

### CEI 2020 Corporate Equality Index



© 2020 by the Human Rights Campaign Foundation. The Human Rights Campaign Foundation owns all right, title and interest in and to this publication and all derivative works thereof. Permission for reproduction and redistribution is granted if the publication is (1) reproduced in its entirety and (2) distributed free of charge. The Human Rights Campaign name and the Equality logo are trademarks of the Human Rights Campaign. The Human Rights Campaign Foundation and design incorporating the Equality logo are trademarks of the Human Rights Campaign Foundation.

ISBN-13 978-1-934765-44-9 ISBN-10 1-934765-44-9



|        |  | HUMA<br>RIGH<br>CAMPAI<br>FOUNDATI |    | <b>rpo</b><br>ualit | rate<br>ty Inde                                                                    | 3<br>6<br>8<br>10                      | <b>Executive Summary</b><br>Equality at the Fortune-Ranked<br>Companies<br>Accelerating Global Equality<br>Spotlight: HRC's Equidad Programs                                 |
|--------|--|------------------------------------|----|---------------------|------------------------------------------------------------------------------------|----------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|        |  |                                    | 20 | 20                  | Rating Workplaces<br>on Lesbian, Gay,<br>Bisexual, Transgend<br>and Queer Equality | 13<br>14<br>16<br>20<br>23<br>24       | <b>Findings</b><br>Nondiscrimination Policies<br>Equal Benefits<br>Organizational Competency in<br>LGBTQ Inclusion<br>Public Commitment<br>Corporate Social Responsiblity    |
|        |  | $\bigotimes$                       |    |                     |                                                                                    | 25<br>28<br>30                         | Equality in the Public Square          Rating System         and Methodology         Criteria                                                                                |
|        |  |                                    |    |                     |                                                                                    | <b>33</b><br>34<br>58<br>98            | Appendices<br>Appendix A: Employers With<br>Ratings of 100 Percent<br>Appendix B: Ratings and<br>Criteria Breakdowns<br>Appendix C: Ratings by Industry,<br>Descending Score |
|        |  |                                    |    |                     |                                                                                    | <b>140</b><br>140<br>141<br><b>142</b> | About HRC Foundation's<br>Workplace Equality Program<br>Project Staff<br>Acknowledgments<br>HRC Business Council                                                             |
|        |  |                                    |    |                     |                                                                                    | 142                                    |                                                                                                                                                                              |
| $\sim$ |  | A=                                 |    |                     |                                                                                    | 8                                      | 1                                                                                                                                                                            |





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



# **Corporate Equality Index 2020**

#### IN THIS 18TH EDITION OF THE HUMAN RIGHTS CAMPAIGN

Foundation's Corporate Equality Index, **686 businesses earned a 100 percent rating and the designation of being a "Best Place to Work for LGBTQ Equality."** Top-rated CEI employers come from nearly every industry and region of the United States. Employers earning top ratings took concrete steps to ensure greater equity for LGBTQ workers and their families in the form of comprehensive policies, benefits and practices. The CEI rating criteria have three key pillars:

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

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

The CEI helps guide the wide-scale adoption of LGBTQ-specific practices and language within existing business structures. For example, where businesses enumerate federally protected categories of workers in their non-discrimination policies (e.g. based on race, religion, disability, etc.), the HRC Foundation evaluates them on the inclusion of "sexual orientation" and "gender identity" protections. In terms of benefits, the HRC Foundation evaluates employers on the provision of health insurance coverage for same- and different-sex spouses and partners. In addition, the HRC Foundation assesses the availability of routine, chronic care and transition-related medical coverage for transgender employees and dependents. Where major businesses regularly provide education, training and accountability measures on diversity and inclusion in the workplace, the HRC Foundation seeks to ensure these systems include the LGBTQ workforce. Lastly, major businesses have a range of engagement programs for the communities in which they operate and target markets such as advertising, public policy engagement, supplier diversity, philanthropy and sponsorship: we seek the inclusion of the LGBTQ community in these external engagement efforts.

