers with Ratings of 100 Percent		-					Crite	rion					I	Rating	
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	3b	4	5	CEI 201	201 CEI	For
1a Prohibits Discrimination Based	3M Co.	St. Paul	MN	•	•	•	•	•	•	•	•	•		100	100	93
on Sexual Orientation for All Operations (15 points)	A.T. Kearney Inc.	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	
1b Prohibits Discrimination Based on	AbbVie Inc.	North Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	123
Gender Identity or Expression for All Operations (15 points)	Abercrombie & Fitch Co.	New Albany	ОН	•	•	•	•	•	•	•	•	•		100	100	644
1c Has Contractor/Vendor	Accenture	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
Non-Discrimination Standards that Include Sexual Orientation	Adidas North America Inc.	Portland	OR	•	•	•	•	•	•	•	•	•		100	100	
and Gender Identity (5 points)	Adobe Systems Inc.	San Jose	CA	•	•	•	•	•	•	•	•	•		100	100	524
2a Offers Equivalent Spousal and Partner Medical Benefits (10 points)	ADP	Roseland	NJ	•	•	•	•	•	•	•	•	•		100		248
2b Parity Across Spousal and Party Across Spousal and	Advanced Micro Devices Inc.	Sunnyvale	CA	•	•	•	•	•	•	•	•	•		100	100	593
Partner "Soft" Benefits (10 points / half credit for parity across	Advisory Board Co., The	Washington	DC	•	•	•	•	•	•	٠	•	•		100	100	
some, but not all benefits)	AECOM	Los Angeles	CA	•	•	•	•	•	•	•	•	•		100	85	156
2c Offers Transgender-Inclusive Health Insurance Coverage (10 points)	Aetna Inc.	Hartford	CT	•	•	•	•	•	•	•	•	•		100	100	46
3a Firm-wide Organizational	Ahold USA Inc.	Quincy	MA	•	•	•	•	•	•	•	•	•		100	95	
Competency Programs (10 points) 3b Has Employer-Supported Employee	AIG	New York	NY	•	•	•	•	•	•	•	•	•		100	100	49
Resource Group OR Firm-Wide	Air Products & Chemicals Inc.	Allentown	PA	•	•	•	•	•	•	•	•	•		100	100	288
Diversity Council (10 points) Would Support ERG if Employees	Airbnb Inc.	San Francisco	CA	•	•	•	•	•	•	٠	•	•		100	100	
Express Interest (half credit)	Akamai Technologies Inc.	Cambridge	MA	•	•	•	•	•	•	•	•	•		100	100	919
4 Positively Engages the External LGBTQ Community (15 points /	Akerman LLP	Miami	FL	•	•	•	•	•	•	٠	•	•		100	100	
partial credit of 10 points given for less than three efforts) Have internal	Akin, Gump, Strauss, Hauer & Feld LLP	Washington	DC	•	•	•	•	•	•	•	•	•		100	100	
guidelines that prohibit philanthropic giving to non-religious organizations	Alaska Airlines	Seattle	WA	•	•	•	•	•	•	•	•	•		100	100	459
with an explicit policy of discrimination	Alcoa Corp.	Pittsburgh	PA	•	•	•	•	•	•	•	•	•		100	100	126
against LGBTQ people (5 points)	AlixPartners LLP	New York	NY	•	•	•	•	•	•	•	•	•		100		
Ratings in Gray / Unofficial ratings of	Alliance Data Systems Corp.	Plano	ТX	•	•	•	•	•	•	•	•	•		100	80	404
the Fortune 500 companies that have	AllianceBernstein LP	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
not responded to repeated invitations to the CEI survey. These ratings are	Alliant Energy Corp.	Madison	WI	•	•	•	•	•	•	•	•	•		100	90	679
based on publicly available information as well as information submitted to	Allianz Life Insurance Co. of North America	Minneapolis	MN	•	•	•	•	•	•	•	•	•		100	100	
HRC from unofficial LGBTQ employee	Allstate Insurance Co.	Northbrook	IL	•	•	•	•	•	•	•	•	•		100		81
groups or individual employees.	Ally Financial Inc.	Detroit	MI	•	•	•	•	•	•	•	•	•		100	100	298
	Alston & Bird LLP	Atlanta	GA	•	•	•	•	•	•	•	•	•		100	100	
	Altria Group Inc.	Richmond	VA	•	•	•	•	•	•	•	•	•		100	85	149
	Amazon.com Inc.	Seattle	WA	•	•	•	•	•	•	•	•	•		100	90	18
	AMC Entertainment Inc.	Leawood	KS	•	•	•	•	•	•	•	•	•		100	100	
	Ameren Corp.	St. Louis	MO	•	•	•	•	•	•	•	•	•		100	100	425
	American Airlines	Fort Worth	ТΧ	•	•	•	•	•	•	•	•	•		100	100	67
	American Apparel LLC	Los Angeles	CA	•	•	•	•	•	•	•	•	•		100	100	
	American Eagle Outfitters Inc.	Pittsburgh	PA	•	•	•	•	•	•	•	•	•		100		643
	American Electric Power Co. Inc.	Columbus	ОН	•	•	•	•	•	•	•	•	•		100	100	165
	American Express Co.	New York	NY	•	•	•	•	•	•	•	•	•		100	100	85

Appendix A	Employers with Ratings of 100 Percent							Crite	rion						Rating	
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	Зb	4	5	201 CEI	CEI	For
1a Prohibits Discrimination Based	American Express Global Business Travel	Jersey City	NJ	•	•	•	٠	•	•	٠	•	•		100	100	
on Sexual Orientation for All Operations (15 points)	American Family Insurance Group	Madison	WI	•	•	•	٠	•	•	٠	•	٠		100	100	332
1b Prohibits Discrimination Based on	Ameriprise Financial Inc.	Minneapolis	MN	•	•	•	٠	•	•	•	•	٠		100	100	232
Gender Identity or Expression for All Operations (15 points)	AmerisourceBergen Corp.	Chesterbrook	PA	٠	•	•	٠	•	•	•	•	•		100	85	12
1c Has Contractor/Vendor	Amgen Inc.	Thousand Oaks	CA	•	•	•	•	•	•	•	•	•		100	100	130
Non-Discrimination Standards that Include Sexual Orientation	Andrews Kurth Kenyon LLP	Houston	ТΧ	•	•	•	٠	•	•	•	•	•		100	90	
and Gender Identity (5 points)	Anheuser-Busch Companies Inc.	St. Louis	MO	•	•	•	٠	•	•	•	•	•		100	100	
2a Offers Equivalent Spousal and Partner Medical Benefits (10 points)	Anthem Inc.	Indianapolis	IN	•	•	•	٠	•	•	•	•	•		100	100	33
2b Parity Across Spousal and	Aon Corp.	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	
Partner "Soft" Benefits (10 points / half credit for parity across	Apple Inc.	Cupertino	CA	•	•	•	٠	•	•	•	•	•		100	100	3
some, but not all benefits)	Aramark Corp.	Philadelphia	PA	•	•	•	٠	•	•	•	•	•		100	100	199
2c Offers Transgender-Inclusive Health Insurance Coverage (10 points)	Arconic	New York	NY	•	•	•	٠	•	•	•	•	•		100	100	
3a Firm-wide Organizational	Arent Fox LLP	Washington	DC	•	•	•	٠	•	•	•	•	•		100	100	
Competency Programs (10 points) 3b Has Employer-Supported Employee	Armstrong Teasdale LLP	St. Louis	MO	•	•	•	٠	•	•	•	•	•		100	100	
Resource Group OR Firm-Wide	Arnold & Porter Kaye Scholer LLP	Washington	DC	٠	•	•	٠	•	•	•	•	•		100	100	
Diversity Council (10 points) Would Support ERG if Employees	Ascena Retail Group Inc.	Mahwah	NJ	٠	•	•	٠	•	•	•	٠	٠		100	100	523
Express Interest (half credit)	Astellas Pharma US Inc.	Northbrook	IL	٠	•	•	٠	•	•	•	•	•		100	100	
4 Positively Engages the External LGBTQ Community (15 points /	AT&T Inc.	Dallas	ТΧ	•	•	•	٠	•	•	•	٠	٠		100	100	10
partial credit of 10 points given for less than three efforts) Have internal	AthenaHealth Inc.	Watertown	MA	•	•	•	٠	•	•	•	٠	٠		100	95	
guidelines that prohibit philanthropic	Autodesk Inc.	San Rafael	CA	٠	•	•	٠	•	•	•	٠	٠		100	100	842
giving to non-religious organizations with an explicit policy of discrimination	Avon Products Inc.	New York	NY	٠	•	•	٠	•	•	•	•	•		100	100	370
against LGBTQ people (5 points)	AXA	New York	NY	•	•	•	٠	•	•	•	٠	٠		100	100	
	B J's Wholesale Club	Westborough	MA	•	•	•	٠	•	•	•	٠	٠		100	100	
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	BAE Systems Inc.	Arlington	VA	•	•	•	٠	•	•	•	٠	٠		100	100	
not responded to repeated invitations to the CEI survey. These ratings are	Bain & Co. Inc./ Bridgespan Group	Boston	MA	•	•	•	٠	•	•	•	٠	٠		100	100	
based on publicly available information as well as information submitted to	Baker & McKenzie LLP	Chicago	IL	•	•	•	٠	•	•	•	٠	٠		100	100	
HRC from unofficial LGBTQ employee	Baker, Donelson, Bearman, Caldwell & Berkowitz PC	Memphis	TN	•	•	•	٠	•	•	•	٠	٠		100	100	
groups or individual employees.	Ball Corp.	Broomfield	CO	•	•	•	٠	•	•	•	٠	٠		100	100	341
	Ballard Spahr LLP	Philadelphia	PA	٠	•	•	٠	•	•	•	•	•		100	95	
	Bank of New York Mellon Corp., The	New York	NY	٠	٠	٠	٠	•	•	•	•	٠		100	100	179
	Barclays	New York	NY	٠	•	•	٠	•	•	•	•	•		100	100	
	Barilla America Inc.	Northbrook	IL	٠	٠	٠	٠	•	•	•	•	٠		100	100	
	Barnes & Noble Inc.	New York	NY	٠	•	•	٠	•	•	•	•	•		100	100	427
	BASF Corp.	Florham Park	NJ	٠	٠	•	٠	•	•	٠	•	•		100	100	
	Bass, Berry & Sims PLC	Nashville	TN	•	•	•	٠	•	•	٠	•	•		100		
	Baxter International Inc.	Deerfield	IL	٠	٠	٠	٠	٠	•	٠	•	٠		100	100	286
	Bayer U.S. LLC	Whippany	NJ	•	•	•	٠	•	•	•	•	•		100	90	
	BB&T Corp.	Winston-Salem	NC	٠	٠	٠	٠	•	•	٠	•	•		100	100	273

Appendix A	Employers with Ratings of 100 Percent							Crite	rion						Rating	
				15 points	15 points	5 points	10 points	10 points	10 points	10 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2 a	2b	2c	3a	Зb	4	5	CEI 3	201 CEI	For
1a Prohibits Discrimination Based	Becton, Dickinson and Co.	Franklin Lakes	NJ	•	•	•	•	•	•	•	•	•		100	65	278
on Sexual Orientation for All Operations (15 points)	Ben & Jerry's Homemade Inc.	South Burlington	VT	•	٠	•	٠	•	•	•	•	•		100	100	
1b Prohibits Discrimination Based on	Best Buy Co. Inc.	Richfield	MN	٠	•	•	٠	•	•	•	•	•		100	100	71
Gender Identity or Expression for All Operations (15 points)	Biogen	Cambridge	MA	٠	•	•	٠	•	•	٠	•	٠		100	100	263
1c Has Contractor/Vendor	BlackRock	New York	NY	٠	•	•	٠	•	•	•	•	•		100	100	250
Non-Discrimination Standards that Include Sexual Orientation	Blank Rome LLP	Philadelphia	PA	٠	•	•	٠	•	•	•	•	٠		100	100	
and Gender Identity (5 points)	Bloomberg LP	New York	NY	٠	•	•	٠	•	•	•	•	•		100	100	
2a Offers Equivalent Spousal and Partner Medical Benefits (10 points)	Blue Cross & Blue Shield of Rhode Island	Providence	RI	٠	•	•	٠	•	•	•	•	•		100	100	
2b Parity Across Spousal and	Blue Cross Blue Shield of Florida Inc.	Jacksonville	FL	•	•	•	٠	•	•	•	•	•		100	100	
Partner "Soft" Benefits (10 points / half credit for parity across	Blue Cross Blue Shield of Massachusetts	Boston	MA	•	•	•	•	•	•	•	•	•		100	100	
some, but not all benefits)	Blue Cross Blue Shield of Minnesota	Eagan	MN	•	•	•	•	•	•	•	•	•		100	100	
2c Offers Transgender-Inclusive Health Insurance Coverage (10 points)	Blue Shield of California	San Francisco	CA	٠	•	•	٠	•	•	•	•	•		100	100	
3a Firm-wide Organizational	BMO Bankcorp Inc.	Chicago	IL	٠	•	•	٠	•	•	•	•	•		100	90	
Competency Programs (10 points) 3b Has Employer-Supported Employee	BNP Paribas	New York	NY	٠	•	•	٠	•	•	•	•	•		100	100	
Resource Group OR Firm-Wide	Boehringer Ingelheim USA Corp.	Ridgefield	СТ	•	•	•	•	•	•	•	•	•		100	100	
Diversity Council (10 points) Would Support ERG if Employees	Boeing Co.	Chicago	IL	٠	•	•	٠	•	•	•	•	•		100	100	24
Express Interest (half credit)	Boies Schiller Flexner LLP	New York	NY	٠	•	•	•	•	•	•	•	•		100	100	
4 Positively Engages the External LGBTQ Community (15 points /	Booz Allen Hamilton Inc.	McLean	VA	٠	•	•	٠	•	•	•	•	•		100	100	487
partial credit of 10 points given for less than three efforts) Have internal	Borgata Hotel Casino & Spa	Atlantic City	NJ	٠	•	•	•	•	•	•	•	•		100	100	
guidelines that prohibit philanthropic giving to non-religious organizations	Boston Consulting Group	Boston	MA	٠	•	•	٠	•	•	•	•	•		100	100	
with an explicit policy of discrimination	Boston Scientific Corp.	Marlborough	MA	٠	•	•	٠	•	•	•	•	•		100	100	359
against LGBTQ people (5 points)	BP America Inc.	Houston	ТΧ	٠	•	•	٠	•	•	•	•	•		100	85	
Ratings in Gray / Unofficial ratings of	Bright Horizons Family Solutions LLC	Watertown	MA	٠	•	•	٠	•	•	•	•	•		100	100	
the Fortune 500 companies that have	Bristol-Myers Squibb Co.	New York	NY	٠	•	•	٠	•	•	•	•	•		100	100	168
not responded to repeated invitations to the CEI survey. These ratings are	Broadridge Financial Solutions Inc.	Lake Success	NY	٠	•	•	٠	•	•	•	•	•		100	100	792
based on publicly available information as well as information submitted to	Brown Rudnick LLP	Boston	MA	٠	•	•	٠	•	•	•	•	•		100	100	
HRC from unofficial LGBTQ employee	Brown-Forman Corp.	Louisville	KY	٠	•	•	٠	•	•	•	•	•		100	100	702
groups or individual employees.	Bryan Cave LLP	St. Louis	MO	٠	•	•	٠	•	•	•	•	•		100	100	
	Buchanan Ingersoll & Rooney PC	Pittsburgh	PA	٠	•	•	٠	•	•	•	•	•		100		
	Buckley Sandler LLP	Washington	DC	٠	•	•	٠	•	•	•	•	•		100	100	
	CA Technologies Inc.	New York	NY	٠	•	•	٠	•	•	•	•	•		100	100	563
	Cadwalader, Wickersham & Taft LLP	New York	NY	٠	•	•	٠	•	•	•	•	•		100	100	
	Caesars Entertainment Corp.	Las Vegas	NV	٠	•	•	٠	•	•	•	•	•		100	100	534
	Caleres	St. Louis	MO	٠	•	•	٠	•	•	•	•	•		100	100	824
	Cambia Health Solutions Inc.	Portland	OR	٠	•	•	٠	•	•	•	•	•		100	100	
	Campbell Soup Co.	Camden	IJ	٠	•	•	٠	•	•	•	•	•		100	100	337
	Capital Group Companies Inc., The	Los Angeles	CA	•	•	•	•	•	•	•	•	•		100		
	Capital Markets Company NV, The	New York	NY	•	•	•	•	•	•	•	•	•		100	100	

Appendix A	Employers with Ratings of 100 Percent							Criter	ion						Rating	
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	3b	4	5	CEI 201	201 CEI 20	For
1a Prohibits Discrimination Based	Capital One Financial Corp.	McLean	VA	•	•	•	٠	•	•	•	•	•		100	100	112
on Sexual Orientation for All Operations (15 points)	Cardinal Health Inc.	Dublin	ОН	•	•	•	•	•	•	•	•	•		100	100	21
1b Prohibits Discrimination Based on	CareFirst Inc.	Baltimore	MD	•	•	•	•	•	•	•	•	•		100	100	
Gender Identity or Expression for All Operations (15 points)	Cargill Inc.	Wayzata	MN	•	•	•	•	•	•	•	•	•		100	100	
1c Has Contractor/Vendor	Carlton Fields Jorden Burt	Tampa	FL	•	•	•	•	•	•	•	•	•		100	100	
Non-Discrimination Standards that Include Sexual Orientation	Carlyle Group LP, The	Washington	DC	•	•	•	•	•	•	•	•	•		100		730
and Gender Identity (5 points)	CarMax Inc.	Richmond	VA	•	•	•	•	•	•	•	•	•		100	95	191
2a Offers Equivalent Spousal and Partner Medical Benefits (10 points)	Carnival Corp.	Miami	FL	•	•	•	•	•	•	•	•	•		100	100	
2b Parity Across Spousal and	CBRE Inc.	Los Angeles	CA	•	•	•	٠	•	•	•	•	•		100	100	259
Partner "Soft" Benefits (10 points / half credit for parity across	CBS Corp.	New York	NY	•	•	•	٠	•	•	•	•	•		100	100	203
some, but not all benefits)	CDW Corp.	Lincolnshire	IL	•	•	٠	٠	•	•	•	•	•		100	90	220
2c Offers Transgender-Inclusive Health Insurance Coverage (10 points)	Centene Corp.	St. Louis	MO	•	•	٠	٠	•	•	•	•	•		100	95	124
3a Firm-wide Organizational	Cerner Corp	North Kansas City	MO	•	•	٠	٠	•	•	•	•	•		100		553
Competency Programs (10 points)	Chapman and Cutler LLP	Chicago	IL	•	•	٠	٠	•	•	•	•	•		100	100	
3b Has Employer-Supported Employee Resource Group OR Firm-Wide	Charles Schwab & Co. Inc.	San Francisco	CA	•	•	٠	٠	•	•	•	•	•		100	100	401
Diversity Council (10 points) Would Support ERG if Employees	Charter Communications	Stamford	СТ	•	•	٠	٠	•	•	•	•	•		100	100	292
Express Interest (half credit)	Chevron Corp.	San Ramon	CA	•	•	٠	٠	•	•	•	•	•		100	100	14
4 Positively Engages the External LGBTQ Community (15 points /	Choate, Hall & Stewart LLP	Boston	MA	•	•	٠	٠	•	•	•	•	•		100	100	
partial credit of 10 points given for less than three efforts) Have internal	Choice Hotels International Inc.	Rockville	MD	•	•	٠	٠	•	•	•	•	•		100	100	
guidelines that prohibit philanthropic	Chubb Corp.	Philadelphia	PA	•	•	٠	٠	•	•	•	•	•		100	100	
giving to non-religious organizations with an explicit policy of discrimination	CIGNA Corp.	Bloomfield	СТ	•	•	٠	٠	•	•	•	•	•		100	100	79
against LGBTQ people (5 points)	Cisco Systems Inc.	San Jose	CA	٠	•	٠	•	•	•	•	•	•		100	100	54
	Citigroup Inc.	New York	NY	•	•	٠	•	•	•	•	•	•		100	100	29
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	Citrix Systems Inc.	Fort Lauderdale	FL	•	•	٠	٠	•	•	•	•	•		100	100	676
not responded to repeated invitations to the CEI survey. These ratings are	Cleary Gottlieb Steen & Hamilton LLP	New York	NY	•	•	٠	٠	•	•	•	•	•		100	100	
based on publicly available information as well as information submitted to	Clifford Chance US LLP	New York	NY	•	•	٠	٠	•	•	•	•	•		100	100	
HRC from unofficial LGBTQ employee	Clorox Co., The	Oakland	CA	•	•	٠	٠	•	•	•	•	•		100	100	455
groups or individual employees.	Cloudera Inc	Palo Alto	CA	•	•	٠	٠	•	•	•	•	•		100	100	
	CNA Insurance	Chicago	IL	•	•	٠	٠	•	•	•	•	•		100	100	
	Coach Inc.	New York	NY	•	•	٠	٠	•	•	•	•	•		100	100	575
	Coca-Cola Co., The	Atlanta	GA	•	•	٠	٠	•	•	•	•	•		100	100	62
	Colgate-Palmolive Co.	New York	NY	•	•	٠	٠	•	•	•	•	•		100	100	174
	Comcast NBCUniversal	Philadelphia	PA	•	•	٠	٠	•	•	•	•	•		100	100	37
	Comerica Inc.	Dallas	ТΧ	•	•	٠	٠	•	•	•	•	•		100	100	765
	Compass Bancshares Inc. (BBVA Compass)	Birmingham	AL	•	•	•	٠	•	•	•	•	•		100	90	
	ConAgra Brands Inc.	Chicago	IL	•	•	•	٠	•	•	•	•	•		100	100	176
	ConocoPhillips	Houston	ТΧ	•	•	•	٠	•	•	•	•	•		100	80	90
	Constellation Brands Inc.	Victor	NY	•	٠	•	٠	•	•	•	•	•		100	80	429

Appendix A	Employers with Ratings of 100 Percent							Crite	rion						Rating	
				15 points	15 points	5 points	10 points	10 points	10 points	10 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2 a	2b	2c	3a	3b	4	5	CE 3	201 CEI	For
1a Prohibits Discrimination Based	Consumers Energy	Jackson	MI	•	•	•	٠	•	•	٠	•	•		100	95	403
on Sexual Orientation for All Operations (15 points)	Convergys Corp.	Cincinnati	ОН	٠	٠	•	•	•	•	٠	•	•		100	100	744
1b Prohibits Discrimination Based on	Cooley LLP	Palo Alto	CA	•	•	•	•	•	•	•	•	•		100	100	
Gender Identity or Expression for All Operations (15 points)	Corning Inc.	Corning	NY	٠	•	•	٠	•	•	٠	٠	•		100	100	313
1c Has Contractor/Vendor	Cosmopolitan of Las Vegas, The	Las Vegas	NV	•	•	•	٠	•	•	٠	•	•		100	100	
Non-Discrimination Standards that Include Sexual Orientation	Covington & Burling LLP	Washington	DC	•	•	•	٠	•	•	٠	•	•		100	100	
and Gender Identity (5 points)	Cravath, Swaine & Moore LLP	New York	NY	•	•	•	٠	•	•	٠	•	•		100	95	
2a Offers Equivalent Spousal and Partner Medical Benefits (10 points)	Credit Suisse USA Inc.	New York	NY	٠	•	•	٠	•	•	٠	•	•		100	100	
2b Parity Across Spousal and	Crowell & Moring LLP	Washington	DC	٠	•	•	٠	•	•	•	•	•		100	100	
Partner "Soft" Benefits (10 points / half credit for parity across	CSAA Insurance Group	Walnut Creek	CA	٠	•	•	٠	•	•	٠	•	•		100	100	
some, but not all benefits)	Cummins Inc.	Columbus	IN	٠	•	•	٠	•	•	٠	•	•		100	100	148
2c Offers Transgender-Inclusive Health Insurance Coverage (10 points)	CUNA Mutual Group	Madison	WI	٠	•	•	٠	•	•	٠	•	•		100	100	701
3a Firm-wide Organizational	CVS Health Corp.	Woonsocket	RI	٠	•	•	٠	•	•	٠	•	•		100	100	7
Competency Programs (10 points) 3b Has Employer-Supported Employee	Danaher Corp.	Washington	DC	٠	•	•	٠	•	•	٠	•	•		100	100	133
Resource Group OR Firm-Wide	Daniel J. Edelman Inc.	New York	NY	٠	•	•	٠	•	•	٠	•	•		100	100	
Diversity Council (10 points) Would Support ERG if Employees	Darden Restaurants Inc.	Orlando	FL	٠	•	•	٠	•	•	٠	•	•		100	100	371
Express Interest (half credit)	Davis Wright Tremaine LLP	Seattle	WA	٠	•	•	•	•	•	٠	•	•		100	100	
4 Positively Engages the External LGBTQ Community (15 points /	Day Pitney LLP	Parsippany	NJ	٠	•	•	•	•	•	٠	•	•		100	100	
partial credit of 10 points given for less than three efforts) Have internal	Debevoise & Plimpton LLP	New York	NY	٠	•	•	•	•	•	٠	•	•		100	100	
guidelines that prohibit philanthropic	Dechert LLP	Philadelphia	PA	٠	•	•	•	•	•	٠	•	•		100	100	
giving to non-religious organizations with an explicit policy of discrimination	Delhaize America Inc.	Salisbury	NC	•	•	•	٠	•	•	•	•	•		100	100	
against LGBTQ people (5 points)	Dell Inc.	Round Rock	ТΧ	•	•	•	٠	•	•	٠	•	•		100	100	
Ratings in Gray / Unofficial ratings of	Deloitte LLP	New York	NY	•	•	•	٠	•	•	•	•	•		100	100	
the Fortune 500 companies that have	Delta Air Lines Inc.	Atlanta	GA	•	•	•	٠	•	•	٠	•	•		100	100	68
not responded to repeated invitations to the CEI survey. These ratings are	Dentons US LLP	Washington	DC	•	•	•	٠	•	•	٠	•	•		100	100	
based on publicly available information as well as information submitted to	Depository Trust & Clearing Corp., The	New York	NY	•	•	•	٠	•	•	٠	•	•		100		
HRC from unofficial LGBTQ employee	Deutsche Bank	New York	NY	•	•	•	٠	•	•	•	•	•		100	100	
groups or individual employees.	Diageo North America	Norwalk	CT	•	•	•	٠	•	•	٠	•	•		100	100	
	Dickinson Wright PLLC	Detroit	MI	•	•	•	٠	•	•	٠	•	•		100	85	
	DigitasLBi	Boston	MA	•	•	•	٠	•	•	•	•	•		100	100	
	Discover Financial Services	Riverwoods	IL	•	•	•	٠	•	•	•	•	•		100	100	283
	DLA Piper	Baltimore	MD	•	•	•	٠	•	•	٠	•	•		100	100	
	Dollar General Corp.	Goodlettsville	TN	•	•	•	٠	•	•	٠	•	•		100	85	139
	Dorsey & Whitney LLP	Minneapolis	MN	•	•	•	•	٠	•	•	•	•		100	100	
	Dow Chemical Co., The	Midland	МІ	•	•	•	٠	•	•	٠	•	•		100	100	56
	Dropbox Inc.	San Francisco	CA	•	•	•	•	•	•	•	•	•		100	100	
	Duane Morris LLP	Philadelphia	PA	•	•	•	•	•	•	•	•	•		100	95	
	Duke Energy Corp.	Charlotte	NC	٠	•	•	•	•	•	٠	•	•		100	90	115

Appendix A	Employers with Ratings of 100 Percent							Crite	rion						Rating	
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	3b	4	5	201 CEI	201 CEI	For
1a Prohibits Discrimination Based	Dun & Bradstreet Corp., The	Short Hills	NJ	•	•	•	٠	•	•	٠	•	•		100	100	
on Sexual Orientation for All Operations (15 points)	Dykema Gossett PLLC	Detroit	MI	٠	٠	•	•	•	•	•	٠	•		100	100	
1b Prohibits Discrimination Based on	E&J Gallo Winery	Modesto	CA	•	•	•	•	•	•	•	•	•		100	100	
Gender Identity or Expression for All Operations (15 points)	E. I. du Pont de Nemours and Co. (DuPont)	Wilmington	DE	٠	٠	•	•	•	•	•	٠	•		100	100	101
1c Has Contractor/Vendor	Eastern Bank Corp.	Boston	MA	•	•	•	٠	•	•	٠	•	•		100	100	
Non-Discrimination Standards that Include Sexual Orientation	Eastman Chemical Co.	Kingsport	TN	•	•	•	٠	•	٠	٠	•	•		100	95	296
and Gender Identity (5 points)	Eastman Kodak Co.	Rochester	NY	•	•	•	٠	•	•	٠	•	•		100	100	
2a Offers Equivalent Spousal and Partner Medical Benefits (10 points)	Eaton Corp.	Cleveland	ОН	•	•	•	٠	•	•	•	•	•		100	100	
2b Parity Across Spousal and	eBay Inc.	San Jose	CA	•	•	•	٠	•	•	٠	•	•		100	100	300
Partner "Soft" Benefits (10 points / half credit for parity across	Ecolab Inc.	St. Paul	MN	٠	•	•	٠	•	•	٠	•	•		100	100	206
some, but not all benefits)	Edward Jones	St. Louis	MO	٠	•	•	٠	•	•	٠	•	•		100	100	382
2c Offers Transgender-Inclusive Health Insurance Coverage (10 points)	Electronic Arts Inc.	Redwood City	CA	٠	•	•	٠	•	•	٠	•	•		100	100	543
3a Firm-wide Organizational	Eli Lilly & Co.	Indianapolis	IN	٠	•	•	٠	•	•	٠	•	•		100	100	141
Competency Programs (10 points) 3b Has Employer-Supported Employee	EMC Corp.	Hopkinton	MA	•	•	•	٠	•	•	٠	•	•		100	100	113
Resource Group OR Firm-Wide	Emerson Electric Co.	St. Louis	MO	٠	•	•	٠	•	•	٠	•	•		100	90	128
Diversity Council (10 points) Would Support ERG if Employees	Entergy Corp.	New Orleans	LA	٠	•	•	٠	•	•	٠	•	•		100	85	247
Express Interest (half credit)	Erie Insurance Group	Erie	PA	٠	•	•	٠	•	•	٠	•	•		100	100	411
4 Positively Engages the External LGBTQ Community (15 points /	Ernst & Young LLP	New York	NY	٠	•	•	٠	•	•	٠	•	•		100	100	
partial credit of 10 points given for less than three efforts) Have internal	Estée Lauder Companies Inc., The	New York	NY	٠	•	•	٠	•	•	٠	•	•		100	100	261
guidelines that prohibit philanthropic	Eversheds Sutherland (US) LLP	Atlanta	GA	٠	•	•	٠	•	•	٠	•	•		100	100	
giving to non-religious organizations with an explicit policy of discrimination	Excellus Health Plan Inc.	Rochester	NY	٠	•	•	٠	•	•	٠	•	•		100	100	
against LGBTQ people (5 points)	Exelon Corp.	Chicago	IL	٠	•	•	٠	•	•	٠	•	•		100	100	95
	Expedia Inc.	Bellevue	WA	٠	•	•	٠	•	•	٠	•	•		100	100	385
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	Express Scripts Holding Company	St. Louis	MO	•	•	•	٠	•	•	•	•	•		100	100	22
not responded to repeated invitations to the CEI survey. These ratings are	Facebook Inc.	Menlo Park	CA	٠	•	•	٠	•	•	٠	•	•		100	100	157
based on publicly available information as well as information submitted to	FactSet Research Systems Inc.	Norwalk	СТ	٠	•	•	٠	•	•	٠	•	•		100	100	
HRC from unofficial LGBTQ employee	Faegre Baker Daniels	Chicago	IL	٠	•	•	٠	•	•	٠	•	•		100	100	
groups or individual employees.	FCA US LLC	Auburn Hills	MI	•	•	•	٠	•	•	•	•	•		100	100	
	Federal Home Loan Mortgage Corp. (Freddie Mac)	McLean	VA	٠	•	•	٠	•	•	٠	•	•		100	100	43
	Federal National Mortgage Association (Fannie Mae)	Washington	DC	٠	•	•	٠	•	•	٠	•	•		100	100	16
	Federal Reserve Bank of Atlanta	Atlanta	GA	٠	•	•	٠	•	•	٠	•	•		100	100	
	Federal Reserve Bank of Boston	Boston	MA	•	•	•	٠	•	•	•	•	•		100	100	
	Federal Reserve Bank of Chicago	Chicago	IL	٠	•	•	٠	•	•	٠	•	•		100	100	
	Federal Reserve Bank of Cleveland	Cleveland	ОН	٠	•	•	٠	•	•	٠	•	•		100	100	
	Federal Reserve Bank of Richmond	Richmond	VA	•	•	•	٠	•	•	•	٠	•		100	100	
	Federal Reserve Bank of San Francisco	San Francisco	CA	•	•	•	٠	•	•	٠	•	•		100	80	
	Federal Reserve Bank of St Louis	Saint Louis	MO	•	•	•	٠	•	•	•	٠	•		100	100	
	FedEx Corp.	Memphis	TN	٠	٠	٠	٠	٠	•	٠	•	•		100	85	58

Appendix A	Employers with Ratings of 100 Percent							Crite	erion						Rating	1
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	3b	4	5	CE 2	CEI CEI	For
1a Prohibits Discrimination Based	Fenwick & West LLP	Mountain View	CA	•	•	•	•	•	•	•	•	•		100	100	
on Sexual Orientation for All Operations (15 points)	Fidelity National Information Services Inc.	Jacksonville	FL	•	•	•	٠	•	•	•	•	٠		100	90	392
1b Prohibits Discrimination Based on	Fifth Third Bancorp	Cincinnati	ОН	•	•	•	٠	•	•	•	•	٠		100	100	376
Gender Identity or Expression for All Operations (15 points)	Financial Industry Regulatory Authority Inc.	Washington	DC	•	•	•	٠	•	•	•	•	•		100	100	
1c Has Contractor/Vendor	Finnegan, Henderson, Farabow, Garrett & Dunner LLP	Washington	DC	•	•	•	٠	•	•	•	•	•		100	100	
Non-Discrimination Standards that Include Sexual Orientation	First American Financial Corp.	Santa Ana	CA	٠	•	•	٠	•	•	•	•	٠		100	90	497
and Gender Identity (5 points)	First Data Corp.	Atlanta	GA	•	•	•	٠	•	•	•	•	•		100	100	249
2a Offers Equivalent Spousal and Partner Medical Benefits (10 points)	Fleishman-Hillard Inc.	St. Louis	МО	٠	•	•	٠	•	•	•	•	٠		100	75	
2b Parity Across Spousal and	Foley & Lardner LLP	Milwaukee	WI	•	•	•	٠	•	•	•	•	•		100	100	
Partner "Soft" Benefits (10 points / half credit for parity across	Foley Hoag LLP	Boston	MA	٠	•	•	٠	•	•	•	•	٠		100	100	
some, but not all benefits)	Ford Motor Co.	Dearborn	MI	٠	•	•	٠	•	•	•	•	٠		100	100	9
2c Offers Transgender-Inclusive Health Insurance Coverage (10 points)	Fortive Corp.	Everett	WA	٠	•	٠	٠	•	•	•	٠	٠		100		
3a Firm-wide Organizational	Franklin Resources Inc.	San Mateo	CA	٠	•	•	٠	•	•	•	•	•		100	100	344
Competency Programs (10 points) 3b Has Employer-Supported Employee	Fredrikson & Byron	Minneapolis	MN	٠	•	٠	٠	•	•	•	٠	٠		100	95	
Resource Group OR Firm-Wide	Fried, Frank, Harris, Shriver & Jacobson LLP	New York	NY	•	•	٠	٠	•	•	•	•	٠		100	100	
Diversity Council (10 points) Would Support ERG if Employees	Frost Brown Todd LLC	Cincinnati	ОН	٠	•	•	٠	•	•	٠	•	•		100	100	
Express Interest (half credit)	GameStop Corp.	Grapevine	ТΧ	٠	•	•	٠	•	•	•	•	٠		100	100	302
4 Positively Engages the External LGBTQ Community (15 points /	Gannett Co. Inc.	Mclean	VA	٠	٠	•	٠	•	•	•	•	٠		100	95	
partial credit of 10 points given for less than three efforts) Have internal	Gap Inc.	San Francisco	CA	•	•	•	٠	•	•	•	•	•		100	100	177
guidelines that prohibit philanthropic	Gartner Inc.	Stamford	СТ	٠	•	•	•	•	•	•	•	•		100	100	
giving to non-religious organizations with an explicit policy of discrimination	Genentech Inc.	South San Francisco	CA	•	•	•	٠	•	•	•	•	•		100	100	
against LGBTQ people (5 points)	General Electric Co.	Boston	MA	٠	•	•	٠	•	•	•	•	•		100	100	11
	General Mills Inc.	Minneapolis	MN	•	•	•	٠	•	•	•	•	•		100	100	161
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	General Motors Co.	Detroit	MI	٠	•	•	٠	•	•	•	•	•		100	100	8
not responded to repeated invitations to the CEI survey. These ratings are	Genworth Financial Inc.	Richmond	VA	•	•	•	٠	•	•	•	•	•		100	100	306
based on publicly available information	Gibson, Dunn & Crutcher LLP	Los Angeles	CA	٠	•	•	•	•	•	•	•	•		100	100	
as well as information submitted to HRC from unofficial LGBTQ employee	Gilead Sciences Inc.	Foster City	CA	•	•	•	٠	•	•	•	•	•		100	85	86
groups or individual employees.	GlaxoSmithKline LLC	Research Triangle Park	NC	•	•	•	٠	•	•	•	•	•		100	100	
	Goldman Sachs Group Inc., The	New York	NY	•	•	•	٠	•	•	•	•	•		100	100	74
	Goodwin Procter LLP	Boston	MA	٠	•	•	•	•	•	•	•	•		100	100	
	Google Inc.	Mountain View	CA	•	•	•	٠	•	•	•	•	•		100	100	36
	Gordon Rees Scully Mansukhani, LLP	San Francisco	CA	٠	•	•	•	•	•	•	•	•		100	100	
	Goulston & Storrs	Boston	MA	•	•	•	٠	•	•	٠	•	•		100	100	
	Grant Thornton LLP	Chicago	IL	٠	٠	٠	٠	٠	•	٠	٠	•		100	100	
	Greenberg Traurig LLP	New York	NY	•	•	•	٠	•	•	٠	•	•		100		
	Group Health Cooperative	Seattle	WA	٠	•	•	٠	•	•	٠	٠	•		100	100	
	Groupon Inc.	Chicago	IL	•	•	•	٠	•	•	٠	•	٠		100	100	688
	Guardian Life Insurance Co. of America, The	New York	NY	٠	٠	٠	•	٠	٠	•	٠	٠		100	100	226

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Appendix A	Employers with Ratings of 100 Percent		-					Crite	rion						Rating	
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	3b	4	5	CEI 201	CEI	For
1a Prohibits Discrimination Based	Hain Celestial Group Inc., The	Lake Success	NY	•	•	•	•	•	•	٠	•	•		100	90	795
on Sexual Orientation for All Operations (15 points)	Hallmark Cards Inc.	Kansas City	МО	•	•	•	٠	•	٠	٠	٠	٠		100	100	
1b Prohibits Discrimination Based on	Hanover Insurance Group Inc.	Worcester	MA	•	•	•	•	•	•	٠	•	•		100	90	506
Gender Identity or Expression for All Operations (15 points)	Harris Corp.	Melbourne	FL	٠	٠	٠	٠	•	•	٠	•	•		100	100	505
1c Has Contractor/Vendor	Hartford Financial Services Group Inc., The	Hartford	СТ	•	•	٠	•	•	٠	•	•	٠		100	100	152
Non-Discrimination Standards that Include Sexual Orientation	Harvard Pilgrim Health Care Inc.	Wellesley	MA	•	•	٠	•	•	٠	•	•	•		100	100	
and Gender Identity (5 points)	Hasbro Inc.	Pawtucket	RI	•	•	•	•	•	٠	٠	•	•		100	100	550
2a Offers Equivalent Spousal and Partner Medical Benefits (10 points)	Health Care Service Corp.	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	
2b Parity Across Spousal and	Henry Schein Inc.	Melville	NY	•	•	•	•	•	•	•	•	•		100	100	268
Partner "Soft" Benefits (10 points / half credit for parity across	HERE North America LLC	Chicago	IL	•	•	•	٠	•	•	•	•	•		100	100	
some, but not all benefits)	Herman Miller Inc.	Zeeland	МІ	•	•	•	•	•	•	•	•	•		100	100	932
2c Offers Transgender-Inclusive Health Insurance Coverage (10 points)	Hershey Co., The	Hershey	PA	•	•	•	٠	•	•	٠	•	٠		100	100	362
3a Firm-wide Organizational	Hewlett Packard Enterprise Co.	Palo Alto	CA	•	•	•	٠	•	•	•	•	•		100	100	
Competency Programs (10 points) 3b Has Employer-Supported Employee	Highmark Inc.	Pittsburgh	PA	•	•	•	٠	•	•	•	•	•		100	100	
Resource Group OR Firm-Wide	Hilton Inc.	McLean	VA	•	•	•	٠	•	•	•	•	•		100	100	254
Diversity Council (10 points) Would Support ERG if Employees	Hinshaw & Culbertson LLP	Chicago	IL	•	•	•	٠	•	•	•	•	•		100	100	
Express Interest (half credit)	Hogan Lovells US LLP	Washington	DC	•	٠	•	٠	•	•	•	•	•		100	100	
4 Positively Engages the External LGBTQ Community (15 points /	Holland & Knight LLP	Brandon	FL	•	•	•	•	•	•	•	•	•		100	100	
partial credit of 10 points given for less than three efforts) Have internal	Home Depot Inc., The	Atlanta	GA	•	•	•	•	•	•	•	•	•		100	100	28
guidelines that prohibit philanthropic giving to non-religious organizations	Hormel Foods Corp.	Austin	MN	•	•	•	•	•	•	•	•	•		100	100	304
with an explicit policy of discrimination	HP Inc.	Palo Alto	CA	•	•	•	•	•	•	•	•	•		100	100	20
against LGBTQ people (5 points)	HSBC USA	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
Ratings in Gray / Unofficial ratings of	Hughes Hubbard & Reed LLP	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
the Fortune 500 companies that have	Humana Inc.	Louisville	KY	•	•	•	•	•	•	•	•	•		100	100	52
not responded to repeated invitations to the CEI survey. These ratings are	Huntington Bancshares Inc.	Columbus	ОН	•	•	•	•	•	•	•	•	•		100	100	698
based on publicly available information as well as information submitted to	Huntington Ingalls Industries	Newport News	VA	•	•	•	•	•	•	•	•	•		100		378
HRC from unofficial LGBTQ employee	Huron Consulting Group Inc.	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	
groups or individual employees.	Husch Blackwell LLP	St. Louis	МО	•	•	•	•	•	•	•	•	•		100	100	
	Hyatt Hotels Corp.	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	562
	Hyundai Motor America	Fountain Valley	CA	•	•	•	•	•	•	•	•	•		100	100	
	IAC/ InterActive Corp.	New York	NY	•	•	•	•	•	•	•	•	•		100		682
	IBM Corp.	Armonk	NY	•	•	•	•	•	•	•	•	•		100	100	31
	IKEA Holding US Inc.	Conshohocken	PA	•	•	•	•	•	•	•	•	•		100	100	
	Indeed Inc.	Austin	ТΧ	•	•	•	•	•	•	•	•	•		100		
	Ingersoll-Rand Company	Davidson	NC	•	•	•	•	•	•	٠	•	•		100	100	
	Intel Corp.	Santa Clara	CA	•	•	•	•	٠	•	•	•	•		100	100	51
	InterContinental Hotels Group Americas	Atlanta	GA	•	•	•	•	•	•	٠	•	•		100	100	
	Interpublic Group of Companies Inc.	New York	NY	•	•	•	•	•	•	٠	•	•		100	100	355

- 3a Firm-wide Orga Competency Pr
- 3b Has Employer-S Resource Grou Diversity Counc Would Support Express Interes
- 4 Positively Engag LGBTQ Commu partial credit of less than three guidelines that giving to non-re with an explicit p against LGBTQ

Appendix A	Employers with Ratings of 100 Percent							Crite	rion						Rating	I
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	3b	4	5	CEI 201	CEI 3	For
1a Prohibits Discrimination Based	Intuit Inc.	Mountain View	CA	•	•	•	٠	•	•	٠	•	•		100	100	552
on Sexual Orientation for All Operations (15 points)	Iron Mountain	Boston	MA	٠	•	•	٠	•	•	•	•	٠		100		729
1b Prohibits Discrimination Based on	J.C. Penney Co. Inc.	Plano	ТХ	٠	•	•	٠	•	•	٠	•	•		100	100	228
Gender Identity or Expression for All Operations (15 points)	Jenner & Block LLP	Chicago	IL	٠	•	•	٠	•	•	٠	•	•	· · · · · · · · · · · · · · · · · · ·	100	100	
1c Has Contractor/Vendor	JetBlue Airways Corp.	Long Island City	NY	•	•	•	٠	•	•	•	•	•		100	100	405
Non-Discrimination Standards that Include Sexual Orientation	JLL	Chicago	IL	•	•	•	٠	•	•	•	•	•		100	100	436
and Gender Identity (5 points)	John Hancock Financial Services Inc.	Boston	MA	٠	•	•	٠	•	•	•	•	•		100	100	
2a Offers Equivalent Spousal and Partner Medical Benefits (10 points)	Johnson & Johnson	New Brunswick	NJ	٠	•	•	٠	•	•	٠	•	•		100	100	39
2b Parity Across Spousal and	JPMorgan Chase & Co.	New York	NY	٠	•	•	٠	•	•	٠	•	•	*	100	100	23
Partner "Soft" Benefits (10 points / half credit for parity across	K&L Gates LLP	Pittsburgh	PA	•	•	•	٠	•	•	•	•	•		100	100	
some, but not all benefits)	Kaiser Permanente	Oakland	CA	•	•	•	٠	•	•	•	•	•		100	100	
2c Offers Transgender-Inclusive Health Insurance Coverage (10 points)	Katten Muchin Rosenman LLP	Chicago	IL	•	•	•	•	•	•	٠	•	•		100	100	
3a Firm-wide Organizational	Kaye Scholer LLP	New York	NY	•	•	•	•	•	•	٠	•	•		100	100	
Competency Programs (10 points) 3b Has Employer-Supported Employee	Kelley Drye & Warren LLP	New York	NY	•	•	•	•	•	•	٠	•	•		100	100	
Resource Group OR Firm-Wide Diversity Council (10 points)	Kellogg Co.	Battle Creek	MI	٠	•	•	٠	•	•	•	•	•		100	100	207
Would Support ERG if Employees	Kelly Services Inc.	Troy	MI	•	•	•	٠	•	•	٠	•	•		100	95	467
Express Interest (half credit) Positively Engages the External	KeyBank	Cleveland	OH	•	•	•	•	•	•	•	•	•		100	100	540
LGBTQ Community (15 points /	Kilpatrick Townsend & Stockton LLP	Atlanta	GA	•	•	•	•	•	•	•	•	•		100	100	
partial credit of 10 points given for less than three efforts) Have internal	Kimberly-Clark Corp.	Irving	TX	•	•	•	•	•	•	•	•	•		100	100	151
guidelines that prohibit philanthropic giving to non-religious organizations	Kimpton Hotel & Restaurant Group LLC	San Francisco	CA	•	•	•	•	•	•	•	•	•		100	100	
with an explicit policy of discrimination against LGBTQ people (5 points)	Kindred Healthcare Inc.	Louisville	KY	•	•	•	•	•	•	•	•	•		100		372
against LGBTQ people (5 points)	King & Spalding LLP	Atlanta	GA	•	•	•	•	•	•	•	•	•		100	100	
Ratings in Gray / Unofficial ratings of	Kirkland & Ellis LLP	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	
the Fortune 500 companies that have not responded to repeated invitations	KKR & Co. LP	New York	NY	•	•	•	•	•	•	•	•	•		100	100	347
to the CEI survey. These ratings are	Kohl's Corp.	Menomonee Falls	WI	•	•	•	•	•	•	•	•	•		100	95	145
based on publicly available information as well as information submitted to	KPMG LLP	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
HRC from unofficial LGBTQ employee groups or individual employees.	Kramer Levin Naftalis & Frankel LLP	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
groupe et marriedal employeeet	Kutak Rock LLP	Omaha	NE	•	•	•	•	•	•	•	•	•		100	100	
	L Brands Inc.	Columbus	OH	•	•	•	•	•	•	•	•	•		100	95	234
	Laboratory Corporation of America Holdings	Burlington	NC	•	•	•	•	•	•	•	•	•		100	20	325
	Land O'Lakes Inc.	Arden Hills	MN	•	•	•	•	•	•	•	•	•		100	100	215
	Lane Powell PC	Seattle	WA	•	•	•	•	•	•	•	•	•		100		
	Latham & Watkins LLP	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
	Lear Corp.	Southfield	MI	•	•	•	•	•	•	•	•	•		100	100	154
	Leidos Holdings	Reston	VA	•	•	•	•	•	•	•	•	•		100	20	504
	Lendlease Americas Inc.	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
	LENOVO (UNITED STATES) INC.	Morrisville	NC	•	•	•	•	•	•	•	•	•		100	100	
	Leo Burnett Company Inc.	Chicago	IL	•	•	•	•	•	•	•	•	•	-	100	100	