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

In addition to the depth of investment the top-rated businesses have made in the name of equality, the 2020 CEI shows an unprecedented breadth of new, participating businesses. This year's CEI contains 83 new businesses that opted into the survey.

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

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

### Key Findings Record Number of Employers Earning 100 Percent

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

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

#### **Transgender Inclusion in the Workplace: Accelerating Progress**

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

- A full **91** percent of the Fortune 500 including both companies that participate in the CEI survey and those that do not have gender identity protections enumerated in their nondiscrimination policies (up from 3 percent in 2002) and **98** percent of the entire CEI universe of businesses offer explicit gender identity non-discrimination protections (up from 5 percent in 2002).
- 65 percent of the Fortune 500 and 89 percent of the CEI universe of businesses offer transgender-inclusive health care coverage, up from 0 in 2002 and 19 times as many businesses as ten years ago. 100 new employers offer this coverage in the 2020 report.
- Over five-hundred and seventy major businesses have adopted gender transition guidelines for employees and their teams to establish best practices in transgender inclusion.

# 686 Businesses Earning the Distinction of:



### **Equality at the Fortune-Ranked Companies**

### 214 OF THE FORTUNE 500-RANKED BUSINESSES ACHIEVED A

100 percent rating (compared to **230** last year), with **13** of the top **20** Fortune-ranked businesses at this top score. **93** percent of the Fortune 500 include "sexual orientation" in their nondiscrimination policies and **91** percent include "gender identity." Nearly two-thirds (65%) of Fortune 500 companies offer transgender-inclusive health care benefits. A record **359** of Fortune 500 businesses have official CEI ratings based on submitted surveys (as compared to **346** last year), with an average rating of **90** compared to **88** last year. The Fortune 1000 list of the largest publicly traded companies was invited to take part in the Corporate Equality Index survey for the eighth year in a row.

Fortune 500

Fortune 500

|                                                      | All Fortune 500        | Participants | Non-Responders |
|------------------------------------------------------|------------------------|--------------|----------------|
| Sexual Orientation in U.S. Non-Discrimination Policy | <b>93</b> %            | 100%         | <b>75</b> %    |
| Gender Identity in U.S. Non-Discrimination Policy    | <b>91</b> <sup>%</sup> | <b>98</b> %  | <b>70</b> %    |
| Domestic Partner Benefits                            | <b>53</b> %            | <b>71</b> %  | 0%             |
| Transgender-Inclusive Benefits                       | <b>65</b> %            | <b>88</b> %  | 0%             |
| Organizational LGBTQ Competency                      | <b>67</b> %            | <b>89</b> %  | 0%             |
| Public Commitment to the LGBTQ Community             | <b>68</b> %            | <b>91</b> %  | 0%             |
| Average 2020 CEI Score                               | 71                     | 90           | 15             |

Businesses' Commitment to LGBTQ Employees 13 of the Top 20 Fortune-Ranked Companies Received 100% Ratings

|                             | Fortune1000 | 2O20 CEI Score |
|-----------------------------|-------------|----------------|
| Walmart Inc.                | 1           | 100            |
| Exxon Mobil Corp.           | 2           | 85             |
| Berkshire Hathaway          | 3           | 0              |
| Apple Inc.                  | 4           | 100            |
| UnitedHealth Group Inc.     | 5           | 100            |
| McKesson Corp.              | 6           | 100            |
| CVS Health Corp.            | 7           | 90             |
| Amazon.com Inc.             | 8           | 100            |
| AT&T Inc.                   | 9           | 100            |
| General Motors Co.          | 10          | 90             |
| Ford Motor Co.              | 11          | 90             |
| AmerisourceBergen Corp.     | 12          | 100            |
| Chevron Corp.               | 13          | 100            |
| Cardinal Health Inc.        | 14          | 100            |
| Costco Wholesale Corp.      | 15          | 60             |
| Verizon Communications Inc. | 16          | 100            |
| The Kroger Co.              | 17          | 100            |
| General Electric Co.        | 18          | 90             |
| Walgreen Co.                | 19          | 100            |
| JPMorgan Chase & Co.        | 20          | 100            |

### Accelerating Global Equality

### The business case for equality knows no borders

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

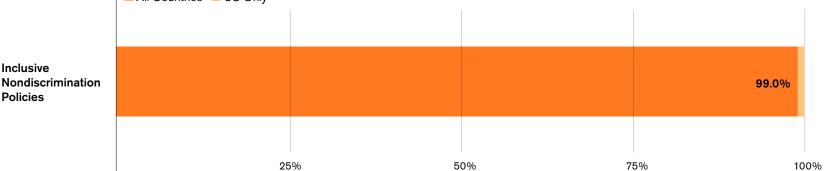
Inclusive

Policies

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

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

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



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

| CEI 2020                                          | Executive Summary                                                                                                                                                                                                             |                                |                            |       |       |       |  |
|---------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------|----------------------------|-------|-------|-------|--|
|                                                   | All Countries Some Countries US Only                                                                                                                                                                                          |                                |                            |       |       |       |  |
|                                                   | Of companies that offer domest                                                                                                                                                                                                | ic partner benefits, the benef | ts are extended globally:  |       |       |       |  |
| Domestic<br>Partner<br>Benefits                   |                                                                                                                                                                                                                               | 45.8%                          |                            |       | 41.5% | 12.7% |  |
|                                                   |                                                                                                                                                                                                                               |                                |                            |       |       |       |  |
|                                                   |                                                                                                                                                                                                                               | 1                              | T                          |       |       | , i   |  |
|                                                   | Of companies that offer transge                                                                                                                                                                                               | nder-inclusive benefits, the b | enefits are extended globa | lly:  |       |       |  |
| Transgender-<br>Inclusive<br>Benefits             | 2                                                                                                                                                                                                                             | 9.6%                           | 36.4%                      |       |       | 34.0% |  |
|                                                   |                                                                                                                                                                                                                               |                                |                            |       |       |       |  |
|                                                   | Of companies with an ERG, the                                                                                                                                                                                                 | ERG program is available glo   | bally:                     |       |       |       |  |
| Employee<br>Resource<br>Groups                    |                                                                                                                                                                                                                               | 40.2%                          |                            | 35.0% |       | 24.8% |  |
|                                                   |                                                                                                                                                                                                                               |                                |                            |       |       |       |  |
|                                                   | Companies report engaging with the LGBTQ community outside of the U.S. through efforts such as marketing, advertising, recruitment efforts, philanthropic contributions, LGBTQ supplier diversity and public policy weigh-in: |                                |                            |       |       |       |  |
| Public<br>Commitment<br>to the LGBTQ<br>Community | 2                                                                                                                                                                                                                             | 9.8%                           | 34.9%                      |       |       | 35.3% |  |
|                                                   |                                                                                                                                                                                                                               |                                |                            |       |       |       |  |
|                                                   | 2                                                                                                                                                                                                                             | 5%                             | 50%                        | 75    | 5%    | 100%  |  |
| 9                                                 | CORPORATE EQUALITY INDEX 2020                                                                                                                                                                                                 |                                |                            |       |       |       |  |



## **Spotlight: HRC's Equidad Programs**

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

With the CEI as a blueprint, HRC established a formal program aimed to grow LGBTQ-inclusive practices and policies across workplaces in Mexico. After years of working with corporate partners, civil society organizations and other stakeholders, including embassies and the American Chamber of Commerce, the HRC Foundation partnered with ADIL (*Alianza por la Diversidad e Inclusión Laboral*) to officially launch the **HRC Equidad MX: Global Workplace Equality Program** 

in 2016. Since its inception, the pioneering program – modeled after HRC's CEI – has experienced unprecedented growth in promoting LGBTQ-inclusive workplaces throughout the country.