Appendix A	Employers with Ratings of 100 Percent							Crite	rion						Rating	
				15 points	15 points	5 points	10 points	10 points	10 points	10 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2 a	2b	2c	3a	3b	4	5	CEI 20	CEI CEI	For
1a Prohibits Discrimination Based	Level 3 Communications Inc.	Broomfield	со	٠	•	•	٠	•	٠	٠	•	•		100	100	333
on Sexual Orientation for All Operations (15 points)	Levi Strauss & Co.	San Francisco	CA	٠	•	٠	٠	•	٠	٠	•	٠		100	100	547
1b Prohibits Discrimination Based on	Lexmark International Inc.	Lexington	KY	٠	•	•	•	•	•	٠	•	•		100	100	638
Gender Identity or Expression for All Operations (15 points)	Liberty Mutual Group	Boston	MA	٠	•	•	٠	•	•	٠	•	•		100	95	73
1c Has Contractor/Vendor	Lincoln National Corp.	Radnor	PA	٠	•	•	•	•	٠	٠	•	٠		100	100	205
Non-Discrimination Standards that Include Sexual Orientation	Lindquist & Vennum LLP	Minneapolis	MN	•	•	•	•	•	٠	٠	•	•		100	100	
and Gender Identity (5 points)	LinkedIn	Sunnyvale	CA	٠	•	•	•	•	•	٠	•	•		100	100	733
2a Offers Equivalent Spousal and Partner Medical Benefits (10 points)	Littler Mendelson PC	San Francisco	CA	•	•	•	٠	•	٠	٠	•	•		100	100	
2b Parity Across Spousal and	Live Nation Inc.	Beverly Hills	CA	٠	•	•	٠	•	•	٠	•	•		100	75	366
Partner "Soft" Benefits (10 points / half credit for parity across	Locke Lord LLP	Dallas	ТΧ	•	•	•	•	•	•	٠	•	•		100	100	
some, but not all benefits)	Lockheed Martin Corp.	Bethesda	MD	•	•	•	٠	•	•	•	•	•		100	100	60
2c Offers Transgender-Inclusive Health Insurance Coverage (10 points)	L'Oréal USA Inc.	New York	NY	•	•	•	•	•	•	٠	•	•		100	85	
3a Firm-wide Organizational	Lowenstein Sandler LLP	New York	NY	•	•	•	٠	•	•	•	•	•		100	100	
Competency Programs (10 points) 3b Has Employer-Supported Employee	LPL Financial Holdings Inc.	Boston	MA	•	•	•	•	•	•	٠	•	•		100	100	568
Resource Group OR Firm-Wide	Lyft Inc.	San Francisco	CA	•	•	•	•	•	•	٠	•	•		100		
Diversity Council (10 points) Would Support ERG if Employees	Macy's Inc.	Cincinnati	ОН	٠	•	•	•	•	•	•	•	•		100	100	103
Express Interest (half credit)	Mallinckrodt LLC	Hazelwood	MO	•	•	•	•	•	•	٠	•	•		100	100	
4 Positively Engages the External LGBTQ Community (15 points /	Manatt, Phelps & Phillips LLP	Los Angeles	CA	•	•	•	•	•	•	٠	•	•		100	90	
partial credit of 10 points given for less than three efforts) Have internal	ManpowerGroup	Milwaukee	WI	•	•	•	•	•	•	٠	•	•		100	100	144
guidelines that prohibit philanthropic giving to non-religious organizations	Marriott International Inc.	Bethesda	MD	٠	•	•	•	•	•	٠	•	•		100	100	195
with an explicit policy of discrimination	Marsh & McLennan Companies Inc.	New York	NY	٠	•	•	•	•	•	•	•	•		100	100	222
against LGBTQ people (5 points)	Massachusetts Mutual Life Insurance Co.	Springfield	MA	•	•	•	•	•	•	•	•	•		100	100	76
Ratings in Gray / Unofficial ratings of	MasterCard Inc.	Purchase	NY	•	•	•	•	•	•	•	•	•		100	100	294
the Fortune 500 companies that have	Mattel Inc.	El Segundo	CA	•	•	•	٠	•	•	٠	•	•		100	100	450
not responded to repeated invitations to the CEI survey. These ratings are	Mayer Brown LLP	Chicago	IL	•	•	•	•	•	•	•	•	•	7	100	100	
based on publicly available information as well as information submitted to	McDermott Will & Emery LLP	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	
HRC from unofficial LGBTQ employee groups or individual employees.	McDonald's Corp.	Oak Brook	IL	•	•	•	•	•	•	•	•	•		100	100	109
groups of individual employees.	McKesson Corp.	San Francisco	CA	•	•	•	•	•	•	•	•	•		100	100	5
	McKinsey & Co. Inc.	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
	Medallia Inc.	San Mateo	CA	•	•	•	•	•	•	•	•	•		100		
	Mediavest Spark	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
	Medtronic PLC	Minneapolis	MN	•	•	•	•	•	•	•	•	•		100	100	
	Merck & Co. Inc.	Kenilworth	NJ	•	•	•	•	•	•	•	•	•		100	100	72
	MetLife Inc.	New York	NY	•	•	•	•	•	•	•	•	•		100	100	40
	MGM Resorts International	Los Vegas	NV	•	•	•	•	•	•	•	•	•		100	100	309
	Michael Best & Friedrich LLP	Milwaukee	WI	•	•	•	•	•	•	•	•	•		100	100	
	Microsoft Corp.	Redmond	WA	•	•	•	•	•	•	•	•	•		100	100	25
	Milbank, Tweed, Hadley & McCloy LLP	New York	NY	•	•	•	•	•	•	•	•	•		100	100	

Appendix A	Employers with Ratings of 100 Percent							Crite	rion						Rating	
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	3b	4	5	CE S	C 30	Foi
1a Prohibits Discrimination Based	MillerCoors LLC	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	
on Sexual Orientation for All Operations (15 points)	Mintz, Levin, Cohn, Ferris, Glovsky & Popeo PC	Boston	MA	٠	•	•	•	•	•	•	•	•		100	100	
1b Prohibits Discrimination Based on	Mitchell Gold + Bob Williams	Taylorsville	NC	٠	•	•	•	•	•	٠	•	•		100	100	
Gender Identity or Expression for All Operations (15 points)	Mondelez International Inc.	East Hanover	NJ	•	•	•	•	•	•	٠	•	•		100	100	94
1c Has Contractor/Vendor	Monsanto Co.	St. Louis	MO	٠	•	•	•	•	•	٠	•	•		100	100	189
Non-Discrimination Standards that Include Sexual Orientation	Moody's Corp.	New York	NY	٠	•	•	•	•	•	٠	•	•		100	100	652
and Gender Identity (5 points)	Moore & Van Allen PLLC	Charlotte	NC	٠	•	•	•	•	•	٠	•	•		100	100	
2a Offers Equivalent Spousal and Partner Medical Benefits (10 points)	Morgan Stanley	New York	NY	•	•	•	•	•	•	•	•	•		100	100	78
2b Parity Across Spousal and	Morgan, Lewis & Bockius LLP	Philadelphia	PA	•	•	•	•	•	•	•	•	•		100	100	
Partner "Soft" Benefits (10 points / half credit for parity across	Morningstar Inc.	Chicago	IL	•	•	•	•	•	•	•	•	•		100	90	
some, but not all benefits)	Morris, Manning & Martin LLP	Atlanta	GA	•	•	•	•	•	•	٠	•	•		100	80	
2c Offers Transgender-Inclusive Health Insurance Coverage (10 points)	Morrison & Foerster LLP	San Francisco	CA	•	•	•	•	•	•	•	•	•		100	100	
3a Firm-wide Organizational	MSLGROUP Americas	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
Competency Programs (10 points) 3b Has Employer-Supported Employee	Munger, Tolles & Olson LLP	Los Angeles	CA	•	•	•	•	•	•	•	•	•		100	100	
Resource Group OR Firm-Wide Diversity Council (10 points)	National Grid USA	Waltham	MA	•	•	•	•	•	•	•	•	•		100	100	
Would Support ERG if Employees	Nationwide	Columbus	ОН	•	•	•	•	•	•	•	•	•		100	100	69
Express Interest (half credit) 4 Positively Engages the External	Navient	Wilmington	DE	•	•	•	•	•	•	٠	•	•		100	90	494
LGBTQ Community (15 points /	Navigant Consulting Inc.	Chicago	IL	•	•	•	•	•	•	٠	•	•		100	100	
partial credit of 10 points given for less than three efforts) Have internal	NCR Corp.	Duluth	GA	•	•	•	•	•	•	•	•	•		100	100	409
guidelines that prohibit philanthropic giving to non-religious organizations	Nestlé Purina PetCare Co.	St. Louis	MO	•	•	•	•	•	•	•	•	•		100	100	
with an explicit policy of discrimination against LGBTQ people (5 points)	Netflix Inc.	Los Gatos	CA	•	•	•	•	•	•	•	•	•		100	100	379
against LGBTQ people (5 points)	Newmont Mining Corporation	Greenwood Village	CO	•	•	•	•	•	•	•	•	•		100	100	349
Ratings in Gray / Unofficial ratings of	Nielsen	New York City	NY	•	•	•	•	•	•	•	•	•		100	100	
the Fortune 500 companies that have	Nike Inc.	Beaverton	OR	•	•	•	•	•	•	•	•	•		100	100	91
not responded to repeated invitations to the CEI survey. These ratings are	NiSource Inc.	Merrillville	IN	•	•	•	•	•	•	•	•	•		100	75	483
based on publicly available information as well as information submitted to	Nissan North America Inc.	Franklin	TN	•	•	•	•	•	•	•	•	•		100	100	
HRC from unofficial LGBTQ employee groups or individual employees.	Nixon Peabody LLP	Boston	MA	•	•	•	•	•	•	٠	•	•		100	100	
groups of individual employees.	Nokia Inc.	Irving	ТΧ	•	•	•	•	•	•	•	•	•		100		
	Nordstrom Inc.	Seattle	WA	•	•	•	•	•	•	•	•	•		100	100	197
	Norfolk Southern Corp.	Norfolk	VA	•	•	•	•	•	•	•	•	•		100	80	270
	Northern Trust Corp.	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	520
	Northrop Grumman Corp.	Falls Church	VA	•	•	•	•	•	•	•	•	•		100	100	118
	Northwestern Mutual Life Insurance	Milwaukee	WI	•	•	•	•	•	•	•	•	•		100	100	100
	Norton Rose Fulbright	Houston	ТΧ	•	•	•	•	•	•	٠	•	•		100	100	
	Novartis Pharmaceuticals Corp.	East Hanover	NJ	•	•	•	•	•	•	•	•	•		100	100	
	NVIDIA Corp.	Santa Clara	CA	•	•	•	•	•	•	•	•	•		100	100	508
	Office Depot Inc.	Boca Raton	FL	•	•	•	•	•	•	•	•	•		100	100	196
	Ogilvy Group Inc., The	New York	NY	•	•	•	•	•	•	•	•	•		100	100	

Appendix A	Employers with Ratings of 100 Percent							Crite	rion						Rating	
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	Зb	4	5	CEI 201	CEI 201	For
1a Prohibits Discrimination Based	Ogletree, Deakins, Nash, Smoak & Stewart	Greenville	SC	٠	•	•	٠	•	•	•	•	•		100	100	
on Sexual Orientation for All Operations (15 points)	O'Melveny & Myers LLP	Los Angeles	CA	٠	•	•	•	•	٠	•	٠	٠		100	100	
1b Prohibits Discrimination Based on	Omnicom Group	New York	NY	٠	•	•	•	•	•	•	•	•		100	100	186
Gender Identity or Expression for All Operations (15 points)	OppenheimerFunds Inc.	New York	NY	•	•	•	•	•	•	٠	•	•		100	100	
1c Has Contractor/Vendor	Optimedia International US Inc.	New York	NY	•	•	•	•	•	•	•	•	•	• • • •	100	100	
Non-Discrimination Standards that Include Sexual Orientation	Oracle Corp.	Redwood City	CA	•	•	•	•	•	•	•	•	•		100	100	77
and Gender Identity (5 points)	Orrick, Herrington & Sutcliffe LLP	San Francisco	CA	٠	•	•	•	•	•	•	•	٠		100	100	
2a Offers Equivalent Spousal and Partner Medical Benefits (10 points)	Outerwall Inc.	Bellevue	WA	•	•	•	•	•	•	•	•	•		100	100	922
2b Parity Across Spousal and	Owens Corning	Toledo	ОН	•	•	•	•	•	•	•	•	•		100	100	480
Partner "Soft" Benefits (10 points / half credit for parity across	Pacific Investment Management Co. LLC	Newport Beach	CA	٠	•	•	•	•	•	•	•	•		100	100	
some, but not all benefits)	Pandora Media Inc.	Oakland	CA	•	•	•	•	•	•	•	•	•		100	100	
2c Offers Transgender-Inclusive Health Insurance Coverage (10 points)	Patterson Belknap Webb & Tyler LLP	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
3a Firm-wide Organizational	Paul Hastings LLP	Los Angeles	CA	•	•	•	•	•	•	•	•	•	•	100	100	
Competency Programs (10 points) 3b Has Employer-Supported Employee	Paul, Weiss, Rifkind, Wharton & Garrison LLP	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
Resource Group OR Firm-Wide	PayPal Holdings Inc.	San Jose	CA	•	•	•	•	•	•	•	•	•	•	100	100	307
Diversity Council (10 points) Would Support ERG if Employees	Pearson Inc.	Hoboken	NJ	•	•	•	•	•	•	•	•	•		100	100	
Express Interest (half credit) 4 Positively Engages the External	Pepper Hamilton LLP	Philadelphia	PA	•	•	•	•	•	•	•	•	•		100	100	
LGBTQ Community (15 points /	PepsiCo Inc.	Purchase	NY	•	•	•	•	•	•	•	•	•		100	100	44
partial credit of 10 points given for less than three efforts) Have internal	Perkins Coie LLP	Seattle	WA	•	•	•	•	•	•	•	•	•		100	100	
guidelines that prohibit philanthropic giving to non-religious organizations	Pernod Ricard USA LLC	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
with an explicit policy of discrimination	PetSmart Inc.	Phoenix	AZ	•	•	•	•	•	•	•	•	•		100	100	
against LGBTQ people (5 points)	Pfizer Inc.	New York	NY	•	•	•	•	•	•	•	•	•		100	100	55
Ratings in Gray / Unofficial ratings of	PG&E Corp.	San Francisco	CA	•	•	•	•	•	•	•	•	•		100	100	166
the Fortune 500 companies that have	Pillsbury Winthrop Shaw Pittman LLP	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
not responded to repeated invitations to the CEI survey. These ratings are	PNC Financial Services Group Inc., The	Pittsburgh	PA	•	•	•	•	•	•	•	•	•		100	100	171
based on publicly available information as well as information submitted to	Portland General Electric Co.	Portland	OR	•	•	•	•	•	•	•	•	•		100	100	997
HRC from unofficial LGBTQ employee groups or individual employees.	PPG Industries Inc.	Pittsburgh	PA	•	•	•	•	•	•	•	•	•		100	75	182
groups of individual employees.	PPL Corp.	Allentown	PA	•	•	•	•	•	•	•	•	•		100	100	350
	Praxair Inc.	Danbury	СТ	•	•	•	•	•	•	•	•	•		100	100	262
	PricewaterhouseCoopers LLP	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
	Principal Financial Group	Des Moines	IA	•	•	•	•	•	•	•	•	•		100	100	236
	Procter & Gamble Co.	Cincinnati	ОН	•	•	•	•	•	•	•	•	•		100	100	34
	Prudential Financial Inc.	Newark	NJ	•	•	•	•	•	•	•	•	•		100	100	50
	Public Service Enterprise Group	Newark	NJ	•	•	•	•	•	•	•	•	•		100	90	272
	Publicis Healthcare Communications	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
	Publicis Media	New York	NY	•	•	•	•	•	•	•	•	•		100		
	PVH Corp.	New York	NY	•	•	•	•	•	•	•	•	•		100		340
	QUALCOMM Inc.	San Diego	CA	•	•	•	•	•	•	•	•	•	-	100	100	110

Appendix A	Employers with Ratings of 100 Percent							Crite	rion						Rating	
				15 points	15 points	5 points	10 points	10 points	10 points	10 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000
CEI Rating Criteria	Employer	Headquarters Location	State	1 a	1b	1c	2a	2 b	2c	3a	3b	4	5	201 CEI	201 CEI	For
1a Prohibits Discrimination Based	Quarles & Brady LLP	Milwaukee	WI	•	•	•	•	•	•	•	•	•		100	100	
on Sexual Orientation for All Operations (15 points)	Quest Diagnostics Inc.	Lyndhurst	NJ	•	•	•	٠	•	•	•	•	•		100	100	358
1b Prohibits Discrimination Based on	Quinn Emanuel Urquhart & Sullivan LLP	London	CA	•	•	•	٠	•	•	•	•	•		100	100	
Gender Identity or Expression for All Operations (15 points)	Rackspace	San Antonio	ТΧ	•	•	•	•	•	•	•	•	•		100		970
1c Has Contractor/Vendor	Raytheon Co.	Waltham	MA	•	•	•	•	•	•	•	•	•		100	100	120
Non-Discrimination Standards that Include Sexual Orientation	RBC Capital Markets LLC	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
and Gender Identity (5 points)	RBC Wealth Management	Minneapolis	MN	•	•	•	•	•	•	•	•	•		100	100	
2a Offers Equivalent Spousal and Partner Medical Benefits (10 points)	Re:Sources USA Inc.	Long Island City	NY	•	•	•	•	•	•	•	•	•		100	100	
2b Parity Across Spousal and	Reed Smith LLP	Pittsburgh	PA	•	•	•	•	•	•	•	•	•		100		
Partner "Soft" Benefits (10 points / half credit for parity across	Replacements Ltd.	McLeansville	NC	•	•	•	•	•	•	•	•	•		100	100	
some, but not all benefits)	Republic Services Inc.	Phoenix	AZ	•	•	•	•	•	•	•	•	•		100	85	312
2c Offers Transgender-Inclusive Health Insurance Coverage (10 points)	Robert Half	Menlo Park	CA	•	•	•	•	•	•	•	•	•		100	100	503
3a Firm-wide Organizational	Robert W. Baird & Co. Incorporated	Milwaukee	WI	•	•	•	•	•	•	•	•	•		100	95	
Competency Programs (10 points) 3b Has Employer-Supported Employee	Robins Kaplan LLP	Minneapolis	MN	•	•	•	•	•	•	•	•	•		100	100	
Resource Group OR Firm-Wide	Rockland Trust Co.	Rockland	MA	•	•	•	•	•	•	•	•	•		100	100	
Diversity Council (10 points) Would Support ERG if Employees	Rockwell Automation Inc.	Milwaukee	WI	•	•	•	•	•	•	•	•	•		100	100	412
Express Interest (half credit)	Rockwell Collins Inc.	Cedar Rapids	IA	•	•	•	٠	•	•	•	•	•		100	100	490
4 Positively Engages the External LGBTQ Community (15 points /	Rolls-Royce North America (USA) Holdings Co.	Reston	VA	•	•	•	٠	•	•	•	•	•		100	85	
partial credit of 10 points given for less than three efforts) Have internal	Ropes & Gray LLP	Boston	MA	•	•	•	٠	•	•	•	•	•		100	100	
guidelines that prohibit philanthropic	Royal Caribbean Cruises Ltd.	Miami	FL	•	•	•	•	•	•	•	•	•		100	100	
giving to non-religious organizations with an explicit policy of discrimination	S&P Global Inc.	New York	NY	•	•	•	٠	•	•	•	•	•		100	100	481
against LGBTQ people (5 points)	S.C. Johnson & Son Inc.	Racine	WI	•	•	•	٠	•	•	•	•	•		100	100	
Potingo in Crew (III official estimate of	Saatchi & Saatchi North America Inc.	New York	NY	•	•	•	٠	•	•	•	•	•		100	100	
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	Salesforce	San Francisco	CA	•	•	•	٠	•	•	•	•	•		100	100	386
not responded to repeated invitations to the CEI survey. These ratings are	Sanofi	Bridgewater	NJ	•	•	•	٠	•	•	•	•	•		100	100	
based on publicly available information as well as information submitted to	SAP America Inc.	Newtown Square	PA	•	•	•	•	•	•	•	•	•		100	100	
HRC from unofficial LGBTQ employee	Sapient Consulting Corp.	Boston	MA	•	•	•	٠	•	•	•	•	•		100	100	
groups or individual employees.	SapientRazorfish	Boston	MA	•	•	•	٠	•	•	•	•	•		100		
	Saul Ewing Arnstein & Lehr LLP	Philadelphia	PA	•	•	•	٠	•	•	•	•	•		100	95	
	Schiff Hardin LLP	Chicago	IL	•	•	•	٠	•	•	•	•	•		100	100	
	Sears Holdings Corp.	Hoffman Estates	IL	•	•	•	٠	•	•	•	•	•		100	100	111
	Sedgwick LLP	San Francisco	CA	•	•	•	٠	•	•	•	•	•		100	100	
	Sempra Energy	San Diego	CA	•	•	•	•	•	•	•	•	•		100	100	279
	Seyfarth Shaw LLP	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	
	Shearman & Sterling LLP	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
	Shell Oil Co.	Houston	ТΧ	•	•	•	•	•	•	•	•	•		100	100	
	Sheppard, Mullin, Richter & Hampton LLP	Los Angeles	CA	•	•	•	•	•	•	•	•	•		100	100	
	Shook, Hardy & Bacon LLP	Kansas City	МО	٠	٠	٠	٠	٠	•	•	•	•		100	100	

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Appendix A	Employers with Ratings of 100 Percent							Criter	ion						Rating	
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	3b	4	5	CEI 20	201 CEI	For
1a Prohibits Discrimination Based	Sidley Austin LLP	Chicago	IL	•	•	•	•	•	•	٠	•	•		100	100	
on Sexual Orientation for All Operations (15 points)	Siemens	Malvern	PA	•	٠	٠	•	•	•	٠	•	•		100	90	
1b Prohibits Discrimination Based on	Simpson Thacher & Bartlett LLP	New York	NY	•	•	•	•	•	•	٠	•	•		100	100	
Gender Identity or Expression for All Operations (15 points)	SIRIUS XM Radio Inc.	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
1c Has Contractor/Vendor	Skadden, Arps, Slate, Meagher & Flom LLP	New York	NY	•	•	٠	•	•	•	٠	•	•		100	100	
Non-Discrimination Standards that Include Sexual Orientation	Slalom	Seattle	WA	•	•	•	٠	•	•	٠	•	•		100	100	
and Gender Identity (5 points)	Snell & Wilmer	Phoenix	AZ	•	•	•	•	•	•	•	•	•		100	100	
2a Offers Equivalent Spousal and Partner Medical Benefits (10 points)	Societe Generale Financial Corp.	New York	NY	•	•	•	٠	•	•	٠	•	•		100		
2b Parity Across Spousal and Partner "Soft" Benefits (10 points	Sodexo Inc.	Gaithersburg	MD	•	•	•	•	•	•	٠	•	•		100	100	
/ half credit for parity across	Sony Corporation of America	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
some, but not all benefits) 2c Offers Transgender-Inclusive Health	Sony Electronics Inc.	San Diego	CA	•	•	•	•	•	•	٠	•	•		100	100	
Insurance Coverage (10 points)	Sony Pictures Entertainment Inc.	Culver City	CA	•	•	•	٠	•	•	٠	•	•		100	100	
3a Firm-wide Organizational	Southern California Edison Co.	Rosemead	CA	•	•	•	٠	•	•	٠	•	•		100	100	
Competency Programs (10 points) 3b Has Employer-Supported Employee	Southern Co.	Atlanta	GA	•	•	•	٠	•	•	٠	•	•		100	100	162
Resource Group OR Firm-Wide Diversity Council (10 points)	Southwest Airlines Co.	Dallas	тх	•	•	•	٠	•	•	٠	•	•		100	100	142
Would Support ERG if Employees	Sprint Corp.	Overland Park	KS	•	•	•	٠	•	•	٠	•	•		100	100	
Express Interest (half credit)	Squire Patton Boggs	Cleveland	ОН	•	•	٠	•	•	•	٠	•	•		100	100	
4 Positively Engages the External LGBTQ Community (15 points /	Standard Insurance Co.	Portland	OR	•	•	•	٠	•	•	٠	•	•		100	100	
partial credit of 10 points given for less than three efforts) Have internal	Staples Inc.	Framingham	MA	•	•	٠	•	•	•	٠	•	•		100	100	132
guidelines that prohibit philanthropic giving to non-religious organizations	Starbucks Corp.	Seattle	WA	•	•	•	٠	•	•	٠	•	•		100	100	146
with an explicit policy of discrimination	Starcom	Chicago	IL	•	•	٠	•	•	•	٠	•	•		100	100	
against LGBTQ people (5 points)	State Farm Group	Bloomington	IL	•	•	•	٠	•	•	٠	•	•		100	100	35
Potings in Croy / Upofficial ratings of	State Street Corp.	Boston	MA	•	•	•	•	•	•	•	•	•		100	100	264
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	Steelcase Inc.	Grand Rapids	MI	•	•	•	٠	•	•	٠	•	•		100	100	716
not responded to repeated invitations to the CEI survey. These ratings are	Steptoe & Johnson LLP	Washington	DC	•	•	•	•	•	•	•	•	•		100	85	
based on publicly available information as well as information submitted to	Stinson Leonard Street LLP	Kansas City	MO	٠	•	•	•	•	•	•	•	•		100	90	
HRC from unofficial LGBTQ employee	Stoel Rives LLP	Portland	OR	•	•	•	•	•	•	•	•	•		100	100	
groups or individual employees.	Stryker Corp.	Kalamazoo	MI	٠	•	•	•	•	•	•	•	•		100	100	287
	Subaru of America Inc.	Cherry Hill	NJ	•	•	•	•	•	•	•	•	•		100	100	
	Sun Life Financial Inc. (US)	Wellesley Hills	MA	٠	•	٠	٠	•	•	•	•	•		100	100	
	SunTrust Banks Inc.	Atlanta	GA	•	•	•	•	•	•	•	•	•		100	100	329
	Symantec Corp.	Mountain View	CA	٠	•	٠	٠	•	•	•	•	•		100	100	400
	Synchrony Financial	Stamford	СТ	•	•	•	•	•	•	٠	•	•		100	100	
	T. Rowe Price Associates Inc.	Baltimore	MD	٠	•	٠	٠	•	•	•	•	•		100	100	573
	Takeda Pharmaceuticals USA Inc.	Deerfield	IL	•	•	•	•	•	•	•	•	•		100	100	
	Target Corp.	Minneapolis	MN	٠	٠	•	٠	•	•	٠	•	•		100	100	38
	TD Ameritrade	Omaha	NE	•	•	•	•	•	•	•	•	•		100	100	680
	TD Bank, N.A.	Wilmington	DE	٠	٠	٠	٠	•	•	٠	•	•		100	100	

Appendix A Employers with Ratings of 100 Percent

Appendix A	Employers with Ratings of 100 Percent							Crite	erion						Rating	
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	3b	4	5	CE 5	2 2	ъ
1a Prohibits Discrimination Based	TD Securities (USA) LLC	New York	NY	•	•	•	•	•	•	٠	•	•		100	100	
on Sexual Orientation for All Operations (15 points)	TE Connectivity Inc.	Berwyn	PA	•	•	•	•	•	•	٠	•	•		100	100	
1b Prohibits Discrimination Based on	Tech Data Corp.	Clearwater	FL	٠	•	•	•	•	•	٠	•	•		100	100	108
Gender Identity or Expression for All Operations (15 points)	TEGNA Inc.	McLean	VA	٠	•	•	٠	•	•	٠	•	•		100	100	681
1c Has Contractor/Vendor	Tesla Inc.	Palo Alto	CA	•	•	•	•	•	•	٠	•	•		100	100	588
Non-Discrimination Standards that Include Sexual Orientation	Teva Pharmaceutical USA Inc.	North Wales	PA	٠	•	•	٠	•	•	٠	•	•		100	85	
and Gender Identity (5 points)	Texas Instruments Inc.	Dallas	ТΧ	•	•	•	•	•	•	٠	•	•		100	100	219
2a Offers Equivalent Spousal and Partner Medical Benefits (10 points)	Thermo Fisher Scientific Inc.	Waltham	MA	•	•	•	•	•	•	٠	•	•		100	100	164
2b Parity Across Spousal and Partner "Soft" Benefits (10 points	Thompson Coburn LLP	St. Louis	МО	•	•	•	•	•	•	٠	•	•		100	100	
/ half credit for parity across	Thompson Hine LLP	Cleveland	ОН	•	•	•	•	•	•	٠	•	•		100	100	
some, but not all benefits)	Thomson Reuters	New York	NY	•	•	•	•	•	•	٠	•	•		100	100	
2c Offers Transgender-Inclusive Health Insurance Coverage (10 points)	TIAA	New York	NY	•	•	•	•	•	•	٠	•	•		100	100	82
3a Firm-wide Organizational	Tiffany & Co.	New York	NY	•	•	•	•	•	•	٠	•	•		100	95	582
Competency Programs (10 points) 3b Has Employer-Supported Employee	Time Warner Inc.	New York	NY	٠	•	•	•	•	•	•	•	•		100	100	99
Resource Group OR Firm-Wide	TJX Companies Inc., The	Framingham	MA	•	•	•	•	•	•	٠	•	•		100	100	89
Diversity Council (10 points) Would Support ERG if Employees	T-Mobile USA Inc.	Bellevue	WA	٠	•	•	•	•	•	٠	•	•		100	100	
Express Interest (half credit)	Toyota Motor North America Inc.	Plano	ТΧ	•	•	•	٠	•	•	٠	•	•		100		
4 Positively Engages the External LGBTQ Community (15 points /	Toys 'R' Us Inc.	Wayne	NJ	•	•	•	٠	•	•	٠	•	•		100	100	
partial credit of 10 points given for less than three efforts) Have internal	TPG Global LLC	Fort Worth	ТΧ	•	•	٠	٠	•	•	٠	•	•		100	100	240
guidelines that prohibit philanthropic giving to non-religious organizations	Transamerica Corp., The	Cedar Rapids	IA	٠	٠	٠	٠	•	•	٠	٠	•		100	90	
with an explicit policy of discrimination	Travelers Companies Inc., The	New York	NY	•	•	٠	٠	•	•	٠	•	•		100	100	105
against LGBTQ people (5 points)	Troutman Sanders LLP	Atlanta	GA	•	•	•	٠	•	•	٠	•	•		100	100	
Ratings in Gray / Unofficial ratings of	Tufts Health Plan	Watertown	MA	•	•	٠	٠	•	•	٠	•	•		100	100	
the Fortune 500 companies that have	Turner Construction Co.	New York	NY	•	•	•	٠	•	•	٠	•	•		100	100	
not responded to repeated invitations to the CEI survey. These ratings are	Twitter Inc.	San Francisco	CA	•	•	٠	٠	•	•	٠	•	•		100	100	
based on publicly available information as well as information submitted to	Tyson Foods Inc.	Springdale	AR	•	•	•	٠	•	•	٠	•	•		100	100	66
HRC from unofficial LGBTQ employee	U.S. Bancorp	Minneapolis	MN	٠	•	•	٠	•	•	٠	•	•		100	100	131
groups or individual employees.	Uber Technologies Inc.	San Francisco	CA	•	•	•	•	•	•	٠	•	•		100	100	
	UBM plc	New York	NY	•	•	•	•	•	•	•	•	•		100	45	
	UBS AG	New York	NY	٠	•	•	•	•	•	•	•	•	-	100	100	
	Ultimate Software Group Inc., The	Weston	FL	٠	•	•	٠	•	•	٠	•	•		100	100	
	Under Armour Inc.	Baltimore	MD	٠	•	٠	٠	•	•	٠	•	٠		100	95	597
	Unilever	Englewood Cliffs	NJ	•	•	•	٠	•	•	٠	•	•		100	100	
	Union Bank	New York	NY	٠	•	•	٠	•	•	٠	•	•		100	100	
	United Airlines	Chicago	IL	•	•	•	٠	•	•	٠	•	•	-	100	100	80
	United Parcel Service Inc.	Atlanta	GA	٠	•	٠	٠	٠	٠	٠	•	•		100	100	48
	United Services Automobile Association	San Antonio	ТΧ	•	•	•	•	•	•	٠	•	•	-	100	100	114
	United Technologies Corp.	Farmington	СТ	٠	٠	٠	٠	٠	٠	٠	٠	٠	-	100	100	45

Appendix A	Employers with Ratings of 100 Percent							Crite	rion						Rating	
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	3b	4	5	CEI 20	201 CEI	For
1a Prohibits Discrimination Based	University of Phoenix	Tempe	AZ	٠	•	•	•	•	•	•	•	•		100		
on Sexual Orientation for All Operations (15 points)	Univision Communications Inc.	New York	NY	٠	•	•	٠	•	•	٠	٠	•		100	30	
1b Prohibits Discrimination Based on	Unum Group	Chattanooga	TN	٠	•	•	٠	•	•	٠	•	•		100	80	265
Gender Identity or Expression for All Operations (15 points)	Vanguard Group Inc.	Malvern	PA	٠	•	•	٠	•	•	٠	٠	•		100	100	
1c Has Contractor/Vendor	Verizon Communications Inc.	New York	NY	٠	•	•	•	•	•	٠	•	•		100	100	13
Non-Discrimination Standards that Include Sexual Orientation	VF Corp.	Greensboro	NC	٠	•	•	•	•	•	٠	•	٠		100	100	231
and Gender Identity (5 points)	Viacom Inc.	New York	NY	٠	•	•	•	•	•	•	•	•		100	100	213
2a Offers Equivalent Spousal and Partner Medical Benefits (10 points)	Vinson & Elkins LLP	Houston	ТΧ	٠	•	•	•	•	•	٠	•	٠		100	100	
2b Parity Across Spousal and	Visa	Foster City	CA	٠	•	•	•	•	•	•	•	•		100	100	204
Partner "Soft" Benefits (10 points / half credit for parity across	VMware Inc.	Palo Alto	CA	٠	•	•	•	•	•	٠	•	٠		100	95	
some, but not all benefits)	Volkswagen Group of America Inc.	Herndon	VA	٠	•	•	•	•	•	•	•	•		100		
2c Offers Transgender-Inclusive Health Insurance Coverage (10 points)	Vorys, Sater, Seymour and Pease LLP	Columbus	ОН	٠	•	•	•	•	•	•	•	٠		100	85	
3a Firm-wide Organizational	Voya Financial	New York	NY	٠	•	•	•	•	•	•	•	•		100	100	252
Competency Programs (10 points) 3b Has Employer-Supported Employee	W.W. Grainger Inc.	Lake Forest	IL	٠	•	•	•	•	•	•	•	٠		100	100	285
Resource Group OR Firm-Wide	Wachtell, Lipton, Rosen & Katz	New York	NY	٠	•	•	•	•	•	•	•	•		100	100	
Diversity Council (10 points) Would Support ERG if Employees	Walgreen Co.	Deerfield	IL	•	•	•	•	•	•	٠	•	•		100	100	19
Express Interest (half credit)	Walt Disney Co., The	Burbank	CA	٠	•	•	•	•	•	•	•	•		100	100	53
4 Positively Engages the External LGBTQ Community (15 points /	Washington Permanente Medical Group	Renton	WA	٠	•	•	•	•	•	•	•	٠		100	85	
partial credit of 10 points given for less than three efforts) Have internal	Wawa Inc.	Wawa	PA	٠	•	•	•	•	•	•	•	•		100	100	
guidelines that prohibit philanthropic	WeddingWire Inc.	Chevy Chase	MD	٠	•	•	•	•	•	•	•	٠		100	100	
giving to non-religious organizations with an explicit policy of discrimination	Weil, Gotshal & Manges LLP	New York	NY	٠	•	•	•	•	•	•	•	•		100	100	
against LGBTQ people (5 points)	Wellmark Inc.	Des Moines	IA	•	•	•	٠	•	•	٠	•	•		100	100	
	Wells Fargo & Co.	San Francisco	CA	٠	•	•	•	•	•	•	•	•		100	100	27
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	West Corp.	Omaha	NE	٠	•	•	•	•	•	٠	•	٠		100		869
not responded to repeated invitations to the CEI survey. These ratings are	Whirlpool Corp.	Benton Harbor	MI	٠	•	•	•	•	•	•	•	•		100	100	134
based on publicly available information as well as information submitted to	White & Case LLP	New York	NY	٠	•	•	•	•	•	٠	•	•		100	100	
HRC from unofficial LGBTQ employee	Wiley Rein LLP	Washington	DC	٠	•	•	•	•	•	•	•	•		100	100	
groups or individual employees.	Williams Mullen PC	Richmond	VA	٠	•	•	•	•	•	•	•	•		100	95	
	Willis Towers Watson	Arlington	VA	٠	•	•	•	•	•	•	•	•		100	100	626
	Wilmer Cutler Pickering Hale & Dorr LLP	Washington	DC	٠	•	•	•	•	•	•	•	•		100	100	
	Winston & Strawn LLP	Chicago	IL	٠	•	•	•	•	•	•	•	•		100	100	
	Womble Carlyle Sandridge & Rice LLP	Winston-Salem	NC	•	•	•	٠	•	•	•	•	•		100	100	
	Workday Inc.	Pleasanton	CA	٠	•	•	•	•	•	•	•	•		100		
	Wyndham Worldwide Corp.	Parsippany	NJ	•	•	•	٠	•	•	٠	•	•		100	100	466
	Wynn Resorts Ltd.	Las Vegas	NV	٠	•	•	•	•	•	•	•	•		100	100	585
	Xcel Energy Inc.	Minneapolis	MN	٠	•	•	٠	•	•	٠	•	•		100	100	257
	Xerox Corp.	Norwalk	СТ	•	•	•	•	•	•	٠	•	•		100	100	150
	Yelp Inc.	San Francisco	CA	٠	•	•	•	•	•	٠	•	•		100	100	
	Zenith Media Services Inc.	New York	NY	٠	•	•	•	•	•	٠	•	•		100	100	

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Corporate Equality Index

Appendix B Ratings and Criteria Breakdowns

Corporate Equality Index Rating Criteria

- a Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- **1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (**15 points**)
- **1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity **(5 points)**
- 2a Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- Parity Across Spousal and Partner "Soft" Benefits (10 points) (half credit for parity across some, but not all benefits)
- 2c Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- **3a** Firm-wide Organizational Competency Programs (10 points)
- B Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- Positively Engages the External LGBTQ Community (15 points)
 (partial credit of 10 points given for less than 3 efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

Ratings in Gray

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

Appendix B	Ratings and Criteria Breakdowns							Criter	rion						Rating	
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	3b	4	5	CEI 201	201 CEI	Fort
1a Prohibits Discrimination Based on Sexual Orientation for All	3M Co.	St. Paul	MN	•	•	•	•	•	•	•	•	•		100	100	93
Operations (15 points)	A.T. Kearney Inc.	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	
1b Prohibits Discrimination Based on Gender Identity or Expression for	A X Armani Exchange	New York	NY	٢	٩	•	•	•	•	•	•	٩		80	85	
All Operations (15 points) 1c Has Contractor/Vendor	Abbott Laboratories	Abbott Park	IL	•	٠	٠	•	•	•	•	•	٢		95	75	138
Non-Discrimination Standards that Include Sexual Orientation	AbbVie Inc.	North Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	123
and Gender Identity (5 points) 2a Offers Equivalent Spousal and	Abercrombie & Fitch Co.	New Albany	ОН	•	٠	٠	•	•	•	٠	•	٠		100	100	644
Partner Medical Benefits (10 points) 2b Parity Across Spousal and	Aberdeen Asset Management Inc.	Philadelphia	PA	•	•	•	•	•			•			65		
Partner "Soft" Benefits (10 points / half credit for parity across	Accenture	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
some, but not all benefits) 2c Offers Transgender-Inclusive Health	Acer America Corp.	San Jose	CA	٢			•	Ð						25	25	
Insurance Coverage (10 points)	Adecco North America LLC	Jacksonville	FL	•	٠	٠	•	•		•	•	٢		85	85	
3a Firm-wide Organizational Competency Programs (10 points)	Adidas North America Inc.	Portland	OR	•	•	•	•	•	•	•	•	•		100	100	
3b Has Employer-Supported Employee Resource Group OR Firm-Wide	Adobe Systems Inc.	San Jose	CA	•	•	•	•	•	•	•	•	٠		100	100	524
Diversity Council (10 points) Would Support ERG if Employees	ADP	Roseland	NJ	•	•	•	•	•	•	•	•	•		100	100	248
Express Interest (half credit) 4 Positively Engages the External	ADT	Boca Raton	FL	٩		٠	•	•			0	٩		45	45	635
LGBTQ Community (15 points / partial credit of 10 points given for	Advance Auto Parts (Advance Holding)	Roanoke	VA	٩	•									20	20	293
less than three efforts) Have internal guidelines that prohibit philanthropic	Advanced Micro Devices Inc.	Sunnyvale	CA	•	•	•	•	•	•	•	•	•		100	100	593
giving to non-religious organizations with an explicit policy of discrimination	Advisory Board Co., The	Washington	DC	•	•	•	•	•	•	•	•	•		100	100	
against LGBTQ people (5 points)	AECOM	Los Angeles	CA	•	•	•	•	•	•	•	•	•		100	85	156
Ratings in Gray / Unofficial ratings of	Aéropostale Inc.	Lyndhurst	NJ	•	•	٠	•	•	•		0	•		85	85	
the Fortune 500 companies that have not responded to repeated invitations to the CEI survey. These ratings are	AES Corp., The	Arlington	VA			•	•	•			0	٢		40	о	190
based on publicly available information as well as information submitted to	Aetna Inc.	Hartford	СТ	•	•	•	•	•	•	•	•	•		100	100	46
HRC from unofficial LGBTQ employee groups or individual employees.	Aflac Inc.	Columbus	GA	٩	٩	•	•	•	•	•	•	٢		85	75	135
	Agco	Duluth	GA	•										10	10	360
	Agilent Technologies Inc.	Santa Clara	CA	•	•	•	•	•	•		0	•		85	95	589
	Ahold USA Inc.	Quincy	MA	•	•	•	•	•	•	•	•	•		100	95	
	AIG	New York	NY	•	•	•	•	•	•	•	•	٠		100	100	49
	Air Products & Chemicals Inc.	Allentown	PA	•	•	٠	•	•	•	•	•	•		100	100	288
	Airbnb Inc.	San Francisco	CA	٠	٠	•	•	•	•	•	•	•		100	100	
	Airgas Inc.	Radnor	PA	•										10	0	484
	AK Steel Holding Corp.	West Chester	ОН	٩	۵									20	20	383
	Akamai Technologies Inc.	Cambridge	MA	٠	•	•	•	•	•	•	•	•		100	100	919

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Appendix B	Ratings and Criteria Breakdowns							Criter	ion						Rating	
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	7 Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	3b	4	5	201 CEI	201	For
1a Prohibits Discrimination Based on Sexual Orientation for All	Akerman LLP	Miami	FL	•	•	•	٠	•	•	•	•	٠		100	100	
Operations (15 points) 1b Prohibits Discrimination Based on	Akin, Gump, Strauss, Hauer & Feld LLP	Washington	DC	•	•	•	•	•	•	•	•	•		100	100	
Gender Identity or Expression for All Operations (15 points)	Alaska Airlines	Seattle	WA	•	٠	٠	٠	•	•	•	•	٠		100	100	459
1c Has Contractor/Vendor	Alcoa Corp.	Pittsburgh	PA	•	٠	•	•	•	•	•	•	•		100	100	126
Non-Discrimination Standards that Include Sexual Orientation	AlixPartners LLP	New York	NY	•	٠	٠	٠	•	•	•	•	٠		100		
and Gender Identity (5 points) 2a Offers Equivalent Spousal and	Alliance Data Systems Corp.	Plano	ТХ	•	•	•	٠	•	•	•	•	•		100	80	404
Partner Medical Benefits (10 points) 2b Parity Across Spousal and	Alliance One International	Morrisville	NC	•	٠	•		•			0	٩		55	55	954
Partner "Soft" Benefits (10 points / half credit for parity across	AllianceBernstein LP	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
some, but not all benefits) 2c Offers Transgender-Inclusive Health	Alliant Energy Corp.	Madison	WI	•	•	•	•	•	•	•	•	•		100	90	679
Insurance Coverage (10 points)	Allianz Life Insurance Co. of North America	Minneapolis	MN	•	•	•	•	•	•	•	•	•		100	100	
3a Firm-wide Organizational Competency Programs (10 points)	Allscripts-Misys Healthcare Solutions Inc.	Chicago	IL	٢	٢	•		●			•	٩		40	30	
3b Has Employer-Supported Employee Resource Group OR Firm-Wide	Allstate Insurance Co.	Northbrook	IL	•	•	•	•	•	•	•	•	•		100	85	81
Diversity Council (10 points) Would Support ERG if Employees	Ally Financial Inc.	Detroit	MI	•	•	•	٠	•	•	•	•	•		100	100	298
4 Positively Engages the External	Alston & Bird LLP	Atlanta	GA	•	•	•	•	•	•	•	•	•		100	100	
LGBTQ Community (15 points / partial credit of 10 points given for	Altria Group Inc.	Richmond	VA	•	•	•	•	•	•	•	•	٠		100	85	149
less than three efforts) Have internal guidelines that prohibit philanthropic	A-Mark Precious Metals	Santa Monica	CA											0	0	426
giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)	Amazon.com Inc.	Seattle	WA	•	٠	٠	٠	•	•	•	•	٠		100	90	18
againsi LGBTQ people (5 points)	AMC Entertainment Inc.	Leawood	KS	•	•	•	•	•	•	•	•	•		100	100	
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	Ameren Corp.	St. Louis	MO	•	•	•	•	•	•	•	•	•		100	100	425
not responded to repeated invitations to the CEI survey. These ratings are	American Airlines	Fort Worth	ТХ	•	•	•	•	•	•	•	•	•		100	100	67
based on publicly available information as well as information submitted to	American Apparel LLC	Los Angeles	CA	•	•	•	•	•	•	•	•	•		100	100	
HRC from unofficial LGBTQ employee groups or individual employees.	American Eagle Outfitters Inc.	Pittsburgh	PA	•	•	•	•	•	•	•	•	•		100	100	643
	American Electric Power Co. Inc.	Columbus	ОН	•	•	•	•	•	•	•	•	٠		100	100	165
	American Express Co.	New York	NY	•	•	•	•	•	•	•	•	•		100	100	85
	American Express Global Business Travel	Jersey City	NJ	•	•	•	•	•	•	•	•	٠		100	100	
	American Family Insurance Group	Madison	WI	•	•	•	•	•	•	•	•	•		100	100	332
	American Financial Group	Cincinnati	ОН	•	۵									20	20	421
	Ameriprise Financial Inc.	Minneapolis	MN	٠	•	•	•	•	•	•	•	•		100	100	232
	AmerisourceBergen Corp.	Chesterbrook	PA	٠	•	•	٠	•	•	٠	•	•		100	85	12
	Amgen Inc.	Thousand Oaks	CA	٠	•	•	٠	•	•	•	•	•		100	100	130
	AMN Healthcare Services, Inc.	San Diego	CA	٠	•	•	•	•	•	•	•	۵		95		

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Appendix B	Ratings and Criteria Breakdowns							Crite	rion						Rating	
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	7 Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	3b	4	5	201 CEI	2017 CEI	For
1a Prohibits Discrimination Based on Sexual Orientation for All	Amphenol Corp.	Wallingford	СТ	•										10	0	462
Operations (15 points)	Anadarko Petroleum	The Woodlands	ТΧ	•	۵		٠	•						40	40	324
1b Prohibits Discrimination Based on Gender Identity or Expression for	Andrews Kurth Kenyon LLP	Houston	ТΧ	•	•	•	٠	•	•	•	٠	•		100	90	
All Operations (15 points) 1c Has Contractor/Vendor	Anheuser-Busch Companies Inc.	St. Louis	МО	•	•	٠	•	•	٠	•	•	•		100	100	
Non-Discrimination Standards that Include Sexual Orientation	Anixter International Inc.	Glenview	IL	٩	۵									20	20	391
and Gender Identity (5 points) 2a Offers Equivalent Spousal and	Anthem Inc.	Indianapolis	IN	•	•	٠	•	•	٠	•	•	•		100	100	33
Partner Medical Benefits (10 points) 2b Parity Across Spousal and	AOL	New York	NY	•	•	•	•	•	•		•	٩		85	85	
Partner "Soft" Benefits (10 points / half credit for parity across	Aon Corp.	Chicago	IL	•	•	•	٠	•	•	•	•	•		100	100	
some, but not all benefits) 2c Offers Transgender-Inclusive Health	Apache Corp.	Houston	ТХ	•										20	20	388
Insurance Coverage (10 points)	Apple Inc.	Cupertino	CA	•	•	•	•	•	•	•	•	•		100	100	3
3a Firm-wide Organizational Competency Programs (10 points)	Applied Materials Inc.	Santa Clara	CA	•	•	•	•	•	•	-	•	•		90	85	295
3b Has Employer-Supported Employee Resource Group OR Firm-Wide	Aramark Corp.	Philadelphia	PA	•	•	•	•	•	٠	•	•	٠		100	100	199
Diversity Council (10 points) Would Support ERG if Employees	Archer Daniels Midland Co.	Chicago	IL	٠	٠		٠	•			•	٩		70	65	41
Express Interest (half credit) 4 Positively Engages the External	Arconic	New York	NY	•	•	٠	•	•	•	•	٠	•		100	100	
LGBTQ Community (15 points / partial credit of 10 points given for	Arent Fox LLP	Washington	DC	•	•	•	•	•	•	•	•	•		100	100	
less than three efforts) Have internal guidelines that prohibit philanthropic	Armstrong Teasdale LLP	St. Louis	МО	•	•	٠	•	•	٠	•	•	•		100	100	
giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)	Arnold & Porter Kaye Scholer LLP	Washington	DC	•	•	•	•	•	•	•	•	•		100	100	
against LGBTQ people (5 points)	Arrow Electronics	Centennial	со	•	•	٠	•	•	٠		•	٩		80	85	119
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	Arup USA Inc	New York	NY	•	•	•	•	•	•		•	•		90	90	
not responded to repeated invitations to the CEI survey. These ratings are	Asbury Automotive Group	Duluth	GA											0	10	393
based on publicly available information as well as information submitted to	Ascena Retail Group Inc.	Mahwah	IJ	•	•	•	•	•	•	•	•	•		100		523
HRC from unofficial LGBTQ employee groups or individual employees.	Ashland Inc.	Covington	KY	•	•	•	•	•			•	٩		65	65	472
	Assurant	New York	NY	•	•	•	•	•	•	•	•	•		95	90	275
	Astellas Pharma US Inc.	Northbrook	IL	•	•	•	•	•	٠	•	•	٠		100	100	
	AstraZeneca PLC	Wilmington	DE	•	•	•	•	•	•	-	•	•		90	90	
	AT&T Inc.	Dallas	ТΧ	•	•	•	•	•	٠	•	•	٠		100	100	10
	AthenaHealth Inc.	Watertown	MA	•	•	•	•	•	•	٠	•	•		100	95	
	Austin Radiological Assn.	Austin	ТΧ	٩	٢		•	●			•			40	30	
	Autodesk Inc.	San Rafael	CA	•	•	•	٠	•	•	٠	•	•		100	100	842
	Autoliv Inc.	Auburn Hills	MI	9										10	20	310
	AutoNation Inc.	Fort Lauderdale	FL	٩										10	10	136
			:													_

Appendix B	Ratings and Criteria Breakdowns							Crite	rion						Rating	
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	3b	4	5	201 CEI	201 CEI	Fort
1a Prohibits Discrimination Based on Sexual Orientation for All	Auto-Owners Insurance Group	Lansing	MI											0	0	398
Operations (15 points)	AutoZone Inc.	Memphis	TN	•	•	•	•	•			●	٩		65	20	280
1b Prohibits Discrimination Based on Gender Identity or Expression for	Avaya Inc.	Santa Clara	CA	•	٠	•	٠	•			•	٩		70	70	584
All Operations (15 points) 1c Has Contractor/Vendor	Avery Dennison	Glendale	CA	٢	٥									20	10	435
Non-Discrimination Standards that Include Sexual Orientation	Avis Budget Group Inc.	Parsippany	NJ	٠	٠	٠	٠	•	•	٠	٠	٩		95	95	330
and Gender Identity (5 points) 2a Offers Equivalent Spousal and	Avnet Inc.	Phoenix	AZ	•	•	•	٠	•	•	•	●			80	80	102
Partner Medical Benefits (10 points) 2b Parity Across Spousal and	Avon Products Inc.	New York	NY	•	•	•	•	•	•	٠	•	٠		100	100	370
Partner "Soft" Benefits (10 points / half credit for parity across	АХА	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
some, but not all benefits)	B J's Wholesale Club	Westborough	MA	•	•	•	•	•	•	٠	•	•		100	100	
2c Offers Transgender-Inclusive Health Insurance Coverage (10 points)	BAE Systems Inc.	Arlington	VA	•	•	•	•	•	•	•	•	•		100	100	
3a Firm-wide Organizational Competency Programs (10 points)	Bain & Co. Inc./ Bridgespan Group	Boston	MA	•	٠	•	•	•	•	•	•	٠		100	100	
3b Has Employer-Supported Employee Resource Group OR Firm-Wide	Baker & Hostetler LLP	Cleveland	ОН	•	•	•	•	•	•	•	•	٩		95	95	
Diversity Council (10 points) Would Support ERG if Employees	Baker & McKenzie LLP	Chicago	IL	٠	•	•	•	•	•	•	•	•		100	100	
Express Interest (half credit) 4 Positively Engages the External	Baker Botts LLP	Houston	ТΧ	•	•	•	•	•	•	•	•	٩		95	85	
LGBTQ Community (15 points / partial credit of 10 points given for	Baker Hughes Inc.	Houston	ТΧ	۲										10	20	178
less than three efforts) Have internal guidelines that prohibit philanthropic	Baker, Donelson, Bearman, Caldwell & Berkowitz PC	Memphis	TN	•	•	•	•	•	•	•	•	•		100	100	
giving to non-religious organizations with an explicit policy of discrimination	Baldor Electric Co.	Fort Smith	AR	٩	٩	•		•				٩		35	25	
against LGBTQ people (5 points)	Ball Corp.	Broomfield	со	•	•	•	•	•	•	•	•	•		100	100	341
Ratings in Gray / Unofficial ratings of	Ballard Spahr LLP	Philadelphia	PA	•	٠	•	•	•	•	•	•	•		100	95	
the Fortune 500 companies that have not responded to repeated invitations to the CEI survey. These ratings are	Bama Companies Inc., The	Tulsa	ОК	٩	٩	•	•	•	•	•	•	٩		85	85	
based on publicly available information as well as information submitted to	Bank of America Corp.	Charlotte	NC	•	•	•	•	•	•	•	•	•	٠	75	75	26
HRC from unofficial LGBTQ employee groups or individual employees.	Bank of New York Mellon Corp., The	New York	NY	•	•	•	•	•	•	•	•	•		100	100	179
	Bank of the West	San Francisco	CA	•	•	•	•	•	•		•	٠		90	85	
	Barclays	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
	Barilla America Inc.	Northbrook	IL	•	•	•	•	•	•	٠	•	٠		100	100	
	Barnes & Noble Inc.	New York	NY	•	•	•	•	•	•	•	•	•		100	100	427
	Barnes & Thornburg LLP	Indianapolis	IN	•	•	•		•	•	٠	•	٩		85	90	
	BASF Corp.	Florham Park	NJ	٠	•	٠	•	•	•	٠	•	•		100	100	
	Bass, Berry & Sims PLC	Nashville	TN	٠	٠	•	٠	•	•	•	•	•		100		
	Baxter International Inc.	Deerfield	IL	٠	٠	•	٠	•	•	٠	•	٠		100	100	286
	Bayer U.S. LLC	Whippany	NJ	٠	٠	•	•	٠	•	٠	•	٠		100	90	

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Appendix B	Ratings and Criteria Breakdowns							Crite	rion		_				Rating	
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	3b	4	5	CEI 201	201 CEI	Fort
1a Prohibits Discrimination Based on Sexual Orientation for All	BB&T Corp.	Winston-Salem	NC	•	•	•	•	•	•	•	•	•		100	100	273
Operations (15 points)	Becton, Dickinson and Co.	Franklin Lakes	IJ	•	٠	٠	•	•	•	•	•	•		100	65	278
1b Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)	Bed Bath & Beyond Inc.	Union	IJ	•	•									20	20	238
1c Has Contractor/Vendor	Ben & Jerry's Homemade Inc.	South Burlington	VT	•	•	٠	•	•	•	•	•	•		100	100	
Non-Discrimination Standards that Include Sexual Orientation	Berkshire Hathaway Inc.	Omaha	NE	•										20	20	4
and Gender Identity (5 points) 2a Offers Equivalent Spousal and	Best Buy Co. Inc.	Richfield	MN	•	•	٠	•	•	•	•	•	•		100	100	71
Partner Medical Benefits (10 points) 2b Parity Across Spousal and	Big Lots	Columbus	ОН	•	•		•	•			•	٥		65	65	495
Partner "Soft" Benefits (10 points / half credit for parity across	Biogen	Cambridge	MA	•	٠	٠	•	•	•	•	•	•		100	100	263
some, but not all benefits)	Black & Veatch Holding Inc.	Overland Park	KS	•	•	•	•	•		•	•	•		85	85	
2c Offers Transgender-Inclusive Health Insurance Coverage (10 points)	BlackRock	New York	NY	•	•	•	•	•	•	•	•	•		100	100	250
3a Firm-wide Organizational Competency Programs (10 points)	Blank Rome LLP	Philadelphia	PA	•	•	•	•	•	•	•	•	•		100	100	
3b Has Employer-Supported Employee Resource Group OR Firm-Wide	Bloomberg LP	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
Diversity Council (10 points) Would Support ERG if Employees	Bloomin' Brands Inc.	Tampa	FL	•	•		٠	•		•	•			65	65	557
Express Interest (half credit) Positively Engages the External	Blue Cross & Blue Shield of Rhode Island	Providence	RI	•	•	•	•	•	•	•	•	•		100	100	
LGBTQ Community (15 points / partial credit of 10 points given for	Blue Cross Blue Shield of Florida Inc.	Jacksonville	FL	•	•	•	•	•	•	•	•	•		100	100	
less than three efforts) Have internal guidelines that prohibit philanthropic	Blue Cross Blue Shield of Massachusetts	Boston	MA	•	•	•	•	•	•	•	•	•		100	100	
giving to non-religious organizations with an explicit policy of discrimination	Blue Cross Blue Shield of Michigan	Detroit	MI	•	•	•	•	•	•	•	•	٢		95	95	
against LGBTQ people (5 points)	Blue Cross Blue Shield of Minnesota	Eagan	MN	•	•	•	•	•	•	•	•	•		100	100	
Ratings in Gray / Unofficial ratings of	Blue Cross Blue Shield of North Carolina	Durham	NC	•	•	•	•	•	•	•	•	•	٠	75	75	
the Fortune 500 companies that have not responded to repeated invitations to the CEI survey. These ratings are	Blue Shield of California	San Francisco	CA	•	•	•	•	•	•	•	•	•		100	100	
based on publicly available information as well as information submitted to	BlueCross BlueShield of Tennessee	Chattanooga	TN	•	•	•	•	•	•	•	•	٩		95		
HRC from unofficial LGBTQ employee groups or individual employees.	BMC HealthNet Plan	Boston	MA	•	•	•	•	•			•	٩		70	75	
	BMC Software Inc.	Houston	тх	•	•	٠	•	•			•	٩		70	80	
	BMO Bankcorp Inc.	Chicago	IL	•	•	•	•	•	•	•	•	•		100	90	
	BNP Paribas	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
	Bob Evans Farms Inc.	New Albany	ОН	•	•	•	•	•		•	•	•		90	90	
	Boehringer Ingelheim USA Corp.	Ridgefield	СТ	•	•	•	•	•	•	•	•	•		100	100	
	Boeing Co.	Chicago	IL	٠	٠	•	٠	•	•	٠	•	•		100	100	24
	Boies Schiller Flexner LLP	New York	NY	•	•	•	٠	•	•	•	•	•		100	100	
	Bon-Ton Stores Inc.	York	PA	•	•	٠	٠	•		•	•	٢		85	85	773
	Books-A-Million Inc.	Birmingham	AL	•	•	•	•	•		•	•	٩		80		

Appendix B	Ratings and Criteria Breakdowns							Crite	rion						Rating	I
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	3b	4	5	CE 20	201 CEI	For
1a Prohibits Discrimination Based on Sexual Orientation for All	Booz Allen Hamilton Inc.	McLean	VA	•	•	•	•	•	•	•	•	•		100	100	487
Operations (15 points)	Borgata Hotel Casino & Spa	Atlantic City	IJ	•	٠	•	•	•	•	•	•	٠		100	100	
1b Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)	BorgWarner Inc.	Auburn Hills	MI	۲			•	•						30	40	339
1c Has Contractor/Vendor	Boston Consulting Group	Boston	MA	•	٠	•	•	•	•	•	•	٠		100	100	
Non-Discrimination Standards that Include Sexual Orientation	Boston Scientific Corp.	Marlborough	MA	•	•	•	•	•	•	•	•	•		100	100	359
and Gender Identity (5 points) 2a Offers Equivalent Spousal and	Box, Inc.	Redwood City	CA	•	•	•	•	•			•	•		80		
Partner Medical Benefits (10 points) 2b Parity Across Spousal and	BP America Inc.	Houston	тх	•	•	٠	•	•	•	•	•	•		100	85	
Partner "Soft" Benefits (10 points / half credit for parity across	Bracewell LLP	Houston	тх	•	•	•	•	•		•	•	٢		85	85	
some, but not all benefits) 2c Offers Transgender-Inclusive Health	Bridgestone Americas Holding Inc.	Nashville	TN	•	•	•		●		•	•	٩		65	80	
Insurance Coverage (10 points)	Bright Horizons Family Solutions LLC	Watertown	MA	•	•	•	•	•	•	•	•	•		100	100	
3a Firm-wide Organizational Competency Programs (10 points)	Brinker International Inc.	Dallas	тх	•	•	•	•	•	•		•	٩		80	80	731
3b Has Employer-Supported Employee Resource Group OR Firm-Wide	Bristol-Myers Squibb Co.	New York	NY	•	•	•	•	•	•	•	•	•		100	100	168
Diversity Council (10 points) Would Support ERG if Employees	Broadcom Corp.	Irvine	CA	۲	۵									20	20	331
4 Positively Engages the External	Broadridge Financial Solutions Inc.	Lake Success	NY	•	•	•	•	•	•	•	•	•		100	100	792
LGBTQ Community (15 points / partial credit of 10 points given for	Brooks Brothers Group Inc.	New York	NY	•	٠	٠	•	•		•	•	•		90	90	
less than three efforts) Have internal guidelines that prohibit philanthropic	Brooks Sports Inc.	Seattle	WA	•	•	•	•	•		•	•	٢		85		
giving to non-religious organizations with an explicit policy of discrimination	Brown Brothers Harriman & Co.	New York	NY	•	٠	٠	•	•		•	•	•		90	90	
against LGBTQ people (5 points)	Brown Rudnick LLP	Boston	MA	•	•	•	•	•	•	•	•	•		100	100	
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	Brown-Forman Corp.	Louisville	KY	•	٠	٠	•	•	•	•	•	•		100	100	702
not responded to repeated invitations to the CEI survey. These ratings are	Bryan Cave LLP	St. Louis	MO	•	•	•	•	•	•	•	•	•		100	100	
based on publicly available information as well as information submitted to	Buchanan Ingersoll & Rooney PC	Pittsburgh	PA	•	٠	٠	•	•	•	•	•	•		100	100	
HRC from unofficial LGBTQ employee groups or individual employees.	Buckley Sandler LLP	Washington	DC	•	•	•	•	•	•	•	•	•		100	100	
	Burger King Corp.	Miami	FL	•	٠	٠	•	•	•	•	•	٢		95	85	
	Burlington Northern Santa Fe Corp.	Fort Worth	тх	٩	٩	•						٩		30	20	
	Burlington Store Inc.	Burlington	IJ	•	•		•	•			•			55	55	500
	C&S Wholesale Grocers Inc.	Keene	NH	٩	٩		•							30	20	
	C. H. Robinson Worldwide	Eden Prairie	MN	٩	a									20	20	208
	CA Technologies Inc.	New York	NY	•	•	•	•	•	•	•	•	٠		100	100	563
	Cadwalader, Wickersham & Taft LLP	New York	NY	•	•	٠	٠	•	•	•	•	•		100	100	
	Caesars Entertainment Corp.	Las Vegas	NV	٠	•	٠	٠	•	•	•	•	•		100	100	534
	Caleres	St. Louis	МО	٠	•	•	٠	•	•	٠	•	٠		100	100	824

Image: second	Appendix B	Ratings and Criteria Breakdowns							Criterio	1				F	ating	
Image: Control in the Distribution of the information of the informatio of the information of the information of th					15 points	15 points	5 points	10 points	10 points			10 points 15 points	-25 points	8 Rating	7 Rating	tune 1000
Beach Contractor for All Control for Board Contro for Board Control for Board	CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b 2	: 3	a 3	8b 4	5	201 CEI	201 CEI	For
Non-basic Subscription N		Calpine Corp.	Houston	ТΧ	٩			•	•			D		30	30	402
All operations of digeness of relations Non-You Non-Y	Operations (15 points)	Cambia Health Solutions Inc.	Portland	OR	•	•	•	٠	• •			• •		100	100	
1 Accordination Methods (March (M	Gender Identity or Expression for	Campbell Soup Co.	Camden	IJ	•	•	•	٠	• •			• •		100	100	337
Indicade Satual Orientation Comparison (1)	1c Has Contractor/Vendor	Canadian Imperial Bank of Commerce	New York	NY	•	•	•	٠	•	•		• •		85	85	
a) Order Equivariant Society of partial frame, The Canageter (NT). The New York No <	Include Sexual Orientation	Capgemini US LLC	Houston	ТХ	•	•	•	٠	•	•		• •		90	90	
2b Picty Access Sprowal and Pachter Sorter Access Tep party Sorter Access Tep pa	2a Offers Equivalent Spousal and	Capital Group Companies Inc., The	Los Angeles	CA	•	•	•	٠	• •			• •		100		
Priorie Option Decland Molean Val Image: Section Image: Section </td <td></td> <td>Capital Markets Company NV, The</td> <td>New York</td> <td>NY</td> <td>•</td> <td>•</td> <td>•</td> <td>•</td> <td>• •</td> <td></td> <td></td> <td>• •</td> <td></td> <td>100</td> <td>100</td> <td></td>		Capital Markets Company NV, The	New York	NY	•	•	•	•	• •			• •		100	100	
2 Christer Matericanies Handel Databin OH OH <td>Partner "Soft" Benefits (10 points</td> <td>Capital One Financial Corp.</td> <td>McLean</td> <td>VA</td> <td>•</td> <td>•</td> <td>•</td> <td>٠</td> <td>• •</td> <td></td> <td></td> <td>• •</td> <td></td> <td>100</td> <td>100</td> <td>112</td>	Partner "Soft" Benefits (10 points	Capital One Financial Corp.	McLean	VA	•	•	•	٠	• •			• •		100	100	112
Intervation Coverage (10 points) Cansibial Coverage (10 points)		Cardinal Health Inc.	Dublin	ОН	•	•	•	٠	• •			• •		100	100	21
Carquit no. Carquit no. Carquit no. Claramento in specific and specific an	Insurance Coverage (10 points)	CareFirst Inc.	Baltimore	MD	•	•	•	•	• •			• •		100	100	
Cargo Croup OR Fine Wide Diversify Control 100 points Cargo Fine Mode Diversify		Cargill Inc.	Wayzata	MN	•	•	•	•	•			• •		100	100	
Model Support ERG if Employees Exprese Interest Mail result Carlbou Caffee Company Inc. Manapolia MN Image and the set of the	Resource Group OR Firm-Wide	Cargo Transporters Inc.	Claremont	NC	•	•	•	•	•			• •		75		
 	Would Support ERG if Employees	Caribou Coffee Company Inc.	Minneapolis	MN	•	•	•	•	•			•		85	85	
Partial credit of 10 points given for less than three efforts) have internal giving in one-religius given for with an explicit policy of discrimination against LBR Opeople @ beachination against LBR Opeople @ beachination as well as information subnities to the CEI survey. These ratings are based on publicy walkels information as well as information subnities of the CC particle and the to the CEI survey. These ratings are based on publicy walkels information as well as information subnities to the CEI survey. These ratings are based on publicy walkels information as well as information subnities of the CEI survey. These ratings are based on publicy walkels information as well as information subnities to the CEI survey. These ratings are based on publicy walkels information as well as information subnities to the CEI survey. These ratings are based on publicy walkels information subnities to the CEI survey. These ratings are based on publicy walkels information subnities to the CEI survey. These ratings are based on publicy walkels information subnities to the CEI survey. These ratings are based on publicy walkels information subnities to the CEI survey. These ratings are based on publicy walkels information subnities to the CEI survey. These ratings are based on publicy walkels information subnities to the CEI survey. These ratings are based on publicy walkels information subnities to the CEI survey. These ratings are based on publicy walkels information subnities to the CEI survey. These ratings are based on publicy walkels information subnities to there Corp.	4 Positively Engages the External	Carlson Inc.	Minnetonka	MN	•	•	•	•	•			• •		95	95	
guidelines that prohibit philamthrough C Image: Carple Group LP, The Washington DC Image: Carple Group LP, The Image: Carple Group LP, The Richmond VA Image: Carple Group LP, The Image: Carple Group LP, The Image: Carple Group LP, The Richmond VA Image: Carple Group LP, The Image: Carple Group Carple Carple Carp. Image: Carple Group Carple Gr	partial credit of 10 points given for	Carlton Fields Jorden Burt	Tampa	FL	•	•	•	•	•			• •		100	100	
With an explicit policy of discrimination CafMa Inc. Richmond VA	guidelines that prohibit philanthropic	Carlyle Group LP, The	Washington	DC	•	٠	٠	٠	•			• •		100		730
Carnial Corp. Mami FL Image	with an explicit policy of discrimination	CarMax Inc.	Richmond	VA	•	•	•	•	•			• •		100	95	191
the Forture 500 comparise that haves not responded to reparise and as well as information submitted for the CEI survey. These ratings are based on publicly available information submitted for the CEI survey. These ratings are based on publicly available information. Componentical Lance Peoria IL I Cold Corp. Incolonshire Inright Incolonshire Inright Inright Inrit Inright Inright	against LGBTQ people (5 points)	Carnival Corp.	Miami	FL	•	•	•	•	•			• •		100	100	
not responded to repeated invitations to the spending and th		Casey's General Stores Inc.	Ankeny	IA												374
based on publicly available information CBRE Inc. Los Angeles CA I </td <td>not responded to repeated invitations</td> <td>Caterpillar Inc.</td> <td>Peoria</td> <td>IL</td> <td>•</td> <td>•</td> <td>•</td> <td>•</td> <td>•</td> <td></td> <td></td> <td>• •</td> <td></td> <td>90</td> <td>90</td> <td>59</td>	not responded to repeated invitations	Caterpillar Inc.	Peoria	IL	•	•	•	•	•			• •		90	90	59
HRC from unofficial LGBTQ employees. CBS Corp. Lincolnshire N I	based on publicly available information	CBRE Inc.	Los Angeles	CA	•	•	•	•	•			• •		100	100	259
Celanese Corp.IrvingTXIII		CBS Corp.	New York	NY	•	•	•	•	•			• •		100	100	203
Celgene Corp. Summit NJ ● ● ● ● ● ● 0		CDW Corp.	Lincolnshire	IL	•	•	•	•	•			• •		100	90	220
Center Corp.St. LouisMOII		Celanese Corp.	Irving	ТХ	•	•	•	•	•			• •		90	90	453
CenterPoint Energy Inc.HoustonTXJIII		Celgene Corp.	Summit	NJ	•	•	•	•	•			• •		75	75	305
CenturyLink Inc.MonroeLAImage: Comparison of the comparison		Centene Corp.	St. Louis	МО	•	•	•	•	•			• •		100	95	124
Cerner Corp.North Kansas CityMOImage: Model of the state of the st		CenterPoint Energy Inc.	Houston	ТХ	٩									10	20	363
CH2M HILL Companies Ltd. Englewood CO • • • • • • • • • • • • • • • • • •		CenturyLink Inc.	Monroe	LA	•	•	٠	•	•			• •		95	75	159
		Cerner Corp.	North Kansas City	МО	•	•	•	٠	•			• •		100	85	553
Chadbourne & Parke LLP New York NY • • • • • • • • • • • • • • • • • •		CH2M HILL Companies Ltd.	Englewood	CO	•	•	•	٠	•			• •		90	85	478
		Chadbourne & Parke LLP	New York	NY	٠	•	•	•	•			• •		85	85	

Appendix B	Ratings and Criteria Breakdowns							Crite	rion						Rating	
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	3b	4	5	201 CEI	201 CEI	For
1a Prohibits Discrimination Based on Sexual Orientation for All	Chamberlin Edmonds & Associates Inc.	Atlanta	GA	٩	٩		•	●			•			40	30	
Operations (15 points)	Chapman and Cutler LLP	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	
1b Prohibits Discrimination Based on Gender Identity or Expression for	Charles Schwab & Co. Inc.	San Francisco	CA	•	•	•	•	•	•	•	•	•		100	100	401
All Operations (15 points) 1c Has Contractor/Vendor	Charter Communications	Stamford	СТ	•	•	•	•	•	•	•	•	•		100	100	292
Non-Discrimination Standards that Include Sexual Orientation	Chesapeake Energy Corp.	Oklahoma City	ОК	•	•	•	•	•	•		•	٩		80	65	223
and Gender Identity (5 points) 2a Offers Equivalent Spousal and	Chevron Corp.	San Ramon	CA	•	•	•	•	•	•	•	•	•		100	100	14
Partner Medical Benefits (10 points) 2b Parity Across Spousal and	CHG Healthcare Inc.	Midvale	UT	•	•	•	•	•	•		•	٩		85	85	
Partner "Soft" Benefits (10 points / half credit for parity across	Chipotle Mexican Grill Inc.	Denver	со	•	•		•	•			•	۹		60	70	546
some, but not all benefits) 2c Offers Transgender-Inclusive Health	Choate, Hall & Stewart LLP	Boston	MA	•	•	•	•	•	•	•	•	•		100	100	
Insurance Coverage (10 points)	Choice Hotels International Inc.	Rockville	MD	•	•	•	•	•	•	•	•	•		100	100	
3a Firm-wide Organizational Competency Programs (10 points)	CHS Inc.	Inver Grove Heights	MN	۵	۵									20	20	84
3b Has Employer-Supported Employee Resource Group OR Firm-Wide	Chubb Corp.	Philadelphia	PA	•	•	•	•	•	•	•	•	•		100	100	
Diversity Council (10 points) Would Support ERG if Employees	CIGNA Corp.	Bloomfield	СТ	•	•	•	•	•	•	•	•	•		100	100	79
4 Positively Engages the External	Cisco Systems Inc.	San Jose	CA	•	•	•	•	•	•	•	•	•		100	100	54
LGBTQ Community (15 points / partial credit of 10 points given for	CIT Group Inc.	New York	NY	٢	٩									20	10	603
less than three efforts) Have internal guidelines that prohibit philanthropic	Citigroup Inc.	New York	NY	•	•	•	•	•	•	•	•	•		100	100	29
giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)	Citizens Financial Group	Providence	RI													486
against LGBTQ people (3 points)	Citrix Systems Inc.	Fort Lauderdale	FL	•	•	•	•	•	•	•	•	•		100	100	676
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	Cleary Gottlieb Steen & Hamilton LLP	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
not responded to repeated invitations to the CEI survey. These ratings are	Clifford Chance US LLP	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
based on publicly available information as well as information submitted to	Clorox Co., The	Oakland	CA	•	٠	•	•	•	•	•	•	•		100	100	455
HRC from unofficial LGBTQ employee groups or individual employees.	Cloudera Inc.	Palo Alto	CA	•	•	•	•	•	•	•	•	•		100		
	CME Group Inc.	Chicago	IL	•	•	•	•	•	•	•	•	٢		95	95	671
	CNA Insurance	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	
	Coach Inc.	New York	NY	•	٠	•	•	•	•	•	•	•		100	100	575
	Coca-Cola Co., The	Atlanta	GA	•	•	•	•	•	•	•	•	•		100	100	62
	Cognizant Technology Solutions Corp.	Teaneck	NJ	۵	۵									20	20	230
	Colgate-Palmolive Co.	New York	NY	٠	•	•	٠	•	•	•	•	•		100	100	174
	Columbia Pipeline Group	Houston	ТΧ	٠	٠	•	٠	•			•	٩		70	70	
	Comcast NBCUniversal	Philadelphia	PA	٠	•	•	٠	•	•	•	•	•		100	100	37
	Comerica Inc.	Dallas	ТΧ	٠	•	•	•	•	•	•	•	•		100	100	765

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Appendix B	Ratings and Criteria Breakdowns						Crite	erion						Rating		
				15 points	15 points	5 points	10 points	15 points	-25 points	8 Rating	2017 CEI Rating	Fortune 1000				
Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	3b	4	5	CEI 201	201 CEI	For
scrimination Based	Commercial Metals	Irving	ТХ	•	•									20	20	417
rientation for All 15 points)	Community Health Systems Inc.	Franklin	TN	۵	۵									20	20	125
crimination Based on tity or Expression for	Compass Bancshares Inc. (BBVA Compass)	Birmingham	AL	•	•	•	٠	•	•	•	•	•		100	90	
ns (15 points) stor/Vendor	Compass Group USA Inc.	Charlotte	NC	•	•	•	•	•		•	•	•		90	90	
ination Standards that al Orientation	Computer Sciences Corp. (CSC)	Falls Church	VA	•	•	•	•	0		•	•	٩		75	80	233
Identity (5 points) alent Spousal and	ConAgra Brands Inc.	Chicago	IL	•	•	•	•	•	٠	•	•	•		100	100	176
ical Benefits (10 points) s Spousal and	ConocoPhillips	Houston	ТΧ	•	•	•	•	•	•	•	•	•		100	80	90
t" Benefits (10 points for parity across	Consolidated Edison Co.	New York	NY	•	•	•	•	٠	•	•	•	٩		95	95	229
ot all benefits)	Constellation Brands Inc.	Victor	NY	•	•	•	•	•	•	•	•	•		100	80	429
gender-Inclusive Health overage (10 points)	Constellation Energy Group Inc.	Baltimore	MD	•	•	•	•	•		•	•	٩		80	80	
rganizational Programs (10 points)	Consumers Energy	Jackson	МІ	•	•	•	٠	•	•	•	•	•		100	95	403
er-Supported Employee roup OR Firm-Wide	Convergys Corp.	Cincinnati	ОН	٠	•	•	•	•	٠	•	•	•		100	100	744
uncil (10 points) ort ERG if Employees	Cooley LLP	Palo Alto	CA	•	•	•	٠	•	•	•	•	•		100	100	
rest (half credit) gages the External	Cooper Tire & Rubber Co.	Findlay	ОН	٩				●			0			20	20	739
nmunity (15 points / t of 10 points given for	Corbis Corp.	Seattle	WA	٩	٩		•	•						35	35	
ree efforts) Have internal aat prohibit philanthropic	CoreLogic	Santa Ana	CA	۵	٩	•	•	•		•	•	٩		70	70	
religious organizations cit policy of discrimination	Core-Mark Holding Company Inc.	South San Francisco	CA	•										10		317
TQ people (5 points)	Corning Inc.	Corning	NY	•	•	•	•	•	•	•	•	•		100	100	313
Gray / Unofficial ratings of	Cosmopolitan of Las Vegas, The	Las Vegas	NV	•	•	•	٠	•	•	•	•	•		100	100	
500 companies that have ed to repeated invitations urvey. These ratings are	Costco Wholesale Corp.	Issaquah	WA	•	•		•	•		•	•			70	70	15
blicly available information formation submitted to	Covington & Burling LLP	Washington	DC	•	•	•	٠	•	•	•	•	•		100	100	
nofficial LGBTQ employee dividual employees.	Cox Enterprises Inc.	Atlanta	GA	٠	•	•	٠	•		•	•	•		90	90	
	Cracker Barrel Old Country Store Inc.	Lebanon	TN	•		•	•	•			•	٩		60	55	763
	Crate and Barrel / CB2	Northbrook	IL	٠	•	•	٠	•	٠	•	0	•		95	100	
	Cravath, Swaine & Moore LLP	New York	NY	•	•	•	•	•	•	•	•	•		100	95	
	Credit Suisse USA Inc.	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
	Crowell & Moring LLP	Washington	DC	•	•	•	•	•	•	•	•	•		100	100	
	Crown Holdings	Philadelphia	PA													321
	CSAA Insurance Group	Walnut Creek	CA	•	•	•	٠	٠	•	•	•	•		100	100	
	CST Brands	San Antonio	ТΧ	۵										10	10	299
	CSX Corp.	Jacksonville	FL	•	•		٠	٠	•	•	•	•		95	95	239

CEI Rating Cr

1a Prohibits Discri on Sexual Orie Operations (15

- 1b Prohibits Discri Gender Identity All Operations
- 1c Has Contractor Non-Discrimina Include Sexual and Gender Ide
- 2a Offers Equivale Partner Medical
- 2b Parity Across S Partner "Soft" / half credit for some, but not a
- 2c Offers Transger Insurance Cove
- 3a Firm-wide Orga Competency Pr
- 3b Has Employer-S Resource Grou Diversity Counc Would Support Express Interes
- 4 Positively Engag LGBTQ Commi partial credit of less than three guidelines that giving to non-re with an explicit p against LGBTQ

Ratings in Gra the Fortune 50 not responded to the CEI surve based on public as well as infor HRC from unoff groups or indivi

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Appendix B	Ratings and Criteria Breakdowns							Criteri	ion						Rating	
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	3b	4	5	CEI 201	201 CEI	For
1a Prohibits Discrimination Based on Sexual Orientation for All	Cummins Inc.	Columbus	IN	•	•	•	•	•	•	•	•	•		100	100	148
Operations (15 points)	CUNA Mutual Group	Madison	WI	•	•	•	•	•	•	•	•	•		100	100	701
1b Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)	CVS Health Corp.	Woonsocket	RI	•	•	•	•	•	•	•	•	•		100	100	7
1c Has Contractor/Vendor	Daimler Trucks North America LLC	Portland	OR	•	•	•	•	•	•		•	•		90		
Non-Discrimination Standards that Include Sexual Orientation	Dana Holding Corp.	Maumee	ОН	•		•					●	٩		30	30	428
and Gender Identity (5 points) 2a Offers Equivalent Spousal and	Danaher Corp.	Washington	DC	•	•	•	•	•	•	•	•	•		100	100	133
Partner Medical Benefits (10 points) 2b Parity Across Spousal and	Daniel J. Edelman Inc.	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
Partner "Soft" Benefits (10 points / half credit for parity across	Darden Restaurants Inc.	Orlando	FL	•	•	•	•	•	•	•	•	•		100	100	371
some, but not all benefits) 2c Offers Transgender-Inclusive Health	Davis Polk & Wardwell LLP	New York	NY	•	•	•	•	•	•	•	•	٩		95	95	
Insurance Coverage (10 points)	Davis Wright Tremaine LLP	Seattle	WA	•	•	•	•	•	•	•	•	•		100	100	
3a Firm-wide Organizational Competency Programs (10 points)	DaVita Inc.	Denver	со	•	•	•	•	•	•		•	٢		85	75	200
3b Has Employer-Supported Employee Resource Group OR Firm-Wide	Day Pitney LLP	Parsippany	NJ	•	•	•	•	•	•	•	•	•		100	100	
Diversity Council (10 points) Would Support ERG if Employees	Dean Foods Co.	Dallas	ТΧ	٢	٢		•	•			●			40	40	336
4 Positively Engages the External	Debevoise & Plimpton LLP	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
LGBTQ Community (15 points / partial credit of 10 points given for	Dechert LLP	Philadelphia	PA	•	•	٠	•	•	•	•	•	•		100	100	
less than three efforts) Have internal guidelines that prohibit philanthropic	Deere & Co.	Moline	IL	•	•	•	•	•	•		•	•		90	85	97
giving to non-religious organizations with an explicit policy of discrimination	Delek US Holdings	Brentwood	TN	٩	۲									20		445
against LGBTQ people (5 points)	Delhaize America Inc.	Salisbury	NC	•	•	•	•	•	•	•	•	•		100	100	
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	Dell Inc.	Round Rock	ТΧ	•	•	٠	•	•	•	•	•	•		100	100	
not responded to repeated invitations to the CEI survey. These ratings are	Deloitte LLP	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
based on publicly available information as well as information submitted to	Delta Air Lines Inc.	Atlanta	GA	•	•	٠	•	•	•	•	•	•		100	100	68
HRC from unofficial LGBTQ employee groups or individual employees.	Denny's Corp.	Spartanburg	SC	•	•	•	•	•			•	٢		75	75	
	Dentons US LLP	Washington	DC	•	•	٠	•	•	•	•	•	•		100	100	
	Depository Trust & Clearing Corp., The	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
	Deutsche Bank	New York	NY	•	•	٠	•	•	•	•	•	•		100	100	
	Devon Energy Corp.	Oklahoma City	ОК	٩	۵		•	•						40	40	216
	Diageo North America	Norwalk	СТ	•	•	٠	•	•	•	•	•	•		100	100	
	Dickinson Wright PLLC	Detroit	MI	•	•	•	•	•	•	•	•	•		100	85	
	Dick's Sporting Goods Inc.	Coraopolis	PA	э	۲									20	20	365
	Dickstein Shapiro LLP	Washington	DC	٠	•		•	•	•	•	•	٢		90	90	
	DigitasLBi	Boston	MA	٠	•	•	•	•	•	•	•	•		100	100	

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Appendix B	Ratings and Criteria Breakdowns							Crite	rion						Rating	1
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	3b	4	5	201 CEI	201 CEI	For
1a Prohibits Discrimination Based on Sexual Orientation for All	Dillard's Inc.	Little Rock	AR												20	
Operations (15 points)	Discover Financial Services	Riverwoods	IL	•	•	•	٠	•	•	•	•	•		100	100	283
1b Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)	Discovery Communications Inc.	Silver Spring	MD	٢	۵									20	20	406
1c Has Contractor/Vendor	DISH Network Corp.	Englewood	СО													187
Non-Discrimination Standards that Include Sexual Orientation	DLA Piper	Baltimore	MD	•	•	•	٠	•	•	•	•	٠		100	100	
and Gender Identity (5 points) 2a Offers Equivalent Spousal and	Dole Food Co. Inc.	Westlake Village	CA				٠							10	10	
Partner Medical Benefits (10 points) 2b Parity Across Spousal and	Dollar General Corp.	Goodlettsville	TN	•	•	٠	•	•	•	•	•	•		100	85	139
Partner "Soft" Benefits (10 points / half credit for parity across	Dollar Tree Stores Inc.	Chesapeake	VA	٩	9									20	20	180
some, but not all benefits) 2c Offers Transgender-Inclusive Health	Dominion Resources Inc.	Richmond	VA	•	٠	•	•	•			•	٢		75	70	243
Insurance Coverage (10 points)	Domino's Pizza Inc.	Ann Arbor	МІ	•	•	•	•	•		•	•	٢		80	85	915
3a Firm-wide Organizational Competency Programs (10 points)	Domtar Corp.	Fort Mill	SC	•	•									20	20	489
3b Has Employer-Supported Employee Resource Group OR Firm-Wide	Dorsey & Whitney LLP	Minneapolis	MN	•	•	•	٠	•	•	•	•	•		100	100	
Diversity Council (10 points) Would Support ERG if Employees	Dover Corp.	Downers Grove	IL												10	377
Express Interest (half credit) 4 Positively Engages the External	Dow Chemical Co., The	Midland	MI	•	٠	•	٠	•	•	•	٠	•		100	100	56
LGBTQ Community (15 points / partial credit of 10 points given for	DR Horton Inc.	Fort Worth	ТΧ											10	20	260
less than three efforts) Have internal guidelines that prohibit philanthropic	Dr Pepper Snapple Group Inc.	Plano	тх	•	٠	•	٠	•				٢		65	55	413
giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)	Drinker Biddle & Reath LLP	Philadelphia	PA	•	•	•	٠	•	•	•	•	٢		95	95	
against LGBTG people (3 points)	Dropbox Inc.	San Francisco	CA	•	٠	٠	•	•	•	•	•	•		100	100	
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	DSW	Columbus	ОН	•	•	•	٠	•		•	•	•		90	90	812
not responded to repeated invitations to the CEI survey. These ratings are	DTE Energy Co.	Detroit	MI	•	٠	•	•	•		•	•	٢		85	80	274
based on publicly available information as well as information submitted to	Duane Morris LLP	Philadelphia	PA	•	•	•	•	•	•	•	•	•		100	95	
HRC from unofficial LGBTQ employee groups or individual employees.	Duke Energy Corp.	Charlotte	NC	•	٠	•	٠	•	•	•	٠	•		100	90	115
	Dun & Bradstreet Corp., The	Short Hills	NJ	•	•	•	•	•	•	•	•	•		100	100	
	Dunkin' Brands Group Inc.	Canton	MA	•	٠	•	٠	•	•		٠	•		90		
	Dykema Gossett PLLC	Detroit	MI	•	•	•	•	•	•	•	•	•		100	100	
	E&J Gallo Winery	Modesto	CA	•	٠	•	٠	•	•	•	٠	•		100	100	
	E*TRADE Financial Corp.	New York	NY	•	•	•	•	•		•	•	٩		80	80	
	E. I. du Pont de Nemours and Co. (DuPont)	Wilmington	DE	•	•	•	٠	•	•	٠	•	•		100	100	101
	EarthLink Inc.	Atlanta	GA	٩	٥		٠	•			•			40	40	
	Eastern Bank Corp.	Boston	MA	•	٠	•	٠	٠	٠	٠	٠	•		100	100	

Appendix B	Ratings and Criteria Breakdowns							Crite	rion						Rating	
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	3b	4	5	201 CEI	201 CEI	For
1a Prohibits Discrimination Based on Sexual Orientation for All	Eastman Chemical Co.	Kingsport	TN	•	•	•	•	•	٠	٠	•	•		100	95	296
Operations (15 points)	Eastman Kodak Co.	Rochester	NY	•	•	•	•	•	٠	•	•	•		100	100	
1b Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)	Eaton Corp.	Cleveland	ОН	•	•	•	٠	•	٠	•	•	•		100	100	
1c Has Contractor/Vendor	eBay Inc.	San Jose	CA	•	•	•	٠	•	٠	•	•	•		100	100	300
Non-Discrimination Standards that Include Sexual Orientation	Ecolab Inc.	St. Paul	MN	•	•	•	٠	•	٠	•	•	•		100	100	206
and Gender Identity (5 points) 2a Offers Equivalent Spousal and	Edison International	Rosemead	CA											0	20	246
Partner Medical Benefits (10 points) 2b Parity Across Spousal and	Edward Jones	St. Louis	МО	•	•	•	•	•	٠	•	•	•		100	100	382
Partner "Soft" Benefits (10 points / half credit for parity across	Electronic Arts Inc.	Redwood City	CA	•	•	•	٠	•	٠	•	•	•		100	100	543
some, but not all benefits) 2c Offers Transgender-Inclusive Health	Eli Lilly & Co.	Indianapolis	IN	•	•	•	•	•	٠	•	•	•		100	100	141
Insurance Coverage (10 points)	EMC Corp.	Hopkinton	MA	•	•	•	•	•	٠	•	•	•		100	100	113
3a Firm-wide Organizational Competency Programs (10 points)	EMCOR Group Inc.	Norwalk	СТ	•	٥									20	10	381
3b Has Employer-Supported Employee Resource Group OR Firm-Wide	Emerson Electric Co.	St. Louis	МО	•	•	•	٠	•	٠	•	•	•		100	90	128
Diversity Council (10 points) Would Support ERG if Employees	Emmis Communications Corporation	Indianapolis	IN				•	•		•	•			40	60	
Express Interest (half credit) 4 Positively Engages the External	Energy Future Holdings Corp.	Dallas	ТХ	۲	۵									20	20	475
LGBTQ Community (15 points / partial credit of 10 points given for	Energy Transfer Equity L.P.	Dallas	ТΧ	•	۵									20	20	65
less than three efforts) Have internal guidelines that prohibit philanthropic	Entergy Corp.	New Orleans	LA	•	•	٠	٠	•	٠	•	•	•		100	85	247
giving to non-religious organizations with an explicit policy of discrimination	Enterprise Holdings Inc.	St. Louis	МО	•	•	•	٠	•	•	•	•	٩		95	85	
against LGBTQ people (5 points)	Enterprise Products Partners LP	Houston	ТΧ											0	0	104
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	EOG Resources	Houston	ТХ	٩	۵									20	10	322
not responded to repeated invitations to the CEI survey. These ratings are	Epstein Becker & Green PC	New York	NY	•	•	٠	٠	•		•	•	•		90	90	
based on publicly available information as well as information submitted to	Erie Insurance Group	Erie	PA	•	•	•	•	•	•	•	•	•		100	100	411
HRC from unofficial LGBTQ employee groups or individual employees.	Ernst & Young LLP	New York	NY	•	•	٠	٠	•	٠	•	•	•		100	100	
	Essendant Inc.	Deerfield	IL	•										10	10	477
	Estée Lauder Companies Inc., The	New York	NY	•	•	٠	٠	•	٠	•	•	•		100	100	261
	Esurance Inc.	San Francisco	CA	•	•	•	•	•		•	•	•		90	90	
	Eventbrite Inc.	San Francisco	CA	•	•	•	•	•	٠		•	٩		85	85	
	Eversheds Sutherland (US) LLP	Atlanta	GA	•	•	•	•	•	•	•	•	•		100	100	
	Eversource Energy	Springfield	MA	٩	٩			●			•			35	35	343
	Excellus Health Plan Inc.	Rochester	NY	•	•	•	٠	•	•	٠	•	•		100	100	
	Exelon Corp.	Chicago	IL	٠	٠	٠	٠	•	٠	٠	•	•		100	100	95

Appendix B	Ratings and Criteria Breakdowns						Crite	erion						Rating		
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	Зb	4	5	CE S	C 3	Foi
1a Prohibits Discrimination Based on Sexual Orientation for All	Expedia Inc.	Bellevue	WA	•	•	•	٠	•	•	•	•	•		100	100	385
Operations (15 points) 1b Prohibits Discrimination Based on	Expeditors International of Washington Inc.	Seattle	WA	۲	۲									20	20	390
Gender Identity or Expression for All Operations (15 points)	Express Scripts Holding Company	St. Louis	МО	•	٠	•	٠	•	٠	•	•	•		100	100	22
1c Has Contractor/Vendor	Exxon Mobil Corp.	Irving	ТΧ	•	٠	•	•	•	•	•	•	٢		95	85	2
Non-Discrimination Standards that Include Sexual Orientation	Facebook Inc.	Menlo Park	CA	•	•	•	٠	•	•	•	•	•		100	100	157
and Gender Identity (5 points) 2a Offers Equivalent Spousal and	FactSet Research Systems Inc.	Norwalk	СТ	•	•	•	٠	•	٠	•	•	•		100	100	
Partner Medical Benefits (10 points) 2b Parity Across Spousal and	Faegre Baker Daniels	Chicago	IL	•	•	•	•	•	•	٠	•	•		100	100	
Partner "Soft" Benefits (10 points / half credit for parity across	Farmers Insurance Exchange	Woodland Hills	CA	•	٠	•	٠	•		٠	•	•		90		227
some, but not all benefits) 2c Offers Transgender-Inclusive Health	FCA US LLC	Auburn Hills	МІ	•	•	•	•	•	•	•	•	•		100	100	
Insurance Coverage (10 points)	Federal Home Loan Mortgage Corp. (Freddie Mac)	McLean	VA	•	•	•	٠	•	•	•	•	•		100	100	43
3a Firm-wide Organizational Competency Programs (10 points)	Federal National Mortgage Association (Fannie Mae)	Washington	DC	•	•	•	•	•	•	٠	•	•		100	100	16
3b Has Employer-Supported Employee Resource Group OR Firm-Wide	Federal Reserve Bank of Atlanta	Atlanta	GA	•	•	•	•	•	•	•	•	•		100	100	
Diversity Council (10 points) Would Support ERG if Employees	Federal Reserve Bank of Boston	Boston	MA	•	•	•	•	•	•	•	•	•		100	100	
Express Interest (half credit) 4 Positively Engages the External	Federal Reserve Bank of Chicago	Chicago	IL	•	•	•	٠	•	٠	٠	•	•		100	100	
LGBTQ Community (15 points / partial credit of 10 points given for	Federal Reserve Bank of Cleveland	Cleveland	ОН	•	•	•	•	•	•	•	•	•		100	100	
less than three efforts) Have internal guidelines that prohibit philanthropic	Federal Reserve Bank of New York	New York	NY	•	•	•	•	•	•		•	•		90	90	
giving to non-religious organizations with an explicit policy of discrimination	Federal Reserve Bank of Philadelphia	Philadelphia	PA	•	•	•	•	•	•		•	•		90	70	
against LGBTQ people (5 points)	Federal Reserve Bank of Richmond	Richmond	VA	•	٠	•	٠	•	•	٠	•	•		100	100	
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	Federal Reserve Bank of San Francisco	San Francisco	CA	•	•	•	•	•	•	٠	•	•		100	80	
not responded to repeated invitations to the CEI survey. These ratings are	Federal Reserve Bank of St Louis	Saint Louis	МО	•	•	•	•	•	•	٠	•	•		100	100	
based on publicly available information as well as information submitted to	FedEx Corp.	Memphis	TN	•	•	•	•	•	•	•	•	•		100	85	58
HRC from unofficial LGBTQ employee groups or individual employees.	Fenwick & West LLP	Mountain View	CA	•	•	•	•	•	•	٠	•	•		100	100	
	Fidelity National Financial Corp.	Jacksonville	FL	٩	٩									20	20	311
	Fidelity National Information Services Inc.	Jacksonville	FL	•	•	•	•	•	•	٠	•	•		100	90	392
	Fifth Third Bancorp	Cincinnati	ОН	•	•	•	•	•	•	٠	•	•		100	100	376
	Financial Industry Regulatory Authority Inc.	Washington	DC	•	٠	•	•	•	•	٠	•	•		100	100	
	Finnegan, Henderson, Farabow, Garrett & Dunner LLP	Washington	DC	•	•	•	•	•	•	٠	•	•		100	100	
	First American Financial Corp.	Santa Ana	CA	•	٠	٠	٠	٠	٠	٠	•	٠		100	90	497
	First Data Corp.	Atlanta	GA	•	٠	•	٠	•	•	٠	٠	٠		100	100	249
	First Horizon National Corp.	Memphis	TN	٠	٠	٠	٠	٠		٠	•	٢		85	85	

Appendix B	Ratings and Criteria Breakdowns							Criter	rion						Rating	
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	7 Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	3b	4	5	2012 CEI	2017 CEI	Fort
1a Prohibits Discrimination Based on Sexual Orientation for All	FirstEnergy Corp.	Akron	ОН	•										10	20	188
Operations (15 points)	Fiserv Inc.	Brookfield	WI	٩	۵									20	10	492
1b Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)	Fish & Richardson PC	Boston	MA	٠	•	•	٠	•	•	•	•	٢		95	90	
1c Has Contractor/Vendor	Fleishman-Hillard Inc.	St. Louis	МО	•	•	•	•	•	•	•	•	•		100	75	
Non-Discrimination Standards that Include Sexual Orientation	Fluor Corp.	Irving	тх	•	•	•	•	•		•	•	٩		80	85	155
and Gender Identity (5 points) 2a Offers Equivalent Spousal and	FMC Technologies Inc.	Houston	ТХ	٩			٠	•						30	30	410
Partner Medical Benefits (10 points) 2b Parity Across Spousal and	FMR Corp.	Boston	MA	•	•	•	•	•	•	•	•	٢		95		
Partner "Soft" Benefits (10 points / half credit for parity across	Foley & Lardner LLP	Milwaukee	WI	•	•	•	•	•	•	•	•	•		100	100	
some, but not all benefits) 2c Offers Transgender-Inclusive Health	Foley Hoag LLP	Boston	MA	•	•	•	•	•	•	•	•	•		100	100	
Insurance Coverage (10 points)	Foot Locker Inc.	New York	NY	٩										10	10	361
3a Firm-wide Organizational Competency Programs (10 points)	Ford Motor Co.	Dearborn	MI	•	•	•	•	•	•	•	•	•		100	100	9
3b Has Employer-Supported Employee Resource Group OR Firm-Wide	Fortive Corp.	Everett	WA	•	٠	•	•	•	•	•	•	•		100		
Diversity Council (10 points) Would Support ERG if Employees	Fossil Inc.	Richardson	тх	•	•	•	•	•	•			٢		75	75	683
4 Positively Engages the External	Fox Rothschild LLP	Philadelphia	PA	•	•	•	•	•		•	•	٢		85		
LGBTQ Community (15 points / partial credit of 10 points given for	Franklin Resources Inc.	San Mateo	CA	•	•	•	•	•	•	•	•	•		100	100	344
less than three efforts) Have internal guidelines that prohibit philanthropic	Fredrikson & Byron	Minneapolis	MN	•	٠	•	•	•	•	•	•	•		100	95	
giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)	Freeport-McMoRan Copper & Gold Inc.	Phoenix	AZ													175
against Labra people (3 points)	Freescale Semiconductor Inc.	Austin	тх	•	•	•	•	•			•	٢		75	75	
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	Fried, Frank, Harris, Shriver & Jacobson LLP	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
not responded to repeated invitations to the CEI survey. These ratings are	Frost Brown Todd LLC	Cincinnati	ОН	•	٠	•	•	•	•	•	•	•		100	100	
based on publicly available information as well as information submitted to	Galloway, Johnson, Tompkins, Burr & Smith PLC	New Orleans	LA	•	•	•	•	•		•	•	•		90	90	
HRC from unofficial LGBTQ employee groups or individual employees.	GameStop Corp.	Grapevine	тх	•	٠	•	•	•	•	•	•	•		100	100	302
	Gannett Co. Inc.	Mclean	VA	•	•	•	•	•	•	•	•	•		100	95	
	Gap Inc.	San Francisco	CA	•	•	•	•	•	•	•	•	•		100	100	177
	Gartner Inc.	Stamford	СТ	•	•	•	•	•	•	•	•	•		100	100	
	Gastronomy Inc.	Salt Lake City	UT	٩	٩	•	•	●			•	٩		50	50	
	Genentech Inc.	South San Francisco	CA	•	•	•	•	•	•	•	•	•		100	100	
	General Dynamics Corp.	Falls Church	VA	•	•	•	٠	•		•	•	•		90	90	88
	General Electric Co.	Boston	MA	•	•	•	•	•	•	•	•	•		100	100	11
	General Mills Inc.	Minneapolis	MN	•	•	٠	•	•	•	•	•	•		100	100	161