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

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

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

#### **Triple Winners:**

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

### Accenture

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



#### CEI 2020 Executive Summary

### Companies Participating in HRC's Equidad Programs

806



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

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

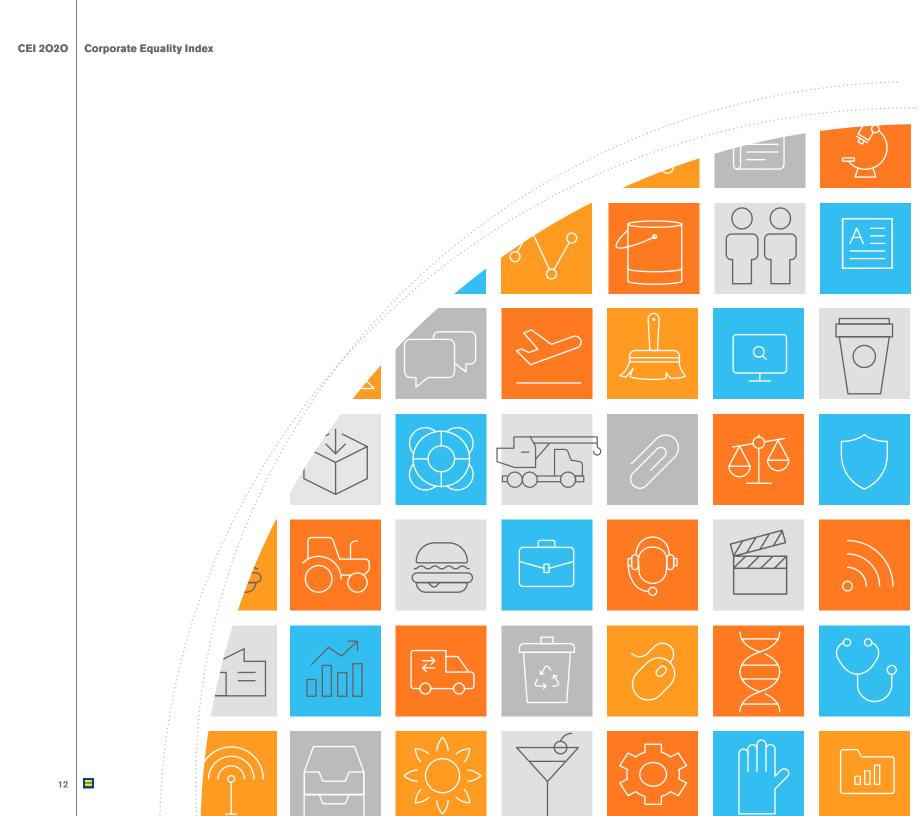
Mexico (cont)

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

#### Chile - 2019

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

11 CORPORATE EQUALITY INDEX 2020





### Nondiscrimination Policies

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

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

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

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

### Sexual Orientation Protections

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

> **999%** of CEI-rated employers provide employment protections on the basis of sexual orientation in the U.S. and globally.