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Appendix B	Ratings and Criteria Breakdowns							Crite	rion						Rating	
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	3b	4	5	CEI 201	201 CEI	Fort
a Prohibits Discrimination Based on Sexual Orientation for All	General Motors Co.	Detroit	MI	•	•	•	•	•	•	•	•	•		100	100	8
Operations (15 points)	Genesco Inc.	Nashville	TN	•	•	•	•	•	•		•	٢		85	75	721
b Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)	Genesis HealthCare Corp.	Kennett Square	PA	•										10		457
C Has Contractor/Vendor	Genuine Parts Co.	Atlanta	GA													183
Non-Discrimination Standards that Include Sexual Orientation	Genworth Financial Inc.	Richmond	VA	•	•	•	•	•	•	•	•	•		100	100	306
and Gender Identity (5 points) a Offers Equivalent Spousal and	Giant Eagle Inc.	Pittsburgh	PA	•	•	•	•	•		•	•	٢		85	85	
Partner Medical Benefits (10 points) Parity Across Spousal and	Gibson, Dunn & Crutcher LLP	Los Angeles	CA	•	•	•	•	•	•	•	•	•		100	100	
Partner "Soft" Benefits (10 points / half credit for parity across	Gilead Sciences Inc.	Foster City	CA	•	•	•	•	•	•	•	•	•		100	85	86
some, but not all benefits)	GlaxoSmithKline LLC	Research Triangle Park	NC	•	•	•	•	•	•	•	•	•		100	100	
Insurance Coverage (10 points)	Global Partners	Waltham	MA	۲										10	10	276
Firm-wide Organizational Competency Programs (10 points)	GODADDY Inc.	Scottsdale	AZ	•	•	•	•	•	•		•	•		90		
Bb Has Employer-Supported Employee Resource Group OR Firm-Wide	Goldman Sachs Group Inc., The	New York	NY	•	•	•	•	•	•	•	•	•		100	100	74
Diversity Council (10 points) Would Support ERG if Employees	Goodwin Procter LLP	Boston	MA	•	•	•	•	•	•	•	•	•		100	100	
Express Interest (half credit) Positively Engages the External	Goodyear Tire & Rubber Co.	Akron	он	•	•	•	•	•	•		•	•		90	80	169
LGBTQ Community (15 points / partial credit of 10 points given for	Google Inc.	Mountain View	CA	•	•	•	•	•	•	•	•	•		100	100	36
less than three efforts) Have internal guidelines that prohibit philanthropic	Gordon Rees Scully Mansukhani, LLP	San Francisco	CA	•	•	•	•	•	•	•	•	•		100	100	
giving to non-religious organizations with an explicit policy of discrimination	Goulston & Storrs	Boston	MA	•	•	•	•	•	•	•	•	•		100	100	
against LGBTQ people (5 points)	Graham Holdings	Arlington	VA			•	•	•						25	25	737
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	Grant Thornton LLP	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	
not responded to repeated invitations to the CEI survey. These ratings are	Graybar Electric Company Inc.	St. Louis	MO	۲	۵									20	20	423
based on publicly available information as well as information submitted to	Greenberg Traurig LLP	New York	NY	•	•	•	٠	•	•	•	•	•		100	100	
HRC from unofficial LGBTQ employee groups or individual employees.	Group 1 Automotive	Houston	ТΧ	•			•	•						35	35	267
	Group Health Cooperative	Seattle	WA	•	•	•	•	•	•	•	•	•		100	100	
	Groupon Inc.	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	688
	Guardian Life Insurance Co. of America, The	New York	NY	•	•	•	•	•	•	•	•	•		100	100	226
	H&M Hennes & Mauritz AB	North Arlington	NJ	•	•	•	•	•	•			٩		70	70	
	H&R Block Inc.	Kansas City	МО	•	•	•	٠	•	•		•	٩		80	70	712
	H.E. Butt Grocery Co.	San Antonio	ΤХ	٩			٠				•			30	30	
	Hachette Book Group	New York	NY	•	•	•	٠	•			•	٩		65	70	
	Hain Celestial Group Inc., The	Lake Success	NY	٠	٠	•	٠	•	•	٠	•	•		100	90	795

1a Prohibits Discrir on Sexual Orien Operations (15

- 1b Prohibits Discrir Gender Identity All Operations (
- 1c Has Contractor Non-Discriminat Include Sexual (and Gender Ide
- 2a Offers Equivaler Partner Medical
- 2b Parity Across Sp Partner "Soft" B / half credit for some, but not al
- 2c Offers Transgen Insurance Cove
- 3a Firm-wide Organ Competency Pre
- 3b Has Employer-S Resource Group Diversity Counci Would Support I Express Interest
- 4 Positively Engag LGBTQ Commu partial credit of less than three guidelines that giving to non-rel with an explicit p against LGBTQ
| Appendix B | Ratings and Criteria Breakdowns | | | | | | Crite | rion | | | | | | Rating | | |
|---|---|-----------------------|-------|-----------|-----------|----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|--------------------|--------------------|--------------|
| | | | | 15 points | 15 points | 5 points | 10 points | 15 points | -25 points | 2018
CEI Rating | 2017
CEI Rating | Fortune 1000 |
| CEI Rating Criteria | Employer | Headquarters Location | State | 1a | 1b | 1c | 2a | 2b | 2c | 3a | 3b | 4 | 5 | CEI 201 | 201
CEI | Fort |
| 1a Prohibits Discrimination Based
on Sexual Orientation for All | Halliburton Co. | Houston | ТΧ | • | | | | | | | | | | 10 | 10 | 117 |
| Operations (15 points) | Hallmark Cards Inc. | Kansas City | МО | • | • | • | • | • | • | • | • | • | | 100 | 100 | |
| 1b Prohibits Discrimination Based on
Gender Identity or Expression for
All Operations (15 points) | Hanesbrands Inc. | Winston-Salem | NC | ٠ | • | • | • | • | • | • | • | ٢ | | 90 | 90 | 448 |
| 1c Has Contractor/Vendor | Hanover Insurance Group Inc. | Worcester | MA | • | ٠ | • | • | • | • | • | • | ٠ | | 100 | 90 | 506 |
| Non-Discrimination Standards that
Include Sexual Orientation
and Gender Identity (5 points) | Harley-Davidson Inc. | Milwaukee | WI | • | | | | | | | | | | 10 | 10 | 432 |
| 2a Offers Equivalent Spousal and | Harman International Industries Inc. | Stamford | СТ | | | | | | | | | | | | | 419 |
| Partner Medical Benefits (10 points) 2b Parity Across Spousal and | Harris Corp. | Melbourne | FL | • | • | • | • | • | • | • | • | ٠ | | 100 | 100 | 505 |
| Partner "Soft" Benefits (10 points / half credit for parity across | Hartford Financial Services Group Inc., The | Hartford | СТ | • | ٠ | • | • | • | • | • | • | • | | 100 | 100 | 152 |
| some, but not all benefits) 2c Offers Transgender-Inclusive Health | Harvard Pilgrim Health Care Inc. | Wellesley | MA | • | ٠ | • | • | • | • | • | • | ٠ | | 100 | 100 | |
| Insurance Coverage (10 points) | Hasbro Inc. | Pawtucket | RI | • | • | • | • | • | • | • | • | • | | 100 | 100 | 550 |
| 3a Firm-wide Organizational
Competency Programs (10 points) | Hawaiian Airlines Inc. | Honolulu | ні | • | • | • | ٠ | • | • | | • | ٢ | | 85 | 65 | 884 |
| 3b Has Employer-Supported Employee
Resource Group OR Firm-Wide | Haynes and Boone LLP | Dallas | тх | • | • | • | • | • | • | • | • | ٢ | | 95 | 95 | |
| Diversity Council (10 points)
Would Support ERG if Employees | HCA - Hospital Corporation of America | Nashville | TN | • | • | | ٠ | • | • | • | | • | | 90 | 90 | 63 |
| 4 Positively Engages the External | HD Supply | Atlanta | GA | ٩ | ۵ | | | | | | | | | 20 | 20 | 320 |
| LGBTQ Community (15 points /
partial credit of 10 points given for | Health Care Service Corp. | Chicago | IL | • | • | • | • | • | • | • | • | • | | 100 | 100 | |
| less than three efforts) Have internal guidelines that prohibit philanthropic | Health Net Inc. | Woodland Hills | CA | ٩ | ٢ | • | ٠ | • | | • | ● | ٩ | | 65 | 65 | 172 |
| giving to non-religious organizations
with an explicit policy of discrimination
against LGBTQ people (5 points) | HealthSouth Corp. | Birmingham | AL | • | | • | ٠ | • | | | • | ۵ | | 55 | 55 | 693 |
| against LGBTQ people (5 points) | Henry Schein Inc. | Melville | NY | • | • | • | ٠ | • | • | • | • | • | | 100 | 100 | 268 |
| Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have | HERE North America LLC | Chicago | IL | • | • | • | ٠ | • | • | • | • | • | | 100 | 100 | |
| not responded to repeated invitations
to the CEI survey. These ratings are | Herman Miller Inc. | Zeeland | МІ | • | • | • | • | • | • | • | • | • | | 100 | 100 | 932 |
| based on publicly available information
as well as information submitted to | Herrick Feinstein LLP | New York | NY | • | ٠ | • | • | • | • | • | • | ٩ | | 90 | 90 | |
| HRC from unofficial LGBTQ employee groups or individual employees. | Hershey Co., The | Hershey | PA | • | ٠ | • | • | • | • | • | • | • | | 100 | 100 | 362 |
| | Hertz Global Holdings Inc. | Estero | FL | • | ٠ | • | • | • | • | • | • | ٢ | | 95 | 55 | 269 |
| | Hess Corp. | New York | NY | • | • | • | ٠ | • | | | | ٢ | | 65 | 65 | 394 |
| | Hewlett Packard Enterprise Co. | Palo Alto | CA | • | • | • | ٠ | • | • | • | • | • | | 100 | 100 | |
| | Highmark Inc. | Pittsburgh | PA | • | • | • | ٠ | • | • | • | • | • | | 100 | 100 | |
| | Hilton Inc. | McLean | VA | • | • | • | ٠ | • | • | • | • | • | | 100 | 100 | 254 |
| | Hinshaw & Culbertson LLP | Chicago | IL | ٠ | ٠ | • | ٠ | • | • | ٠ | • | • | | 100 | 100 | |
| | Hogan Lovells US LLP | Washington | DC | ٠ | • | • | • | • | • | • | • | • | | 100 | 100 | |
| | Holland & Hart LLP | Denver | со | ٩ | ٢ | • | • | ● | | | • | ٩ | | 55 | 55 | |

Appendix B	Ratings and Criteria Breakdowns		:					Crite	rion	.			.		Rating	
				15 points	15 points	5 points	10 points	10 points	10 points	10 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	3b	4	5	201 CEI	201 CEI	Fort
1a Prohibits Discrimination Based on Sexual Orientation for All	Holland & Knight LLP	Brandon	FL	•	•	•	•	•	•	٠	•	•		100	100	
Operations (15 points)	HollyFrontier Corp.	Dallas	ТΧ	٩	۵									20	20	214
1b Prohibits Discrimination Based on Gender Identity or Expression for	Home Depot Inc., The	Atlanta	GA	•	•	•	•	•	•	•	•	•		100	100	28
All Operations (15 points) 1c Has Contractor/Vendor	Honda North America Inc.	Marysville	ОН	•	٠	٠	٠	•	٠		٠	٩		85	85	
Non-Discrimination Standards that Include Sexual Orientation	Honeywell International Inc.	Morris Township	NJ	•	•	•	•			•	•	٩		75	75	75
and Gender Identity (5 points) 2a Offers Equivalent Spousal and	Horizon Healthcare Services Inc.	Newark	NJ	•	•	•	٠	•	٠		•	٢		85	70	
Partner Medical Benefits (10 points) 2b Parity Across Spousal and	Hormel Foods Corp.	Austin	MN	•	•	•	٠	•	٠	•	•	•		100	100	304
Partner "Soft" Benefits (10 points / half credit for parity across	Hortonworks Inc.	Santa Clara	CA	•	•	•	٠	•			•			65	65	
some, but not all benefits) 2c Offers Transgender-Inclusive Health	Host Hotels & Resorts Inc.	Bethesda	MD	•	•		٠	•	•		0	٢		75	10	472
Insurance Coverage (10 points)	Houghton Mifflin Harcourt Co.	Boston	MA	•	•	•	٠	•	٠	•	0	•		95	80	
3a Firm-wide Organizational Competency Programs (10 points)	Howard & Howard Attorneys PLLC	Royal Oak	МІ	•	•	•	٠	•	٠		0	٩		75	20	
3b Has Employer-Supported Employee Resource Group OR Firm-Wide	HP Inc.	Palo Alto	CA	•	•	•	٠	•	٠	•	•	•		100	100	20
Diversity Council (10 points) Would Support ERG if Employees	HRG Group	New York	NY	٢										10	10	441
Express Interest (half credit) 4 Positively Engages the External	HSBC USA	New York	NY	•	•	•	٠	•	٠	•	•	•		100	100	
LGBTQ Community (15 points / partial credit of 10 points given for	HSN Inc.	St. Petersburg	FL	•	•	•	٠	•		•	0	•		85	85	621
less than three efforts) Have internal guidelines that prohibit philanthropic	Hughes Hubbard & Reed LLP	New York	NY	•	•	•	٠	•	٠	•	•	•		100	100	
giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)	Humana Inc.	Louisville	KY	•	•	•	٠	•	•	•	•	•		100	100	52
against Labra people (5 points)	Huntington Bancshares Inc.	Columbus	ОН	•	•	•	٠	•	٠	•	•	•		100	100	698
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	Huntington Ingalls Industries	Newport News	VA	•	•	•	٠	•	•	•	•	•		100	85	378
not responded to repeated invitations to the CEI survey. These ratings are	Hunton & Williams LLP	Washington	DC	•	٠	•	٠	•	٠	•	٠	٢		95	95	
based on publicly available information as well as information submitted to	Huntsman Corp.	The Woodlands	ТΧ	•	٠	•	٠	•			0	٢		70	55	277
HRC from unofficial LGBTQ employee groups or individual employees.	Huron Consulting Group Inc.	Chicago	IL	•	٠	•	٠	•	٠	•	٠	٠		100	100	
	Husch Blackwell LLP	St. Louis	МО	•	٠	•	٠	•	•	•	•	•		100	100	
	Hyatt Hotels Corp.	Chicago	IL	•	٠	•	٠	•	٠	•	٠	٠		100	100	562
	Hyundai Motor America	Fountain Valley	CA	•	•	•	٠	•	•	•	•	•		100	100	
	IAC/InterActiveCorp.	New York	NY	•	•	•	٠	•	٠	•	•	•		100	80	682
	IBM Corp.	Armonk	NY	•	•	•	٠	•	•	•	•	•		100	100	31
	Icahn Enterprises LP	New York	NY												10	184
	Ice Miller LLP	Indianapolis	IN	٠	•	•	•	•		•	•	٢		85		
	iHeartMedia Inc.	San Antonio	ТΧ	•	•	•	•	•	•	•	•	٩		95	95	414

dix B Ratings and Criteria Breakdowns

Appendix B	Ratings and Criteria Breakdowns						Criter	ion						Rating		
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	3b	4	5	CEI CEI	201 CEI	Fort
1a Prohibits Discrimination Based on Sexual Orientation for All	IHS Markit Ltd.	New York	NY	•	•	•	•	•	•		•	•		90	90	
Operations (15 points)	IKEA Holding US Inc.	Conshohocken	PA	•	•	•	•	•	•	•	•	•		100	100	
1b Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)	Illinois Tool Works Inc.	Glenview	IL	•	•	•	•	•			•	۵		60	65	211
1c Has Contractor/Vendor	Imation Corp.	Oakdale	MN	•	•	•	•	●			●	٩		60	60	
Non-Discrimination Standards that Include Sexual Orientation	Indeed Inc.	Austin	ТΧ	•	٠	•	•	•	•	•	•	٠		100		
and Gender Identity (5 points) 2a Offers Equivalent Spousal and	Infosys Limited Inc.	Plano	ТΧ	•	•	•	•	•			•	۲		70	70	
Partner Medical Benefits (10 points) 2b Parity Across Spousal and	Ingersoll-Rand Company	Davidson	NC	•	•	•	•	•	•	•	•	٠		100	100	
Partner "Soft" Benefits (10 points / half credit for parity across	Ingram Micro	Irvine	CA	•	•	•	•	•	•			٠		85	70	64
some, but not all benefits) 2c Offers Transgender-Inclusive Health	Ingredion Inc.	Westchester	IL													456
Insurance Coverage (10 points)	Insight Enterprises Inc.	Tempe	AZ	•	•	•	•	•	•			٩		75	65	474
3a Firm-wide Organizational Competency Programs (10 points)	Instacart Inc.	San Francisco	CA	•	•	•	•	•	•	•	•	٢		95	95	
3b Has Employer-Supported Employee Resource Group OR Firm-Wide	Intel Corp.	Santa Clara	CA	•	٠	•	٠	•	•	•	•	•		100	100	51
Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)	InterContinental Hotels Group Americas	Atlanta	GA	•	•	•	•	•	•	•	•	•		100	100	
4 Positively Engages the External	International Paper Co.	Memphis	TN	٢	٢		•	●			•			45	45	127
LGBTQ Community (15 points / partial credit of 10 points given for	Interpublic Group of Companies Inc.	New York	NY	•	•	•	•	•	•	•	•	•		100	100	355
less than three efforts) Have internal guidelines that prohibit philanthropic	INTL FCStone Inc.	New York	NY	۲										10	10	83
giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)	Intuit Inc.	Mountain View	CA	•	•	•	•	•	•	•	•	•		100	100	552
against Eablid people (a points)	Invesco Ltd.	Atlanta	GA	•	•	•	•	•	•		●	٩		75	75	
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	Iron Mountain Inc.	Boston	MA	•	•	•	•	•	•	•	•	•		100		729
not responded to repeated invitations to the CEI survey. These ratings are	ITT Corp.	White Plains	NY	٢		•	•	●			•	٩		45	55	847
based on publicly available information as well as information submitted to	J. B. Hunt Transport Services Inc.	Lowell	AR	٢	۵									20	20	416
HRC from unofficial LGBTQ employee groups or individual employees.	J. M. Smucker Co.	Orrville	он	•	•	•	•	•	•	•	•	٢		90	90	452
	J.C. Penney Co. Inc.	Plano	ТΧ	•	٠	•	•	•	•	•	•	•		100	100	228
	Jabil Circuit Inc.	St. Petersburg	FL	۲	۲									20	10	158
	Jackson Walker LLP	Dallas	тх	•		•	•	•		•	•	٢		70	70	
	Jacobs Engineering Group Inc.	Pasadena	CA	٢	٩		•	●						35	35	235
	Jenner & Block LLP	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	
	JetBlue Airways Corp.	Long Island City	NY	٠	•	•	•	•	•	•	•	٠		100	100	405
	JLL	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	436
	John Hancock Financial Services Inc.	Boston	МА	٠	٠	•	٠	•	•	٠	•	٠		100	100	

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Appendix B	Ratings and Criteria Breakdowns							Crite	rion						Rating	
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	3b	4	5	201 CEI	201 CEI	For
1a Prohibits Discrimination Based on Sexual Orientation for All	Johnson & Johnson	New Brunswick	NJ	•	•	•	•	•	•	•	•	•		100	100	39
Operations (15 points)	Johnson Controls Inc.	Milwaukee	WI	•	•	•	•	•	•		•	٩		85	75	70
1b Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)	JPMorgan Chase & Co.	New York	NY	•	•	•	•	•	•	•	•	•		100	100	23
1c Has Contractor/Vendor	K&L Gates LLP	Pittsburgh	PA	•	•	•	٠	•	٠	•	•	•		100	100	
Non-Discrimination Standards that Include Sexual Orientation	Kaiser Permanente	Oakland	CA	•	•	•	•	•	•	•	•	•		100	100	
and Gender Identity (5 points) 2a Offers Equivalent Spousal and	Kate Spade & Company	New York	NY	•	•	•	٠	●		•	٠	٩		75	75	
Partner Medical Benefits (10 points) 2b Parity Across Spousal and	Katten Muchin Rosenman LLP	Chicago	IL	•	•	•	٠	•	•	•	•	•		100	100	
Partner "Soft" Benefits (10 points / half credit for parity across	Kaye Scholer LLP	New York	NY	•	•	•	٠	•	•	•	•	•		100	100	
some, but not all benefits) 2c Offers Transgender-Inclusive Health	KB Home	Los Angeles	CA	٢	٥		•	●						35	35	719
Insurance Coverage (10 points)	Kelley Drye & Warren LLP	New York	NY	•	٠	•	٠	•	•	•	•	•		100	100	
3a Firm-wide Organizational Competency Programs (10 points)	Kellogg Co.	Battle Creek	МІ	•	•	•	•	•	•	•	•	•		100	100	207
3b Has Employer-Supported Employee Resource Group OR Firm-Wide	Kelly Services Inc.	Troy	МІ	•	•	•	٠	•	•	•	•	•		100	95	467
Diversity Council (10 points) Would Support ERG if Employees	Kenneth Cole Productions Inc.	New York	NY	•	•	•	٠	•		•	•	٩		80	80	
Express Interest (half credit) 4 Positively Engages the External	Kenyon & Kenyon	New York	NY	•	•		٠	•		•	•	٢		80	80	
LGBTQ Community (15 points / partial credit of 10 points given for	Keurig Green Mountain	Waterbury	VT	•	•	•	•	•	•	٠	0	•		95	95	542
less than three efforts) Have internal guidelines that prohibit philanthropic	KeyBank	Cleveland	ОН	•	•	•	•	•	•	•	•	•		100	100	540
giving to non-religious organizations with an explicit policy of discrimination	Kilpatrick Townsend & Stockton LLP	Atlanta	GA	•	•	•	•	•	•	•	•	•		100	100	
against LGBTQ people (5 points)	Kimberly-Clark Corp.	Irving	ТΧ	•	•	•	•	•	•	•	•	•		100	100	151
Ratings in Gray / Unofficial ratings of	Kimpton Hotel & Restaurant Group LLC	San Francisco	CA	•	•	•	•	•	•	•	•	•		100	100	
the Fortune 500 companies that have not responded to repeated invitations to the CEI survey. These ratings are	Kinder Morgan Inc.	Houston	ТΧ	٠	э									20	20	198
based on publicly available information as well as information submitted to	Kindred Healthcare Inc.	Louisville	KY	•	•	•	•	•	•	•	•	•		100	20	372
HRC from unofficial LGBTQ employee groups or individual employees.	King & Spalding LLP	Atlanta	GA	•	•	•	•	•	•	•	•	•		100	100	
9h	Kirkland & Ellis LLP	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	
	KKR & Co. LP	New York	NY	•	•	•	•	•	•	•	•	•		100	100	347
	KLA-Tencor Corp.	Milpitas	CA	٢			•				0			25	25	769
	Kohler Co.	Kohler	WI	•	•	•	•	•	•	•	0	٩		90	10	
	Kohl's Corp.	Menomonee Falls	WI	•	•	•	٠	•	•	•	•	•		100	95	145
	Komatsu Mining Corp.	Milwaukee	WI	•	•	•	٠	•	•		•	٩		80	10	690
	KPMG LLP	New York	NY	•	•	•	٠	•	•	•	•	•		100	100	
	Kraft Heinz Co., The	Chicago	IL	•	•	•	•	•	•		•	•		90	80	153
							-			-					I	

Appendix B	Ratings and Criteria Breakdowns							Crite	rion						Rating	
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	3b	4	5	201 CEI	201 CEI	For
1a Prohibits Discrimination Based on Sexual Orientation for All	Kramer Levin Naftalis & Frankel LLP	New York	NY	•	•	•	٠	•	•	٠	•	•		100	100	
Operations (15 points)	Kroger Co., The	Cincinnati	он	•	•	•	•	•	•	•	•	٢		95	95	17
1b Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)	Kutak Rock LLP	Omaha	NE	•	•	•	٠	•	•	•	•	•		100	100	
1c Has Contractor/Vendor	L Brands Inc.	Columbus	ОН	•	•	•	•	•	•	•	•	٠		100	95	234
Non-Discrimination Standards that Include Sexual Orientation	L.L. Bean Inc.	Freeport	ME	•	•		•	●		•	●			60	60	
and Gender Identity (5 points) 2a Offers Equivalent Spousal and	L-3 Communications Holdings	New York	NY	۲	9		٠	•						40	40	245
Partner Medical Benefits (10 points) 2b Parity Across Spousal and	Laboratory Corporation of America Holdings	Burlington	NC	•	•	•	•	•	•	•	•	٠		100	20	325
Partner "Soft" Benefits (10 points / half credit for parity across	Laclede Group Inc., The	St. Louis	МО	•	•	•	•	•			●	٩		65	80	
some, but not all benefits) 2c Offers Transgender-Inclusive Health	Land O'Lakes Inc.	Arden Hills	MN	•	•	•	•	•	•	•	•	٠		100	100	215
Insurance Coverage (10 points)	Lane Powell PC	Seattle	WA	•	•	•	•	•	٠	•	•	٠		100	100	
3a Firm-wide Organizational Competency Programs (10 points)	Lansing Trade Group	Overland Park	KS													463
3b Has Employer-Supported Employee Resource Group OR Firm-Wide	Las Vegas Sands Corp.	Las Vegas	NV	۲										10	10	241
Diversity Council (10 points) Would Support ERG if Employees	Latham & Watkins LLP	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
4 Positively Engages the External	Lear Corp.	Southfield	МІ	•	•	•	•	•	٠	•	•	•		100	100	154
LGBTQ Community (15 points / partial credit of 10 points given for	LeClairRyan	Richmond	VA	•	•		•	•	•	•	•	•		95	80	
less than three efforts) Have internal guidelines that prohibit philanthropic	Legg Mason Inc.	Baltimore	MD	•	•	•	•	•	•	•	•	٢		95	95	768
giving to non-religious organizations with an explicit policy of discrimination	Leidos Holdings	Reston	VA	•	•	•	•	•	•	•	•	•		100	20	504
against LGBTQ people (5 points)	Lendlease Americas Inc.	New York	NY	•	•	•	•	•	٠	•	•	•		100	100	
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	Lennar Corp.	Miami	FL	٢	۵									20	20	301
not responded to repeated invitations to the CEI survey. These ratings are	LENOVO (UNITED STATES) INC.	Morrisville	NC	•	•	•	•	•	٠	•	•	•		100	100	
based on publicly available information as well as information submitted to	Leo Burnett Company Inc.	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	
HRC from unofficial LGBTQ employee groups or individual employees.	Leucadia National Corporation	New York	NY													242
	Level 3 Communications Inc.	Broomfield	со	•	•	•	•	•	•	•	•	•		100	100	333
	Levi Strauss & Co.	San Francisco	CA	•	•	•	•	•	٠	•	•	•		100	100	547
	LexisNexis Group	New York	NY	•	•	•	•	•	•	•	•	٢		95	85	
	Lexmark International Inc.	Lexington	КY	•	٠	•	•	•	٠	•	•	٠		100	100	638
	Liberty Interactive Corp.	Englewood	CO													284
	Liberty Mutual Group	Boston	MA	•	٠	•	٠	٠	•	٠	•	٠		100	95	73
	LifePoint Health Inc.	Brentwood	TN													430
	Lincoln National Corp.	Radnor	PA	•	•	•	٠	•	•	٠	•	•		100	100	205

Appendix B	Ratings and Criteria Breakdowns		-					Crite	rion						Rating	
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	3b	4	5	201 CEI	201 CEI	For
1a Prohibits Discrimination Based on Sexual Orientation for All	Lindquist & Vennum LLP	Minneapolis	MN	•	•	•	٠	•	•	•	•	•		100	100	
Operations (15 points)	LinkedIn	Sunnyvale	CA	•	•	٠	•	•	•	•	•	•		100	100	733
1b Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)	Lithia Motors, Inc.	Medford	OR													346
1c Has Contractor/Vendor	Littler Mendelson PC	San Francisco	CA	•	•	•	٠	•	•	•	•	•		100	100	
Non-Discrimination Standards that Include Sexual Orientation	Live Nation Inc.	Beverly Hills	CA	•	•	٠	•	•	•	•	•	•		100	75	366
and Gender Identity (5 points) 2a Offers Equivalent Spousal and	LKQ Corp.	Chicago	IL													369
Partner Medical Benefits (10 points) 2b Parity Across Spousal and	Locke Lord LLP	Dallas	тх	•	•	٠	•	•	•	•	•	•		100	100	
Partner "Soft" Benefits (10 points / half credit for parity across	Lockheed Martin Corp.	Bethesda	MD	•	•	•	•	•	•	•	•	٠		100	100	60
some, but not all benefits) 2c Offers Transgender-Inclusive Health	Loeb & Loeb LLP	Los Angeles	CA	•	٠	•	•	•		•	•	•		90	50	
Insurance Coverage (10 points)	Loews Corp.	New York	NY	•	•	•	٠	•			●	•		75	75	210
3a Firm-wide Organizational Competency Programs (10 points)	L'Oréal USA Inc.	New York	NY	•	•	•	•	•	•	•	•	•		100	85	
3b Has Employer-Supported Employee Resource Group OR Firm-Wide	Lowenstein Sandler LLP	New York	NY	•	٠	٠	•	•	•	•	•	•		100	100	
Diversity Council (10 points) Would Support ERG if Employees	Lowe's Companies Inc.	Mooresville	NC	•	•	•	•	•			•	•		75	40	47
Express Interest (half credit) 4 Positively Engages the External	LPL Financial Holdings Inc.	Boston	MA	•	•	•	•	•	•	•	•	•		100	100	568
LGBTQ Community (15 points / partial credit of 10 points given for	Lubrizol Corp.	Wickliffe	он	•	•	•	•	•	•	•	•	٥		95	85	
less than three efforts) Have internal guidelines that prohibit philanthropic	Lyft Inc.	San Francisco	CA	•	٠	٠	•	•	•	•	•	•		100		
giving to non-religious organizations with an explicit policy of discrimination	M&T Bank Corp.	Buffalo	NY	•	•	•	•	•	•	•	•	٥		95	95	510
against LGBTQ people (5 points)	Macquarie Group Ltd.	New York	NY	•	•	•	•	•	•		•	٢		85		
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	Macy's Inc.	Cincinnati	ОН	•	•	•	•	•	•	•	•	•		100	100	103
not responded to repeated invitations to the CEI survey. These ratings are	Mallinckrodt LLC	Hazelwood	МО	•	٠	٠	•	•	•	•	•	•		100	100	
based on publicly available information as well as information submitted to	Manatt, Phelps & Phillips LLP	Los Angeles	CA	•	•	•	•	•	•	•	•	•		100	90	
HRC from unofficial LGBTQ employee groups or individual employees.	ManpowerGroup	Milwaukee	WI	•	٠	٠	•	•	•	•	•	•		100	100	144
	Marathon Oil Corp.	Houston	тх	•	•	•	•	•		•	•	٥		85	85	438
	Marathon Petroleum Corp.	Findlay	он	•	٠	٠	•	•		•	•	٢		85	75	42
	Marriott International Inc.	Bethesda	MD	•	•	•	•	•	•	•	•	•		100	100	195
	Mars Inc.	Mt. Olive	NJ	•	٠	٠	•	•	•		•	•		90	90	
	Marsh & McLennan Companies Inc.	New York	NY	•	•	•	•	•	•	•	•	•		100	100	222
	Masco Corp.	Taylor	MI												10	345
	Massachusetts Mutual Life Insurance Co.	Springfield	MA	•	•	•	٠	•	•	•	•	•		100	100	76
	MasterCard Inc.	Purchase	NY	•	•	•	•	•	•	•	•	•		100	100	294

Appendix B	Ratings and Criteria Breakdowns							Criter	ion						Rating	
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	3b	4	5	201 CEI	201 CEI	For
1a Prohibits Discrimination Based on Sexual Orientation for All	Mattel Inc.	El Segundo	CA	•	•	•	•	•	•	•	•	•		100	100	450
Operations (15 points)	Mayer Brown LLP	Chicago	IL	•	٠	٠	•	•	•	•	•	•		100	100	
1b Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)	MB Financial Inc.	Chicago	IL	٠	•	•	٠	•	•	•	•	٢		95		
1c Has Contractor/Vendor	McCarter & English LLP	Newark	NJ	•	•	•	•	•		•	•	٩		85	85	
Non-Discrimination Standards that Include Sexual Orientation	McCormick & Company Inc.	Sparks	MD	•	•	•	•	•			•	۹		75	80	567
and Gender Identity (5 points) 2a Offers Equivalent Spousal and	McDermott Will & Emery LLP	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	
Partner Medical Benefits (10 points) 2b Parity Across Spousal and	McDonald's Corp.	Oak Brook	IL	•	•	•	•	•	•	•	•	•		100	100	109
Partner "Soft" Benefits (10 points / half credit for parity across	McGraw-Hill Global Education Holdings LLC	New York	NY	•	•	•	•	•	•		•	•		90	90	
some, but not all benefits) 2c Offers Transgender-Inclusive Health	McGuireWoods LLP	Richmond	VA	•	•	•	•	•		•	•	٢		85	85	
Insurance Coverage (10 points)	McKesson Corp.	San Francisco	CA	•	•	•	•	•	•	•	•	•		100	100	5
3a Firm-wide Organizational Competency Programs (10 points)	McKinsey & Co. Inc.	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
3b Has Employer-Supported Employee Resource Group OR Firm-Wide	Medallia Inc.	San Mateo	CA	•	•	•	•	•	•	•	•	•		100		
Diversity Council (10 points) Would Support ERG if Employees	Mediavest Spark	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
4 Positively Engages the External	Medtronic PLC	Minneapolis	MN	•	٠	•	•	•	•	•	•	•		100	100	
LGBTQ Community (15 points / partial credit of 10 points given for	Meijer Inc.	Grand Rapids	MI	•	•	•	•	•	•	•	•	٢		95	95	
less than three efforts) Have internal guidelines that prohibit philanthropic	Merck & Co. Inc.	Kenilworth	NJ	•	•	•	•	•	•	•	•	•		100	100	72
giving to non-religious organizations with an explicit policy of discrimination	Mesirow Financial Holdings Inc.	Chicago	IL	•	•	•	•	•		•	•	•		90	80	
against LGBTQ people (5 points)	MetLife Inc.	New York	NY	•	٠	•	•	•	•	•	•	•		100	100	40
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	MGM Resorts International	Las Vegas	NV	•	•	•	•	•	•	•	•	•		100	100	309
not responded to repeated invitations to the CEI survey. These ratings are	Michael Best & Friedrich LLP	Milwaukee	WI	•	٠	•	•	•	•	•	•	•		100	100	
based on publicly available information as well as information submitted to	Micron Technology Inc.	Boise	ID	٩	•		•	•						40	40	173
HRC from unofficial LGBTQ employee groups or individual employees.	Microsoft Corp.	Redmond	WA	•	•	•	•	•	•	•	•	•		100	100	25
	Milbank, Tweed, Hadley & McCloy LLP	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
	MillerCoors LLC	Chicago	IL	•	٠	•	•	•	•	•	•	•		100	100	
	Mintz, Levin, Cohn, Ferris, Glovsky & Popeo PC	Boston	MA	•	•	•	•	•	•	•	•	•		100	100	
	Mitchell Gold + Bob Williams	Taylorsville	NC	•	•	•	•	•	•	•	•	•		100	100	
	Mohawk Industries Inc.	Calhoun	GA	٩	٥		٠	●						35	35	338
	Molina Healthcare Inc.	Long Beach	CA	٠	•	٠	٠	•			•			60	60	201
	Mondelez International Inc.	East Hanover	NJ	٠	•	•	٠	•	•	•	•	•		100	100	94
	Monsanto Co.	St. Louis	МО	٠	٠	•	٠	•	•	٠	•	•		100	100	189

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Appendix B	Ratings and Criteria Breakdowns							Criter	ion						Rating	
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	3b	4	5	201 CEI	201 CEI	For
1a Prohibits Discrimination Based on Sexual Orientation for All	Moody's Corp.	New York	NY	•	•	•	•	•	•	•	•	•		100	100	652
Operations (15 points)	Moore & Van Allen PLLC	Charlotte	NC	•	•	•	•	•	•	•	•	٠		100	100	
1b Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)	Morgan Stanley	New York	NY	•	•	•	•	•	•	•	•	•		100	100	78
1c Has Contractor/Vendor	Morgan, Lewis & Bockius LLP	Philadelphia	PA	•	•	•	•	•	•	•	•	•		100	100	
Non-Discrimination Standards that Include Sexual Orientation	Morningstar Inc.	Chicago	IL	•	•	•	•	•	•	•	•	•		100	90	
and Gender Identity (5 points) 2a Offers Equivalent Spousal and	Morris, Manning & Martin LLP	Atlanta	GA	•	•	•	•	•	•	•	•	•		100	80	
Partner Medical Benefits (10 points) 2b Parity Across Spousal and	Morrison & Foerster LLP	San Francisco	CA	•	•	•	•	•	•	•	•	٠		100	100	
Partner "Soft" Benefits (10 points / half credit for parity across	Mosaic Co.	Plymouth	MN	•	•	•	•	•	•		0	٠		85	85	316
some, but not all benefits) 2c Offers Transgender-Inclusive Health	Motorola Solutions Inc.	Chicago	IL	•	•	•	•	•	•	•	•	٢		95	75	451
Insurance Coverage (10 points)	MSLGROUP Americas	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
3a Firm-wide Organizational Competency Programs (10 points)	Munger, Tolles & Olson LLP	Los Angeles	CA	•	•	•	•	•	•	•	•	•		100	100	
3b Has Employer-Supported Employee Resource Group OR Firm-Wide	Murphy USA	El Dorado	AR													258
Diversity Council (10 points) Would Support ERG if Employees	Mutual of Omaha Insurance	Omaha	NE	•	•	•	•	•	•	•	•	۵		95	95	367
Express Interest (half credit) 4 Positively Engages the External	NASDAQ Inc.	New York	NY	•	•	•	•	•		•	•	٢		85	75	663
LGBTQ Community (15 points / partial credit of 10 points given for	National Grid USA	Waltham	MA	•	•	•	•	•	•	•	•	•		100	100	
less than three efforts) Have internal guidelines that prohibit philanthropic	National Oilwell Varco Inc.	Houston	ТΧ	۵										10	10	192
giving to non-religious organizations with an explicit policy of discrimination	Nationwide	Columbus	ОН	•	•	•	•	•	•	•	•	•		100	100	69
against LGBTQ people (5 points)	Navient	Wilmington	DE	•	٠	•	•	•	•	•	٠	٠		100	90	494
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	Navigant Consulting Inc.	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	
not responded to repeated invitations to the CEI survey. These ratings are	Navistar International Corp.	Lisle	IL	٢	۵						٠			30	30	281
based on publicly available information as well as information submitted to	NCR Corp.	Duluth	GA	•	•	•	•	•	•	•	•	•		100	100	409
HRC from unofficial LGBTQ employee groups or individual employees.	Nelson Mullins Riley & Scarborough LLP	Columbia	sc	•	•	•	•	•		•	•	٢		85	85	
	Nestlé Purina PetCare Co.	St. Louis	МО	•	•	•	•	•	•	•	•	•		100	100	
	Nestlé USA Inc.	Glendale	CA	•	•	•	•	•	•	•	•	٢		95	90	
	NetApp Inc.	Sunnyvale	CA	•	•	•	•	•	•	•	•	٢		95	95	422
	Netflix Inc.	Los Gatos	CA	•	٠	•	•	•	•	•	•	٠		100	100	379
	New Relic Inc.	San Francisco	CA	•	•	•	٠	•	•	•	•	٢		95		
	New York Life Insurance Co.	New York	NY	٠	٠	٠	٠	•	•	•	•	٢		95	100	61
	New York Times Co.	New York	NY	•	•	•	٠	•		٠	•	٢		85	85	
	Newmont Mining Corporation	Greenwood Village	со	٠	٠	•	٠	•	•	٠	٠	٠		100	100	349

Appendix B	Ratings and Criteria Breakdowns							Crite	rion						Rating	
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	3b	4	5	201 CEI	201 CEI	For
1a Prohibits Discrimination Based on Sexual Orientation for All	News Corp.	New York	NY													327
Operations (15 points)	NextEra Energy Inc.	Juno Beach	FL	٢	٢	•	•	•		•	•	٩		70	70	163
1b Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)	NGL Energy Partners	Tulsa	ОК		٥									20	20	167
1c Has Contractor/Vendor	Nielsen	New York City	NY	•	•	•	٠	•	•	•	•	•		100	100	
Non-Discrimination Standards that Include Sexual Orientation	Nike Inc.	Beaverton	OR	•	•	•	٠	•	•	•	•	•		100	100	91
and Gender Identity (5 points) 2a Offers Equivalent Spousal and	NiSource Inc.	Merrillville	IN	•	•	•	•	•	•	•	•	•		100	75	483
Partner Medical Benefits (10 points) 2b Parity Across Spousal and	Nissan North America Inc.	Franklin	TN	•	•	•	•	•	•	•	•	•		100	100	
Partner "Soft" Benefits (10 points / half credit for parity across	Nixon Peabody LLP	Boston	MA	•	•	•	•	•	•	•	•	•		100	100	
some, but not all benefits) 2c Offers Transgender-Inclusive Health	Nokia Inc.	Irving	тх	•	•	•	•	•	•	•	•	•		100		
Insurance Coverage (10 points)	Nordstrom Inc.	Seattle	WA	•	•	•	•	•	•	•	•	•		100	100	197
3a Firm-wide Organizational Competency Programs (10 points)	Norfolk Southern Corp.	Norfolk	VA	•	•	•	•	•	•	•	•	•		100	80	270
3b Has Employer-Supported Employee Resource Group OR Firm-Wide	Nortel Networks Corp.	Richardson	тх	٢		•	•	●			•	٩		45	45	
Diversity Council (10 points) Would Support ERG if Employees	Northern Trust Corp.	Chicago	IL	•	•	•	٠	•	•	•	•	•		100	100	520
4 Positively Engages the External	Northrop Grumman Corp.	Falls Church	VA	•	•	•	•	•	•	•	•	•		100	100	118
LGBTQ Community (15 points / partial credit of 10 points given for	Northwestern Mutual Life Insurance	Milwaukee	WI	•	•	•	•	•	•	•	•	•		100	100	100
less than three efforts) Have internal guidelines that prohibit philanthropic	Norton Rose Fulbright	Houston	тх	•	•	•	•	•	•	•	•	•		100	100	
giving to non-religious organizations with an explicit policy of discrimination	Novartis Pharmaceuticals Corp.	East Hanover	NJ	•	•	•	•	•	•	•	•	•		100	100	
against LGBTQ people (5 points)	Novo Nordisk Inc.	Plainsboro	NJ	•	•	•	•	•		•	•	•		90	90	
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	NRG Energy Inc.	Princeton	NJ	•	•		•	•		•	0	٩		65	70	193
not responded to repeated invitations to the CEI survey. These ratings are	Nuance Communications	Burlington	MA	•	•	•	•	•		•	•	٩		80		984
based on publicly available information as well as information submitted to	Nucor Corp.	Charlotte	NC	٢										10	10	170
HRC from unofficial LGBTQ employee groups or individual employees.	NVIDIA Corp.	Santa Clara	CA	•	•	•	•	•	•	•	•	•		100	100	508
	NYSE Euronext Inc.	New York	NY	٢		•	•	•			•			45	55	
	Occidental Petroleum	Los Angeles	CA	٩										10	20	225
	Ocean Spray Cranberries Inc.	Lakeville-Middleboro	MA	•	•	•	•	•	•		•	•		90	85	
	Office Depot Inc.	Boca Raton	FL	•	٠	٠	•	•	•	•	٠	•		100	100	196
	Ogilvy Group Inc., The	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
	Ogletree, Deakins, Nash, Smoak & Stewart	Greenville	SC	٠	•	•	٠	•	•	٠	•	٠		100	100	
	Old Republic International	Chicago	IL													442
	O'Melveny & Myers LLP	Los Angeles	CA	•	•	•	٠	•	•	٠	•	•		100	100	

Appendix B	Ratings and Criteria Breakdowns						Crite	rion						Rating	I	
				15 points	15 points	5 points	10 points	15 points	-25 points	8 Rating	2017 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	3b	4	5	2018 CEI R	201 CEI	For
1a Prohibits Discrimination Based on Sexual Orientation for All	Omnicom Group	New York	NY	•	•	•	•	•	•	•	•	•		100	100	186
Operations (15 points)	ONE Gas Inc.	Tulsa	ОК	•	•	•	•	•			0	۵		70	70	
1b Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)	ONEOK Inc.	Tulsa	ОК	•	•	•	•	•	•	•	•	٢		95	85	348
1c Has Contractor/Vendor	OppenheimerFunds Inc.	New York	NY	•	٠	٠	•	•	•	•	•	٠		100	100	
Non-Discrimination Standards that Include Sexual Orientation	Optimedia International US Inc.	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
and Gender Identity (5 points) 2a Offers Equivalent Spousal and	Oracle Corp.	Redwood City	CA	•	•	•	•	•	•	•	•	•		100	100	77
Partner Medical Benefits (10 points) 2b Parity Across Spousal and	Orbital ATK, Inc.	Dulles	VA				•							15	35	560
Partner "Soft" Benefits (10 points / half credit for parity across	O'Reilly Automotive Inc.	Springfield	MO	۵										10	10	342
some, but not all benefits) 2c Offers Transgender-Inclusive Health	Orrick, Herrington & Sutcliffe LLP	San Francisco	CA	•	•	•	•	•	•	•	•	•		100	100	
Insurance Coverage (10 points)	Oshkosh Corp.	Oshkosh	WI	۵	۵									20	20	424
3a Firm-wide Organizational Competency Programs (10 points)	Outerwall Inc.	Bellevue	WA	•	•	•	•	•	•	•	•	•		100	100	922
3b Has Employer-Supported Employee Resource Group OR Firm-Wide	Overstock.com Inc.	Midvale	UT	•	•	•	•	•			0	•		75	80	
Diversity Council (10 points) Would Support ERG if Employees	Owens & Minor Inc.	Mechanicsville	VA	•	•	•	•	•		•	•	٩		80	80	291
Express Interest (half credit) 4 Positively Engages the External	Owens Corning	Toledo	ОН	•	•	•	•	•	•	•	•	•		100	100	480
LGBTQ Community (15 points / partial credit of 10 points given for	Owens-Illinois Inc.	Perrysburg	ОН	•	•									20	20	418
less than three efforts) Have internal guidelines that prohibit philanthropic	Paccar Inc.	Bellevue	WA	۵	۵									20	20	147
giving to non-religious organizations with an explicit policy of discrimination	Pacific Investment Management Co. LLC	Newport Beach	CA	•	•	•	•	•	•	•	•	•		100	100	
against LGBTQ people (5 points)	Pacific Life Insurance Co.	Newport Beach	CA	•	٠	٠	•	•		•	0	٢		80	80	326
Ratings in Gray / Unofficial ratings of	Pacific Medical Centers	Seattle	WA	•		•	•	•		•	0	٩		60	60	
the Fortune 500 companies that have not responded to repeated invitations to the CEI survey. These ratings are	Packaging Corporation of America	Lake Forest	IL	•	э									20		446
based on publicly available information as well as information submitted to	Palm Management Corp.	Washington	DC	•		•	•	●		•	0	٩		55	55	
HRC from unofficial LGBTQ employee groups or individual employees.	Pandora Media Inc.	Oakland	CA	•	•	•	•	•	•	•	•	•		100	100	
	Pariveda Solutions Inc.	Dallas	ТΧ	•	•	•	•	•			•	٩		70		
	Parker Hannifin Corp.	Cleveland	ОН	•	•									20	20	224
	Patterson Belknap Webb & Tyler LLP	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
	Patterson Companies (Patterson Dental Supply)	St. Paul	MN	•	•	•	•	•			0			60	60	559
	Patton Boggs LLP	Washington	DC	•	•	•	•	•		•	•	٩		80	85	
	Paul Hastings LLP	Los Angeles	CA	٠	•	٠	•	•	•	٠	•	•		100	100	
	Paul, Weiss, Rifkind, Wharton & Garrison LLP	New York	NY	•	•	•	٠	•	•	٠	•	•		100	100	
	PayPal Holdings Inc.	San Jose	CA	٠	٠	٠	٠	•	٠	٠	•	٠		100	100	307

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Appendix B	Ratings and Criteria Breakdowns							Crite	rion						Rating	
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	3b	4	5	201 CEI	201 CEI	Fort
1a Prohibits Discrimination Based on Sexual Orientation for All	PBF Energy	Parsippany	LN													217
Operations (15 points)	Peabody Energy Corp.	St. Louis	МО												10	458
1b Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)	Pearson Inc.	Hoboken	IJ	•	•	•	٠	•	٠	•	•	•		100	100	
1c Has Contractor/Vendor	Penske Automotive Group Inc.	Bloomfield Hills	MI	٢										10		143
Non-Discrimination Standards that Include Sexual Orientation	Pep Boys-Manny, Moe & Jack	Philadelphia	PA	٢	٩		٠	•			•			45	45	
and Gender Identity (5 points) 2a Offers Equivalent Spousal and	Pepper Hamilton LLP	Philadelphia	PA	•	•	•	٠	•	٠	•	•	•		100	100	
Partner Medical Benefits (10 points) 2b Parity Across Spousal and	PepsiCo Inc.	Purchase	NY	•	•	•	٠	•	٠	•	•	•		100	100	44
Partner "Soft" Benefits (10 points / half credit for parity across	Perkins + Will Inc.	Chicago	IL	٢			٠	●			•			35	35	
some, but not all benefits) 2c Offers Transgender-Inclusive Health	Perkins Coie LLP	Seattle	WA	•	•	•	•	•	٠	•	•	•		100	100	
Insurance Coverage (10 points)	Pernod Ricard USA LLC	New York	NY	•	•	•	٠	•	•	•	•	•		100	100	
3a Firm-wide Organizational Competency Programs (10 points)	Peter Kiewit Sons' Inc.	Omaha	NE	•	۵									20	20	314
3b Has Employer-Supported Employee Resource Group OR Firm-Wide	PetSmart Inc.	Phoenix	AZ	•	٠	٠	٠	•	٠	•	•	٠		100	100	
Diversity Council (10 points) Would Support ERG if Employees	Pfizer Inc.	New York	NY	•	•	•	•	•	•	•	•	•		100	100	55
Express Interest (half credit) Positively Engages the External	PG&E Corp.	San Francisco	CA	•	٠	٠	٠	•	٠	•	•	٠		100	100	166
LGBTQ Community (15 points / partial credit of 10 points given for	Philip Morris International Inc.	New York	NY	٩										10	10	106
less than three efforts) Have internal guidelines that prohibit philanthropic	Phillips 66	Houston	тх	•	•	•	•	•		•	•	٩		85	75	30
giving to non-religious organizations with an explicit policy of discrimination	Pillsbury Winthrop Shaw Pittman LLP	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
against LGBTQ people (5 points)	Pinnacle West Capital	Phoenix	AZ	•	•	•	•	•	•		•	•		90	90	650
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	Pinterest Inc.	San Francisco	CA	•	•	•	•	•	•	•	•	٩		95		
not responded to repeated invitations to the CEI survey. These ratings are	Pitney Bowes Inc.	Stamford	СТ	٩	٩	•	•	•	•	•		٩		70	70	634
based on publicly available information as well as information submitted to	Plains GP Holdings	Houston	ТХ													121
HRC from unofficial LGBTQ employee groups or individual employees.	PNC Financial Services Group Inc., The	Pittsburgh	PA	•	•	•	•	•	٠	•	•	•		100	100	171
	PNM Resources Inc.	Albuquerque	NM	•	•	•	•	•			0	٩		70	65	
	Polsinelli	Kansas City	МО	•	•	•	•	•		•	•	۵		85	85	
	Portland General Electric Co.	Portland	OR	•	•	•	٠	•	•	•	•	•		100	100	997
	PPG Industries Inc.	Pittsburgh	PA	•	٠	•	•	•	٠	•	•	•		100	75	182
	PPL Corp.	Allentown	PA	٠	•	•	٠	•	•	•	•	•		100	100	350
	Praxair Inc.	Danbury	СТ	٠	•	•	•	٠	٠	٠	•	•		100	100	262
	Precision Castparts Corp.	Portland	OR	٥	•									20	20	282
	priceline.com LLC	Norwalk	СТ	•	٠	٠	•	•	•	٠	٩	۵		90	80	308

Appendix B	Ratings and Criteria Breakdowns							Crite	erion						Rating	
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	Зb	4	5	201 CEI	201 CEI	For
1a Prohibits Discrimination Based on Sexual Orientation for All	PricewaterhouseCoopers LLP	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
Operations (15 points) 1b Prohibits Discrimination Based on	Principal Financial Group	Des Moines	IA	•	٠	٠	٠	•	•	•	•	•		100	100	236
Gender Identity or Expression for All Operations (15 points)	Procter & Gamble Co.	Cincinnati	ОН	•	٠	•	٠	•	•	•	•	•		100	100	34
1c Has Contractor/Vendor	Progressive Corp., The	Mayfield Village	ОН	•	٠		٠	•	•	•	•	٢		90	90	137
Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)	Proskauer Rose LLP	New York	NY	•	٠	•	٠	•		•	•	•		90	85	
2a Offers Equivalent Spousal and	Prudential Financial Inc.	Newark	NJ	•	٠	•	٠	•	٠	•	•	٠		100	100	50
Partner Medical Benefits (10 points) 2b Parity Across Spousal and	Public Service Enterprise Group	Newark	NJ	•	٠	•	٠	•	•	•	•	•		100	90	272
Partner "Soft" Benefits (10 points / half credit for parity across	Publicis Healthcare Communications	New York	NY	•	٠	•	٠	•	•	•	•	٠		100	100	
2c Offers Transgender-Inclusive Health	Publicis Inc.	New York	NY	•	٠	•	٠	•	•	•	•	٢		95	95	
Insurance Coverage (10 points)	Publicis Media	New York	NY	•	٠	•	٠	•	•	•	•	٠		100		
3a Firm-wide Organizational Competency Programs (10 points)	Publix Super Markets Inc.	Lakeland	FL												10	87
3b Has Employer-Supported Employee Resource Group OR Firm-Wide	PulteGroup Inc.	Atlanta	GA	۲											10	433
Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)	PVH Corp.	New York	NY	•	•	•	٠	•	•	•	•	•		100	85	340
4 Positively Engages the External	Quaintance-Weaver Inc.	Greensboro	NC	•		٠	٠	•			•	٢		60	60	
LGBTQ Community (15 points / partial credit of 10 points given for	QUALCOMM Inc.	San Diego	CA	•	٠	•	٠	•	•	•	•	•		100	100	110
less than three efforts) Have internal guidelines that prohibit philanthropic	Quanta Services	Houston	ТΧ	٩											10	352
giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)	Quantcast Corp.	San Francisco	CA	•	٠	•	٠	•	•		•	٩		80	75	
against Labra people (3 points)	Quarles & Brady LLP	Milwaukee	WI	•	•	•	•	•	•	•	•	•		100	100	
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	Quest Diagnostics Inc.	Madison	NJ	•	٠	•	٠	•	•	•	•	•		100	100	358
not responded to repeated invitations to the CEI survey. These ratings are	Quinn Emanuel Urquhart & Sullivan LLP	London	CA	•	•	•	•	•	•	•	•	•		100	100	
based on publicly available information as well as information submitted to	Quintiles Transnational	Durham	NC	٩	9										20	447
HRC from unofficial LGBTQ employee groups or individual employees.	R.R. Donnelley & Sons Co.	Chicago	IL	•	٠	•	٠	•		•	•	•		90	90	255
	Rackspace	San Antonio	ТΧ	•	٠	•	٠	•	•	•	•	•		100		970
	RadioShack Corp.	Fort Worth	ТΧ	•			•	•			●			40	40	
	Ralph Lauren Corp.	New York	NY	•	٠	•	•	•		•	•	•		90	90	354
	Raymond James Financial Inc.	St. Petersburg	FL	•	٠	•	•	•		•	•	٢		85	85	482
	Raytheon Co.	Waltham	MA	•	•	•	•	•	•	•	•	•		100	100	120
	RB	Parsippany	NJ	٠		٠	٠	٢			٥	٢		50	50	
	RBC Capital Markets LLC	New York	NY	•	•	•	•	•	•	٠	•	•		100	100	
	RBC Wealth Management	Minneapolis	MN	٠	•	•	•	•	•	•	•	•		100	100	

Appendix B	Ratings and Criteria Breakdowns							Criter	ion						Rating	
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	3b	4	5	CEI 201	201 CEI	Fort
1a Prohibits Discrimination Based on Sexual Orientation for All	RBS Securities Inc.	Stamford	СТ	•	•	•	•	•		•	•	۹		80	85	
Operations (15 points)	Re:Sources USA Inc.	Long Island City	NY	•	٠	•	•	•	•	•	•	•		100	100	
1b Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)	Realogy Holdings Corp.	Madison	NJ	٠	•	•	٠	•		•	•	٢		85	85	449
1c Has Contractor/Vendor	Recreational Equipment Inc.	Kent	WA	•	•	•	•	•	•	•	•	٢		95	95	
Non-Discrimination Standards that Include Sexual Orientation	Redfin Corp.	Seattle	WA	•	•	•	•	•	•	•	•	٢		95	85	
and Gender Identity (5 points) 2a Offers Equivalent Spousal and	Reed Smith LLP	Pittsburgh	PA	•	•	•	•	•	•	•	•	•		100	100	
Partner Medical Benefits (10 points) 2b Parity Across Spousal and	Regal Entertainment Group	Knoxville	TN	•	•	•	•	•		•	•	٩		85	85	705
Partner "Soft" Benefits (10 points / half credit for parity across	Regions Financial Corp.	Birmingham	AL	•	•	•	•	•	•	•	•	٢		95	85	453
some, but not all benefits) 2c Offers Transgender-Inclusive Health	Reinhart Boerner Van Deuren s.c.	Milwaukee	WI	•		•	•	•		•		٩		55		
Insurance Coverage (10 points)	Reinsurance Group of America Inc.	Chesterfield	МО	•	•	•	•	•		•	•	٩		85	20	271
3a Firm-wide Organizational Competency Programs (10 points)	Reliance Steel & Aluminum Co.	Los Angeles	CA	٩										10	10	303
3b Has Employer-Supported Employee Resource Group OR Firm-Wide	Replacements Ltd.	McLeansville	NC	•	•	•	•	•	•	•	•	•		100	100	
Diversity Council (10 points) Would Support ERG if Employees	Republic Services Inc.	Phoenix	AZ	•	•	•	•	•	•	•	•	•		100	85	312
4 Positively Engages the External	Reynolds American Inc.	Winston-Salem	NC	•	•	•	•	•	•	•	•	•		95	85	266
LGBTQ Community (15 points / partial credit of 10 points given for	Rite Aid Corp.	Camp Hill	PA	•	•	•	•	•			•			65	65	107
less than three efforts) Have internal guidelines that prohibit philanthropic	Robert Bosch Corp.	Broadview	IL	•	•	•	•	•	•		•	•		90		
giving to non-religious organizations with an explicit policy of discrimination	Robert Half	Menlo Park	CA	•	•	•	•	•	•	•	•	•		100	100	503
against LGBTQ people (5 points)	Robert W. Baird & Co. Incorporated	Milwaukee	WI	•	٠	•	•	•	•	•	•	•		100	95	
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	Robins Kaplan LLP	Minneapolis	MN	•	•	•	•	•	•	•	•	•		100	100	
not responded to repeated invitations to the CEI survey. These ratings are	Rockland Trust Co.	Rockland	MA	•	٠	•	•	•	•	•	•	•		100	100	
based on publicly available information as well as information submitted to	Rockwell Automation Inc.	Milwaukee	WI	•	•	•	•	•	•	•	•	•		100	100	412
HRC from unofficial LGBTQ employee groups or individual employees.	Rockwell Collins Inc.	Cedar Rapids	IA	•	•	•	•	•	•	•	•	•		100	100	490
	Rolls-Royce North America (USA) Holdings Co.	Reston	VA	•	•	•	•	•	•	•	•	•		100	85	
	Ropes & Gray LLP	Boston	MA	•	٠	•	•	•	•	•	•	•		100	100	
	Rosetta LLC	Hamilton	NJ	•	•	•	•	•			•	٢		75	75	
	Ross Stores Inc.	Dublin	CA	•	٠	•	•	•	•	•		•		90	90	237
	Royal Caribbean Cruises Ltd.	Miami	FL	٠	•	•	٠	•	•	•	•	•		100	100	
	Ryder System Inc.	Miami	FL	٠	•	•	٠	•		•	•	٩		85	85	395
	Ryland Group Inc., The	Calabasas	CA	٩				●						15	15	
	S&P Global Inc.	New York	NY	٠	٠	•	٠	•	•	٠	•	•		100	100	481

Appendix B Patings and Criteria Breakdowns

Appendix B	Ratings and Criteria Breakdowns							Crite	rion						Rating	
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	3b	4	5	201 CEI	201 CEI	For
1a Prohibits Discrimination Based on Sexual Orientation for All	S.C. Johnson & Son Inc.	Racine	WI	•	•	•	•	•	•	•	•	•		100	100	
Operations (15 points)	Saatchi & Saatchi North America Inc.	New York	NY	•	٠	•	٠	•	٠	•	•	٠		100	100	
1b Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)	Sabre Holdings Inc.	Southlake	ТΧ	•	•	•	٠	•			•	٩		65	65	736
1c Has Contractor/Vendor	Saint-Gobain Corp.	Malvern	PA	•	٠	•	٠	•	٠		•	٠		90		
Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)	Salesforce	San Francisco	CA	•	٠	•	٠	•	٠	•	•	٠		100	100	386
2a Offers Equivalent Spousal and	Sanderson Farms Inc.	Laurel	MS	•	•	•	•	•						55	55	770
Partner Medical Benefits (10 points) 2b Parity Across Spousal and	SanDisk Corp.	Milpitas	CA	۲	9									20	20	464
Partner "Soft" Benefits (10 points / half credit for parity across	Sanmina-SCI	San Jose	CA													408
some, but not all benefits) 2c Offers Transgender-Inclusive Health	Sanofi	Bridgewater	NJ	•	•	•	٠	•	•	•	•	٠		100	100	
Insurance Coverage (10 points)	SAP America Inc.	Newtown Square	PA	•	•	•	•	•	•	•	•	٠		100	100	
3a Firm-wide Organizational Competency Programs (10 points)	Sapient Consulting Corp.	Boston	MA	•	•	•	•	•	•	•	•	٠		100	100	
3b Has Employer-Supported Employee Resource Group OR Firm-Wide	SapientRazorfish	Boston	MA	•	•	•	٠	•	•	•	•	•		100		
Diversity Council (10 points) Would Support ERG if Employees	Saul Ewing Arnstein & Lehr LLP	Philadelphia	PA	•	•	•	٠	•	•	•	•	٠		100	95	
Express Interest (half credit) 4 Positively Engages the External	Sbe	Los Angeles	CA	•	•		٠	•		•	0	٢		75	75	
LGBTQ Community (15 points / partial credit of 10 points given for	Schiff Hardin LLP	Chicago	IL	•	•	•	٠	•	•	٠	•	•		100	100	
less than three efforts) Have internal guidelines that prohibit philanthropic	Scholastic Corp.	New York	NY	•	•	•	٠	•			٠	٠		80	75	
giving to non-religious organizations with an explicit policy of discrimination	Schulte, Roth & Zabel LLP	New York	NY	•	•	•	•	•	•	•	•	۵		95	95	
against LGBTQ people (5 points)	Science Applications International Corp.	Reston	VA	•	•	•	٠	•		٠	٠	٢		85		565
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	Seaboard Corp.	Shawnee Mission	KS	٢	•									20	20	460
not responded to repeated invitations to the CEI survey. These ratings are	Seagate Technology LLC	Scotts Valley	CA				•	●			•			25	45	
based on publicly available information as well as information submitted to	Sealed Air Corp.	Elmwood Park	NJ	٩	•									20	20	375
HRC from unofficial LGBTQ employee groups or individual employees.	Sears Holdings Corp.	Hoffman Estates	IL	•	•	•	•	•	•	٠	•	•		100	100	111
	Sedgwick LLP	San Francisco	CA	•	•	•	•	•	•	•	•	•		100	100	
	Selective Insurance Group	Branchville	NJ	٢	٩	•	•	●			•	٩		55	55	936
	Sempra Energy	San Diego	CA	•	•	•	•	•	•	•	•	•		100	100	279
	Severn Trent Services Inc.	Fort Washington	PA				•	●						15	35	
	Seyfarth Shaw LLP	Chicago	IL	•	•	•	•	•	•	•	٠	•		100	100	
	Shearman & Sterling LLP	New York	NY	•	•	•	٠	•	•	•	٠	•		100	100	
	Shell Oil Co.	Houston	ТΧ	•	•	٠	•	•	•	٠	٠	•		100	100	
	Sheppard, Mullin, Richter & Hampton LLP	Los Angeles	CA	•	•	•	٠	•	•	•	•	•		100	100	

Appendix B	Ratings and Criteria Breakdowns							Criteri	on						Rating	
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	Зb	4	5	201 CEI	201 CEI	For
1a Prohibits Discrimination Based on Sexual Orientation for All	Sherwin-Williams Co., The	Cleveland	ОН	۵	۵									20	20	253
Operations (15 points)	Shook, Hardy & Bacon LLP	Kansas City	МО	•	•	•	•	•	•	•	•	•		100	100	
1b Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)	Sidley Austin LLP	Chicago	IL	•	•	•	•	•	•	•	•	٠		100	100	
1c Has Contractor/Vendor	Siemens	Malvern	PA	•	•	•	•	•	•	•	•	•		100	90	
Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)	Simon Property Group Inc.	Indianapolis	IN	•										10	10	488
2a Offers Equivalent Spousal and	Simpson Thacher & Bartlett LLP	New York	NY	•	•	•	٠	•	•	•	•	•		100	100	
Partner Medical Benefits (10 points) 2b Parity Across Spousal and	SIRIUS XM Radio Inc.	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
Partner "Soft" Benefits (10 points / half credit for parity across	Skadden, Arps, Slate, Meagher & Flom LLP	New York	NY	•	•	٠	•	•	•	•	•	٠		100	100	
2c Offers Transgender-Inclusive Health	SkyWest Airlines Inc.	St. George	UT	•	٠	•	•	•		•	•	•		90	90	
Insurance Coverage (10 points)	Slalom	Seattle	WA	•	•	•	•	•	•	•	•	•		100	100	
3a Firm-wide Organizational Competency Programs (10 points)	SLM Corp. (Sallie Mae)	Newark	DE	٢	٩		•	●			•			45	35	
3b Has Employer-Supported Employee Resource Group OR Firm-Wide	Snagajob.com Inc.	Glen Allen	VA	•	•	•	•	•		•	•	٢		85		
Diversity Council (10 points) Would Support ERG if Employees	Snell & Wilmer	Phoenix	AZ	•	•	•	•	•	•	•	•	٠		100	100	
4 Positively Engages the External	Societe Generale Financial Corp.	New York	NY	•	•	•	•	•	•	•	•	•		100		
LGBTQ Community (15 points / partial credit of 10 points given for	Sodexo Inc.	Gaithersburg	MD	•	•	•	•	•	•	•	•	•		100	100	
less than three efforts) Have internal guidelines that prohibit philanthropic	Software AG USA Inc.	Reston	VA	٢	٢	•	•	•			•	٩		60	60	
giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)	Software House International	Somerset	NJ	٢										10	10	
against LGBTQ people (3 points)	Sonic Automotive Inc.	Charlotte	NC													297
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	Sonoco Products Company	Hartsville	SC	•	•	•	•	•			•	•		80	80	514
not responded to repeated invitations to the CEI survey. These ratings are	Sony Computer Entertainment America LLC	Foster City	CA	•	•		•	•	•	•	•			80	80	
based on publicly available information as well as information submitted to	Sony Corporation of America	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
HRC from unofficial LGBTQ employee groups or individual employees.	Sony Electronics Inc.	San Diego	CA	•	•	•	•	•	•	•	•	•		100	100	
	Sony Pictures Entertainment Inc.	Culver City	CA	•	•	•	•	•	•	•	•	•		100	100	
	Southern California Edison Co.	Rosemead	CA	•	•	•	•	•	•	•	•	•		100	100	
	Southern Co.	Atlanta	GA	•	•	•	•	•	•	•	•	•		100	100	162
	Southwest Airlines Co.	Dallas	тх	•	•	•	•	•	•	•	•	•		100	100	142
	SpartanNash	Grand Rapids	МІ	•	•	•	•	•	•		0	۵		75		351
	Spectra Energy Corp.	Houston	ТΧ	•	٠	•	٠	•		•	•	٢		85	85	493
	Spirit AeroSystems Inc.	Wichita	KS	•	•	•	٠	•	•	•	•			85		389
	Sprint Corp.	Overland Park	KS	•	٠	•	٠	•	•	٠	•	•		100	100	

Appendix B	Ratings and Criteria Breakdowns							Crite	rion						Rating	I
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	3b	4	5	201 CEI	201 CEI	For
1a Prohibits Discrimination Based on Sexual Orientation for All	Squire Patton Boggs	Cleveland	ОН	•	•	•	٠	•	•	•	•	•		100	100	
Operations (15 points)	SRA International Inc.	Fairfax	VA	•	٠	•	٠	•			•	٠		80	80	
1b Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)	St. Jude Medical Inc.	St. Paul	MN	•	•	•	٠	•	•	•	•	٢		95	95	465
1c Has Contractor/Vendor	Standard Insurance Co.	Portland	OR	•	٠	٠	•	•	•	•	•	٠		100	100	
Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)	Stanley Black & Decker Inc.	New Britain	СТ	•	٠	٠	•	•	•		•	٢		85	45	256
2a Offers Equivalent Spousal and	Staples Inc.	Framingham	MA	•	٠	•	٠	•	•	•	•	٠		100	100	132
Partner Medical Benefits (10 points) 2b Parity Across Spousal and	Starbucks Corp.	Seattle	WA	•	٠	٠	•	•	٠	•	•	٠		100	100	146
Partner "Soft" Benefits (10 points / half credit for parity across	Starcom	Chicago	IL	•	٠	•	•	•	•	•	•	٠		100	100	
some, but not all benefits) 2c Offers Transgender-Inclusive Health	State Farm Group	Bloomington	IL	•	٠	•	٠	•	•	•	•	٠		100	100	35
Insurance Coverage (10 points)	State Street Corp.	Boston	MA	•	٠	•	٠	•	•	•	•	٠		100	100	264
3a Firm-wide Organizational Competency Programs (10 points)	Steel Dynamics Inc.	Fort Wayne	IN	•	•	•	٠	•		•				65	20	356
3b Has Employer-Supported Employee Resource Group OR Firm-Wide	Steelcase Inc.	Grand Rapids	МІ	•	•	•	٠	•	•	•	•	٠		100	100	716
Diversity Council (10 points) Would Support ERG if Employees	Steptoe & Johnson LLP	Washington	DC	•	•	•	٠	•	•	•	•	٠		100	85	
4 Positively Engages the External	Stinson Leonard Street LLP	Kansas City	МО	•	•	•	٠	•	•	•	•	•		100	90	
LGBTQ Community (15 points / partial credit of 10 points given for	Stoel Rives LLP	Portland	OR	•	•	•	•	•	•	•	•	٠		100	100	
less than three efforts) Have internal guidelines that prohibit philanthropic	Stryker Corp.	Kalamazoo	MI	•	•	•	•	•	•	•	•	•		100	100	287
giving to non-religious organizations with an explicit policy of discrimination	Subaru of America Inc.	Cherry Hill	NJ	•	•	•	•	•	•	•	•	•		100	100	
against LGBTQ people (5 points)	Sullivan & Cromwell LLP	New York	NY	•	٠	٠	٠	•		•	•	٢		85	85	
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	Sun Life Financial Inc. (US)	Wellesley Hills	MA	•	•	•	٠	•	•	٠	•	•		100	100	
not responded to repeated invitations to the CEI survey. These ratings are	SunPower Corp.	San Jose	CA	•	•	•	•	•	•		0	٩		75	75	
based on publicly available information as well as information submitted to	SunTrust Banks Inc.	Atlanta	GA	•	•	•	•	•	•	•	•	•		100	100	329
HRC from unofficial LGBTQ employee groups or individual employees.	Supervalu Inc.	Eden Prairie	MN	•	•		٠	•	•		•	٩		75	80	160
	Symantec Corp.	Mountain View	CA	•	•	•	•	•	•	•	•	٠		100	100	400
	Synchrony Financial	Stamford	СТ	•	•	•	٠	•	•	•	•	•		100	100	
	SYNNEX Corp.	Fremont	CA	•	•	•	•	•		•	0	۵		80	40	212
	SYSCO Corp.	Houston	тх	•	•	•	٠	•	•	٠	٠	٩		90	80	57
	T. Rowe Price Associates Inc.	Baltimore	MD	•	•	•	٠	•	•	٠	٠	•		100	100	573
	Tailored Brands Inc.	Houston	ТΧ	•	•	•	٠	٠	٠	٠	٠	٢		95	80	648
	Takeda Pharmaceuticals USA Inc.	Deerfield	IL	•	•	•	٠	•	٠	٠	٠	•		100	100	
	Targa Resources Corp.	Houston	ТΧ													387

Appendix B	Ratings and Criteria Breakdowns							Crite	rion						Rating	
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	7 Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	3b	4	5	201 CEI	2017 CEI	For
1a Prohibits Discrimination Based on Sexual Orientation for All	Target Corp.	Minneapolis	MN	•	•	•	٠	•	•	•	•	•		100	100	38
Operations (15 points)	TD Ameritrade	Omaha	NE	•	•	•	•	•	•	•	•	•		100	100	680
1b Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)	TD Bank, N.A.	Wilmington	DE	•	•	•	•	•	•	•	•	•		100	100	
1c Has Contractor/Vendor	TD Securities (USA) LLC	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
Non-Discrimination Standards that Include Sexual Orientation	TE Connectivity Inc.	Berwyn	PA	•	•	•	•	•	•	•	•	•		100	100	
and Gender Identity (5 points) 2a Offers Equivalent Spousal and	Tech Data Corp.	Clearwater	FL	٠	•	•	٠	•	•	•	•	•		100	100	108
Partner Medical Benefits (10 points) 2b Parity Across Spousal and	TEGNA Inc.	McLean	VA	•	•	•	•	•	•	•	•	•		100	100	681
Partner "Soft" Benefits (10 points / half credit for parity across	Telephone & Data Systems Inc.	Chicago	IL	۲										10	10	496
some, but not all benefits) 2c Offers Transgender-Inclusive Health	Tenet Healthcare Corp.	Dallas	тх	•	•		•	•	•			•		80	70	140
Insurance Coverage (10 points)	Tenneco Inc.	Lake Forest	IL	۲										10	20	334
3a Firm-wide Organizational Competency Programs (10 points)	Terex Corp.	Westport	СТ	٩	•		•	Ð						35	35	396
3b Has Employer-Supported Employee Resource Group OR Firm-Wide	Tesla Inc.	Palo Alto	CA	•	•	•	•	•	•	•	•	•		100	100	588
Diversity Council (10 points) Would Support ERG if Employees	Tesoro Corp.	San Antonio	ТΧ	۵	۵		•	•						40	40	98
4 Positively Engages the External	Teva Pharmaceutical USA Inc.	North Wales	PA	•	•	•	٠	•	•	•	•	•		100	85	
LGBTQ Community (15 points / partial credit of 10 points given for	Texas Instruments Inc.	Dallas	тх	•	•	•	•	•	•	•	•	•		100	100	219
less than three efforts) Have internal guidelines that prohibit philanthropic	Textron Inc.	Providence	RI	•		•	•	•			•	٢		55	55	209
giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)	Thermo Fisher Scientific Inc.	Waltham	MA	•	•	•	٠	•	•	•	•	•		100	100	164
against Labra people (3 points)	Thompson Coburn LLP	St. Louis	МО	•	•	•	٠	•	•	•	•	•		100	100	
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	Thompson Hine LLP	Cleveland	ОН	•	•	•	•	•	•	•	•	•		100	100	
not responded to repeated invitations to the CEI survey. These ratings are	Thomson Reuters	New York	NY	•	•	•	٠	•	•	•	•	•		100	100	
based on publicly available information as well as information submitted to	Thrivent Financial	Minneapolis	MN	•	•	•	•	•	•		•	٩		85	85	318
HRC from unofficial LGBTQ employee groups or individual employees.	TIAA	New York	NY	•	•	•	•	•	•	•	•	•		100	100	82
	Tiffany & Co.	New York	NY	•	•	•	•	•	•	•	•	•		100	95	582
	Time Warner Inc.	New York	NY	•	•	•	٠	•	•	•	•	•		100	100	99
	TJX Companies Inc., The	Framingham	MA	•	•	•	•	•	•	•	•	•		100	100	89
	T-Mobile USA Inc.	Bellevue	WA	•	٠	•	٠	•	•	•	•	•		100	100	
	Toyota Motor North America Inc.	Plano	ТΧ	•	•	•	•	•	•	•	•	•		100	100	
	Toys 'R' Us Inc.	Wayne	NJ	•	•	•	٠	•	•	•	•	•		100	100	240
	TPG Global LLC	Fort Worth	ТΧ	•	•	•	٠	•	•	٠	•	•		100		
	Tractor Supply Company	Brentwood	TN													415

Appendix B Patings and Criteria Breakdowns

Appendix B	Ratings and Criteria Breakdowns							Crite	erion						Rating	
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	Зb	4	5	2012 CEI	201 [.] CEI	Fort
1a Prohibits Discrimination Based on Sexual Orientation for All	Transamerica Corp., The	Cedar Rapids	IA	•	•	•	٠	•	•	•	•	•		100	90	
Operations (15 points)	TransUnion	Chicago	IL	•	•	•	٠	•		•	•	٢		85		
1b Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)	TravelCenters of America	Westlake	ОН	٩										10	10	439
1c Has Contractor/Vendor	Travelers Companies Inc., The	New York	NY	•	•	•	•	•	•	•	•	•		100	100	105
Non-Discrimination Standards that Include Sexual Orientation	Travelport Ltd.	Parsippany	NJ	٢	٢		•	0			•	٩		50	50	
and Gender Identity (5 points) 2a Offers Equivalent Spousal and	Trinity Industries, Inc.	Dallas	ТХ												10	407
Partner Medical Benefits (10 points) 2b Parity Across Spousal and	TripAdvisor Inc.	Needham	MA	•	•	•	•	•	•		•	•		90	20	
Partner "Soft" Benefits (10 points / half credit for parity across	Tropicana Las Vegas, The	Las Vegas	NV	•	•	•	•	•		•	•	٢		85	85	
some, but not all benefits) 2c Offers Transgender-Inclusive Health	Troutman Sanders LLP	Atlanta	GA	•	•	•	•	•	•	٠	•	•		100	100	
Insurance Coverage (10 points)	True Value Co.	Chicago	IL	•	•	•	•	•	•	•	•	٩		95	95	
3a Firm-wide Organizational Competency Programs (10 points)	Truven Health Analytics Inc.	Ann Arbor	MI	٠	٠	•	•	•	•		•	٩		80	80	
3b Has Employer-Supported Employee Resource Group OR Firm-Wide	Tufts Health Plan	Watertown	МА	•	٠	•	•	•	•	•	•	•		100	100	
Diversity Council (10 points) Would Support ERG if Employees	Turner Construction Co.	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
Express Interest (half credit) 4 Positively Engages the External	Twenty-First Century Fox	New York	NY												10	96
LGBTQ Community (15 points / partial credit of 10 points given for	Twitter Inc.	San Francisco	CA	•	•	•	•	•	•	•	•	•		100	100	
less than three efforts) Have internal guidelines that prohibit philanthropic	Tyson Foods Inc.	Springdale	AR	•	٠	•	•	•	•	•	•	•		100	100	66
giving to non-religious organizations with an explicit policy of discrimination	U.S. Bancorp	Minneapolis	MN	•	٠	•	•	•	•	•	•	•		100	100	131
against LGBTQ people (5 points)	Uber Technologies Inc.	San Francisco	CA	•	•	•	•	•	•	•	•	•		100	100	
Ratings in Gray / Unofficial ratings of	UBM plc	New York	NY	•	٠	•	•	•	•	•	•	•		100	45	
the Fortune 500 companies that have not responded to repeated invitations to the CEI survey. These ratings are	UBS AG	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
based on publicly available information as well as information submitted to	UGI Corp.	King of Prussia	PA	•	٢									20	20	384
HRC from unofficial LGBTQ employee groups or individual employees.	Ultimate Software Group Inc., The	Weston	FL	•	•	•	•	•	•	•	•	•		100	100	
	Under Armour Inc.	Baltimore	MD	•	٠	•	•	•	•	•	•	•		100	95	597
	Unilever	Englewood Cliffs	IJ	•	٠	•	•	•	•	•	•	•		100	100	
	Union Bank	New York	NY	•	٠	•	•	•	•	•	•	•		100	100	
	Union Pacific Corp.	Omaha	NE	•	•	•	•	•	•	•	•	٩		95	85	129
	Unisys Corp.	Blue Bell	PA	٩	٩						•			30	30	725
	United Airlines	Chicago	IL	٠	٠	•	٠	•	•	•	•	•		100	100	80
	United Natural Foods Inc.	Providence	RI	٥										10	10	335
	United Parcel Service Inc.	Atlanta	GA	٠	٠	٠	٠	٠	٠	•	•	٠		100	100	48

Appendix B	Ratings and Criteria Breakdowns							Crite	erion						Rating	
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	3b	4	5	201 CEI	201 CEI	For
1a Prohibits Discrimination Based on Sexual Orientation for All	United Rentals Inc.	Stamford	СТ		٠		•	•			0	٩		45	20	440
Operations (15 points)	United Services Automobile Association	San Antonio	ТΧ	•	•	•	•	•	•	٠	•	•		100	100	114
1b Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)	United States Steel Corp.	Pittsburgh	PA	•										10	10	244
1c Has Contractor/Vendor	United Technologies Corp.	Farmington	СТ	•	•	٠	•	•	•	٠	•	•		100	100	45
Non-Discrimination Standards that Include Sexual Orientation	UnitedHealth Group Inc.	Minnetonka	MN	•	•	٠	•	•	•	•	•	٢		95	95	6
and Gender Identity (5 points) 2a Offers Equivalent Spousal and	Univar	Downers Grove	IL	۲	۵									20		315
Partner Medical Benefits (10 points) 2b Parity Across Spousal and	Universal Health Services	King of Prussia	PA	•										10	10	290
Partner "Soft" Benefits (10 points / half credit for parity across	University of Phoenix	Tempe	AZ	•	٠	٠	٠	•	•	٠	•	٠		100		
some, but not all benefits) 2c Offers Transgender-Inclusive Health	Univision Communications Inc.	New York	NY	•	•	•	•	•	•	٠	•	•		100	30	
Insurance Coverage (10 points)	Unum Group	Chattanooga	TN	•	٠	•	•	•	•	•	•	٠		100	80	265
3a Firm-wide Organizational Competency Programs (10 points)	Urban Outfitters Inc.	Philadelphia	PA	•	•	•	٠	•	•		•	٢		85	85	657
3b Has Employer-Supported Employee Resource Group OR Firm-Wide	US Foods Inc.	Rosemont	IL	•	•	•	•	•	•		0	٩		75	75	122
Diversity Council (10 points) Would Support ERG if Employees	USG Corp.	Chicago	IL	•	•	•	٠	•			•	٩		65	65	616
Express Interest (half credit) Positively Engages the External	Valero Energy Corp.	San Antonio	ТΧ	٩	۵									20	20	32
LGBTQ Community (15 points / partial credit of 10 points given for	Vanguard Group Inc.	Malvern	PA	•	•	•	•	•	•	•	•	•		100	100	
less than three efforts) Have internal guidelines that prohibit philanthropic	Veritas Technologies LLC	Mountain View	CA	•	•	•	•	•	•		•	٠		90	85	
giving to non-religious organizations with an explicit policy of discrimination	Veritiv	Atlanta	GA	٩										20		323
against LGBTQ people (5 points)	Verizon Communications Inc.	New York	NY	•	•	•	•	•	•	٠	•	٠		100	100	13
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	VF Corp.	Greensboro	NC	•	•	•	•	•	•	•	•	•		100	100	231
not responded to repeated invitations to the CEI survey. These ratings are	Viacom Inc.	New York	NY	•	•	•	•	•	•	٠	•	•		100	100	213
based on publicly available information as well as information submitted to	Vinson & Elkins LLP	Houston	ТΧ	•	•	•	•	•	•	•	•	•		100	100	
HRC from unofficial LGBTQ employee groups or individual employees.	Virgin America	Burlingame	CA	•	٠	٠	٠	•	٠	٠	•	٩		95	95	
	Visa	Foster City	CA	•	•	•	•	•	•	•	•	•		100	100	204
	Visteon Corp.	Van Buren Township	MI	•	٠	٠	٠	•	٠	٠	•	٩		95	95	470
	VMware Inc.	Palo Alto	CA	•	•	•	•	•	•	٠	•	•		100	95	
	Volkswagen Group of America Inc.	Herndon	VA	•	٠	٠	٠	•	٠	٠	•	•		100	100	
	Vorys, Sater, Seymour and Pease LLP	Columbus	ОН	•	•	٠	٠	٠	٠	٠	•	•		100	85	
	Vox Media Inc.	Washington	DC	•	•	٠	٠	٠	٠	٠	٠	٩		95	95	
	Voya Financial	New York	NY	•	•	•	٠	•	•	٠	•	•		100	100	252
	W.R. Berkley	Greenwich	СТ	۵										10	20	368

Appendix B	Ratings and Criteria Breakdowns							Crite	rion						Rating	
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	3b	4	5	CEI 201	201 CEI	For
1a Prohibits Discrimination Based on Sexual Orientation for All	W.W. Grainger Inc.	Lake Forest	IL	٠	•	•	٠	•	•	٠	•	•		100	100	285
Operations (15 points)	Wachtell, Lipton, Rosen & Katz	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
1b Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)	Waddell & Reed Financial Inc.	Overland Park	KS	٠	•	•	٠	•	•		•	٢		80	80	
1c Has Contractor/Vendor	Walgreen Co.	Deerfield	IL	•	•	•	•	•	•	•	•	•		100	100	19
Non-Discrimination Standards that Include Sexual Orientation	Wal-Mart Stores Inc.	Bentonville	AR	•	•	•	•	•	•	•	•	•		100	100	1
and Gender Identity (5 points) 2a Offers Equivalent Spousal and	Walt Disney Co., The	Burbank	CA	•	٠	٠	٠	•	•	•	•	•		100	100	53
Partner Medical Benefits (10 points) 2b Parity Across Spousal and	Warby Parker	New York	NY	•	•	•	•	•	•	•	•	٢		95		
Partner "Soft" Benefits (10 points / half credit for parity across	Washington Permanente Medical Group	Renton	WA	•	•	•	٠	•	•	•	•	•		100	85	
some, but not all benefits) 2c Offers Transgender-Inclusive Health	Waste Management Inc.	Houston	ТΧ	•	•	•	•	•		•	•	٢		80	90	221
Insurance Coverage (10 points)	Wawa Inc.	Wawa	PA	•	•	•	•	•	•	•	•	•		100	100	
3a Firm-wide Organizational Competency Programs (10 points)	WEC Energy Group	Milwaukee	WI	•	●	•	•	•			•	٩		55	75	437
3b Has Employer-Supported Employee Resource Group OR Firm-Wide	WeddingWire Inc.	Chevy Chase	MD	•	•	•	٠	•	•	•	•	•		100	100	
Diversity Council (10 points) Would Support ERG if Employees	Weil, Gotshal & Manges LLP	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
Express Interest (half credit) 4 Positively Engages the External	Wellmark Inc.	Des Moines	IA	•	•	٠	•	•	•	•	•	•		100	100	
LGBTQ Community (15 points / partial credit of 10 points given for	Wells Fargo & Co.	San Francisco	CA	٠	•	•	٠	•	•	•	•	•		100	100	27
less than three efforts) Have internal guidelines that prohibit philanthropic	Wendy's Co., The	Dublin	ОН	•	٠		•	•	•		•	٩		80	70	999
giving to non-religious organizations with an explicit policy of discrimination	WESCO International Inc.	Pittsburgh	PA	•	•	•	•	•				٩		60	55	357
against LGBTQ people (5 points)	West Corp.	Omaha	NE	•	٠	•	•	•	•	•	•	•		100		869
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	Western & Southern Financial Group	Cincinnati	ОН													479
not responded to repeated invitations to the CEI survey. These ratings are	Western Digital Corp.	Irvine	CA	•	a									20	20	194
based on publicly available information as well as information submitted to	Western Refining Inc.	El Paso	ТΧ												10	289
HRC from unofficial LGBTQ employee groups or individual employees.	Western Union Co., The	Englewood	со	•	•	٠	•	•		•	●	٩		75	20	468
	WestRock	Norcross	GA	•	•	•	•	•			0	٢		70	70	251
	Weyerhaeuser Co.	Federal Way	WA	•	•	•	•	•	•	•	•	٢		95	95	373
	Whirlpool Corp.	Benton Harbor	MI	•	•	•	•	•	•	•	•	•		100	100	134
	White & Case LLP	New York	NY	٠	•	•	٠	٠	•	٠	•	•		100	100	
	Whole Foods Market Inc.	Austin	ТΧ	٠	•	•	٠	•			•	٢		75	85	181
	Wiley Rein LLP	Washington	DC	٠	•	•	٠	٠	•	٠	•	•		100	100	
	Williams Companies Inc.	Tulsa	ОК	٠	•	•	٠	•			•	•		80	80	364

Appendix B	Ratings and Criteria Breakdowns							Crite	rion						Rating	i i
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	17 I Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	3b	4	5	CEI 201	201: CEI	For
1a Prohibits Discrimination Based on Sexual Orientation for All	Williams Mullen PC	Richmond	VA	٠	•	•	٠	•	٠	٠	•	٠		100	95	
Operations (15 points)	Williams-Sonoma Inc.	San Francisco	CA	•	•	•	٠	•		•	•	•		90	90	512
1b Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)	Willis Towers Watson	Arlington	VA	•	•	•	٠	•	•	٠	•	•		100	100	626
1c Has Contractor/Vendor	Willkie Farr & Gallagher LLP	New York	NY	•	•	•	٠	•	•	•	•	٩		95	95	
Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)	Wilmer Cutler Pickering Hale & Dorr LLP	Washington	DC	•	•	•	٠	•	•	٠	•	•		100	100	
2a Offers Equivalent Spousal and	Wilson Sonsini Goodrich & Rosati PC	Palo Alto	CA	•	•	•	•	•		•	•	٩		85	85	
Partner Medical Benefits (10 points) 2b Parity Across Spousal and	Windstream Corp.	Little Rock	AR	•	۵									20	20	443
Partner "Soft" Benefits (10 points / half credit for parity across	Winn-Dixie Stores Inc.	Jacksonville	FL	٠			٠	•			•			45	45	
2c Offers Transgender-Inclusive Health	Winston & Strawn LLP	Chicago	IL	•	•	•	٠	•	•	•	•	•		100	100	
Insurance Coverage (10 points)	Womble Carlyle Sandridge & Rice LLP	Winston-Salem	NC	•	•	•	•	•	•	•	•	•		100	100	
3a Firm-wide Organizational Competency Programs (10 points)	Workday Inc.	Pleasanton	CA	•	•	•	٠	•	•	•	•	•		100		
3b Has Employer-Supported Employee Resource Group OR Firm-Wide	World Fuel Services	Miami	FL	٥	9									20	20	92
Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)	WPP Group USA	New York	NY	٠	•	•	٠	•		٠	•	٩		85	85	
4 Positively Engages the External	Wyndham Worldwide Corp.	Parsippany	NJ	•	•	•	٠	•	•	•	•	•		100	100	466
LGBTQ Community (15 points / partial credit of 10 points given for	Wynn Resorts Ltd.	Las Vegas	NV	•	•	•	٠	•	•	•	•	•		100	100	585
less than three efforts) Have internal guidelines that prohibit philanthropic	Xcel Energy Inc.	Minneapolis	MN	•	•	•	٠	•	•	•	•	•		100	100	257
giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)	Xerox Corp.	Norwalk	СТ	٠	•	•	٠	•	•	٠	•	٠		100	100	150
	Xylem Inc.	Rye Brook	NY	•	٠	•	•	•			●	٩		65	65	622
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	Yelp Inc.	San Francisco	CA	•	٠	٠	٠	•	٠	•	•	٠		100	100	
not responded to repeated invitations to the CEI survey. These ratings are	Young's Market Co.	Tustin	CA	•	٠	•	٠	•		•	•	٩		85	85	
based on publicly available information as well as information submitted to	YRC Worldwide Inc.	Overland Park	KS	٩		•						٩		20	20	521
HRC from unofficial LGBTQ employee groups or individual employees.	Yum! Brands Inc.	Louisville	КY	•	•	•	٠	•			•	•		80	80	218
	Zenith Media Services Inc.	New York	NY	٠	•	•	٠	•	•	٠	•	•		100	100	
	Zimmer Holdings Inc.	Warsaw	IN	٢	۵									20		431
	Zurich North America	Schaumburg	IL	٠	•	•	٠	٠			•	٩		75	75	

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Corporate Equality Index

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 or Expression for All Operations (**15 points**)
- **1c** Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity **(5 points)**
- 2a Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b Parity Across Spousal and Partner "Soft" Benefits (10 points) (half credit for parity across some, but not all benefits)
- 2c Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- **3a** Firm-wide Organizational Competency Programs (**10 points**)
- **3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council **(10 points)** Would Support ERG if Employees Express Interest **(half credit)**
- Positively Engages the External LGBTQ Community (15 points) (partial credit of 10 points given for less than 3 efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

Ratings in Gray

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

Appendix C	Ratings by Industry, Descending Score							Crite	rion						Rating	
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	Зb	4	5	2012 CEI	2017 CEI	Fort
1a Prohibits Discrimination Based on Sexual Orientation for All	ADVERTISING AND MARKETING															
Operations (15 points)	Alliance Data Systems Corp.	Plano	ТХ	•	•	•	٠	•	•	•	•	•		100	80	404
1b Prohibits Discrimination Based on Gender Identity or Expression for	Daniel J. Edelman Inc.	New York	NY	٠	•	•	٠	•	•	•	•	•		100	100	
All Operations (15 points) 1c Has Contractor/Vendor	DigitasLBi	Boston	MA	•	•	•	•	•	•	•	•	•		100	100	
Non-Discrimination Standards that Include Sexual Orientation	Fleishman-Hillard Inc.	St. Louis	MO	٠	•	•	٠	•	•	•	•	•		100	75	
and Gender Identity (5 points) 2a Offers Equivalent Spousal and	Interpublic Group of Companies Inc.	New York	NY	•	•	•	٠	•	•	•	•	•		100	100	355
Partner Medical Benefits (10 points) 2b Parity Across Spousal and	Leo Burnett Company Inc.	Chicago	IL	٠	•	•	٠	•	•	•	•	•		100	100	
Partner "Soft" Benefits (10 points / half credit for parity across	Mediavest Spark	New York	NY	٠	•	•	•	•	٠	•	•	•		100	100	
some, but not all benefits)	MSLGROUP Americas	New York	NY	•	•	•	٠	•	•	•	•	•		100	100	
2c Offers Transgender-Inclusive Health Insurance Coverage (10 points)	Ogilvy Group Inc., The	New York	NY	•	•	•	٠	•	•	•	•	٠		100	100	
3a Firm-wide Organizational Competency Programs (10 points)	Omnicom Group	New York	NY	•	•	•	٠	•	•	•	•	•		100	100	186
3b Has Employer-Supported Employee Resource Group OR Firm-Wide	Optimedia International US Inc.	New York	NY	٠	٠	•	•	•	•	•	•	•		100	100	
Diversity Council (10 points) Would Support ERG if Employees	Publicis Healthcare Communications	New York	NY	٠	٠	•	٠	•	٠	•	•	•		100	100	
Express Interest (half credit) 4 Positively Engages the External	Publicis Media	New York	NY	•	•	•	•	•	•	•	•	•		100		
LGBTQ Community (15 points / partial credit of 10 points given for	Re:Sources USA Inc.	Long Island City	NY	•	•	•	٠	•	•	•	•	•		100	100	
less than three efforts) Have internal guidelines that prohibit philanthropic	Saatchi & Saatchi North America Inc.	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
giving to non-religious organizations with an explicit policy of discrimination	Starcom	Chicago	IL	•	•	•	٠	•	•	•	•	•		100	100	
against LGBTQ people (5 points)	Zenith Media Services Inc.	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
Ratings in Gray / Unofficial ratings of	Publicis Inc.	New York	NY	•	•	•	٠	•	•	•	•	٥		95	95	
the Fortune 500 companies that have not responded to repeated invitations	WPP Group USA	New York	NY	•	•	•	•	•		•	•	٢		85	85	
to the CEI survey. These ratings are based on publicly available information	Quantcast Corp.	San Francisco	CA	•	•	•	٠	•	•		•	٩		80	75	
as well as information submitted to HRC from unofficial LGBTQ employee groups or individual employees.	Rosetta LLC	Hamilton	NJ	•	•	•	•	•			•	٢		75	75	
groups of individual employees.	Emmis Communications Corporation	Indianapolis	IN				•	•		•	•			40	60	
	AEROSPACE AND DEFENSE															
	BAE Systems Inc.	Arlington	VA	•	•	•	•	•	•	•	•	•		100	100	
	Boeing Co.	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	24
	Harris Corp.	Melbourne	FL	٠	•	•	•	•	•	•	•	•		100	100	505
	Huntington Ingalls Industries	Newport News	VA	•	•	•	•	•	•	•	•	•		100	85	378
	Leidos Holdings	Reston	VA	•	•	•	٠	•	•	•	•	•		100	20	504
	Lockheed Martin Corp.	Bethesda	MD	•	•	•	•	•	•	•	•	•		100	100	60
	Northrop Grumman Corp.	Falls Church	VA	•	•	•	•	•	•	•	•	•		100	100	118

Appendix C Ratings by Industry, Descending Score

1a	Prohibits Discrimination Based
	on Sexual Orientation for All
	Operations (15 points)

CEI Rating Criteria

- 1b Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- **2b** Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a Firm-wide Organizational Competency Programs (10 points)
- **3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4 Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (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.