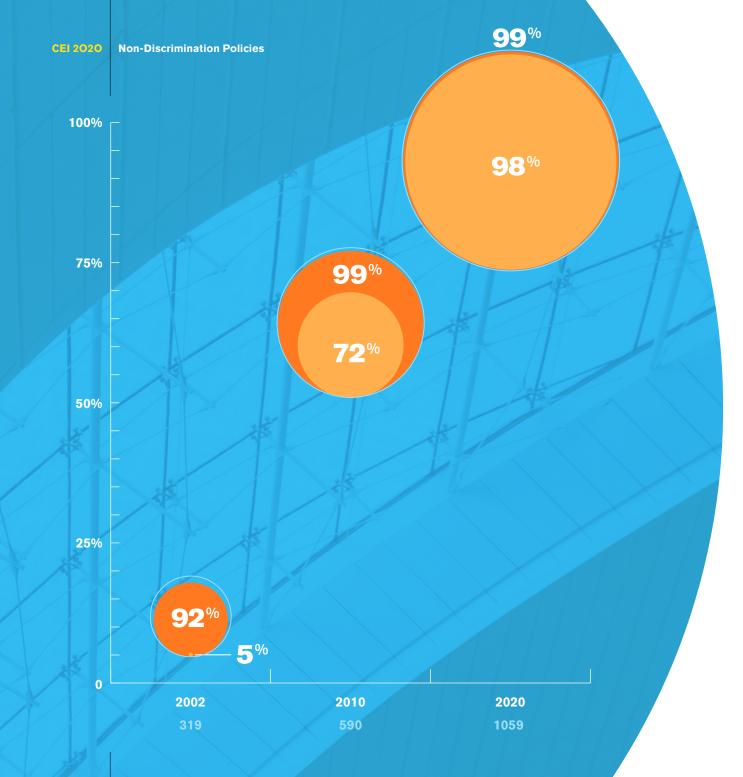
### Gender Identity Protections

**Criterion 1b** 

Businesses That Prohibit Discrimination Based on Gender Identity in U.S. and Global Operations

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

This criterion has seen the most rapid growth of any other element of the CEI. In 2002, just 5 percent of the rated businesses included gender identity in their U.S. non-discrimination policies and every year that figure has climbed to today's strong majority with these protections in place. Ninety-eight percent of participants have gender identity protections in their U.S. policy, **a 94 point increase since the CEI's inception**.



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

### **Equal Benefits**

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

source of health care coverage. Competitive employer-provided benefits' packages are critical to attracting and retaining talent and ensuring LGBTQ-inclusive benefits to employees and their families is an overall low-cost, high-return proposition for businesses. In addition, equitable benefits structures align with the principle of equal compensation for equal work. Apart from actual wages paid, benefits account, on average for approximately 30 percent of employees' overall compensation (BOL 2019). Therefore, employers have amended many benefits structures to ensure that this valuable bundle of benefits is equitably extended to their workforce, irrespective of sexual orientation and gender identity.

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

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

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

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

LGBTQ-inclusive benefits packages are:

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

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

### Continued Need for Partner Benefits

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

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

While HRC never changed its partner benefits mandate, a small number of companies moved to spousal benefits only in the middle of the 2016 CEI season. These employers assumed that with the marriage ruling, the need for partner benefits was gone. This is not true and in fact, over the last decade most businesses that have offered same-sex partner benefits also extended these to different-sex partners to better meet the needs of their own diverse workforces. In other words, businesses have been decoupling benefits from the legal definition of marriage. Out of an abundance of understanding for participating companies, credit was given for spousal equivalent benefits only until the 2019 CEI in which, after wide scale education and outreach efforts, the standard for both same- and different-sex domestic partner benefits was enforced. 732 businesses ultimately met the standard in 2019 and 836 did in 2020. The CEI continues to reflect best practices for LGBTQ workers and their families.

#### CEI 2020 Findings

### Understanding Transgender-Inclusive Health Care Coverage

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

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

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

In this year's CEI, a record 933 of CEI-rated businesses offer at least one plan option with current market standard coverage, up from 0 in 2002, 49 in the 2009 CEI report, 278 in the 2013 CEI report, 418 in the 2015 CEI report, 647 in the 2017 CEI report and 750. This year, of the 942 businesses with at least one inclusive plan, 900 also eliminated all exclusions across plans. The adoption of transgender-inclusive health care coverage continues to be an area of significant growth in the CEI translating to meaningful access to critical coverage and care for transgender employees and dependents.