с	Ratings by Industry, Descending Score							Crite	erion						Rating	
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
	Employer	Headquarters Location	State	1 a	1b	1c	2a	2b	2c	3a	3b	4	5	CEI 2	201 CEI	For
	Raytheon Co.	Waltham	MA	•	•	•	•	•	•	•	•	•		100	100	120
	Rockwell Collins Inc.	Cedar Rapids	IA	٠	٠	•	•	•	•	•	•	•		100	100	490
	Rolls-Royce North America (USA) Holdings Co.	Reston	VA	•	٠	•	٠	•	•	•	•	٠		100	85	
	General Dynamics Corp.	Falls Church	VA	•	٠	•	•	•		•	•	٠		90	90	88
	Spirit AeroSystems Inc.	Wichita	KS	•	٠	•	٠	•	•	•	•			85	0	389
	Honeywell International Inc.	Morris Township	NJ	•	٠	•	•	●		•	•	٩		75	75	75
	Textron Inc.	Providence	RI	•		•	٠	•			0	٩		55	55	209
	L-3 Communications Holdings	New York	NY	٩	۵		٠	•							40	245
	Precision Castparts Corp.	Portland	OR	٩	۲					-					20	282
	Orbital ATK, Inc.	Dulles	VA				•							15	35	560
	AIRLINES															
	Alaska Airlines	Seattle	WA	•	•	•	٠	•	•	•	٠	•		100	100	459
	American Airlines	Fort Worth	ТΧ	•	•	•	•	•	•	•	•	•		100	100	67
	Delta Air Lines Inc.	Atlanta	GA	•	•	٠	•	•	•	•	٠	•		100	100	68
	JetBlue Airways Corp.	Long Island City	NY	•	•	٠	•	•	•	•	٠	•		100	100	405
	Southwest Airlines Co.	Dallas	ТΧ	•	•	•	٠	•	•	•	•	•		100	100	142
n	United Airlines	Chicago	IL	•	•	•	٠	•	•	•	٠	٠		100	100	80
	Virgin America	Burlingame	CA	•	•	•	•	•	•	•	•	٩		95	95	
of	SkyWest Airlines Inc.	St. George	UT	•	•	•	•	•		•	•	•		90	90	
	Hawaiian Airlines Inc.	Honolulu	н	•	•	•	•	•	•		•	٩		85	65	884
n	APPAREL, FASHION, TEXTILES, DEPT. STORES															
e	Adidas North America Inc.	Portland	OR	•	٠	•	•	•	•	•	•	٠		100	100	
	American Apparel LLC	Los Angeles	CA	•	•	•	•	•	•	•	•	•		100	100	
	Levi Strauss & Co.	San Francisco	CA	•	٠	•	•	•	•	•	•	٠		100	100	547
	Macy's Inc.	Cincinnati	ОН	•	•	•	•	•	•	•	•	•		100	100	103
	Nike Inc.	Beaverton	OR	•	٠	•	•	•	•	•	•	•		100	100	91
	PVH Corp.	New York	NY	•	•	•	٠	•	•	•	•	•		100	85	340
	Under Armour Inc.	Baltimore	MD	٠	•	•	٠	•	•	•	٠	٠		100	95	597
	VF Corp.	Greensboro	NC	•	٠	•	٠	•	•	•	•	٠		100	100	231
	Warby Parker	New York	NY	٠	•	•	٠	•	•	•	٠	٠		95		
	DSW	Columbus	ОН	٠	٠	•	٠	•		٠	•	•		90	90	812

CEI Rating Criteria Employer Image Rational State International State Internatio State International State International State Internate State In	9
11 Probable Discrimination Based operation (17 going) Parable Discrimination Based operation (17 goi	Fortune 1000
on Social Constraints Raile Rail	For
Deparation (15 points) Raiph Lauran Corp. New York N° • <	448
Add operation of xII operatioperation of xII operatioperation of xII operation of xII operatio	354
1 Head Contractor/Mondom Now York	
Include Sexual Circuration and Gendref Identity (9 points) Kenneth Code Productions Inc. New York NY Image: Code Productions Inc.	657
2e Offers Equivalent Spoosal and Partor Medical Benefits (10 points) Artor Soft Genefits (10 points) Britar Artor Molor Co. Freeport MI Artor Soft Genefits (10 points) Artor Soft Genefits (10 points) Artor Soft Genefits (10 points) Britar Artor Molor Co. Dearborn MI Artor Soft Genefits (10 points) Artor Soft Genefits (10 points) Britar Artor Molor Co. Dearborn MI Artor Soft Genefits (10 points) Artor Soft Genefits (10 points) Artor Soft Genefits (10 points) Britar Corp. Soft Artor Soft Genefits (10 points) Artor Soft Genefits (10 points) Britar Corp. MI Artor Soft Genefits (10 points) Artor Soft Genefits (10 points) Artor Soft Molor North America Inc. Free Molor Co. Artor Soft Genefits (10 points) Artor Soft Molor North America Inc. Free Molor Co. Artor Soft Genefits (10 points) Artor Soft Genefits (10 points) Artor Soft Molor North America Inc. Free Molor Co. Artor Soft Genefits (10 points) Artor Soft Genefits (10 points) Artor Soft Molor North America Inc. Free Molor Co. Artor Soft Genefits (10 points) Artor Soft Molor North America Inc. Free Molor Co. Artor Soft Molor North America Inc. Free Molor Co. Artor Soft Molor North America Inc. <td></td>	
2b Partity Across Spousal and Printy Across Spousal Across Spousal and Printy Across Printy Across Spousal and Printy Across Printy Across Printy Across Printy Across Printy Across	683
Partner "Soft" Sporting transgender-Inclusive Health JAUTOMOTIVE 2e Offeres Transgender-Inclusive Health Instrumed Organizational Competender Auburn Hills MI Image offere Image o	
2c Offers Transgender-Inclusive Health Insurance Coverage (19 points) First Wolde Organizational Competency Programs (19 points) Ford Motor Co. Dearborn MI Image: MI	
Insurance Coverage (10 points) Ford Motor Co. Dearborn MI Image: Comparise (10 points) Image: Comparise (10 points) Image: Comparise (10 points) 3a Firm-wide Organizational Competency Programs (10 points) General Motors Co. Detroit MI Image: Comparise (10 points) <	
Competency Programs (10 points) General Motors Co. Detroit MI Image: Competency Programs (10 points) Image: Competency Programs (10 points) Image: Competency Programs (10 points) 3b Has Employeer Support Ed Employees Fountain Valley CA Image: Competency Programs (10 points) Image: Competency Programs (1	9
Resource Group ÖR Firm-Wide' Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit) Hyundai Motor America Southfield MI Image: Community of the second sec	8
Would Support ERG if Employees Express Interest (half credit) Lear Corp. Southfield MI Image: Comparise the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanithropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points) Nu Image: Comparise that Anterica Inc. Subaru of America Inc. Cherry Hill Nu Image: Comparise that Anterica Inc. Image: Comparise that Anterica Inc.<	
4Positively Engages the External LGBTQ Community (15 points /< partial credit of 10 points given for less than three dForts) Have internal guidelines that prohibit philanthropi giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)Nissan North America Inc.FranklinTN• • • • • • • • • • • • • • • • • • •	154
partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points) Subaru of America Inc. Palo Alto CA Image: CA	
guidelines that prohibit philanthropic Tesla Inc. Palo Alto CA Image: CA	
with an explicit policy of discrimination against LGBTQ people (5 points) Toyota Motor North America Inc. Plano TX Image:	588
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 swell as information submitted to HBC from unofficial LGRD employeeVolkswagen Group of America Inc.HerndonVAImage: Company of America Inc.Image: Company of America Inc.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 swell as information submitted to HBC form unofficial LGR DeemloweeVisteon Corp.Van Buren TownshipMIImage: Company of America Inc.Image: Company of Americ	
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 HBC form upoficial LGBTD employee	
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 upofficial LGRD employee	470
based on publicly available information as well as information submitted to HBC from unofficial LGBTD employee	
HBC from unofficial LGBTO employee	169
groups or individual employees. Robert Bosch Corp. Broadview IL • • • • • • • • • • • • • • • • • •	
Honda North America Inc. Marysville OH • • • • • • • • • • • • • • • • • •	
Bridgestone Americas Holding Inc. Nashville TN • • • • • • • • • • • • • • • • • •	
Group 1 Automotive Houston TX • • • • 35	267
BorgWarner Inc. Auburn Hills MI I I	339
Dana Holding Corp. Maumee OH • • • • • 30 3	428
Navistar International Corp. Lisle IL 3 3 3	281
Cooper Tire & Rubber Co. Findlay OH I I I I Cooper Tire & Rubber Co.	739
Paccar Inc. Bellevue WA 3 3	147
Autoliv Inc. Auburn Hills MI 🔍	310

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Appendix C Ratings by Industry, Descending Score

Appendix C	Ratings by Industry, Descending Score							Crite	erion						Rating	
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	3b	4	5	201 CEI	201 CEI	For
1a Prohibits Discrimination Based on Sexual Orientation for All	AutoNation Inc.	Fort Lauderdale	FL	9										10	10	136
Operations (15 points) 1b Prohibits Discrimination Based on Gender Identity or Expression for	Penske Automotive Group Inc. Tenneco Inc.	Bloomfield Hills Lake Forest	MI IL	•										10 10	20	143 334
All Operations (15 points) 1c Has Contractor/Vendor Non-Discrimination Standards that	Asbury Automotive Group	Duluth	GA												10	393
Include Sexual Orientation and Gender Identity (5 points) 2a Offers Equivalent Spousal and	Lithia Motors, Inc. LKQ Corp.	Medford Chicago	OR													346 369
Partner Medical Benefits (10 points) 2b Parity Across Spousal and Partner "Soft" Benefits (10 points	Sonic Automotive Inc. BANKING AND FINANCIAL SERVICES	Charlotte	NC													297
 / half credit for parity across some, but not all benefits) 			NIX											100	100	
2c Offers Transgender-Inclusive Health Insurance Coverage (10 points)	AllianceBernstein LP Ally Financial Inc.	New York Detroit	NY	•	•	•	•	•	•	•	•	•		100 100	100 100	298
3a Firm-wide Organizational Competency Programs (10 points)	American Express Co.	New York	NY	•	•	•	•	•	•	•	•	•		100	100	85
3b Has Employer-Supported Employee Resource Group OR Firm-Wide	Ameriprise Financial Inc.	Minneapolis	MN	•	•	•	•	•	•	•	•	•		100	100	232
Diversity Council (10 points) Would Support ERG if Employees	Bank of New York Mellon Corp., The	New York	NY	•	•	•	•	•	•	•	•	٠		100	100	179
4 Positively Engages the External	Barclays	New York	NY	٠	•	•	•	•	•	•	•	•		100	100	
LGBTQ Community (15 points / partial credit of 10 points given for	BB&T Corp.	Winston-Salem	NC	٠	•	•	•	•	•	٠	•	•		100	100	273
less than three efforts) Have internal guidelines that prohibit philanthropic	BlackRock	New York	NY	٠	•	•	•	•	٠	٠	•	•		100	100	250
giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)	Bloomberg LP	New York	NY	٠	٠	•	٠	•	٠	٠	•	•		100	100	
	BMO Bankcorp Inc.	Chicago	IL	٠	•	•	•	•	•	٠	•	•		100	90	
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	BNP Paribas	New York	NY	٠	٠	•	٠	•	٠	٠	•	•		100	100	
not responded to repeated invitations to the CEI survey. These ratings are	Broadridge Financial Solutions Inc.	Lake Success	NY	٠	٠	•	•	•	•	٠	•	٠		100	100	792
based on publicly available information as well as information submitted to	Capital Group Companies Inc., The	Los Angeles	CA	٠	•	•	٠	•	•	٠	•	•		100		
HRC from unofficial LGBTQ employee groups or individual employees.	Capital One Financial Corp.	McLean	VA	٠	٠	•	•	•	٠	٠	•	٠		100	100	112
	Carlyle Group LP, The	Washington	DC	٠	•	•	•	•	•	٠	•	•		100		730
	Charles Schwab & Co. Inc.	San Francisco	CA	٠	٠	•	•	•	•	٠	•	٠		100	100	401
	Citigroup Inc.	New York	NY	٠	•	•	•	•	•	٠	•	•		100	100	29
	Comerica Inc.	Dallas	ТХ	٠	٠	•	•	•	٠	٠	•	٠		100	100	765
	Compass Bancshares Inc. (BBVA Compass)	Birmingham	AL	٠	•	•	٠	•	•	٠	•	•		100	90	
	Credit Suisse USA Inc.	New York	NY	٠	٠	•	•	•	•	٠	•	٠		100	100	
	Depository Trust & Clearing Corp., The	New York	NY	٠	•	•	٠	٠	•	٠	•	•		100	100	
	Deutsche Bank	New York	NY	•	•	•	•	•	•	٠	•	•		100	100	
	Discover Financial Services	Riverwoods	IL	٠	٠	•	•	•	•	٠	•	•		100	100	283

Criterion

Rating

Appendix C	Ratings by Industry, Descending Score							Crite	rion						Rating	
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	3b	4	5	201 CEI	201 CEI	For
1a Prohibits Discrimination Based on Sexual Orientation for All	Eastern Bank Corp.	Boston	MA	•	•	•	٠	•	•	٠	٠	•		100	100	
Operations (15 points) Prohibits Discrimination Based on	Edward Jones	St. Louis	MO	٠	•	•	٠	•	•	•	•	•		100	100	382
Gender Identity or Expression for All Operations (15 points)	Federal Home Loan Mortgage Corp. (Freddie Mac)	McLean	VA	٠	٠	•	٠	•	•	•	•	•		100	100	43
1c Has Contractor/Vendor	Federal National Mortgage Association (Fannie Mae)	Washington	DC	٠	٠	•	٠	•	•	•	•	•		100	100	16
Non-Discrimination Standards that Include Sexual Orientation	Federal Reserve Bank of Atlanta	Atlanta	GA	٠	٠	•	٠	•	•	•	•	•		100	100	
and Gender Identity (5 points) 2a Offers Equivalent Spousal and	Federal Reserve Bank of Boston	Boston	MA	٠	٠	•	٠	•	•	•	•	•		100	100	
Partner Medical Benefits (10 points) 2b Parity Across Spousal and	Federal Reserve Bank of Chicago	Chicago	IL	٠	٠	•	٠	•	•	•	•	•		100	100	
Partner "Soft" Benefits (10 points / half credit for parity across	Federal Reserve Bank of Cleveland	Cleveland	ОН	٠	•	•	٠	•	•	•	•	•		100	100	
some, but not all benefits) 2c Offers Transgender-Inclusive Health	Federal Reserve Bank of Richmond	Richmond	VA	•	•	•	٠	•	•	•	•	•		100	100	
Insurance Coverage (10 points)	Federal Reserve Bank of San Francisco	San Francisco	CA	٠	•	•	٠	•	•	•	•	•		100	80	
3a Firm-wide Organizational Competency Programs (10 points)	Federal Reserve Bank of St Louis	Saint Louis	MO	٠	•	•	•	•	•	•	•	•		100	100	
3b Has Employer-Supported Employee Resource Group OR Firm-Wide	Fidelity National Information Services Inc.	Jacksonville	FL	٠	•	•	٠	•	•	•	•	•		100	90	392
Diversity Council (10 points) Would Support ERG if Employees	Fifth Third Bancorp	Cincinnati	ОН	•	•	•	•	•	•	•	•	•		100	100	376
Express Interest (half credit) 4 Positively Engages the External	Financial Industry Regulatory Authority Inc.	Washington	DC	٠	•	•	٠	•	•	•	•	•		100	100	
LGBTQ Community (15 points / partial credit of 10 points given for	First American Financial Corp.	Santa Ana	CA	٠	•	•	•	•	•	•	•	•		100	90	497
less than three efforts) Have internal guidelines that prohibit philanthropic	First Data Corp.	Atlanta	GA	٠	•	•	٠	•	•	•	•	•		100	100	249
giving to non-religious organizations with an explicit policy of discrimination	Franklin Resources Inc.	San Mateo	CA	•	•	•	٠	•	•	•	•	•		100	100	344
against LGBTQ people (5 points)	Goldman Sachs Group Inc., The	New York	NY	٠	•	•	٠	•	•	•	•	•		100	100	74
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	HSBC USA	New York	NY	•	•	•	٠	•	•	•	•	•		100	100	
not responded to repeated invitations to the CEI survey. These ratings are	Huntington Bancshares Inc.	Columbus	ОН	٠	•	•	•	•	•	•	•	•		100	100	698
based on publicly available information as well as information submitted to	JPMorgan Chase & Co.	New York	NY	٠	•	•	٠	•	•	•	•	•		100	100	23
HRC from unofficial LGBTQ employee groups or individual employees.	KeyBank	Cleveland	ОН	٠	٠	•	•	•	•	•	•	•		100	100	540
0	KKR & Co. LP	New York	NY	٠	•	•	•	•	•	•	•	•		100	100	347
	LPL Financial Holdings Inc.	Boston	MA	٠	٠	•	•	•	•	•	•	•		100	100	568
	MasterCard Inc.	Purchase	NY	٠	•	•	٠	•	•	•	•	•		100	100	294
	Moody's Corp.	New York	NY	٠	٠	•	•	•	•	٠	٠	•		100	100	652
	Morgan Stanley	New York	NY	٠	•	•	•	•	•	•	•	•		100	100	78
	Morningstar Inc.	Chicago	IL	٠	•	•	•	•	•	•	•	•		100	90	
	Navient	Wilmington	DE	٠	٠	٠	٠	•	•	٠	•	•		100	90	494
	Northern Trust Corp.	Chicago	IL	•	٠	٠	٠	•	•	٠	•	•		100	100	520
	OppenheimerFunds Inc.	New York	NY	٠	٠	٠	٠	•	•	٠	•	•		100	100	

Appendix C	Ratings by Industry, Descending Score							Crite	erion						Rating	J
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	3b	4	5	201 CEI	201 CEI	Fort
1a Prohibits Discrimination Based on Sexual Orientation for All	Pacific Investment Management Co. LLC	Newport Beach	CA	٠	•	•	•	•	•	٠	•	•		100	100	
Operations (15 points)	PNC Financial Services Group Inc., The	Pittsburgh	PA	•	•	•	•	•	•	•	•	•		100	100	171
1b Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)	Prudential Financial Inc.	Newark	NJ	٠	•	•	•	•	•	٠	•	•		100	100	50
1c Has Contractor/Vendor	RBC Capital Markets LLC	New York	NY	•	•	•	٠	•	•	•	•	•		100	100	
Non-Discrimination Standards that Include Sexual Orientation	RBC Wealth Management	Minneapolis	MN	•	•	•	٠	•	•	•	•	٠		100	100	
and Gender Identity (5 points) 2a Offers Equivalent Spousal and	Robert W. Baird & Co. Incorporated	Milwaukee	WI	•	•	•	٠	•	•	•	•	•		100	95	
Partner Medical Benefits (10 points) 2b Parity Across Spousal and	Rockland Trust Co.	Rockland	MA	٠	•	•	٠	•	٠	•	٠	•		100	100	
Partner "Soft" Benefits (10 points / half credit for parity across	S&P Global Inc.	New York	NY	٠	•	•	•	•	•	•	•	•		100	100	481
some, but not all benefits) 2c Offers Transgender-Inclusive Health	Societe Generale Financial Corp.	New York	NY	•	•	•	٠	•	•	•	٠	•		100		
Insurance Coverage (10 points)	State Street Corp.	Boston	MA	•	•	•	٠	•	•	•	•	•		100	100	264
3a Firm-wide Organizational Competency Programs (10 points)	SunTrust Banks Inc.	Atlanta	GA	٠	•	•	•	•	•	•	•	•		100	100	329
3b Has Employer-Supported Employee Resource Group OR Firm-Wide	Synchrony Financial	Stamford	СТ	•	•	•	٠	•	•	•	•	•		100	100	
Diversity Council (10 points) Would Support ERG if Employees	T. Rowe Price Associates Inc.	Baltimore	MD	•	•	•	•	•	•	•	•	•		100	100	573
Express Interest (half credit) Positively Engages the External	TD Ameritrade	Omaha	NE	•	•	•	٠	•	•	•	•	•		100	100	680
LGBTQ Community (15 points / partial credit of 10 points given for	TD Bank, N.A.	Wilmington	DE	٠	•	•	•	•	•	•	•	•		100	100	
less than three efforts) Have internal guidelines that prohibit philanthropic	TD Securities (USA) LLC	New York	NY	•	•	•	٠	•	•	٠	•	•		100	100	
giving to non-religious organizations with an explicit policy of discrimination	TIAA	New York	NY	٠	•	•	•	•	•	•	•	•		100	100	82
against LGBTQ people (5 points)	TPG Global LLC	Fort Worth	ΤХ	٠	•	•	٠	•	•	٠	•	•		100		
Ratings in Gray / Unofficial ratings of	U.S. Bancorp	Minneapolis	MN	٠	•	•	•	•	•	•	•	•		100	100	131
the Fortune 500 companies that have not responded to repeated invitations to the CEI survey. These ratings are	UBS AG	New York	NY	٠	•	•	٠	•	•	٠	•	•		100	100	
based on publicly available information as well as information submitted to	Union Bank	New York	NY	٠	٠	•	•	•	٠	•	•	•		100	100	
HRC from unofficial LGBTQ employee groups or individual employees.	United Services Automobile Association	San Antonio	ТΧ	•	•	•	٠	•	•	•	•	•		100	100	114
	Vanguard Group Inc.	Malvern	PA	•	•	•	٠	•	•	•	•	•		100	100	
	Visa	Foster City	CA	٠	•	•	٠	•	•	•	•	•		100	100	204
	Wells Fargo & Co.	San Francisco	CA	٠	•	•	•	•	•	•	•	•		100	100	27
	CME Group Inc.	Chicago	IL	٠	•	•	٠	•	•	٠	•	٩		95	95	671
	FMR Corp.	Boston	MA	٠	•	•	•	•	•	•	•	٢		95		
	Legg Mason Inc.	Baltimore	MD	•	•	•	٠	•	•	٠	٠	٢		95	95	768
	M&T Bank Corp.	Buffalo	NY	٠	٠	٠	٠	•	•	٠	•	٩		95	95	510
	MB Financial Inc.	Chicago	IL	٠	•	•	٠	•	•	٠	•	٩		95		
	Regions Financial Corp.	Birmingham	AL	٠	٠	٠	•	•	٠	٠	•	٢		95	85	453

Appendix C	Ratings by Industry, Descending Score							Crite	rion					I	Rating	
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	Зb	4	5	201 CEI	201 CEI	Fort
1a Prohibits Discrimination Based on Sexual Orientation for All	Bank of the West	San Francisco	CA	٠	•	•	٠	•	•		•	٠		90	85	
Operations (15 points)	Brown Brothers Harriman & Co.	New York	NY	٠	•	•	•	•		•	•	٠		90	90	
1b Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)	Federal Reserve Bank of New York	New York	NY	٠	٠	•	•	•	•		•	•		90	90	
1c Has Contractor/Vendor	Federal Reserve Bank of Philadelphia	Philadelphia	PA	٠	•	•	•	•	•		•	٠		90	70	
Non-Discrimination Standards that Include Sexual Orientation	Mesirow Financial Holdings Inc.	Chicago	IL	٠	•	•	•	•		•	•	•		90	80	
and Gender Identity (5 points) 2a Offers Equivalent Spousal and	Canadian Imperial Bank of Commerce	New York	NY	٠	•	•	•	•		•	•	٩		85	85	
Partner Medical Benefits (10 points) 2b Parity Across Spousal and	First Horizon National Corp.	Memphis	TN	٠	•	•	٠	•		•	•	٥		85	85	
Partner "Soft" Benefits (10 points / half credit for parity across	Macquarie Group Ltd.	New York	NY	٠	•	•	٠	•	•		•	٩		85		
some, but not all benefits) 2c Offers Transgender-Inclusive Health	NASDAQ Inc.	New York	NY	•	•	•	•	•		•	•	٩		85	75	663
Insurance Coverage (10 points)	Raymond James Financial Inc.	St. Petersburg	FL	•	•	•	•	•		•	•	٩		85	85	482
3a Firm-wide Organizational Competency Programs (10 points)	TransUnion	Chicago	IL	٠	•	•	•	•		•	•	٩		85		
3b Has Employer-Supported Employee Resource Group OR Firm-Wide	E*TRADE Financial Corp.	New York	NY	•	•	•	٠	•		•	•	٩		80	80	
Diversity Council (10 points) Would Support ERG if Employees	H&R Block Inc.	Kansas City	MO	٠	•	•	•	•	•		0	٩		80	70	712
4 Positively Engages the External	RBS Securities Inc.	Stamford	СТ	•	•	•	٠	•		•	٠	٩		80	85	
LGBTQ Community (15 points / partial credit of 10 points given for	Waddell & Reed Financial Inc.	Overland Park	KS	•	•	•	٠	•	•		0	٩		80	80	
less than three efforts) Have internal guidelines that prohibit philanthropic	Bank of America Corp.	Charlotte	NC	•	•	٠	٠	•	•	•	٠	٠	٠	75	75	26
giving to non-religious organizations with an explicit policy of discrimination	Invesco Ltd.	Atlanta	GA	•	•	•	•	•	•		0	٩		75	75	
against LGBTQ people (5 points)	Loews Corp.	New York	NY	•	•	•	٠	•			0	٠		75	75	210
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	Western Union Co., The	Englewood	со	•	•	•	•	•		•	0	٩		75	20	468
not responded to repeated invitations to the CEI survey. These ratings are	CoreLogic	Santa Ana	CA	٩	٢	•	٠	•		•	٠	٩		70	70	
based on publicly available information as well as information submitted to	Aberdeen Asset Management Inc.	Philadelphia	PA	•	•	•	•	•			•			65		
HRC from unofficial LGBTQ employee groups or individual employees.	NYSE Euronext Inc.	New York	NY	٩		٠	٠	•			٠			45	55	
	SLM Corp. (Sallie Mae)	Newark	DE	٩	٩		•	●			•			45	35	
	Chamberlin Edmonds & Associates Inc.	Atlanta	GA	٥	٢		٠	●			0			40	30	
	CIT Group Inc.	New York	NY	٩	٩									20	10	603
	Fidelity National Financial Corp.	Jacksonville	FL	•	۲									20	20	311
	Fiserv Inc.	Brookfield	WI	•	۵									20	10	492
	HRG Group	New York	NY	э										10	10	441
	INTL FCStone Inc.	New York	NY	•										10	10	83
	A-Mark Precious Metals	Santa Monica	CA											0	0	426
	Leucadia National Corporation	New York	NY											0	0	242

Appendix C	Ratings by Industry, Descending Score							Crite	rion						Rating	
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	Зb	4	5	CEI 201	201 CEI	Fort
1a Prohibits Discrimination Based on Sexual Orientation for All	Citizens Financial Group	Providence	RI													486
Operations (15 points) 1b Prohibits Discrimination Based on	CHEMICALS AND BIOTECHNOLOGY															
Gender Identity or Expression for All Operations (15 points)	BASF Corp.	Florham Park	NJ	٠	•	٠	•	•	•	٠	•	•		100	100	
1c Has Contractor/Vendor	Dow Chemical Co., The	Midland	МІ	•	•	•	•	•	•	•	•	•		100	100	56
Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)	Ecolab Inc.	St. Paul	MN	٠	•	•	•	•	•	٠	•	•		100	100	206
2a Offers Equivalent Spousal and	Genentech Inc.	South San Francisco	CA	•	•	•	•	•	•	•	•	•		100	100	
Partner Medical Benefits (10 points) 2b Parity Across Spousal and	Monsanto Co.	St. Louis	МО	•	•	•	•	•	•	٠	•	•		100	100	189
Partner "Soft" Benefits (10 points / half credit for parity across	PPG Industries Inc.	Pittsburgh	PA	•	•	•	•	•	•	•	•	•		100	75	182
some, but not all benefits) 2c Offers Transgender-Inclusive Health	Praxair Inc.	Danbury	СТ	•	•	•	•	•	•	•	•	•		100	100	262
Insurance Coverage (10 points)	Thermo Fisher Scientific Inc.	Waltham	MA	•	•	•	•	•	•	•	•	•		100	100	164
3a Firm-wide Organizational Competency Programs (10 points)	Lubrizol Corp.	Wickliffe	ОН	٠	•	•	•	•	•	•	•	٢		95	85	
3b Has Employer-Supported Employee Resource Group OR Firm-Wide	Celanese Corp.	Irving	тх	•	•	٠	•	•		•	•	•		90	90	453
Diversity Council (10 points) Would Support ERG if Employees	Agilent Technologies Inc.	Santa Clara	CA	•	•	٠	•	•	•		0	•		85	95	589
Express Interest (half credit) 4 Positively Engages the External	Huntsman Corp.	The Woodlands	ТΧ	•	•	•	•	•			●	٢		70	55	277
LGBTQ Community (15 points / partial credit of 10 points given for	Ashland Inc.	Covington	КY	٠	٠	٠	٠	•			0	٩		65	65	472
less than three efforts) Have internal guidelines that prohibit philanthropic	Avery Dennison	Glendale	CA	٢	٢									20	10	435
giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)	Quintiles Transnational	Durham	NC	۲	۲									20	20	447
	Sherwin-Williams Co., The	Cleveland	ОН	٢	٢									20	20	253
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	Univar	Downers Grove	IL	۲	۲									20		315
not responded to repeated invitations to the CEI survey. These ratings are	COLLEGES AND UNIVERSITIES															
based on publicly available information as well as information submitted to	University of Phoenix	Tempe	AZ	•	•	•	•	•	•	•	•	•		100		
HRC from unofficial LGBTQ employee groups or individual employees.	COMPUTER AND DATA SERVICES															
	ADP	Roseland	NJ	٠	٠	•	٠	•	•	٠	•	•		100	100	248
	Citrix Systems Inc.	Fort Lauderdale	FL	•	•	•	•	•	•	•	•	•		100	100	676
	Dell Inc.	Round Rock	тх	٠	•	•	•	•	•	•	•	•		100	100	
	Dropbox Inc.	San Francisco	CA	•	•	•	•	•	•	•	•	•		100	100	
	EMC Corp.	Hopkinton	MA	•	•	•	•	•	•	•	•	•		100	100	113
	FactSet Research Systems Inc.	Norwalk	СТ	٠	•	•	•	•	•	•	•	•		100	100	
	Hewlett Packard Enterprise Co.	Palo Alto	CA	٠	•	٠	٠	•	•	•	•	•		100	100	
	HP Inc.	Palo Alto	CA	•	•	•	•	•	•	•	•	•		100	100	20
	LENOVO (UNITED STATES) INC.	Morrisville	NC	•	•	•	•	•	•	•	•	•		100	100	

100

Appendix C	Ratings by Industry, Descending Score							Crite	rion						Rating	I
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1 a	1b	1c	2a	2b	2c	3a	Зb	4	5	2012 CEI	2017 CEI	Fort
1a Prohibits Discrimination Based on Sexual Orientation for All	Rackspace	San Antonio	ТХ	•	•	•	•	•	•	•	•	•		100		970
Operations (15 points)	Tech Data Corp.	Clearwater	FL	٠	•	•	•	•	٠	•	•	•		100	100	108
1b Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)	Ultimate Software Group Inc., The	Weston	FL	•	•	•	•	•	•	•	•	•		100	100	
1c Has Contractor/Vendor	LexisNexis Group	New York	NY	٠	•	•	•	•	٠	•	•	٢		95	85	
Non-Discrimination Standards that Include Sexual Orientation	New Relic Inc.	San Francisco	CA	٠	•	•	•	•	•	•	•	٢		95		
and Gender Identity (5 points) 2a Offers Equivalent Spousal and	Arrow Electronics	Centennial	СО	٠	•	•	•	•	•		•	٩		80	85	119
Partner Medical Benefits (10 points) 2b Parity Across Spousal and	SRA International Inc.	Fairfax	VA	٠	•	•	•	•			•	•		80	80	
Partner "Soft" Benefits (10 points / half credit for parity across	Computer Sciences Corp. (CSC)	Falls Church	VA	٠	٠	٠	٠	●		•	٠	٩		75	80	233
some, but not all benefits) 2c Offers Transgender-Inclusive Health	Hortonworks Inc.	Santa Clara	CA	٠	•	•	•	•			•			65	65	
Insurance Coverage (10 points)	Unisys Corp.	Blue Bell	PA	٩	٩						٠			30	30	725
3a Firm-wide Organizational Competency Programs (10 points)	Cognizant Technology Solutions Corp.	Teaneck	NJ	٩	۵									20	20	230
3b Has Employer-Supported Employee Resource Group OR Firm-Wide	COMPUTER HARDWARE AND OFFICE EQUIPMENT															
Diversity Council (10 points) Would Support ERG if Employees	Apple Inc.	Cupertino	CA	٠	٠	٠	٠	•	٠	•	•	•		100	100	3
4 Positively Engages the External	CDW Corp.	Lincolnshire	IL	٠	•	•	•	•	•	•	•	•		100	90	220
LGBTQ Community (15 points / partial credit of 10 points given for	Lexmark International Inc.	Lexington	KY	•	•	•	•	•	٠	•	•	•		100	100	638
less than three efforts) Have internal guidelines that prohibit philanthropic	Xerox Corp.	Norwalk	СТ	٠	•	•	•	•	•	•	•	•		100	100	150
giving to non-religious organizations with an explicit policy of discrimination	NetApp Inc.	Sunnyvale	CA	٠	•	•	•	•	•	•	•	٢		95	95	422
against LGBTQ people (5 points)	Ingram Micro	Irvine	CA	٠	•	•	•	•	•		•	•		85	70	64
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	Avnet Inc.	Phoenix	AZ	٠	•	•	•	•	•	•	0			80	80	102
not responded to repeated invitations to the CEI survey. These ratings are	SYNNEX Corp.	Fremont	CA	٠	•	•	•	•		•	0	۵		80	40	212
based on publicly available information as well as information submitted to	Insight Enterprises Inc.	Tempe	AZ	٠	•	•	•	•	•		0	٩		75	65	474
HRC from unofficial LGBTQ employee groups or individual employees.	Acer America Corp.	San Jose	CA	٩			•	●						25	25	
	Seagate Technology LLC	Scotts Valley	CA				•	●			•			25	45	
	Western Digital Corp.	Irvine	CA	٩	۵									20	20	194
	Essendant Inc.	Deerfield	IL	٩										10	10	477
	Software House International	Somerset	IJ	٩										10	10	
	COMPUTER SOFTWARE															
	Adobe Systems Inc.	San Jose	CA	•	•	•	•	•	•	•	•	•		100	100	524
	Autodesk Inc.	San Rafael	CA	•	•	•	٠	•	•	•	•	•		100	100	842
	CA Technologies Inc.	New York	NY	•	•	•	٠	•	٠	٠	•	•		100	100	563
	Cloudera Inc.	Palo Alto	CA	٠	•	•	٠	•	•	٠	•	•		100		

15 points 5 points 10 points 10 points 10 points 15 points 15 points 15 points	2018 CEI Rating	бu	0
	õ III	2017 CEI Rating	Fortune 1000
CEI Rating Criteria Employer Headquarters Location State 1a 1b 1c 2a 2b 2c 3a 3b 4 5		201 CEI	For
1a Prohibits Discrimination Based on Sexual Orientation for All Electronic Arts Inc. Redwood City CA Image: CA <td>100</td> <td>100</td> <td>543</td>	100	100	543
Operations (15 points) Intuit Inc. Mountain View CA • • • • • • • •	100	100	552
1b Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points) Lyft Inc. San Francisco CA • • • • • • • • • • • • • • • • • • •	100		
Ic Has Contractor/Vendor Medallia Inc. San Mateo CA Image: CA Ima	100		
Non-Discrimination Standards that Include Sexual Orientation Microsoft Corp. Redmond WA	100	100	25
2a Offers Equivalent Spousal and	100	100	409
Partner Medical Benefits (10 points) Description Oracle Corp. Redwood City CA Oracle Corp. Oracle Corp.	100	100	77
	100	100	386
some, but not all benefits) SAP America Inc. Newtown Square PA Offers	100	100	
Insurance Coverage (10 points) Symantec Corp. Mountain View CA • • • • • • • •	100	100	400
3a Firm-wide Organizational Competency Programs (10 points) Uber Technologies Inc. San Francisco CA • • • • • • • • •	100	100	
3b Has Employer-Supported Employee Resource Group OR Firm-Wide VMware Inc. Palo Alto CA • • • • • • • • <td>100</td> <td>95</td> <td></td>	100	95	
	100		
Express Interest (half credit) 4 Positively Engages the External Instacart Inc. San Francisco CA	95	95	
LGBTQ Community (15 points / partial credit of 10 points given for Veritas Technologies LLC Mountain View CA • • • • • • • •	90	85	
less than three efforts) Have internal guidelines that prohibit philanthropicBox Inc.Redwood CityCAImage: CAImage: CA	80		
giving to non-religious organizations with an explicit policy of discrimination Nuance Communications Burlington MA • • • • • • • •	80		984
against LGBTQ people (5 points) Avaya Inc. Santa Clara CA • • • • • •	70	70	584
Ratings in Gray / Unofficial ratings of BMC Software Inc. Houston TX • • • • • • • •	70	80	
the Fortune 500 companies that have not responded to repeated invitations Pitney Bowes Inc. Stamford CT J J D D	70	70	634
to the CEI survey. These ratings are based on publicly available information as well as information submitted to	60	60	
HRC from unofficial LGBTQ employee groups or individual employees. Allscripts-Misys Healthcare Solutions Inc. Chicago IL 3 0 0	40	30	
CONSULTING AND BUSINESS SERVICES			
A.T. Kearney Inc. Chicago IL • • • • • • • • •	100	100	
Accenture New York NY • • • • • • • • •	100	100	
Advisory Board Co., The Washington DC • • • • • • • • •	100	100	
AlixPartners LLP New York NY • • • • • • • • •	100		
Aon Corp. Chicago IL • • • • • • • •	100	100	
Bain & Co. Inc./ Bridgespan Group Boston MA • • • • • • • • • •	100	100	
Booz Allen Hamilton Inc. McLean VA • • • • • • • • • •	100	100	487
Boston Consulting Group Boston MA • • • • • • • • • •	100	100	

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Appendix C	Ratings by Industry, Descending Score		-					Crite	rion						Rating	
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	3b	4	5	201 CEI	201 CEI	For
1a Prohibits Discrimination Based on Sexual Orientation for All	Capital Markets Company NV, The	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
Operations (15 points)	Convergys Corp.	Cincinnati	ОН	•	•	•	•	•	•	•	•	•		100	100	744
1b Prohibits Discrimination Based on Gender Identity or Expression for	Deloitte LLP	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
All Operations (15 points) 1c Has Contractor/Vendor	Dun & Bradstreet Corp., The	Short Hills	NJ	•	•	•	•	•	•	•	•	•		100	100	
Non-Discrimination Standards that Include Sexual Orientation	Ernst & Young LLP	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
and Gender Identity (5 points) 2a Offers Equivalent Spousal and	Gartner Inc.	Stamford	СТ	•	•	•	•	•	•	•	•	•		100	100	
Partner Medical Benefits (10 points) 2b Parity Across Spousal and	Grant Thornton LLP	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	
Partner "Soft" Benefits (10 points / half credit for parity across	Huron Consulting Group Inc.	Chicago	IL	•	•	٠	•	•	٠	•	٠	•		100	100	
some, but not all benefits)	IBM Corp.	Armonk	NY	•	•	•	•	•	•	•	•	•		100	100	31
2c Offers Transgender-Inclusive Health Insurance Coverage (10 points)	Iron Mountain Inc.	Boston	MA	•	•	•	•	•	•	•	•	•		100		729
3a Firm-wide Organizational Competency Programs (10 points)	Kelly Services Inc.	Тгоу	MI	•	•	•	•	•	•	•	•	•		100	95	467
3b Has Employer-Supported Employee Resource Group OR Firm-Wide	KPMG LLP	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
Diversity Council (10 points) Would Support ERG if Employees	ManpowerGroup	Milwaukee	WI	•	•	•	•	•	•	•	•	•		100	100	144
4 Positively Engages the External	Marsh & McLennan Companies Inc.	New York	NY	•	•	•	•	•	•	•	•	•		100	100	222
LGBTQ Community (15 points / partial credit of 10 points given for	McKinsey & Co. Inc.	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
less than three efforts) Have internal guidelines that prohibit philanthropic	Navigant Consulting Inc.	Chicago	IL	•	•	٠	•	•	٠	•	٠	•		100	100	
giving to non-religious organizations with an explicit policy of discrimination	Nielsen	New York City	NY	•	•	•	•	•	•	•	•	•		100	100	
against LGBTQ people (5 points)	PricewaterhouseCoopers LLP	New York	NY	•	•	٠	•	•	٠	•	٠	•		100	100	
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	Robert Half	Menlo Park	CA	•	•	•	•	•	•	•	•	•		100	100	503
not responded to repeated invitations to the CEI survey. These ratings are	Sapient Consulting Corp.	Boston	MA	•	•	٠	•	•	٠	•	٠	•		100	100	
based on publicly available information as well as information submitted to	SapientRazorfish	Boston	MA	•	•	•	•	•	•	•	•	•		100		
HRC from unofficial LGBTQ employee groups or individual employees.	Slalom	Seattle	WA	•	•	٠	•	•	٠	•	٠	•		100	100	
	Thomson Reuters	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
	Willis Towers Watson	Arlington	VA	•	•	٠	•	•	٠	•	٠	•		100	100	626
	Capgemini US LLC	Houston	ТΧ	•	•	•	•	•		•	•	•		90	90	
	IHS Markit Ltd.	Houston	ТΧ	•	•	•	•	•	•		•	•		90	90	
	Adecco North America LLC	Jacksonville	FL	•	•	•	•	•		•	•	٢		85	85	
	Science Applications International Corp.	Reston	VA	•	•	•	•	•		•	•	٢		85		565
	Truven Health Analytics Inc.	Ann Arbor	MI	•	•	•	•	•	•		•	۵		80	80	
	Infosys Limited Inc.	Plano	ТΧ	•	•	•	٠	•			•	٩		70	70	
	Pariveda Solutions Inc.	Dallas	ТΧ	•	•	•	•	•			•	۵		70		

- 2a Offers Equivale Partner Medica
- 2b Parity Across S Partner "Soft" / half credit fo some, but not
- 2c Offers Transge Insurance Cov
- 3a Firm-wide Orga Competency P
- 3b Has Employer-Resource Grou Diversity Count Would Support Express Interes
- 4 Positively Enga LGBTQ Comm partial credit o less than three guidelines that giving to non-re with an explicit against LGBTC

Appendix C Ratings by Industry, Descending Score Criterion Rating -25 points 15 points 15 points 10 points 10 points 10 points 10 points 15 points 10 points Fortune 1000 5 points 2017 CEI Rating 2018 CEI R 5 **CEI Rating Criteria** Employer **Headquarters Location** State 1a 1b 1c 2a 2b 2c 3a Зb 4 1a Prohibits Discrimination Based EDUCATION AND CHILD CARE on Sexual Orientation for All Operations (15 points) Bright Horizons Family Solutions LLC Watertown MA 100 100 1b Prohibits Discrimination Based on 100 100 Gender Identity or Expression for Pearson Inc. Hoboken NJ All Operations (15 points) ENERGY AND UTILITIES 1c Has Contractor/Vendor Non-Discrimination Standards that Alliant Energy Corp. Madison WI 100 90 679 Include Sexual Orientation and Gender Identity (5 points) МО 425 Ameren Corp. St. Louis • 100 100 2a Offers Equivalent Spousal and Partner Medical Benefits (10 points) American Electric Power Co. Inc. Columbus OH 100 100 165 **2b** Parity Across Spousal and Partner "Soft" Benefits (10 points Consumers Energy Jackson MI 100 95 403 • / half credit for parity across some, but not all benefits) Duke Energy Corp. Charlotte NC • 100 90 115 2c Offers Transgender-Inclusive Health Insurance Coverage (10 points) 100 247 New Orleans LA 85 Entergy Corp. • 3a Firm-wide Organizational Exelon Corp. Chicago IL • 100 100 95 Competency Programs (10 points) 3b Has Employer-Supported Employee National Grid USA Waltham MA 100 100 Resource Group OR Firm-Wide Diversity Council (10 points) Merrillville NiSource Inc. 100 75 483 Would Support ERG if Employees IN • Express Interest (half credit) PG&E Corp. San Francisco CA • 100 100 166 Positively Engages the External LGBTQ Community (15 points / Portland General Electric Co. Portland OR 100 997 100 partial credit of 10 points given for less than three efforts) Have internal PPL Corp. PA 100 100 350 guidelines that prohibit philanthropic Allentown ۲ giving to non-religious organizations Public Service Enterprise Group Newark NJ 100 90 272 with an explicit policy of discrimination against LGBTQ people (5 points) Sempra Energy San Diego CA 279 100 100 Ratings in Gray / Unofficial ratings of Southern California Edison Co. Rosemead CA 100 100 the Fortune 500 companies that have not responded to repeated invitations 100 100 162 Southern Co. Atlanta GA to the CEI survey. These ratings are based on publicly available information Xcel Energy Inc. 100 257 Minneapolis MN 100 as well as information submitted to HRC from unofficial LGBTQ employee Consolidated Edison Co. New York NY ٩ 95 95 229 groups or individual employees. Pinnacle West Capital Phoenix ΑZ • 90 90 650 DTE Energy Co. Detroit MI 85 80 274 ٩ Constellation Energy Group Inc. Baltimore MD 80 80 ٩ Dominion Resources Inc. Richmond VA ٩ 75 70 243 SunPower Corp. 75 San Jose CA 75 • NextEra Energy Inc. Juno Beach FL 70 70 163 . ٩ Albuquerque PNM Resources Inc. NM • 70 65 •

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CORPORATE EQUALITY INDEX 2018 104

Laclede Group Inc., The

NRG Energy Inc.

Appendix C Ratings by Industry, Descending Score Criterion Rating -25 points 15 points 10 points 10 points 10 points 10 points 10 points 15 points 15 points Fortune 1000 5 points 2017 CEI Rating 2018 CEI Rating 5 **CEI Rating Criteria** Employer **Headquarters Location** State 1a 1b 1c 2a **2b** 2c 3a Зb 4 1a Prohibits Discrimination Based Milwaukee 55 75 437 WEC Energy Group WI ſ 4 on Sexual Orientation for All Operations (15 points) AES Corp., The Arlington VA ſ 0 40 0 190 1b Prohibits Discrimination Based on Eversource Energy Springfield ۵ 35 35 343 Gender Identity or Expression for MA ۵ All Operations (15 points) ТΧ 30 Calpine Corp. Houston ۵ ſ ſ 30 402 1c Has Contractor/Vendor Non-Discrimination Standards that ТΧ ۵ ۵ 20 Include Sexual Orientation and Gender Identity (5 points) ٩ Energy Transfer Equity L.P. ТΧ ۵ 20 2a Offers Equivalent Spousal and Partner Medical Benefits (10 points) King of Prussia 20 a 2b Parity Across Spousal and Partner "Soft" Benefits (10 points Severn Trent Services Inc. Fort Washington PA ſ 15 35 / half credit for parity across some, but not all benefits) CenterPoint Energy Inc. ТΧ ۵ 20 2c Offers Transgender-Inclusive Health Insurance Coverage (10 points) OH ۵ 20 FirstEnergy Corp. Akron 3a Firm-wide Organizational **Global Partners** MA 10 Competency Programs (10 points) ۵ **3b** Has Employer-Supported Employee Edison International Rosemead CA 20 Resource Group OR Firm-Wide Diversity Council (10 points) ТΧ Targa Resources Corp. Would Support ERG if Employees Express Interest (half credit) ENGINEERING AND CONSTRUCTION Positively Engages the External LGBTQ Community (15 points / AECOM CA 100 85 156 Los Angeles partial credit of 10 points given for less than three efforts) Have internal Turner Construction Co. New York NY 100 100 guidelines that prohibit philanthropic . giving to non-religious organizations with an explicit policy of discrimination Arup USA Inc New York NY 90 90 against LGBTO people (5 points) CH2M HILL Companies Ltd. Englewood CO 90 85 478 Ratings in Gray / Unofficial ratings of 85 Black & Veatch Holding Inc. **Overland Park** KS 0 85 the Fortune 500 companies that have not responded to repeated invitations ТΧ 80 85 155 Fluor Corp. Irving 1 to the CEI survey. These ratings are based on publicly available information United Rentals Inc. 45 20 440 Stamford CT C as well as information submitted to HRC from unofficial LGBTQ employee Jacobs Engineering Group Inc. Pasadena CA ٢ ٩ C 35 35 235 groups or individual employees. KB Home CA 35 35 719 Los Angeles ٩ ٢ € Perkins + Will Inc. 35 Chicago IL ۵ • 35 ۲ 0 10 Lennar Corp. Miami FL ۲ ۵ 20 20 Peter Kiewit Sons' Inc. ۵ ۵

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Ryland Group Inc., The

PulteGroup Inc.

Appendix C Criterion Rating -25 points 15 points 15 points 10 points 10 points 10 points 10 points 15 points 5 points 10 points Fortune 1000 2017 CEI Rating 2018 CEI R 5 **CEI Rating Criteria** Employer **Headquarters Location** State 1a 1b 1c 2a 2b 2c 3a Зb 4 1a Prohibits Discrimination Based ENTERTAINMENT AND ELECTRONIC MEDIA on Sexual Orientation for All Operations (15 points) 100 AMC Entertainment Inc. Leawood KS 100 1b Prohibits Discrimination Based on CBS Corp. New York 100 203 Gender Identity or Expression for NY 100 All Operations (15 points) Comcast NBCUniversal PA Philadelphia 100 100 37 • 1c Has Contractor/Vendor Non-Discrimination Standards that Live Nation Inc. Beverly Hills CA 100 75 366 Include Sexual Orientation and Gender Identity (5 points) Netflix Inc. CA 100 379 Los Gatos • 100 2a Offers Equivalent Spousal and Partner Medical Benefits (10 points) Oakland Pandora Media Inc. CA 100 100 **2b** Parity Across Spousal and Partner "Soft" Benefits (10 points SIRIUS XM Radio Inc. New York NY • 100 100 / half credit for parity across some, but not all benefits) 100 Sony Corporation of America New York NY • 100 2c Offers Transgender-Inclusive Health Insurance Coverage (10 points) CA 100 100 Sony Pictures Entertainment Inc. Culver City • 3a Firm-wide Organizational TEGNA Inc. McLean VA • 100 100 681 Competency Programs (10 points) 3b Has Employer-Supported Employee Time Warner Inc. New York NY 100 100 99 Resource Group OR Firm-Wide Diversity Council (10 points) Univision Communications Inc. New York 100 30 Would Support ERG if Employees NY • Express Interest (half credit) Viacom Inc. New York NY • 100 100 213 Positively Engages the External LGBTQ Community (15 points / Walt Disney Co., The Burbank CA 100 100 53 partial credit of 10 points given for less than three efforts) Have internal ΤХ 95 414 guidelines that prohibit philanthropic iHeartMedia Inc. San Antonio ٢ 95 giving to non-religious organizations Vox Media Inc. Washington DC ۵ 95 95 with an explicit policy of discrimination against LGBTQ people (5 points) Cox Enterprises Inc. GA 90 Atlanta 90 Ratings in Gray / Unofficial ratings of Regal Entertainment Group Knoxville ΤN ٩ 85 85 705 the Fortune 500 companies that have not responded to repeated invitations Sony Computer Entertainment America LLC 80 80 Foster City CA to the CEI survey. These ratings are based on publicly available information Corbis Corp. Seattle WA ۵ ۵ ſ 35 35 as well as information submitted to HRC from unofficial LGBTQ employee MD ۵ 20 ۵ groups or individual employees. NY 10 Twenty-First Century Fox New York FOOD, BEVERAGES AND GROCERIES Ahold USA Inc. 100 Quincy MA 95 100 Anheuser-Busch Companies Inc. St. Louis MO . 100 PA 100 199 Aramark Corp. Philadelphia 100 Barilla America Inc. Northbrook IL 100 100 • VT Ben & Jerry's Homemade Inc. South Burlington • 100 100 Brown-Forman Corp. Louisville KY 100 702 • 100

Camden

NJ

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100 337

Ratings by Industry, Descending Score

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Campbell Soup Co.

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Appendix C	Ratings by Industry, Descending Score							Crite	erion						Rating	
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	3b	4	5	201 CEI	201 CEI	For
1a Prohibits Discrimination Based on Sexual Orientation for All	Cargill Inc.	Wayzata	MN	•	•	•	٠	•	•	•	•	٠		100	100	
Operations (15 points)	Coca-Cola Co., The	Atlanta	GA	٠	•	•	٠	•	•	•	•	•		100	100	62
1b Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)	ConAgra Brands Inc.	Chicago	IL	٠	•	•	٠	٠	٠	•	•	٠		100	100	176
1c Has Contractor/Vendor	Constellation Brands Inc.	Victor	NY	٠	•	•	٠	•	•	•	•	٠		100	80	429
Non-Discrimination Standards that Include Sexual Orientation	Darden Restaurants Inc.	Orlando	FL	•	•	•	٠	•	•	•	•	٠		100	100	371
and Gender Identity (5 points) 2a Offers Equivalent Spousal and	Delhaize America Inc.	Salisbury	NC	٠	•	•	٠	•	•	•	•	٠		100	100	
Partner Medical Benefits (10 points) 2b Parity Across Spousal and	Diageo North America	Norwalk	СТ	•	•	•	٠	•	•	•	•	•		100	100	
Partner "Soft" Benefits (10 points / half credit for parity across	E&J Gallo Winery	Modesto	CA	٠	٠	•	٠	•	•	•	•	٠		100	100	
some, but not all benefits) 2c Offers Transgender-Inclusive Health	General Mills Inc.	Minneapolis	MN	•	•	•	٠	•	•	•	•	•		100	100	161
Insurance Coverage (10 points)	Hain Celestial Group Inc., The	Lake Success	NY	•	٠	•	٠	•	•	•	•	•		100	90	795
3a Firm-wide Organizational Competency Programs (10 points)	Hershey Co., The	Hershey	PA	٠	٠	•	٠	•	•	•	•	•		100	100	362
3b Has Employer-Supported Employee Resource Group OR Firm-Wide	Hormel Foods Corp.	Austin	MN	•	٠	•	٠	•	•	•	•	•		100	100	304
Diversity Council (10 points) Would Support ERG if Employees	Kellogg Co.	Battle Creek	MI	•	•	•	٠	•	•	٠	•	•		100	100	207
Express Interest (half credit) 4 Positively Engages the External	Land O'Lakes Inc.	Arden Hills	MN	•	٠	•	٠	•	•	٠	•	•		100	100	215
LGBTQ Community (15 points / partial credit of 10 points given for	McDonald's Corp.	Oak Brook	IL	•	•	•	٠	•	•	•	•	•		100	100	109
less than three efforts) Have internal guidelines that prohibit philanthropic	MillerCoors LLC	Chicago	IL	•	٠	•	٠	•	•	•	•	•		100	100	
giving to non-religious organizations with an explicit policy of discrimination	Mondelez International Inc.	East Hanover	NJ	•	•	•	٠	•	•	•	•	•		100	100	94
against LGBTQ people (5 points)	PepsiCo Inc.	Purchase	NY	•	٠	•	٠	•	•	•	•	•		100	100	44
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	Pernod Ricard USA LLC	New York	NY	•	•	•	٠	•	•	•	•	•		100	100	
not responded to repeated invitations to the CEI survey. These ratings are	Sodexo Inc.	Gaithersburg	MD	•	٠	•	٠	•	•	•	•	•		100	100	
based on publicly available information as well as information submitted to	Tyson Foods Inc.	Springdale	AR	•	•	•	٠	•	•	•	•	•		100	100	66
HRC from unofficial LGBTQ employee groups or individual employees.	Wawa Inc.	Wawa	PA	•	٠	•	٠	•	•	٠	•	•		100	100	
	Burger King Corp.	Miami	FL	•	•	•	٠	•	•	•	•	٩		95	85	
	Keurig Green Mountain	Waterbury	VT	•	٠	•	٠	•	•	٠	●	•		95	95	542
	Kroger Co., The	Cincinnati	он	•	•	•	٠	•	•	•	•	٩		95	95	17
	Nestlé USA Inc.	Glendale	CA	٠	٠	•	٠	•	•	•	٠	٩		95	90	
	Bob Evans Farms Inc.	New Albany	он	•	•	•	٠	•		•	•	•		90	90	
	Compass Group USA Inc.	Charlotte	NC	٠	٠	٠	٠	٠		٠	•	٠		90	90	
	Dunkin' Brands Group Inc.	Canton	MA	٠	•	•	٠	•	•		•	٠		90		
	J. M. Smucker Co.	Orrville	ОН	٠	٠	٠	٠	٠	٠	٠	0	٩		90	90	452
	Mars Inc.	Mt. Olive	NJ	٠	•	•	٠	٠	٠		•	٠		90	90	

Appendix C	Ratings by Industry, Descending Score							Crite	rion						Rating	
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	3b	4	5	201 CEI	201 CEI	Fort
a Prohibits Discrimination Based on Sexual Orientation for All	Ocean Spray Cranberries Inc.	Lakeville-Middleboro	MA	٠	•	•	٠	•	•		•	•		90	85	
Operations (15 points)	SYSCO Corp.	Houston	ТХ	٠	•	٠	•	•	•	•	•	٩		90	80	57
b Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)	Caribou Coffee Company Inc.	Minneapolis	MN	٠	•	•	•	•	•		0	٠		85	85	
c Has Contractor/Vendor	Giant Eagle Inc.	Pittsburgh	PA	٠	•	٠	•	•		•	•	٢		85	85	
Non-Discrimination Standards that Include Sexual Orientation	Young's Market Co.	Tustin	CA	٠	•	•	•	•		•	•	٢		85	85	
and Gender Identity (5 points) a Offers Equivalent Spousal and	Brinker International Inc.	Dallas	ТΧ	٠	•	•	•	•	•		•	٩		80	80	731
Partner Medical Benefits (10 points) Parity Across Spousal and	Domino's Pizza Inc.	Ann Arbor	MI	٠	•	•	•	•		•	O	٢		80	85	915
Partner "Soft" Benefits (10 points / half credit for parity across	Wendy's Co., The	Dublin	OH	٠	•		•	•	•		•	٢		80	70	999
some, but not all benefits) C Offers Transgender-Inclusive Health	Yum! Brands Inc.	Louisville	KY	٠	•	•	•	•			•	٠		80	80	218
Insurance Coverage (10 points)	Denny's Corp.	Spartanburg	SC	٠	•	•	•	•			•	٢		75	75	
Firm-wide Organizational Competency Programs (10 points)	McCormick & Company Inc.	Sparks	MD	٠	•	•	•	•			•	٢		75	80	567
B Has Employer-Supported Employee Resource Group OR Firm-Wide	SpartanNash	Grand Rapids	МІ	•	•	•	•	•	•		0	٩		75		351
Diversity Council (10 points) Would Support ERG if Employees	Supervalu Inc.	Eden Prairie	MN	٠	•		•	•	•		•	٩		75	80	160
Express Interest (half credit) Positively Engages the External	US Foods Inc.	Rosemont	IL	٠	•	•	•	•	•		0	٩		75	75	122
LGBTQ Community (15 points / partial credit of 10 points given for	Whole Foods Market Inc.	Austin	ТХ	•	•	•	•	•			•	٢		75	85	181
less than three efforts) Have internal guidelines that prohibit philanthropic	Bloomin' Brands Inc.	Tampa	FL	•	•		•	•		•	O			65	65	557
giving to non-religious organizations with an explicit policy of discrimination	Dr Pepper Snapple Group Inc.	Plano	ТΧ	٠	•	•	•	•				٢		65	55	413
against LGBTQ people (5 points)	Chipotle Mexican Grill Inc.	Denver	CO	•	•		•	•			O	۵		60	70	546
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	Cracker Barrel Old Country Store Inc.	Lebanon	TN	٠		•	•	•			•	٢		60	55	763
not responded to repeated invitations to the CEI survey. These ratings are	Palm Management Corp.	Washington	DC	•		•	•	•		•	O	٩		55	55	
based on publicly available information as well as information submitted to	Sanderson Farms Inc.	Laurel	MS	٠	•	•	•	•						55	55	770
HRC from unofficial LGBTQ employee groups or individual employees.	Gastronomy Inc.	Salt Lake City	UT	٢	٢	•	•	●			0	٩		50	50	
	Winn-Dixie Stores Inc.	Jacksonville	FL	٠			•	•			•			45	45	
	Dean Foods Co.	Dallas	ТΧ	٢	٩		•	•			O			40	40	336
	C&S Wholesale Grocers Inc.	Keene	NH	٢	٩		•							30	20	
	H.E. Butt Grocery Co.	San Antonio	ТΧ	٢			•				•			30	30	
	CHS Inc.	Inver Grove Heights	MN		۲									20	20	84
	Seaboard Corp.	Shawnee Mission	KS	٩	٢									20	20	460
	Core-Mark Holding Company Inc.	South San Francisco	CA	۵										10	0	317
	Dole Food Co. Inc.	Westlake Village	CA				٠							10	10	
	United Natural Foods Inc.	Providence	RI	٩										10	10	335

1a Prohibits Discri on Sexual Orie

2b Parity Across S Partner "Soft" / half credit for some, but not a

3a Firm-wide Orga Competency Pr

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Appendix C

CEI F	Rating	Criteria
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- 1a Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)
- 1b Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- 3a Firm-wide Organizational Competency Programs (10 points)
- **3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4 Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (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						.	Crite	erion				.		Rating	
				15 points	15 points	5 points	10 points	10 points	10 points	10 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000
	Employer	Headquarters Location	State	1a	1b	1c	2a	2 b	2c	3a	3b	4	5	201 CEI	201 CEI	For
	Ingredion Inc.	Westchester	IL													456
	Lansing Trade Group	Overland Park	KS													463
	Publix Super Markets Inc.	Lakeland	FL												10	87
	FOREST AND PAPER PRODUCTS															
	Weyerhaeuser Co.	Federal Way	WA	•	•	•	•	•	•	•	•	٢		95	95	373
	International Paper Co.	Memphis	TN	٩	٩		٠	●			•			45	45	127
	Domtar Corp.	Fort Mill	SC	٩	•									20	20	489
	Veritiv	Atlanta	GA	۲	۵									20		323
	HEALTHCARE															
	Aetna Inc.	Hartford	CT	•	•	٠	٠	•	•	•	٠	٠		100	100	46
	AmerisourceBergen Corp.	Chesterbrook	PA	•	•	•	•	•	•	•	•	•		100	85	12
	AthenaHealth Inc.	Watertown	MA	٠	•	•	٠	•	•	•	•	•		100	95	
	Baxter International Inc.	Deerfield	IL	•	•	٠	•	•	•	•	•	•		100	100	286
	Blue Cross Blue Shield of Minnesota	Eagan	MN	•	•	٠	٠	•	•	•	٠	٠		100	100	
	Blue Shield of California	San Francisco	CA	•	•	٠	•	•	•	•	•	•		100	100	
	Boston Scientific Corp.	Marlborough	MA	•	•	٠	٠	•	•	•	٠	٠		100	100	359
	Cardinal Health Inc.	Dublin	ОН	•	•	•	•	•	•	•	•	•		100	100	21
	Centene Corp.	St. Louis	MO	•	•	٠	٠	•	•	•	٠	٠		100	95	124
	Cerner Corp.	North Kansas City	MO	•	•	٠	•	•	•	•	•	•		100	85	553
	CIGNA Corp.	Bloomfield	CT	٠	•	٠	٠	•	•	•	•	•		100	100	79
	CVS Health Corp.	Woonsocket	RI	•	•	•	•	•	•	•	•	•		100	100	7
	Express Scripts Holding Company	St. Louis	MO	٠	•	•	٠	•	•	•	•	•		100	100	22
	Group Health Cooperative	Seattle	WA	•	•	٠	•	•	•	•	•	•		100	100	
	Henry Schein Inc.	Melville	NY	•	•	٠	٠	•	•	•	٠	٠		100	100	268
	Humana Inc.	Louisville	KY	•	•	٠	•	•	•	•	•	•		100	100	52
	Kaiser Permanente	Oakland	CA	٠	٠	٠	٠	٠	٠	٠	•	٠		100	100	
	Laboratory Corporation of America Holdings	Burlington	NC	٠	•	•	٠	•	•	٠	•	٠		100	20	325
	McKesson Corp.	San Francisco	CA	٠	•	٠	٠	٠	٠	•	•	•		100	100	5
	Quest Diagnostics Inc.	Madison	NJ	٠	•	•	٠	٠	•	٠	•	•		100	100	358
	Washington Permanente Medical Group	Renton	WA	٠	•	٠	٠	٠	٠	•	•	•		100	85	
	Abbott Laboratories	Abbott Park	IL	٠	•	•	٠	•	•	•	•	٢		95	75	138

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Appendix C	Ratings by Industry, Descending Score							Crite	rion						Rating	
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	3b	4	5	CEI 201	201 CEI	Fort
1a Prohibits Discrimination Based on Sexual Orientation for All	AMN Healthcare Services, Inc.	San Diego	CA	٠	•	•	٠	•	•	٠	•	٢		95		
Operations (15 points)	BlueCross BlueShield of Tennessee	Chattanooga	TN	•	•	•	•	•	•	•	•	٢		95		
1b Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)	UnitedHealth Group Inc.	Minnetonka	MN	٠	•	٠	•	•	•	•	•	٢		95	95	6
1c Has Contractor/Vendor	CHG Healthcare Inc.	Midvale	UT	•	•	•	•	•	•		•	٢		85	85	
Non-Discrimination Standards that Include Sexual Orientation	DaVita Inc.	Denver	СО	٠	•	٠	٠	•	•		•	٢		85	75	200
and Gender Identity (5 points) 2a Offers Equivalent Spousal and	Horizon Healthcare Services Inc.	Newark	NJ	٠	•	•	•	•	•		•	٢		85	70	
Partner Medical Benefits (10 points) 2b Parity Across Spousal and	Owens & Minor Inc.	Mechanicsville	VA	•	•	•	•	•		•	•	٩		80	80	291
Partner "Soft" Benefits (10 points / half credit for parity across	Blue Cross Blue Shield of North Carolina	Durham	NC	•	٠	•	•	•	•	•	•	•	٠	75	75	
some, but not all benefits) 2c Offers Transgender-Inclusive Health	Health Net Inc.	Woodland Hills	CA	٩	٢	٠	•	•		•	•	٩		65	65	172
Insurance Coverage (10 points)	Molina Healthcare Inc.	Long Beach	CA	٠	•	•	•	•			•			60	60	201
3a Firm-wide Organizational Competency Programs (10 points)	Patterson Companies (Patterson Dental Supply)	St. Paul	MN	•	•	•	•	•						60	60	559
3b Has Employer-Supported Employee Resource Group OR Firm-Wide	Austin Radiological Assn.	Austin	тх	٩	٩		•	•						40	30	
Diversity Council (10 points) Would Support ERG if Employees	HEALTHCARE MEDICAL FACILITIES															
Express Interest (half credit) 4 Positively Engages the External	Kindred Healthcare Inc.	Louisville	КY	•	•	•	•	•	•	•	•	•		100	20	372
LGBTQ Community (15 points / partial credit of 10 points given for	HCA - Hospital Corporation of America	Nashville	TN	•	٠		•	•	•	•	•	•		90	90	63
less than three efforts) Have internal guidelines that prohibit philanthropic	Tenet Healthcare Corp.	Dallas	тх	٠	•		•	•	•		•	•		80	70	140
giving to non-religious organizations with an explicit policy of discrimination	Pacific Medical Centers	Seattle	WA	٠		٠	٠	•		•	•	٩		60	60	
against LGBTQ people (5 points)	HealthSouth Corp.	Birmingham	AL	٠		•	•	•			•	٢		55	55	693
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	Community Health Systems Inc.	Franklin	ΤN	۵	۲									20	20	125
not responded to repeated invitations to the CEI survey. These ratings are	Genesis HealthCare Corp.	Kennett Square	PA	•										10		457
based on publicly available information as well as information submitted to	Universal Health Services	King of Prussia	PA	٩										10	10	290
HRC from unofficial LGBTQ employee groups or individual employees.	LifePoint Health Inc.	Brentwood	TN											0	0	430
	HIGH-TECH/PHOTO/SCIENCE EQUIP.															
	Advanced Micro Devices Inc.	Sunnyvale	CA	•	•	•	•	•	•	•	•	•		100	100	593
	Becton, Dickinson and Co.	Franklin Lakes	IJ	•	•	•	•	•	•	•	•	•		100	65	278
	Eastman Kodak Co.	Rochester	NY	•	•	•	•	•	•	•	•	•		100	100	
	HERE North America LLC	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	
	Intel Corp.	Santa Clara	CA	٠	•	٠	٠	•	•	•	•	•		100	100	51
	Medtronic PLC	Minneapolis	MN	٠	٠	٠	٠	•	•	٠	•	•		100	100	
	NVIDIA Corp.	Santa Clara	CA	٠	•	٠	•	•	•	•	•	•		100	100	508
	Texas Instruments Inc.	Dallas	тх	٠	٠	•	٠	٠	•	٠	•	٠		100	100	219

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	Appendix C	Ratings by Industry, Descending Score							Crite	erion						Rating	
					15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
CEI Rating Criteria		Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	3b	4	5	2012 CEI	201) CEI	Fort
1a Prohibits Discriminatio on Sexual Orientation f		Pinterest Inc.	San Francisco	CA	•	•	٠	•	•	•	•	•	٢		95		
Operations (15 points))	St. Jude Medical Inc.	St. Paul	MN	•	•	•	•	•	•	•	•	٢		95	95	465
1b Prohibits Discriminatio Gender Identity or Exp	ression for	Applied Materials Inc.	Santa Clara	CA	•	•	•	•	•	•		•	٠		90	85	295
All Operations (15 poin 1c Has Contractor/Vendo	or	ADT	Boca Raton	FL	٩		•	•	•			•	٩		45	45	635
Non-Discrimination Sta Include Sexual Orienta	ation	ITT Corp.	White Plains	NY	٢		•	•	●			•	۹		45	55	847
and Gender Identity (5 2a Offers Equivalent Spor		Micron Technology Inc.	Boise	ID	٢	۲		•	•						40	40	173
Partner Medical Benef 2b Parity Across Spousal		Terex Corp.	Westport	СТ	٩	٩		•	Ð						35	35	396
Partner "Soft" Benefits / half credit for parity a	s (10 points	KLA-Tencor Corp.	Milpitas	CA	٢			•				0			25	25	769
some, but not all bene 2c Offers Transgender-Ind	•••••••	Broadcom Corp.	Irvine	CA	٩	٢									20	20	331
Insurance Coverage (1	0 points)	Graybar Electric Company Inc.	St. Louis	MO	۲	۲									20	20	423
3a Firm-wide Organization Competency Programs		Parker Hannifin Corp.	Cleveland	ОН	•	٩									20	20	224
3b Has Employer-Support Resource Group OR F		SanDisk Corp.	Milpitas	CA	٩	۲									20	20	464
Diversity Council (10 p Would Support ERG if	f Employees	Zimmer Holdings Inc.	Warsaw	IN	•	۵									20		431
Express Interest (half c 4 Positively Engages the		Agco	Duluth	GA	۲										10	10	360
LGBTQ Community (1 partial credit of 10 point		Amphenol Corp.	Wallingford	СТ	٩										10	0	462
less than three efforts guidelines that prohibit	t philanthropic	Dover Corp.	Downers Grove	IL											0	10	377
giving to non-religious with an explicit policy of	of discrimination	Harman International Industries Inc.	Stamford	СТ											0	0	419
against LGBTQ people	e (5 points)	Sanmina-SCI	San Jose	CA											0	0	408
Ratings in Gray / Unc the Fortune 500 comp		HOME FURNISHING															
not responded to repeat to the CEI survey. These	ated invitations	IKEA Holding US Inc.	Conshohocken	PA	•	•	•	•	•	•	•	•	•		100	100	
based on publicly avail as well as information s	able information	Mitchell Gold + Bob Williams	Taylorsville	NC	•	•	•	•	•	•	•	•	•		100	100	
HRC from unofficial LC groups or individual em		Masco Corp.	Taylor	MI											0	10	345
		HOTELS, RESORTS AND CASINOS															
		Borgata Hotel Casino & Spa	Atlantic City	NJ	•	•	•	٠	•	•	•	•	•		100	100	
		Caesars Entertainment Corp.	Las Vegas	NV	•	•	•	•	•	•	•	•	•		100	100	534
		Choice Hotels International Inc.	Rockville	MD	•	•	•	•	•	•	•	•	•		100	100	
		Cosmopolitan of Las Vegas, The	Las Vegas	NV	•	•	•	•	•	•	•	•	٠		100	100	
		Hilton Inc.	McLean	VA	•	•	•	•	•	•	•	•	•		100	100	254
		Hyatt Hotels Corp.	Chicago	IL	•	•	•	•	•	•	٠	•	•		100	100	562
		InterContinental Hotels Group Americas	Atlanta	GA	٠	٠	•	٠	•	٠	•	•	•		100	100	
		Kimpton Hotel & Restaurant Group LLC	San Francisco	CA	•	•	•	•	•	•	٠	•	•		100	100	

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	Appendix C	Ratings by Industry, Descending Score							Crite	rion						Rating	
					15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
	CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	3b	4	5	201 CEI	201 CEI	Fort
а	Prohibits Discrimination Based on Sexual Orientation for All	Marriott International Inc.	Bethesda	MD	•	•	•	٠	•	•	•	•	•		100	100	195
	Operations (15 points)	MGM Resorts International	Las Vegas	NV	•	•	•	•	•	٠	•	•	•		100	100	309
	Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)	Wyndham Worldwide Corp.	Parsippany	NJ	•	•	•	•	•	•	•	•	•		100	100	466
C	Has Contractor/Vendor	Wynn Resorts Ltd.	Las Vegas	NV	•	•	•	•	•	٠	•	•	•		100	100	585
	Non-Discrimination Standards that Include Sexual Orientation	Carlson Inc.	Minnetonka	MN	•	•	•	•	•	•	•	•	٢		95	95	
a	and Gender Identity (5 points) Offers Equivalent Spousal and	Tropicana Las Vegas, The	Las Vegas	NV	٠	٠	•	•	•		•	•	٢		85	85	
	Partner Medical Benefits (10 points) Parity Across Spousal and	Host Hotels & Resorts Inc.	Bethesda	MD	•	•		•	•	•		O	٢		75	10	472
	Partner "Soft" Benefits (10 points / half credit for parity across	SBE	Los Angeles	CA	•	•		•	•		•	0	٢		75	75	
	some, but not all benefits) Offers Transgender-Inclusive Health	Quaintance-Weaver Inc.	Greensboro	NC	•		•	٠	•			•	٢		60	60	
	Insurance Coverage (10 points)	Las Vegas Sands Corp.	Las Vegas	NV	٩										10	10	241
la	Firm-wide Organizational Competency Programs (10 points)	INSURANCE															
	Has Employer-Supported Employee Resource Group OR Firm-Wide	AIG	New York	NY	٠	٠	•	٠	•	٠	٠	•	•		100	100	49
	Diversity Council (10 points) Would Support ERG if Employees	Allianz Life Insurance Co. of North America	Minneapolis	MN	•	•	•	٠	•	٠	•	•	•		100	100	
	Express Interest (half credit) Positively Engages the External	Allstate Insurance Co.	Northbrook	IL	•	•	•	•	•	٠	•	•	•		100	85	81
	LGBTQ Community (15 points / partial credit of 10 points given for	American Family Insurance Group	Madison	WI	•	•	•	٠	•	٠	•	•	•		100	100	332
	less than three efforts) Have internal guidelines that prohibit philanthropic	Anthem Inc.	Indianapolis	IN	•	•	•	•	•	٠	•	•	•		100	100	33
	giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)	АХА	New York	NY	•	•	•	•	•	٠	•	•	•		100	100	
	against LGBTQ people (5 points)	Blue Cross & Blue Shield of Rhode Island	Providence	RI	•	•	•	•	•	•	•	•	•		100	100	
	Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	Blue Cross Blue Shield of Florida Inc.	Jacksonville	FL	•	•	•	•	•	٠	•	•	•		100	100	
	not responded to repeated invitations to the CEI survey. These ratings are	Blue Cross Blue Shield of Massachusetts	Boston	MA	•	•	•	•	•	•	•	•	•		100	100	
	based on publicly available information as well as information submitted to	Cambia Health Solutions Inc.	Portland	OR	•	•	•	•	•	•	•	•	•		100	100	
	HRC from unofficial LGBTQ employee groups or individual employees.	CareFirst Inc.	Baltimore	MD	•	•	•	•	•	•	•	•	•		100	100	
		Chubb Corp.	Philadelphia	PA	•	•	•	•	•	•	•	•	•		100	100	
		CNA Insurance	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	
		CSAA Insurance Group	Walnut Creek	CA	•	•	•	•	•	٠	•	•	•		100	100	
		CUNA Mutual Group	Madison	WI	•	•	•	•	•	•	•	•	•		100	100	701
		Erie Insurance Group	Erie	PA	•	•	•	•	•	٠	•	•	•		100	100	411
		Excellus Health Plan Inc.	Rochester	NY	٠	•	•	٠	•	•	٠	•	•		100	100	
		Genworth Financial Inc.	Richmond	VA	٠	•	•	٠	•	٠	•	•	•		100	100	306
		Guardian Life Insurance Co. of America, The	New York	NY	•	•	•	٠	•	•	•	•	•		100	100	226
		Hanover Insurance Group Inc.	Worcester	MA	٠	٠	•	٠	٠	٠	٠	•	٠		100	90	506

- 1a Prohibits Discrimin on Sexual Orientat Operations (15 poi
- 1b Prohibits Discrimin Gender Identity or All Operations (15
- 1c Has Contractor/Ve Non-Discrimination Include Sexual Ori and Gender Identit
- 2a Offers Equivalent Partner Medical Be
- 2b Parity Across Spou Partner "Soft" Ben / half credit for par some, but not all b
- 2c Offers Transgende Insurance Coverag
- 3a Firm-wide Organiza Competency Progr
- 3b Has Employer-Sup Resource Group C Diversity Council (1 Would Support ER Express Interest (h
- 4 Positively Engages LGBTQ Communit partial credit of 10 less than three eff guidelines that pro giving to non-religio with an explicit poli against LGBTQ pe

Appendix	C Ratings by Industry, Descending Score							Criteri	on		·····				Rating	
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	3b	4	5	201 CEI	201 CEI	For
1a Prohibits Discrimination Based on Sexual Orientation for All	Hartford Financial Services Group Inc., The	Hartford	СТ	٠	•	•	٠	•	•	•	•	•		100	100	152
Operations (15 points)	Harvard Pilgrim Health Care Inc.	Wellesley	MA	•	٠	•	٠	•	•	•	•	•		100	100	
1b Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)	Health Care Service Corp.	Chicago	IL	•	٠	•	٠	•	•	•	•	•		100	100	
1c Has Contractor/Vendor	Highmark Inc.	Pittsburgh	PA	٠	•	•	٠	•	•	•	•	•		100	100	
Non-Discrimination Standards that Include Sexual Orientation	John Hancock Financial Services Inc.	Boston	MA	•	٠	•	٠	•	•	•	•	•		100	100	
and Gender Identity (5 points) 2a Offers Equivalent Spousal and	Liberty Mutual Group	Boston	MA	•	٠	•	٠	•	•	•	•	•		100	95	73
Partner Medical Benefits (10 points) 2b Parity Across Spousal and	Lincoln National Corp.	Radnor	PA	•	٠	•	٠	•	•	•	•	•		100	100	205
Partner "Soft" Benefits (10 points / half credit for parity across	Massachusetts Mutual Life Insurance Co.	Springfield	MA	•	٠	•	٠	•	•	•	•	•		100	100	76
some, but not all benefits) 2c Offers Transgender-Inclusive Health	MetLife Inc.	New York	NY	•	•	•	٠	•	•	•	•	•		100	100	40
Insurance Coverage (10 points)	Nationwide	Columbus	ОН	٠	•	•	٠	•	•	•	•	•		100	100	69
3a Firm-wide Organizational Competency Programs (10 points)	Northwestern Mutual Life Insurance	Milwaukee	WI	•	•	•	٠	•	•	•	•	•		100	100	100
3b Has Employer-Supported Employee Resource Group OR Firm-Wide	Principal Financial Group	Des Moines	IA	٠	•	•	٠	•	•	•	•	•		100	100	236
Diversity Council (10 points) Would Support ERG if Employees	Standard Insurance Co.	Portland	OR	٠	٠	•	٠	•	•	•	•	•		100	100	
4 Positively Engages the External	State Farm Group	Bloomington	IL	٠	•	•	٠	•	•	•	•	•		100	100	35
LGBTQ Community (15 points / partial credit of 10 points given for	Sun Life Financial Inc. (US)	Wellesley Hills	MA	•	•	•	•	•	•	•	•	•		100	100	
less than three efforts) Have internal guidelines that prohibit philanthropic	Transamerica Corp., The	Cedar Rapids	IA	٠	٠	•	٠	•	•	•	•	•		100	90	
giving to non-religious organizations with an explicit policy of discrimination	Travelers Companies Inc., The	New York	NY	•	•	•	•	•	•	•	•	•		100	100	105
against LGBTQ people (5 points)	Tufts Health Plan	Watertown	MA	•	٠	•	٠	•	•	•	•	•		100	100	
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	Unum Group	Chattanooga	TN	•	•	•	٠	•	•	•	•	•		100	80	265
not responded to repeated invitations to the CEI survey. These ratings are	Voya Financial	New York	NY	٠	•	•	٠	•	•	•	•	•		100	100	252
based on publicly available information as well as information submitted to	Wellmark Inc.	Des Moines	IA	•	•	•	٠	•	•	•	•	•		100	100	
HRC from unofficial LGBTQ employee groups or individual employees.	Assurant	New York	NY	٠	•	•	٠	•	•	•		•		95	90	275
	Blue Cross Blue Shield of Michigan	Detroit	MI	٠	•	•	٠	•	•	•	•	٢		95	95	
	Mutual of Omaha Insurance	Omaha	NE	٠	٠	٠	٠	•	•	•	•	٢		95	95	367
	New York Life Insurance Co.	New York	NY	•	•	•	٠	•	•	•	•	٢		95	100	61
	Esurance Inc.	San Francisco	CA	٠	٠	٠	٠	•		•	•	•		90	90	
	Farmers Insurance Exchange	Woodland Hills	CA	٠	•	•	٠	•		•	•	•		90	0	227
	Progressive Corp., The	Mayfield Village	ОН	•	•		•	•	•	•	•	٢		90	90	137
	Aflac Inc.	Columbus	GA	٩	٢	•	٠	•	•	•	•	٢		85	75	135
	Reinsurance Group of America Inc.	Chesterfield	мо	٠	٠	•	٠	•		•	•	٢		85	20	271
	Thrivent Financial	Minneapolis	MN	•	•	•	٠	•	•		•	٥		85	85	318
									1		:					

Appendix C Ratings by Industry. Descending Score

1a	Prohibits Discrimination Based
	on Sexual Orientation for All
	Operations (15 points)

CEI Rating Criteria

- **1b** Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)
- 1c Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)
- 2a Offers Equivalent Spousal and Partner Medical Benefits (10 points)
- 2b Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across some, but not all benefits)
- 2c Offers Transgender-Inclusive Health Insurance Coverage (10 points)
- **3a** Firm-wide Organizational Competency Programs (10 points)
- **3b** Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)
- 4 Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (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.

Parific Life Insurance Case Newport Bach	С	Ratings by Industry, Descending Score						.	Crite	erion				.		Rating	l .	
Pacific Life Insurance Co. Newport Beach CA Image: Control of Conte					15 points	15 points	5 points	10 points	10 points	10 points	10 points	10 points	15 points	-25 points	18 I Rating	17 I Rating	Fortune 1000	
Image: Anomal Schamburg Image: Anoomal Scham Schamburg Image: Anomal Scham		Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	3b	4	5	CE S	CE 50	Ē	
BMC HealthNet Plan Bostorn Bostorn MA I <thi< th=""> <th< th=""><th></th><th>Pacific Life Insurance Co.</th><th>Newport Beach</th><th>CA</th><th>•</th><th>•</th><th>•</th><th>•</th><th>•</th><th></th><th>•</th><th>●</th><th>٩</th><th></th><th>80</th><th>80</th><th>326</th><th></th></th<></thi<>		Pacific Life Insurance Co.	Newport Beach	CA	•	•	•	•	•		•	●	٩		80	80	326	
Selective insurance Group Branchville N A		Zurich North America	Schaumburg	IL	•	•	•	٠	•			•	٩		75	75		
Mencian Financial Croop Cincinnati OH a		BMC HealthNet Plan	Boston	MA	•	•	•	٠	•			•	٩		70	75		
Berkshire Hathaway Inc. Omaha NE J <td< td=""><td></td><td>Selective Insurance Group</td><td>Branchville</td><td>NJ</td><td>٩</td><td>٩</td><td>•</td><td>٠</td><td>•</td><td></td><td></td><td>•</td><td>٩</td><td></td><td>55</td><td>55</td><td>936</td><td></td></td<>		Selective Insurance Group	Branchville	NJ	٩	٩	•	٠	•			•	٩		55	55	936	
W.R. Berklay Greenwich Greenwich <td></td> <td>American Financial Group</td> <td>Cincinnati</td> <td>ОН</td> <td>۵</td> <td>۵</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>20</td> <td>20</td> <td>421</td> <td></td>		American Financial Group	Cincinnati	ОН	۵	۵									20	20	421	
Auto-Owners Insurance Group Lansing MI Image: Second		Berkshire Hathaway Inc.	Omaha	NE	۵	٢									20	20	4	
Old Republic International Chicago IL IL <td></td> <td>W.R. Berkley</td> <td>Greenwich</td> <td>СТ</td> <td>۵</td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td>10</td> <td>20</td> <td>368</td> <td></td>		W.R. Berkley	Greenwich	СТ	۵										10	20	368	
Western & Southern Financial Group Cincinnati OH Image: Cincinnational Componentia Componenti Componenti Componenti Componentia Componentia Componentia Compon		Auto-Owners Insurance Group	Lansing	MI											0	0	398	
INTERNET SERVICES AND RETAILING INTERNET SERVICES AND RETAILING AND RETAI		Old Republic International	Chicago	IL											0	0	442	
Airbnb Inc. San Francisco CA Image: CA		Western & Southern Financial Group	Cincinnati	ОН											0	0	479	
Akamai Technologies Inc. Cambridge MA Amazon.com Sol Mo <		INTERNET SERVICES AND RETAILING																
Amazon.com Inc. Seattle WA Image: Component of the seattle of the		Airbnb Inc.	San Francisco	CA	٠	•	•	٠	•	•	•	•	•		100	100		
Image: Problem in the second secon		Akamai Technologies Inc.	Cambridge	MA	•	•	•	٠	•	•	•	•	•		100	100	919	
Fixedia Inc. Expedia Inc. Bellevue WA Image: Second		Amazon.com Inc.	Seattle	WA	•	•	•	٠	•	•	•	•	•		100	90	18	
Facebook Inc. Menlo Park CA Image: CA		eBay Inc.	San Jose	CA	•	•	•	٠	•	•	•	•	•		100	100	300	
Google Inc. Mountain View CA Image: CA		Expedia Inc.	Bellevue	WA	•	•	•	٠	•	•	•	•	•		100	100	385	
Groupon Inc. Chicago IL	۱	Facebook Inc.	Menlo Park	CA	•	•	•	٠	•	•	•	•	•		100	100	157	
IAC/InterActiveCorp. New York NY • <td< td=""><td></td><td>Google Inc.</td><td>Mountain View</td><td>CA</td><td>•</td><td>•</td><td>•</td><td>٠</td><td>•</td><td>•</td><td>•</td><td>•</td><td>•</td><td></td><td>100</td><td>100</td><td>36</td><td></td></td<>		Google Inc.	Mountain View	CA	•	•	•	٠	•	•	•	•	•		100	100	36	
Indeed Inc. Austin TX Image: Sector Se	f	Groupon Inc.	Chicago	IL	•	•	•	•	•	•	•	•	٠		100	100	688	
Indeed Inc. Number of the state of the s		IAC/InterActiveCorp.	New York	NY	•	•	•	•	•	•	•	•	•		100	80	682	
Linkedin Sunnyvale CA CA <thc< td=""><td>n</td><td>Indeed Inc.</td><td>Austin</td><td>ТΧ</td><td>•</td><td>•</td><td>•</td><td>•</td><td>•</td><td>•</td><td>•</td><td>•</td><td>٠</td><td></td><td>100</td><td></td><td></td><td></td></thc<>	n	Indeed Inc.	Austin	ТΧ	•	•	•	•	•	•	•	•	٠		100			
	e	LinkedIn	Sunnyvale	CA	•	•	•	•	•	•	•	•	•		100	100	733	
Twitter Inc. San Francisco CA • • • • • 100 100		PayPal Holdings Inc.	San Jose	CA	•	•	•	•	•	•	•	•	٠		100	100	307	
		Twitter Inc.	San Francisco	CA	•	•	•	•	•	•	•	•	٠		100	100		
WeddingWire Inc. Chevy Chase MD Image: MD <td></td> <td>WeddingWire Inc.</td> <td>Chevy Chase</td> <td>MD</td> <td>•</td> <td>•</td> <td>•</td> <td>•</td> <td>•</td> <td>•</td> <td>•</td> <td>•</td> <td>•</td> <td></td> <td>100</td> <td>100</td> <td></td> <td></td>		WeddingWire Inc.	Chevy Chase	MD	•	•	•	•	•	•	•	•	•		100	100		
Yelp Inc. San Francisco CA Image: C		Yelp Inc.	San Francisco	CA	•	•	•	•	•	•	•	•	•		100	100		
GODADDY Inc. Scottsdale AZ • • • • • • • • • • • • •		GODADDY Inc.	Scottsdale	AZ	•	•	•	•	•	•		•	٠		90			
priceline.com LLC Norwalk CT • • • • • • • • • • • • • • • • • •		priceline.com LLC	Norwalk	CT	•	•	•	•	•	•	•	●	٩		90	80	308	
TripAdvisor Inc. Needham MA •		TripAdvisor Inc.	Needham	MA	٠	•	•	٠	٠	•		•	٠		90	20		
AOL New York NY • • • • • • • • 85 85		AOL	New York	NY	٠	•	•	٠	٠	•		•	٩		85	85		
Eventbrite Inc.San FranciscoCAImage: CAImage: CA </td <td></td> <td>Eventbrite Inc.</td> <td>San Francisco</td> <td>CA</td> <td>•</td> <td>•</td> <td>•</td> <td>٠</td> <td>٠</td> <td>•</td> <td></td> <td>•</td> <td>٩</td> <td></td> <td>85</td> <td>85</td> <td></td> <td></td>		Eventbrite Inc.	San Francisco	CA	•	•	•	٠	٠	•		•	٩		85	85		

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Appendix C	Ratings by Industry, Descending Score							Crite	rion						Rating	
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	Зb	4	5	201 CEI	201 CEI	Fort
1a Prohibits Discrimination Based on Sexual Orientation for All	Liberty Interactive Corp.	Englewood	CO											0	0	284
Operations (15 points)	LAW FIRMS															
1b Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)	Akerman LLP	Miami	FL	٠	٠	٠	٠	٠	•	٠	•	•		100	100	
1c Has Contractor/Vendor	Akin, Gump, Strauss, Hauer & Feld LLP	Washington	DC	•	•	•	•	•	•	٠	•	•		100	100	
Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)	Alston & Bird LLP	Atlanta	GA	٠	•	•	٠	•	•	٠	•	•		100	100	
2a Offers Equivalent Spousal and	Andrews Kurth Kenyon LLP	Houston	ТХ	•	•	•	•	•	•	•	•	•		100	90	
Partner Medical Benefits (10 points) 2b Parity Across Spousal and	Arent Fox LLP	Washington	DC	•	•	•	•	•	•	•	•	•		100	100	
Partner "Soft" Benefits (10 points / half credit for parity across	Armstrong Teasdale LLP	St. Louis	MO	•	•	•	٠	•	•	٠	•	•		100	100	
some, but not all benefits) 2c Offers Transgender-Inclusive Health	Arnold & Porter Kaye Scholer LLP	Washington	DC	•	•	•	•	•	•	•	•	•		100	100	
Insurance Coverage (10 points)	Baker & McKenzie LLP	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	
3a Firm-wide Organizational Competency Programs (10 points)	Baker, Donelson, Bearman, Caldwell & Berkowitz PC	Memphis	TN	•	•	•	•	•	•	•	•	•		100	100	
3b Has Employer-Supported Employee Resource Group OR Firm-Wide	Ballard Spahr LLP	Philadelphia	PA	•	•	•	•	•	•	•	•	•		100	95	
Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)	Bass, Berry & Sims PLC	Nashville	TN	٠	•	•	٠	•	•	٠	•	•		100		
4 Positively Engages the External	Blank Rome LLP	Philadelphia	PA	•	•	•	•	•	•	•	•	•		100	100	
LGBTQ Community (15 points / partial credit of 10 points given for	Boies Schiller Flexner LLP	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
less than three efforts) Have internal guidelines that prohibit philanthropic	Brown Rudnick LLP	Boston	MA	٠	٠	•	٠	•	•	•	•	•		100	100	
giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)	Bryan Cave LLP	St. Louis	MO	•	•	•	٠	•	•	•	•	•		100	100	
	Buchanan Ingersoll & Rooney PC	Pittsburgh	PA	•	•	•	•	•	•	•	•	•		100	100	
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	Buckley Sandler LLP	Washington	DC	٠	•	•	٠	•	•	•	•	•		100	100	
not responded to repeated invitations to the CEI survey. These ratings are	Cadwalader, Wickersham & Taft LLP	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
based on publicly available information as well as information submitted to	Carlton Fields Jorden Burt	Tampa	FL	•	•	•	•	•	•	•	•	•		100	100	
HRC from unofficial LGBTQ employee groups or individual employees.	Chapman and Cutler LLP	Chicago	IL	•	•	•	•	•	•	•	٠	•		100	100	
	Choate, Hall & Stewart LLP	Boston	MA	٠	٠	•	٠	•	•	•	•	•		100	100	
	Cleary Gottlieb Steen & Hamilton LLP	New York	NY	٠	•	•	٠	•	•	•	•	•		100	100	
	Clifford Chance US LLP	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
	Cooley LLP	Palo Alto	CA	٠	٠	•	•	•	•	•	•	•		100	100	
	Covington & Burling LLP	Washington	DC	٠	٠	•	•	•	•	•	•	•		100	100	
	Cravath, Swaine & Moore LLP	New York	NY	٠	•	•	٠	•	•	•	•	•		100	95	
	Crowell & Moring LLP	Washington	DC	•	•	•	•	•	•	•	•	•		100	100	
	Davis Wright Tremaine LLP	Seattle	WA	٠	٠	•	٠	•	•	٠	•	•		100	100	
	Day Pitney LLP	Parsippany	NJ	•	•	•	٠	•	•	٠	•	•		100	100	
	1															

Appendix C	Ratings by Industry, Descending Score							Crite	rion						Rating	
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	Зb	4	5	2018 CEI	2017 CEI	Fort
1a Prohibits Discrimination Based on Sexual Orientation for All	Debevoise & Plimpton LLP	New York	NY	٠	•	•	٠	•	•	٠	•	٠		100	100	
Operations (15 points)	Dechert LLP	Philadelphia	PA	•	٠	•	•	•	•	•	•	•		100	100	
1b Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)	Dentons US LLP	Washington	DC	٠	٠	•	•	•	•	•	•	•		100	100	
1c Has Contractor/Vendor	Dickinson Wright PLLC	Detroit	MI	•	٠	•	•	•	•	•	•	•		100	85	
Non-Discrimination Standards that Include Sexual Orientation	DLA Piper	Baltimore	MD	•	•	•	٠	•	•	•	•	٠		100	100	
and Gender Identity (5 points) 2a Offers Equivalent Spousal and	Dorsey & Whitney LLP	Minneapolis	MN	٠	٠	٠	•	•	•	•	•	٠		100	100	
Partner Medical Benefits (10 points) 2b Parity Across Spousal and	Duane Morris LLP	Philadelphia	PA	•	٠	•	•	•	•	•	•	•		100	95	
Partner "Soft" Benefits (10 points / half credit for parity across	Dykema Gossett PLLC	Detroit	MI	٠	٠	•	•	•	•	•	•	•		100	100	
some, but not all benefits) 2c Offers Transgender-Inclusive Health	Eversheds Sutherland (US) LLP	Atlanta	GA	٠	٠	•	•	•	•	•	•	•		100	100	
Insurance Coverage (10 points)	Faegre Baker Daniels	Chicago	IL	٠	•	•	•	•	•	•	•	•		100	100	
3a Firm-wide Organizational Competency Programs (10 points)	Fenwick & West LLP	Mountain View	CA	٠	٠	•	٠	•	•	•	٠	•		100	100	
3b Has Employer-Supported Employee Resource Group OR Firm-Wide	Finnegan, Henderson, Farabow, Garrett & Dunner LLP	Washington	DC	•	•	•	•	•	•	•	•	•		100	100	
Diversity Council (10 points) Would Support ERG if Employees	Foley & Lardner LLP	Milwaukee	WI	٠	٠	•	•	•	•	•	•	•		100	100	
Express Interest (half credit) 4 Positively Engages the External	Foley Hoag LLP	Boston	MA	•	•	•	•	•	•	•	•	•		100	100	
LGBTQ Community (15 points / partial credit of 10 points given for	Fredrikson & Byron	Minneapolis	MN	٠	٠	•	•	•	•	•	•	•		100	95	
less than three efforts) Have internal guidelines that prohibit philanthropic	Fried, Frank, Harris, Shriver & Jacobson LLP	New York	NY	٠	٠	٠	•	•	•	•	•	•		100	100	
giving to non-religious organizations with an explicit policy of discrimination	Frost Brown Todd LLC	Cincinnati	ОН	٠	٠	•	•	•	•	•	•	•		100	100	
against LGBTQ people (5 points)	Gibson, Dunn & Crutcher LLP	Los Angeles	CA	•	•	•	•	•	•	•	•	•		100	100	
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	Goodwin Procter LLP	Boston	MA	٠	٠	•	•	•	•	•	•	•		100	100	
not responded to repeated invitations to the CEI survey. These ratings are	Gordon Rees Scully Mansukhani, LLP	San Francisco	CA	•	•	•	•	•	•	•	•	•		100	100	
based on publicly available information as well as information submitted to	Goulston & Storrs	Boston	MA	٠	٠	•	•	•	•	•	•	•		100	100	
HRC from unofficial LGBTQ employee groups or individual employees.	Greenberg Traurig LLP	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
	Hinshaw & Culbertson LLP	Chicago	IL	٠	٠	•	•	•	•	•	•	•		100	100	
	Hogan Lovells US LLP	Washington	DC	•	•	•	•	•	•	•	•	•		100	100	
	Holland & Knight LLP	Brandon	FL	٠	٠	•	•	•	•	•	•	•		100	100	
	Hughes Hubbard & Reed LLP	New York	NY	٠	•	•	٠	•	•	•	•	•		100	100	
	Husch Blackwell LLP	St. Louis	МО	٠	٠	•	•	•	•	•	•	•		100	100	
	Jenner & Block LLP	Chicago	IL	٠	•	٠	٠	•	•	٠	•	•		100	100	
	K&L Gates LLP	Pittsburgh	PA	٠	٠	٠	٠	•	•	٠	•	•		100	100	
	Katten Muchin Rosenman LLP	Chicago	IL	٠	•	٠	٠	•	•	٠	•	٠		100	100	
	Kaye Scholer LLP	New York	NY	٠	٠	٠	٠	•	•	٠	•	٠		100	100	

Appendix C Ratings by Industry, Descending Score

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Appendix C	Ratings by Industry, Descending Score							Crite	rion						Rating	
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	3b	4	5	2018 CEI	2017 CEI	Fort
1a Prohibits Discrimination Based on Sexual Orientation for All	Kelley Drye & Warren LLP	New York	NY	•	•	•	٠	•	•	•	•	•		100	100	
Operations (15 points)	Kilpatrick Townsend & Stockton LLP	Atlanta	GA	٠	•	•	٠	•	•	•	•	•		100	100	
1b Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)	King & Spalding LLP	Atlanta	GA	٠	•	•	•	•	•	•	•	•		100	100	
1c Has Contractor/Vendor	Kirkland & Ellis LLP	Chicago	IL	•	٠	•	٠	•	•	•	•	•		100	100	
Non-Discrimination Standards that Include Sexual Orientation	Kramer Levin Naftalis & Frankel LLP	New York	NY	٠	٠	•	٠	•	•	•	٠	٠		100	100	
and Gender Identity (5 points) 2a Offers Equivalent Spousal and	Kutak Rock LLP	Omaha	NE	٠	•	•	٠	•	•	•	•	•		100	100	
Partner Medical Benefits (10 points) 2b Parity Across Spousal and	Lane Powell PC	Seattle	WA	•	•	•	•	•	•	•	•	•		100	100	
Partner "Soft" Benefits (10 points / half credit for parity across	Latham & Watkins LLP	New York	NY	•	٠	•	٠	•	•	•	•	•		100	100	
some, but not all benefits) 2c Offers Transgender-Inclusive Health	Lindquist & Vennum LLP	Minneapolis	MN	•	•	•	•	•	•	•	•	•		100	100	
Insurance Coverage (10 points)	Littler Mendelson PC	San Francisco	CA	٠	•	•	•	•	•	•	•	•		100	100	
3a Firm-wide Organizational Competency Programs (10 points)	Locke Lord LLP	Dallas	ТΧ	•	•	•	٠	•	•	•	•	•		100	100	
3b Has Employer-Supported Employee Resource Group OR Firm-Wide	Lowenstein Sandler LLP	New York	NY	٠	•	•	٠	•	•	•	•	•		100	100	
Diversity Council (10 points) Would Support ERG if Employees	Manatt, Phelps & Phillips LLP	Los Angeles	CA	•	•	•	•	•	•	•	•	•		100	90	
4 Positively Engages the External	Mayer Brown LLP	Chicago	IL	٠	٠	•	•	•	•	•	•	•		100	100	
LGBTQ Community (15 points / partial credit of 10 points given for	McDermott Will & Emery LLP	Chicago	IL	٠	٠	•	•	•	•	•	•	•		100	100	
less than three efforts) Have internal guidelines that prohibit philanthropic	Michael Best & Friedrich LLP	Milwaukee	WI	٠	٠	•	٠	•	•	•	•	•		100	100	
giving to non-religious organizations with an explicit policy of discrimination	Milbank, Tweed, Hadley & McCloy LLP	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
against LGBTQ people (5 points)	Mintz, Levin, Cohn, Ferris, Glovsky & Popeo PC	Boston	MA	٠	٠	•	٠	•	•	•	•	•		100	100	
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	Moore & Van Allen PLLC	Charlotte	NC	•	•	•	•	•	•	•	•	•		100	100	
not responded to repeated invitations to the CEI survey. These ratings are	Morgan, Lewis & Bockius LLP	Philadelphia	PA	٠	•	•	٠	•	•	•	•	•		100	100	
based on publicly available information as well as information submitted to	Morris, Manning & Martin LLP	Atlanta	GA	•	•	•	٠	•	•	•	•	•		100	80	
HRC from unofficial LGBTQ employee groups or individual employees.	Morrison & Foerster LLP	San Francisco	CA	٠	٠	•	٠	•	•	•	•	•		100	100	
	Munger, Tolles & Olson LLP	Los Angeles	CA	٠	٠	•	•	•	•	•	•	•		100	100	
	Nixon Peabody LLP	Boston	MA	٠	٠	•	•	•	•	•	•	•		100	100	
	Norton Rose Fulbright	Houston	ТΧ	٠	٠	•	•	•	•	•	•	•		100	100	
	Ogletree, Deakins, Nash, Smoak & Stewart	Greenville	SC	٠	٠	•	٠	•	•	•	•	•		100	100	
	O'Melveny & Myers LLP	Los Angeles	CA	٠	•	•	٠	•	•	•	•	•		100	100	
	Orrick, Herrington & Sutcliffe LLP	San Francisco	CA	٠	٠	٠	٠	•	•	٠	•	•		100	100	
	Patterson Belknap Webb & Tyler LLP	New York	NY	•	•	•	٠	•	•	٠	•	•		100	100	
	Paul Hastings LLP	Los Angeles	CA	٠	٠	٠	٠	•	•	٠	•	•		100	100	
	Paul, Weiss, Rifkind, Wharton & Garrison LLP	New York	NY	٠	•	•	٠	•	•	٠	•	•		100	100	