### **Equal Benefits**

Criterion 2a & 2b

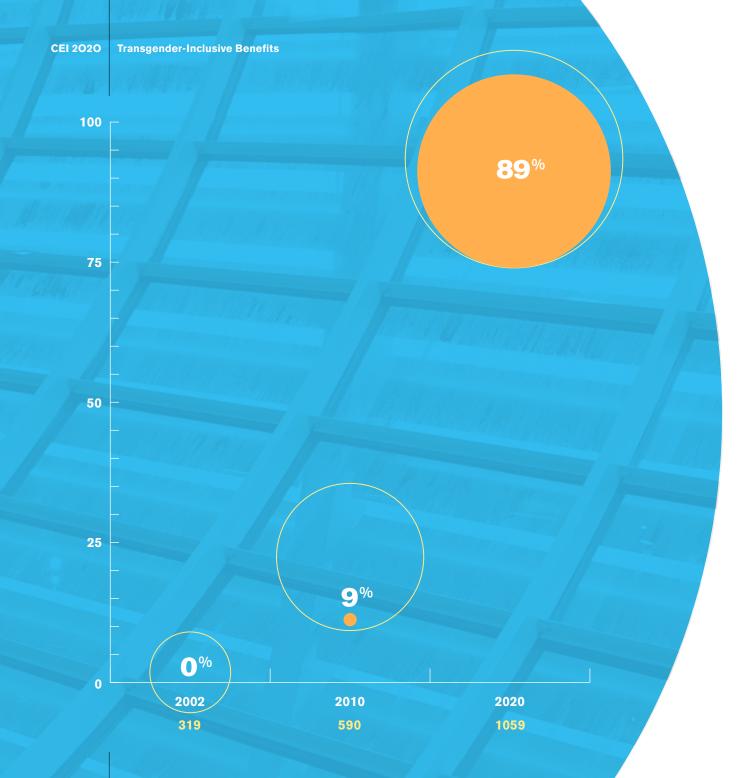
CEI-Rated Employers Provide Equal Spousal and Partner Health Care Benefits

**79%** of this year's rated businesses provide equal spousal and partner health care benefits.

### Criterion 2c CEI-Rated Employers Provide Affirmative Transgender-Inclusive Health Care Benefits

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

These benefits are critical for the health and 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.



 Total Number of CEI Participants

 Percentage with Transgender-Inclusive Heath Care Benefits in at least One Firmwide Plan 2020

# Organizational Competency in LGBTQ Inclusion

**Criterion 3a** 

Competency Training, Metrics, Resources or Accountability Measures

> **900** of CEI-rated employers offer a robust set of practices (at least three efforts) to support organizational LGBTQ diversity competency.

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

Many employers integrate these educational programs into already existing diversity and inclusion programs. To obtain full credit in this criterion, employers must show at least three types of organizational competency programming. This comprehensive metric is provided as accountability for employers to devote resources to creating and maintaining a climate of inclusion. In light of policy and benefits expansion, the HRC Foundation has rolled out a number of studies and resources aimed at making the policies and benefits part of an everyday workplace practice of LGBTQ inclusion. In 2018, the HRC Foundation released **A Workplace Divided: Understanding** the Climate for LGBTQ Workers Nationwide demonstrating that despite significant progress, 46% of LGBTQ workers say they are closeted at work. The commonly used *Transgender* Inclusion In the Workplace: A Toolkit for Employers, is a comprehensive resource to guide employer transgender inclusion efforts. The toolkit includes the HRC Foundation's best practice guidance on transgender inclusive policies and practices (including sample policies) as well as guidance for implementing transgender-inclusive healthcare benefits. Addressing the gap in training and education materials, the toolkit includes scenario-based learning that uses real life examples from HRC's work with businesses to illuminate the everyday experiences of transgender workers on the job.

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

Business invest in organizational competency programs because:

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

### Gender Transition Guidelines

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

A record 576 major employers submitted gender transition guidelines – the vast majority of which were adopted from the HRC Foundation's template guidelines (available at www.hrc.org/ transtoolkit).

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

90

115 141

172 208

239

262

291

330 387

459

515

576

2008 2009

2010 2011

2012

2013

2014

2015 2016

2017

2018

2019 2020

The number of major employers with gender transition guidelines

### Senior Leadership Metrics of Inclusion

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

## Criterion 3b LGBTQ/Allies Employee Groups and Diversity Councils

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

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

ERGs are great platforms for leadership opportunities for LGBTQ and allied employees to better their own work environments. In addition, the reach of many ERGs extends beyond the everyday affairs of an employer to policymaking, representing the employer at professional events and external activities, participating in prospective employee recruitment efforts, mentoring, and other retention-focused programming. LGBTQ/A ERGs empower employees as change agents and promote inclusion for LGBTQ employees within the workplace. Recognizing the differences in businesses rated in the CEI, this criterion can also be met with an organization wide diversity council or working group with a mission that specifically includes LGBTQ diversity and inclusion.