Appendix C Ratings by Industry, Descending Score

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Appendix C	Ratings by Industry, Descending Score							Crite	rion						Rating	
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	Зb	4	5	2012 CEI	2013 CEI	Fort
1a Prohibits Discrimination Based on Sexual Orientation for All	Pepper Hamilton LLP	Philadelphia	PA	•	•	•	٠	•	•	•	•	•		100	100	
Operations (15 points)	Perkins Coie LLP	Seattle	WA	•	•	•	•	•	•	•	•	•		100	100	
1b Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)	Pillsbury Winthrop Shaw Pittman LLP	New York	NY	•	•	•	٠	•	•	•	•	•		100	100	
1c Has Contractor/Vendor	Quarles & Brady LLP	Milwaukee	WI	٠	٠	•	•	•	•	•	•	•		100	100	
Non-Discrimination Standards that Include Sexual Orientation	Quinn Emanuel Urquhart & Sullivan LLP	London	CA	٠	•	٠	٠	•	•	•	•	•		100	100	
and Gender Identity (5 points) 2a Offers Equivalent Spousal and	Reed Smith LLP	Pittsburgh	PA	٠	•	•	•	•	•	•	•	•		100	100	
Partner Medical Benefits (10 points) 2b Parity Across Spousal and	Robins Kaplan LLP	Minneapolis	MN	٠	٠	•	•	•	•	•	•	•		100	100	
Partner "Soft" Benefits (10 points / half credit for parity across	Ropes & Gray LLP	Boston	MA	•	٠	•	•	•	•	•	•	•		100	100	
some, but not all benefits) 2c Offers Transgender-Inclusive Health	Saul Ewing Arnstein & Lehr LLP	Philadelphia	PA	•	•	•	•	•	•	•	•	•		100	95	
Insurance Coverage (10 points)	Schiff Hardin LLP	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	
3a Firm-wide Organizational Competency Programs (10 points)	Sedgwick LLP	San Francisco	CA	•	٠	•	•	•	•	•	•	•		100	100	
3b Has Employer-Supported Employee Resource Group OR Firm-Wide	Seyfarth Shaw LLP	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	
Diversity Council (10 points) Would Support ERG if Employees	Shearman & Sterling LLP	New York	NY	٠	٠	٠	٠	•	•	•	•	٠		100	100	
4 Positively Engages the External	Sheppard, Mullin, Richter & Hampton LLP	Los Angeles	CA	•	•	•	•	•	•	•	•	•		100	100	
LGBTQ Community (15 points / partial credit of 10 points given for	Shook, Hardy & Bacon LLP	Kansas City	МО	٠	٠	•	•	•	•	•	•	•		100	100	
less than three efforts) Have internal guidelines that prohibit philanthropic	Sidley Austin LLP	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	
giving to non-religious organizations with an explicit policy of discrimination	Simpson Thacher & Bartlett LLP	New York	NY	٠	٠	•	•	•	•	•	•	•		100	100	
against LGBTQ people (5 points)	Skadden, Arps, Slate, Meagher & Flom LLP	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	Snell & Wilmer	Phoenix	AZ	٠	٠	•	•	•	•	•	•	•		100	100	
not responded to repeated invitations to the CEI survey. These ratings are	Squire Patton Boggs	Cleveland	ОН	•	•	•	•	•	•	•	•	•		100	100	
based on publicly available information as well as information submitted to	Steptoe & Johnson LLP	Washington	DC	٠	٠	•	•	•	•	•	•	•		100	85	
HRC from unofficial LGBTQ employee groups or individual employees.	Stinson Leonard Street LLP	Kansas City	МО	•	•	•	•	•	•	•	•	•		100	90	
	Stoel Rives LLP	Portland	OR	•	٠	•	•	•	•	•	•	•		100	100	
	Thompson Coburn LLP	St. Louis	МО	•	•	•	•	•	•	•	•	•		100	100	
	Thompson Hine LLP	Cleveland	ОН	٠	٠	•	•	•	•	•	•	•		100	100	
	Troutman Sanders LLP	Atlanta	GA	٠	٠	•	•	•	•	•	•	•		100	100	
	Vinson & Elkins LLP	Houston	ТΧ	٠	٠	٠	٠	•	•	•	•	•		100	100	
	Vorys, Sater, Seymour and Pease LLP	Columbus	ОН	•	٠	•	٠	•	•	•	•	•		100	85	
	Wachtell, Lipton, Rosen & Katz	New York	NY	٠	٠	٠	٠	•	•	•	•	•		100	100	
	Weil, Gotshal & Manges LLP	New York	NY	•	•	٠	٠	•	•	•	•	•		100	100	
	White & Case LLP	New York	NY	•	٠	٠	•	•	•	•	•	•		100	100	

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Appendix C	Ratings by Industry, Descending Score							Crite	rion						Rating	
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	7 Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	3b	4	5	CEI 201	2017 CEI R	Fort
1a Prohibits Discrimination Based on Sexual Orientation for All	Wiley Rein LLP	Washington	DC	•	•	•	٠	•	•	•	•	•		100	100	
Operations (15 points)	Williams Mullen PC	Richmond	VA	٠	•	•	•	•	•	•	•	•		100	95	
1b Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)	Wilmer Cutler Pickering Hale & Dorr LLP	Washington	DC	•	•	٠	٠	•	•	•	•	•		100	100	
1c Has Contractor/Vendor	Winston & Strawn LLP	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	
Non-Discrimination Standards that Include Sexual Orientation	Womble Carlyle Sandridge & Rice LLP	Winston-Salem	NC	•	•	•	•	•	•	•	•	•		100	100	
and Gender Identity (5 points) 2a Offers Equivalent Spousal and	Baker & Hostetler LLP	Cleveland	он	٠	•	•	•	•	•	•	•	٢		95	95	
Partner Medical Benefits (10 points) 2b Parity Across Spousal and	Baker Botts LLP	Houston	ТΧ	•	•	•	•	•	•	•	•	٢		95	85	
Partner "Soft" Benefits (10 points / half credit for parity across	Davis Polk & Wardwell LLP	New York	NY	٠	•	•	•	•	•	•	•	٢		95	95	
some, but not all benefits) 2c Offers Transgender-Inclusive Health	Drinker Biddle & Reath LLP	Philadelphia	PA	•	•	•	•	•	•	•	•	٢		95	95	
Insurance Coverage (10 points)	Fish & Richardson PC	Boston	MA	٠	•	•	•	•	•	•	٠	٢		95	90	
3a Firm-wide Organizational Competency Programs (10 points)	Haynes and Boone LLP	Dallas	тх	•	•	•	•	•	•	•	•	٢		95	95	
3b Has Employer-Supported Employee Resource Group OR Firm-Wide	Hunton & Williams LLP	Washington	DC	٠	•	•	•	•	•	•	٠	٢		95	95	
Diversity Council (10 points) Would Support ERG if Employees	LeClairRyan	Richmond	VA	•	•		•	•	•	•	•	•		95	80	
4 Positively Engages the External	Schulte, Roth & Zabel LLP	New York	NY	•	•	•	•	•	•	•	•	٢		95	95	
LGBTQ Community (15 points / partial credit of 10 points given for	Willkie Farr & Gallagher LLP	New York	NY	•	•	•	•	•	•	•	•	٢		95	95	
less than three efforts) Have internal guidelines that prohibit philanthropic	Dickstein Shapiro LLP	Washington	DC	٠	•		•	•	•	•	٠	٢		90	90	
giving to non-religious organizations with an explicit policy of discrimination	Epstein Becker & Green PC	New York	NY	•	•	•	•	•		•	•	•		90	90	
against LGBTQ people (5 points)	Galloway, Johnson, Tompkins, Burr & Smith PLC	New Orleans	LA	٠	٠	٠	•	•		•	•	•		90	90	
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	Herrick Feinstein LLP	New York	NY	•	•	•	•	•	•	•	•	٩		90	90	
not responded to repeated invitations to the CEI survey. These ratings are	Loeb & Loeb LLP	Los Angeles	CA	•	•	•	•	•		•	•	•		90	50	
based on publicly available information as well as information submitted to	Proskauer Rose LLP	New York	NY	•	•	•	•	•		•	•	•		90	85	
HRC from unofficial LGBTQ employee groups or individual employees.	Barnes & Thornburg LLP	Indianapolis	IN	٠	•	•		•	•	•	•	٢		85	90	
	Bracewell LLP	Houston	ТΧ	•	•	•	•	•		•	•	٢		85	85	
	Chadbourne & Parke LLP	New York	NY	٠	•	•	•	•		•	٠	•		85	85	
	Fox Rothschild LLP	Philadelphia	PA	•	•	•	•	•		•	•	٢		85		
	Ice Miller LLP	Indianapolis	IN	٠	•	•	•	•		•	٠	٢		85		
	McCarter & English LLP	Newark	NJ	٠	•	•	٠	•		•	•	٩		85	85	
	McGuireWoods LLP	Richmond	VA	٠	•	٠	٠	•		•	•	٢		85	85	
	Nelson Mullins Riley & Scarborough LLP	Columbia	SC	•	•	•	٠	•		•	•	٢		85	85	
	Patton Boggs LLP	Washington	DC	٠	•	٠	٠	•		•	•	٩		80	85	
	Polsinelli	Kansas City	МО	•	•	•	٠	•		•	•	٢		85	85	
															•	

Appendix C	Ratings by Industry, Descending Score							Crite	rion						Rating	
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	3b	4	5	201 CEI	201 CEI	For
1a Prohibits Discrimination Based on Sexual Orientation for All	Sullivan & Cromwell LLP	New York	NY	•	٠	•	٠	•		٠	•	٢		85	85	
Operations (15 points)	Wilson Sonsini Goodrich & Rosati PC	Palo Alto	CA	٠	•	•	•	•		•	•	٢		85	85	
1b Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)	Kenyon & Kenyon	New York	NY	٠	•		•	•		•	•	٢		80	80	
1c Has Contractor/Vendor	Howard & Howard Attorneys PLLC	Royal Oak	MI	٠	•	٠	•	•	•		0	٩		75	20	
Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)	Jackson Walker LLP	Dallas	ТХ	٠		•	•	•		•	•	٢		70	70	
2a Offers Equivalent Spousal and	Holland & Hart LLP	Denver	СО	٥	٢	٠	•	●			•	٩		55	55	
Partner Medical Benefits (10 points) 2b Parity Across Spousal and	Reinhart Boerner Van Deuren s.c.	Milwaukee	WI	٠		•	•	•		•		٩		55		
Partner "Soft" Benefits (10 points / half credit for parity across	MAIL AND FREIGHT DELIVERY															
some, but not all benefits) 2c Offers Transgender-Inclusive Health	FedEx Corp.	Memphis	TN	٠	•	•	•	•	٠	•	•	٠		100	85	58
Insurance Coverage (10 points) 3a Firm-wide Organizational	United Parcel Service Inc.	Atlanta	GA	٠	•	٠	•	•	٠	•	•	•		100	100	48
Competency Programs (10 points)	Union Pacific Corp.	Omaha	NE	٠	•	•	•	•	٠	•	•	٢		95	85	129
3b Has Employer-Supported Employee Resource Group OR Firm-Wide	Burlington Northern Santa Fe Corp.	Fort Worth	ТХ	٩	٩	٠						٩		30	20	
Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)	J. B. Hunt Transport Services Inc.	Lowell	AR	•	٥									20	20	416
4 Positively Engages the External	YRC Worldwide Inc.	Overland Park	KS	٥		•						٩		20	20	521
LGBTQ Community (15 points / partial credit of 10 points given for	MANUFACTURING															
less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations	3M Co.	St. Paul	MN	٠	•	•	•	•	٠	•	•	•		100	100	93
with an explicit policy of discrimination against LGBTQ people (5 points)	Arconic	New York	NY	٠	•	٠	•	•	٠	•	•	•		100	100	
	Ball Corp.	Broomfield	CO	٠	•	•	•	•	٠	•	•	•		100	100	341
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	Corning Inc.	Corning	NY	٠	•	•	•	•	٠	•	•	•		100	100	313
not responded to repeated invitations to the CEI survey. These ratings are	Cummins Inc.	Columbus	IN	٠	•	•	•	•	٠	•	•	•		100	100	148
based on publicly available information as well as information submitted to	Danaher Corp.	Washington	DC	٠	•	•	•	•	٠	•	•	•		100	100	133
HRC from unofficial LGBTQ employee groups or individual employees.	Eastman Chemical Co.	Kingsport	TN	٠	•	•	•	•	٠	•	•	•		100	95	296
	Eaton Corp.	Cleveland	ОН	٠	•	•	•	•	٠	•	•	•		100	100	
	Emerson Electric Co.	St. Louis	MO	٠	•	•	•	•	٠	•	•	•		100	90	128
	Fortive Corp.	Everett	WA	٠	•	•	•	•	٠	•	•	•		100		
	General Electric Co.	Boston	MA	٠	•	•	•	•	•	•	•	•		100	100	11
	Herman Miller Inc.	Zeeland	MI	٠	•	•	•	•	٠	•	•	٠		100	100	932
	Ingersoll-Rand Company	Davidson	NC	٠	•	•	٠	•	٠	•	•	•		100	100	
	Nestlé Purina PetCare Co.	St. Louis	MO	٠	٠	•	٠	•	٠	•	•	•		100	100	
	Owens Corning	Toledo	ОН	٠	•	•	٠	•	٠	٠	•	•		100	100	480
	Rockwell Automation Inc.	Milwaukee	WI	•	•	•	•	•	•	٠	•	•		100	100	412

Appendix C	Ratings by Industry, Descending Score							Crite	rion						Rating	
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	3b	4	5	CE 30	201 CEI	For
1a Prohibits Discrimination Based on Sexual Orientation for All	Siemens	Malvern	PA	٠	•	•	٠	•	•	•	٠	•		100	90	
Operations (15 points)	Steelcase Inc.	Grand Rapids	МІ	٠	٠	•	•	•	•	•	•	•		100	100	716
1b Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)	Stryker Corp.	Kalamazoo	МІ	•	٠	•	٠	•	•	•	•	•		100	100	287
1c Has Contractor/Vendor	TE Connectivity Inc.	Berwyn	PA	•	•	•	٠	•	•	•	•	•		100	100	
Non-Discrimination Standards that Include Sexual Orientation	United Technologies Corp.	Farmington	СТ	٠	•	•	٠	•	•	•	٠	•		100	100	45
and Gender Identity (5 points) 2a Offers Equivalent Spousal and	Caterpillar Inc.	Peoria	IL	٠	٠	•	٠	•		•	•	٠		90	90	59
Partner Medical Benefits (10 points) 2b Parity Across Spousal and	Deere & Co.	Moline	IL	•	٠	•	•	•	•		•	٠		90	85	97
Partner "Soft" Benefits (10 points / half credit for parity across	Kohler Co.	Kohler	WI	٠	٠	•	٠	•	•	•	•	٢		90	10	
some, but not all benefits) 2c Offers Transgender-Inclusive Health	Kraft Heinz Co., The	Chicago	IL	٠	٠	•	٠	•	•		•	٠		90	80	153
Insurance Coverage (10 points)	R.R. Donnelley & Sons Co.	Chicago	IL	٠	٠	•	•	•		•	•	•		90	90	255
3a Firm-wide Organizational Competency Programs (10 points)	Saint-Gobain Corp.	Malvern	PA	٠	٠	•	٠	•	•		•	٠		90		
3b Has Employer-Supported Employee Resource Group OR Firm-Wide	Bama Companies Inc., The	Tulsa	ОК	٢	٢	•	٠	•	•	•	•	٢		85	85	
Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)	Johnson Controls Inc.	Milwaukee	WI	٠	٠	٠	٠	•	•		•	٢		85	75	70
4 Positively Engages the External	Stanley Black & Decker Inc.	New Britain	СТ	٠	٠	٠	٠	•	•		•	٢		85	45	256
LGBTQ Community (15 points / partial credit of 10 points given for	Komatsu Mining Corp.	Milwaukee	WI	٠	٠	•	٠	•	•		•	٩		80	10	690
less than three efforts) Have internal guidelines that prohibit philanthropic	Sonoco Products Company	Hartsville	SC	٠	٠	•	٠	•			•	٠		80	80	514
giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)	Freescale Semiconductor Inc.	Austin	ТΧ	•	٠	•	•	•			•	٢		75	75	
against Labra people (3 points)	Archer Daniels Midland Co.	Chicago	IL	•	•		٠	•			•	٢		70	65	41
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	WestRock	Norcross	GA	•	٠	•	•	•			●	٢		70	70	251
not responded to repeated invitations to the CEI survey. These ratings are	USG Corp.	Chicago	IL	٠	٠	•	٠	•			●	٩		65	65	616
based on publicly available information as well as information submitted to	Xylem Inc.	Rye Brook	NY	•	٠	•	•	•			●	٩		65	65	622
HRC from unofficial LGBTQ employee groups or individual employees.	Illinois Tool Works Inc.	Glenview	IL	٠	٠	•	٠	●			●	٩		60	65	211
	RB	Parsippany	NJ	•		•	•	•			●	٢		50	50	
	Baldor Electric Co.	Fort Smith	AR	٢	٢	•		●				٩		35	25	
	Mohawk Industries Inc.	Calhoun	GA	٢	٢		•	•						35	35	338
	Jabil Circuit Inc.	St. Petersburg	FL	•	•									20	10	158
	Oshkosh Corp.	Oshkosh	WI	•	•									20	20	424
	Owens-Illinois Inc.	Perrysburg	ОН	•	•									20	20	418
	Crown Holdings	Philadelphia	PA											0	0	321

Appendix C Patings by Industry Descending Score

Appendix C Ratings by Industry, Descending Score Criterion Rating -25 points 15 points 15 points 10 points 10 points 10 points 10 points 10 points 15 points 5 points Fortune 1000 2018 CEI Rating 2017 CEI Rating 5 **CEI Rating Criteria** 4 Employer **Headquarters Location** State 1a 1b 1c 2a 2b 2c 3a Зb 1a Prohibits Discrimination Based MINING AND METALS on Sexual Orientation for All Operations (15 points) Pittsburgh Alcoa Corp. PA 100 100 126 1b Prohibits Discrimination Based on Newmont Mining Corporation со 100 349 Gender Identity or Expression for Greenwood Village 100 All Operations (15 points) Mosaic Co. Plymouth MN 85 85 316 ſ 1c Has Contractor/Vendor Non-Discrimination Standards that Steel Dynamics Inc. Fort Wayne IN 65 20 356 Include Sexual Orientation and Gender Identity (5 points) Anadarko Petroleum ТΧ a 40 ۵ 2a Offers Equivalent Spousal and Partner Medical Benefits (10 points) Oklahoma City OK ۵. 0 . 40 **2b** Parity Across Spousal and Partner "Soft" Benefits (10 points AK Steel Holding Corp. West Chester 0 20 (III) / half credit for parity across some, but not all benefits) Apache Corp. ТΧ ٩ ٩ 20 2c Offers Transgender-Inclusive Health Insurance Coverage (10 points) ΤХ **Commercial Metals** 20 Irving ۵ 3a Firm-wide Organizational Houston ТΧ ۵. 0 10 Competency Programs (10 points) 3b Has Employer-Supported Employee Nucor Corp. ۵ 10 Resource Group OR Firm-Wide Diversity Council (10 points) Occidental Petroleum CA 20 Would Support ERG if Employees Los Angeles ۲ Express Interest (half credit) Reliance Steel & Aluminum Co. Los Angeles ٩ 10 Positively Engages the External LGBTQ Community (15 points / Pittsburgh PA 10 ۵ partial credit of 10 points given for less than three efforts) Have internal Freeport-McMoRan Copper & Gold Inc. ΑZ guidelines that prohibit philanthropic 0 giving to non-religious organizations with an explicit policy of discrimination Icahn Enterprises LP New York NY 10 against LGBTQ people (5 points) МО 10 Peabody Energy Corp. St. Louis Ratings in Gray / Unofficial ratings of MISCELLANEOUS the Fortune 500 companies that have not responded to repeated invitations E. I. du Pont de Nemours and Co. (DuPont) DE 100 100 101 Wilmington to the CEI survey. These ratings are based on publicly available information 100 285 W.W. Grainger Inc. Lake Forest IL 100 as well as information submitted to HRC from unofficial LGBTQ employee Snagajob.com Inc. Glen Allen VA ٩ 85 groups or individual employees. Oakdale MN 60 Imation Corp. ſ 60 æ Pittsburgh 357 WESCO International Inc. PA 60 55 Anixter International Inc. Glenview ٩ ۵ 20 Packaging Corporation of America Lake Forest 0 0 ۵ NJ Sealed Air Corp. Elmwood Park ۵. 0 20 Airgas Inc. PA 0 a Genuine Parts Co. Atlanta 0 OIL AND GAS Air Products & Chemicals Inc. Allentown PA ۲ 100 100 288

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Appendix C	Ratings by Industry, Descending Score							Crite	rion						Rating	
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	3b	4	5	201 CEI	201 CEI	For
1a Prohibits Discrimination Based on Sexual Orientation for All	BP America Inc.	Houston	ТΧ	•	•	•	•	٠	•	٠	•	•		100	85	
Operations (15 points)	Chevron Corp.	San Ramon	CA	•	•	•	•	•	•	•	•	•		100	100	14
1b Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)	ConocoPhillips	Houston	ТΧ	•	•	٠	•	•	٠	٠	٠	•		100	80	90
1c Has Contractor/Vendor	Shell Oil Co.	Houston	ТΧ	•	•	•	•	•	•	•	•	٠		100	100	
Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)	Exxon Mobil Corp.	Irving	ТΧ	•	•	•	•	•	•	٠	•	٢		95	85	2
2a Offers Equivalent Spousal and	ONEOK Inc.	Tulsa	ОК	•	•	•	•	•	•	•	•	٢		95	85	348
Partner Medical Benefits (10 points) 2b Parity Across Spousal and	Marathon Oil Corp.	Houston	тх	•	•	•	•	•		•	•	٢		85	85	438
Partner "Soft" Benefits (10 points / half credit for parity across	Marathon Petroleum Corp.	Findlay	ОН	•	•	•	•	•		•	•	٢		85	75	42
some, but not all benefits) 2c Offers Transgender-Inclusive Health	Phillips 66	Houston	ТΧ	•	•	•	٠	•		•	•	٢		85	75	30
Insurance Coverage (10 points)	Spectra Energy Corp.	Houston	ТΧ	•	•	•	•	•		•	•	٢		85	85	493
3a Firm-wide Organizational Competency Programs (10 points)	Chesapeake Energy Corp.	Oklahoma City	ОК	•	•	•	٠	•	•		•	٩		80	65	223
3b Has Employer-Supported Employee Resource Group OR Firm-Wide Diversity Council (10 points)	Williams Companies Inc.	Tulsa	ОК	•	•	•	•	•			•	•		80	80	364
Would Support ERG if Employees Express Interest (half credit)	Columbia Pipeline Group	Houston	ТΧ	•	•	•	•	٠			•	٩		70	70	
4 Positively Engages the External	ONE Gas Inc.	Tulsa	ОК	•	•	•	•	•			0	٢		70	70	
LGBTQ Community (15 points / partial credit of 10 points given for	Hess Corp.	New York	NY	•	•	•	٠	•				٢		65	65	394
less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations	Tesoro Corp.	San Antonio	ТХ	٢	۲		٠	•						40	40	98
with an explicit policy of discrimination against LGBTQ people (5 points)	FMC Technologies Inc.	Houston	ТХ	•			•	•						30	30	410
	Delek US Holdings	Brentwood	TN	٢	۲									20	0	445
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	HollyFrontier Corp.	Dallas	ТΧ	٢	٢									20	20	214
not responded to repeated invitations to the CEI survey. These ratings are	Kinder Morgan Inc.	Houston	ТΧ	۲	۲									20	20	198
based on publicly available information as well as information submitted to	NGL Energy Partners	Tulsa	ОК	٢	٢									20	20	167
HRC from unofficial LGBTQ employee groups or individual employees.	Valero Energy Corp.	San Antonio	ТХ	۲	۲									20	20	32
	World Fuel Services	Miami	FL	٢	٩									20	20	92
	Baker Hughes Inc.	Houston	ТХ	۲										10	20	178
	CST Brands	San Antonio	ТХ	٢										10	10	299
	Halliburton Co.	Houston	ТΧ	۵										10	10	117
	National Oilwell Varco Inc.	Houston	ТХ	٥										10	10	192
	Enterprise Products Partners LP	Houston	ТΧ											0	0	104
	Murphy USA	El Dorado	AR											0	0	258
	PBF Energy	Parsippany	NJ											0	0	217
	Plains GP Holdings	Houston	ТΧ											0	0	121

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Appendix C	Ratings by Industry, Descending Score							Crite	erion						Rating	
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	3b	4	5	201 CEI	201 CEI	For
1a Prohibits Discrimination Based on Sexual Orientation for All	Western Refining Inc.	El Paso	ТХ											0	10	289
Operations (15 points)	PHARMACEUTICALS															
1b Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)	AbbVie Inc.	North Chicago	IL	٠	٠	٠	٠	•	٠	٠	•	•		100	100	123
1c Has Contractor/Vendor	Amgen Inc.	Thousand Oaks	CA	•	•	•	•	•	•	•	•	•		100	100	130
Non-Discrimination Standards that Include Sexual Orientation	Astellas Pharma US Inc.	Northbrook	IL	٠	•	•	٠	•	•	•	٠	•		100	100	
and Gender Identity (5 points) 2a Offers Equivalent Spousal and	Bayer U.S. LLC	Whippany	IJ	٠	•	•	•	•	•	•	•	•		100	90	
Partner Medical Benefits (10 points) 2b Parity Across Spousal and	Biogen	Cambridge	MA	•	•	•	•	•	•	•	•	•		100	100	263
Partner "Soft" Benefits (10 points / half credit for parity across	Boehringer Ingelheim USA Corp.	Ridgefield	СТ	٠	•	•	٠	•	•	•	٠	•		100	100	
some, but not all benefits) 2c Offers Transgender-Inclusive Health	Bristol-Myers Squibb Co.	New York	NY	٠	•	•	•	•	•	•	•	•		100	100	168
Insurance Coverage (10 points)	Eli Lilly & Co.	Indianapolis	IN	•	•	•	•	•	•	•	•	•		100	100	141
3a Firm-wide Organizational Competency Programs (10 points)	Gilead Sciences Inc.	Foster City	CA	٠	•	•	•	•	•	•	•	•		100	85	86
3b Has Employer-Supported Employee Resource Group OR Firm-Wide	GlaxoSmithKline LLC	Research Triangle Park	NC	٠	•	•	•	•	•	•	•	•		100	100	
Diversity Council (10 points) Would Support ERG if Employees	Johnson & Johnson	New Brunswick	IJ	٠	•	•	٠	•	•	•	٠	•		100	100	39
Express Interest (half credit) 4 Positively Engages the External	Mallinckrodt LLC	Hazelwood	MO	•	•	•	•	•	•	•	•	•		100	100	
LGBTQ Community (15 points / partial credit of 10 points given for	Merck & Co. Inc.	Kenilworth	NJ	٠	•	•	•	•	•	•	•	•		100	100	72
less than three efforts) Have internal guidelines that prohibit philanthropic	Novartis Pharmaceuticals Corp.	East Hanover	NJ	٠	•	•	•	•	•	•	•	•		100	100	
giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)	Pfizer Inc.	New York	NY	٠	•	•	•	•	•	•	•	•		100	100	55
against LGBTQ people (3 points)	Sanofi	Bridgewater	NJ	•	•	•	•	•	•	•	•	•		100	100	
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	Takeda Pharmaceuticals USA Inc.	Deerfield	IL	٠	•	•	•	•	•	•	•	•		100	100	
not responded to repeated invitations to the CEI survey. These ratings are	Teva Pharmaceutical USA Inc.	North Wales	PA	٠	•	•	•	•	•	•	•	•		100	85	
based on publicly available information as well as information submitted to	AstraZeneca PLC	Wilmington	DE	٠	•	•	•	•	•		•	•		90	90	
HRC from unofficial LGBTQ employee groups or individual employees.	Novo Nordisk Inc.	Plainsboro	IJ	٠	•	•	٠	•		•	٠	•		90	90	
	Celgene Corp.	Summit	NJ	٠	•	٠	•	•			•	۵		75	75	305
	PUBLISHING AND PRINTING															
	Gannett Co. Inc.	Mclean	VA	•	•	•	٠	•	•	٠	•	•		100	95	
	UBM plc	New York	NY	٠	•	•	•	•	•	•	•	•		100	45	
	Houghton Mifflin Harcourt Co.	Boston	MA	٠	•	•	•	•	•	•	0	٠		95	80	
	McGraw-Hill Global Education Holdings LLC	New York	NY	٠	•	•	٠	٠	•		•	•		90	90	
	New York Times Co.	New York	NY	٠	•	٠	٠	٠		٠	•	٢		85	85	
	Scholastic Corp.	New York	NY	٠	•	•	٠	٠			•	•		80	75	
	Hachette Book Group	New York	NY	٠	•	•	٠	•			0	۵		65	70	

Appendix C	Ratings by Industry, Descending Score							Crite	rion						Rating	
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	3b	4	5	201 CEI	201 CEI	Fort
1a Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)	Graham Holdings News Corp.	Arlington New York	VA NY			•	•	•						25 0	25 0	737 327
1b Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)	REAL ESTATE, COMMERCIAL	NOW TOTA													0	
1c Has Contractor/Vendor Non-Discrimination Standards that Include Sexual Orientation	CBRE Inc.	Los Angeles Chicago	CA	•	•	•	•	•	•	•	•	•		100 100	100 100	259 436
and Gender Identity (5 points) 2a Offers Equivalent Spousal and	Lendlease Americas Inc.	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
Partner Medical Benefits (10 points) 2b Parity Across Spousal and	REAL ESTATE, RESIDENTIAL															
Partner "Soft" Benefits (10 points / half credit for parity across	Redfin Corp.	Seattle	WA	•	•	•	•	•	•	•	•	٢		95	85	
some, but not all benefits) 2c Offers Transgender-Inclusive Health	Realogy Holdings Corp.	Madison	NJ	•	•	•	•	•		•	•	٩		85	85	449
Insurance Coverage (10 points)	Simon Property Group Inc.	Indianapolis	IN	э										10	10	488
3a Firm-wide Organizational Competency Programs (10 points)	RETAIL AND CONSUMER PRODUCTS															
3b Has Employer-Supported Employee Resource Group OR Firm-Wide	Abercrombie & Fitch Co.	New Albany	ОН	٠	٠	•	•	•	•	•	•	٠		100	100	644
Diversity Council (10 points) Would Support ERG if Employees Express Interest (half credit)	American Eagle Outfitters Inc.	Pittsburgh	PA	•	•	•	•	•	•	٠	•	•		100	100	643
4 Positively Engages the External	Ascena Retail Group Inc.	Mahwah	NJ	٠	•	•	•	•	•	•	•	•		100		523
LGBTQ Community (15 points / partial credit of 10 points given for	Avon Products Inc.	New York	NY	٠	•	•	•	•	•	•	•	•		100	100	370
less than three efforts) Have internal guidelines that prohibit philanthropic	B J's Wholesale Club	Westborough	MA	٠	•	•	•	•	•	•	•	•		100	100	
giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)	Barnes & Noble Inc.	New York	NY	•	•	•	•	•	•	•	•	•		100	100	427
	Best Buy Co. Inc.	Richfield	MN	٠	•	•	•	•	•	•	•	•		100	100	71
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	Caleres	St. Louis	МО	٠	•	•	٠	•	•	٠	•	•		100	100	824
not responded to repeated invitations to the CEI survey. These ratings are	CarMax Inc.	Richmond	VA	٠	•	•	•	•	•	•	•	٠		100	95	191
based on publicly available information as well as information submitted to	Clorox Co., The	Oakland	CA	٠	•	•	•	•	•	•	•	•		100	100	455
HRC from unofficial LGBTQ employee groups or individual employees.	Coach Inc.	New York	NY	٠	•	•	•	•	•	•	•	•		100	100	575
	Colgate-Palmolive Co.	New York	NY	•	•	•	•	•	•	•	•	•		100	100	174
	Dollar General Corp.	Goodlettsville	TN	٠	•	•	•	•	•	•	•	•		100	85	139
	Estée Lauder Companies Inc., The	New York	NY	•	•	•	•	•	•	•	•	•		100	100	261
	GameStop Corp.	Grapevine	тх	٠	•	•	•	•	•	•	•	•		100	100	302
	Gap Inc.	San Francisco	CA	•	•	•	•	•	•	•	•	•		100	100	177
	Hallmark Cards Inc.	Kansas City	мо	٠	٠	٠	٠	•	٠	٠	٠	•		100	100	
	Hasbro Inc.	Pawtucket	RI	•	•	•	٠	•	•	٠	•	•		100	100	550
	Home Depot Inc., The	Atlanta	GA	٠	٠	•	٠	•	٠	٠	•	•		100	100	28
	J.C. Penney Co. Inc.	Plano	ΤХ	•	•	•	•	•	•	•	•	•		100	100	228

Appendix C	Ratings by Industry, Descending Score							Crite	rion	<u>.</u>					Rating	
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	3b	4	5	201 CEI	201 CEI	Fort
1a Prohibits Discrimination Based on Sexual Orientation for All	Kimberly-Clark Corp.	Irving	ΤX	٠	•	•	٠	•	•	•	•	•		100	100	151
Operations (15 points)	Kohl's Corp.	Menomonee Falls	WI	•	•	•	•	•	•	•	•	•		100	95	145
1b Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)	L Brands Inc.	Columbus	ОН	٠	•	•	•	•	•	•	•	٠		100	95	234
1c Has Contractor/Vendor	L'Oréal USA Inc.	New York	NY	•	•	•	•	•	•	•	•	•		100	85	
Non-Discrimination Standards that Include Sexual Orientation	Mattel Inc.	El Segundo	CA	٠	•	•	•	•	•	•	•	٠		100	100	450
and Gender Identity (5 points) 2a Offers Equivalent Spousal and	Nordstrom Inc.	Seattle	WA	٠	•	•	•	•	•	•	•	•		100	100	197
Partner Medical Benefits (10 points) 2b Parity Across Spousal and	Office Depot Inc.	Boca Raton	FL	•	•	•	•	•	•	•	•	•		100	100	196
Partner "Soft" Benefits (10 points / half credit for parity across	Outerwall Inc.	Bellevue	WA	•	•	•	•	•	•	٠	•	•		100	100	922
some, but not all benefits) 2c Offers Transgender-Inclusive Health	PetSmart Inc.	Phoenix	AZ	•	•	•	•	•	•	٠	٠	•		100	100	
Insurance Coverage (10 points)	Procter & Gamble Co.	Cincinnati	он	•	•	•	•	•	•	٠	•	•		100	100	34
3a Firm-wide Organizational Competency Programs (10 points)	Replacements Ltd.	McLeansville	NC	•	•	•	•	•	•	٠	•	•		100	100	
3b Has Employer-Supported Employee Resource Group OR Firm-Wide	S.C. Johnson & Son Inc.	Racine	WI	•	•	•	•	•	•	٠	•	•		100	100	
Diversity Council (10 points) Would Support ERG if Employees	Sears Holdings Corp.	Hoffman Estates	IL	٠	٠	٠	٠	٠	•	٠	•	•		100	100	111
Express Interest (half credit) 4 Positively Engages the External	Sony Electronics Inc.	San Diego	CA	•	•	•	•	•	•	•	•	•		100	100	
LGBTQ Community (15 points / partial credit of 10 points given for	Staples Inc.	Framingham	MA	•	•	•	•	•	•	٠	•	•		100	100	132
less than three efforts) Have internal guidelines that prohibit philanthropic	Starbucks Corp.	Seattle	WA	•	•	•	•	•	•	٠	•	•		100	100	146
giving to non-religious organizations with an explicit policy of discrimination	Target Corp.	Minneapolis	MN	•	•	•	•	•	•	٠	•	•		100	100	38
against LGBTQ people (5 points)	Tiffany & Co.	New York	NY	•	•	•	•	•	•	٠	•	•		100	95	582
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	TJX Companies Inc., The	Framingham	MA	٠	٠	•	•	•	•	٠	٠	•		100	100	89
not responded to repeated invitations to the CEI survey. These ratings are	Toys 'R' Us Inc.	Wayne	NJ	•	•	•	•	•	•	٠	•	•		100	100	240
based on publicly available information as well as information submitted to	Unilever	Englewood Cliffs	IJ	•	•	•	•	•	•	٠	•	•		100	100	
HRC from unofficial LGBTQ employee groups or individual employees.	Wal-Mart Stores Inc.	Bentonville	AR	•	•	•	•	•	•	٠	•	•		100	100	1
	Walgreen Co.	Deerfield	IL	٠	٠	•	•	•	•	٠	٠	٠		100	100	19
	Whirlpool Corp.	Benton Harbor	MI	•	•	•	•	•	•	٠	•	•		100	100	134
	Crate and Barrel / CB2	Northbrook	IL	•	•	•	•	•	•	٠	O	•		95	100	
	Meijer Inc.	Grand Rapids	MI	•	•	•	•	•	•	٠	•	٩		95	95	
	Recreational Equipment Inc.	Kent	WA	٠	•	•	•	•	•	•	•	٩		95	95	
	Tailored Brands Inc.	Houston	ТΧ	•	•	•	•	•	•	٠	•	٩		95	80	648
	True Value Co.	Chicago	IL	٠	٠	٠	٠	٠	•	٠	•	٩		95	95	
	Brooks Brothers Group Inc.	New York	NY	٠	•	•	٠	•		٠	•	•		90	90	
	Ross Stores Inc.	Dublin	CA	•	•	•	٠	٠	٠	•		•		90	90	237

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Appendix C	Ratings by Industry, Descending Score							Crite	rion						Rating	
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	3b	4	5	201 CEI	201 CEI	For
1a Prohibits Discrimination Based on Sexual Orientation for All	Williams-Sonoma Inc.	San Francisco	CA	•	•	•	•	•		•	•	٠		90	90	512
Operations (15 points)	Bon-Ton Stores Inc.	York	PA	•	•	•	•	•		•	•	٩		85	85	773
1b Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)	Brooks Sports Inc.	Seattle	WA	٠	•	•	٠	•		٠	•	٩		85		
1c Has Contractor/Vendor	Genesco Inc.	Nashville	TN	•	•	•	•	•	•		٠	٩		85	75	721
Non-Discrimination Standards that Include Sexual Orientation	HSN Inc.	St. Petersburg	FL	٠	•	•	•	•		•	●	٠		85	85	621
and Gender Identity (5 points) 2a Offers Equivalent Spousal and	Books-A-Million Inc.	Birmingham	AL	٠	•	•	٠	•		•	●	٩		80	0	415
Partner Medical Benefits (10 points) 2b Parity Across Spousal and	A X Armani Exchange	New York	NY	٩	٢	•	•	•	•	•	•	٩		80	85	
Partner "Soft" Benefits (10 points / half credit for parity across	Kate Spade & Company	New York	NY	٠	•	•	•	●		•	•	٩		75	75	
some, but not all benefits) 2c Offers Transgender-Inclusive Health	Lowe's Companies Inc.	Mooresville	NC	٠	•	•	•	•			●	•		75	40	47
Insurance Coverage (10 points)	Overstock.com Inc.	Midvale	UT	٠	•	•	•	•			●	٠		75	80	
3a Firm-wide Organizational Competency Programs (10 points)	Costco Wholesale Corp.	Issaquah	WA	٠	•		•	•		•	•			70	70	15
3b Has Employer-Supported Employee Resource Group OR Firm-Wide	H&M Hennes & Mauritz AB	North Arlington	NJ	٠	•	•	٠	•	•			٩		70	70	
Diversity Council (10 points) Would Support ERG if Employees	AutoZone Inc.	Memphis	TN	٠	•	•	٠	•			●	٩		65	20	280
4 Positively Engages the External	Big Lots	Columbus	ОН	٠	•		•	•			●	٩		65	65	495
LGBTQ Community (15 points / partial credit of 10 points given for	Rite Aid Corp.	Camp Hill	PA	٠	•	•	•	•			•			65	65	107
less than three efforts) Have internal guidelines that prohibit philanthropic	Burlington Store Inc.	Burlington	NJ	٠	•		•	•			●			55	55	500
giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)	Pep Boys-Manny, Moe & Jack	Philadelphia	PA	٩	٢		•	•			●			45	45	
against Labra people (3 points)	RadioShack Corp.	Fort Worth	ТХ	٠			٠	•			●			40	40	
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	Advance Auto Parts (Advance Holding)	Roanoke	VA	•	•									20	20	293
not responded to repeated invitations to the CEI survey. These ratings are	Bed Bath & Beyond Inc.	Union	NЈ	•										20	20	238
based on publicly available information as well as information submitted to	Dick's Sporting Goods Inc.	Coraopolis	PA	•	•									20	20	365
HRC from unofficial LGBTQ employee groups or individual employees.	Dollar Tree Stores Inc.	Chesapeake	VA	•										20	20	180
	HD Supply	Atlanta	GA	•	•									20	20	320
	Foot Locker Inc.	New York	NY	•										10	10	361
	O'Reilly Automotive Inc.	Springfield	MO	۵										10	10	342
	TravelCenters of America	Westlake	ОН	۵										10	10	439
	Casey's General Stores Inc.	Ankeny	IA											0	0	374
	Dillard's Inc.	Little Rock	AR											0	20	380
	Tractor Supply Company	Brentwood	TN											0	0	415

Appendix C	Ratings by Industry, Descending Score							Crite	rion						Rating	
				15 points	15 points	5 points	10 points	15 points	-25 points	2018 CEI Rating	2017 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	Зb	4	5	201 CEI	201: CEI	Fort
1a Prohibits Discrimination Based on Sexual Orientation for All Operations (15 points)	TELECOMMUNICATIONS															
1b Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)	AT&T Inc.	Dallas	ΤХ	•	•	•	•	•	•	•	•	•		100	100	10
1c Has Contractor/Vendor Non-Discrimination Standards that	Charter Communications	Stamford	СТ	•	•	•	•	•	•	•	•	•		100	100	292
Include Sexual Orientation and Gender Identity (5 points)	Cisco Systems Inc.	San Jose	CA	•	•	•	•	•	٠	•	•	•		100	100	54
2a Offers Equivalent Spousal and	Level 3 Communications Inc.	Broomfield	со	٠	•	•	•	•	•	•	•	•		100	100	333
Partner Medical Benefits (10 points) 2b Parity Across Spousal and	Nokia Inc.	Irving	тх	•	•	•	•	•	•	•	•	٠		100		
Partner "Soft" Benefits (10 points / half credit for parity across	QUALCOMM Inc.	San Diego	CA	•	•	•	•	•	•	•	•	•		100	100	110
some, but not all benefits) 2c Offers Transgender-Inclusive Health	Sprint Corp.	Overland Park	KS	•	•	•	•	•	•	•	•	•		100	100	
Insurance Coverage (10 points)	T-Mobile USA Inc.	Bellevue	WA	•	•	•	•	•	•	•	•	•		100	100	
3a Firm-wide Organizational Competency Programs (10 points)	Verizon Communications Inc.	New York	NY	•	•	•	•	•	•	•	•	•		100	100	13
3b Has Employer-Supported Employee Resource Group OR Firm-Wide	West Corp.	Omaha	NE	•	•	•	•	•	•	•	•	•		100		869
Diversity Council (10 points) Would Support ERG if Employees	CenturyLink Inc.	Monroe	LA	•	•	•	٠	•	•	•	•	٩		95	75	159
Express Interest (half credit) 4 Positively Engages the External	Motorola Solutions Inc.	Chicago	IL	•	•	•	•	•	•	٠	•	٢		95	75	451
LGBTQ Community (15 points / partial credit of 10 points given for	Nortel Networks Corp.	Richardson	тх	٩		•	•	●			•	٩		45	45	
less than three efforts) Have internal guidelines that prohibit philanthropic	EarthLink Inc.	Atlanta	GA	٢	٥		•	●			0			40	40	
giving to non-religious organizations with an explicit policy of discrimination	Windstream Corp.	Little Rock	AR	•	۵									20	20	443
against LGBTQ people (5 points)	Telephone & Data Systems Inc.	Chicago	IL	٥										10	10	496
Ratings in Gray / Unofficial ratings of	DISH Network Corp.	Englewood	СО											0	0	187
the Fortune 500 companies that have not responded to repeated invitations to the CEI survey. These ratings are	товассо															
based on publicly available information as well as information submitted to	Altria Group Inc.	Richmond	VA	•	•	•	•	•	•	•	•	٠		100	85	149
HRC from unofficial LGBTQ employee groups or individual employees.	Reynolds American Inc.	Winston-Salem	NC	٠	•	•	•	•	•	•	0	•		95	85	266
	Alliance One International	Morrisville	NC	•	٠	•		•			0	٩		55	55	954
	Philip Morris International Inc.	New York	NY	•										10	10	106
	TRANSPORTATION AND TRAVEL															
	American Express Global Business Travel	Jersey City	NJ	٠	•	•	•	•	•	•	•	•		100	100	
	Carnival Corp.	Miami	FL	•	•	•	•	•	•	•	•	•		100	100	
	Norfolk Southern Corp.	Norfolk	VA	٠	•	٠	٠	•	٠	٠	•	•		100	80	270
	Royal Caribbean Cruises Ltd.	Miami	FL	٠	٠	٠	٠	٠	•	٠	•	•		100	100	
	Avis Budget Group Inc.	Parsippany	NJ	٠	•	•	٠	•	•	٠	•	٩		95	95	330
	CSX Corp.	Jacksonville	FL	٠	•		٠	٠	٠	•	٠	•		95	95	239

Appendix C	Ratings by Industry, Descending Score							Crite	erion						Rating	
				15 points	15 points	5 points	10 points	15 points	-25 points	8 Rating	2017 CEI Rating	tune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	1c	2a	2b	2c	3a	3b	4	5	2018 CEI R	201 CEI	For
1a Prohibits Discrimination Based on Sexual Orientation for All	Enterprise Holdings Inc.	St. Louis	MO	•	•	•	•	•	•	•	•	٩		95	85	
Operations (15 points)	Hertz Global Holdings Inc.	Estero	FL	٠	•	•	•	•	•	٠	•	٩		95	55	269
1b Prohibits Discrimination Based on Gender Identity or Expression for All Operations (15 points)	Ryder System Inc.	Miami	FL	•	•	•	•	•		•	•	٢		85	85	395
1c Has Contractor/Vendor	Cargo Transporters Inc.	Claremont	NC	٠	٠	•	٠	•			•	٩		75		
Non-Discrimination Standards that Include Sexual Orientation and Gender Identity (5 points)	Sabre Holdings Inc.	Southlake	ТХ	•	•	•	٠	•			•	۲		65	65	736
2a Offers Equivalent Spousal and	Travelport Ltd.	Parsippany	NJ	٩	٢		•	•			•	۵		50	50	
Partner Medical Benefits (10 points)	C. H. Robinson Worldwide	Eden Prairie	MN	٩	۵									20	20	208
2b Parity Across Spousal and Partner "Soft" Benefits (10 points / half credit for parity across	Expeditors International of Washington Inc.	Seattle	WA	٩	a									20	20	390
some, but not all benefits)	Harley-Davidson Inc.	Milwaukee	WI	٩										10	10	432
2c Offers Transgender-Inclusive Health Insurance Coverage (10 points)	Trinity Industries, Inc.	Dallas	ТΧ											ο	10	407
3a Firm-wide Organizational Competency Programs (10 points)	WASTE MANAGEMENT															
3b Has Employer-Supported Employee Resource Group OR Firm-Wide	Republic Services Inc.	Phoenix	AZ	٠	•	٠	٠	•	٠	٠	٠	٠		100	85	312
Diversity Council (10 points) Would Support ERG if Employees	Waste Management Inc.	Houston	ТХ	•	•	•	•	٠		•	0	٢		80	90	221

4 Positively Engages the External LGBTQ Community (15 points / partial credit of 10 points given for less than three efforts) Have internal guidelines that prohibit philanthropic giving to non-religious organizations with an explicit policy of discrimination against LGBTQ people (5 points)

Express Interest (half credit)

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

CEI 2018 Acknowledgements

The Workplace Equality Program Team, Authors

HRC Foundation's Workplace Equality Program

Project Staff

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

Deena Fidas, *Director* HRC Foundation Workplace Equality Program

Deena Fidas directs the Workplace Equality Program at the Human Rights Campaign Foundation. She leads the annual Corporate Equality Index survey and report of over 1,200 major employers' policies, benefits and practices for LGBTQ workers. Fidas consults directly with hundreds of Fortune 500 and other major businesses on the implementation of equitable policies and benefits for diverse employee populations. Most recently Fidas expanded the work of the Corporate Equality programs to include global LGBTQ workforce best practices. In this capacity, she has conducted trainings in the U.S. and abroad on workforce diversity and best practices for inclusion before corporate and public sector audiences.

She also leads the Human Rights Campaign Foundation's published research on the experiences of LGBTQ workers nationwide, the largest conducted to-date, finding that roughly half of all LGBTQ employees remain in the closet at work. Fidas has been a featured guest on various programs including the Diane Rehm Show, On Point, CNN Money, Marketplace, Quest Means Business and dozens of print media including Associated Press, The Wall Street Journal, Forbes, Fortune Mexico's Reforma and other news outlets. Prior to joining the Human Rights Campaign in 2007, she worked in fundraising for the American Civil Liberties Union and Hillary Clinton for President, among other clients. Fidas holds a master's degree in sociology from American University in Washington, D.C., where she also worked as a researcher for the university's Women & Politics Institute.

Beck Bailey, Deputy Director HRC Foundation Workplace Equality Program

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

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

Liz Cooper, Associate Director HRC Foundation Workplace Equality Program

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

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Lana Williams joined the Workplace team in November 2016. As the Workplace Equality Program Manager, she is responsible for the oversight and coordination of the daily activities for the annual Corporate Equality Index and Buying for Workplace Equality Guide. In this role, she provides companies with the resources they need to improve nondiscrimination policies, benefits and other practices that are essential for businesses to retain talent and customers, and remain committed to equality in the workplace. Williams is also responsible for managing global business engagement, including the Equidad MX survey. Williams brings her background in communications and management to support her work in advocating for LGBTQ workplace equality. Williams graduated from The New School in New York City with a MS in Nonprofit Management and holds a BA in Communication from Wake Forest University in North Carolina.

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

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CEI 2018 HRC Business Advisory Council

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. Mostafa Abdelguelil Head of Advocacy Response and Senior Manager, Diversity & Inclusion Capital One

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