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

### The Role of Allies

Employees who do not identity as LGBTQ themselves, but are invested in equality and workplace inclusion are increasing their numbers within ERG ranks. While ERGs' mission statements are specific to LGBTQ inclusion, more and more, allies are encouraged to join as membership is not limited to those who are LGBTQ but open to all supporters of equality. Of those companies with an officially recognized LGBTQ employee group, **95 percent** reported being expressly for LGBTQ and allied employees. ERGs have embraced allies as members of the full LGBTQ community, as allies bring their own unique voice and vantage point to workplace equality.

### Executive Champions

The profile and impact of an employee resource groups is greatly enhanced by an active executive champion for the group. Ninety-five percent of employee groups rated in the CEI are sponsored by an executive champion. A majority **(58 percent)** of executive champions identify as allies, while 34 percent reported being openly LGBTO.

### **Public Commitment**

Criterion 3c

Businesses That Positively Engage the External LGBTQ Community

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

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

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

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

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

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

### Supporting the LGBTQ Community: Philanthropy

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

### Corporate Giving Guidelines

The HRC Foundation has always held businesses accountable for the types of organizations receiving their philanthropic dollars. Historically, the CEI had a mechanism to account for foundational corporate giving to any organization whose explicit mission included efforts to undermine LGBTQ equality. This framework was widened in 2016 to hold companies accountable for any giving to a non-religious organization with an explicit policy of discrimination against LGBTQ people. This requirement sets the standards around responsible foundational giving and ensures that a top rated business does not provide philanthropic support to organizations whose values do not align with theirs. The requirement is that a top-rated business must implement internal requirements prohibiting company or law firm philanthropic giving to nonreligious organizations that have a written policy of discrimination on the basis of sexual orientation and gender identity or have a policy explicitly permitting its own chapters, affiliates, etc. to discriminate.

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

The National LGBT Chamber of Commerce began certifying LGBTQ-owned small businesses in 2002, a process that requires substantiation of majority LGBTQ ownership in a business and verification of a business' good standing in the community. Supplier diversity initiatives are a win-win relationship for both the LGBTQ-owned small businesses and the businesses that contract them. **87% of CEI-rated businesses with supplier diversity programs specifically include LGBTQ-owned enterprises in their programs**. These businesses are enjoying a multitude of benefits, including a supply chain that better reflects the diverse communities in which they operate, and in turn garnering sharper innovation and business solutions.

### **Corporate Social Responsibility**

Criterion 3d

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

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

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

Large businesses typically rely on other businesses for goods or services, and businesses of the size included in the CEI typically have set standards and guidelines already embedded in their procurement. In order to ensure that suppliers act in a manner that adheres to a business's own standards, it is necessary for businesses to establish standards of conduct that set expectations for behavior of their suppliers. In this year's CEI, 89% of rated employers have supplier mandates with respect to non-discrimination in place, and 98% of these mandates explicitly include sexual orientation and gender identity alongside other named categories.

The CEI has a systematic tradition of holding companies accountable for what kinds of organizations receive their philanthropic dollars. The CEI has always had a mechanism to account for foundational corporate giving to any organization whose explicit mission included efforts to undermine LGBTQ equality, and beginning in the 2016 CEI, this framework widened to hold companies accountable for any giving to a non-religious organization with an explicit policy of discrimination against LGBTQ people. This requirement, which 82% of 2020 participants met, sets the standards around responsible foundational giving and ensures that a top-rated business does not provide philanthropic support to organizations whose values do not align with theirs.

# Equality in the Public Square

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

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

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



HRC's Business Coalition for the Equality Act is a group of over 260 leading U.S. employers that support the Equality Act, federal legislation that would provide the same basic protections to LGBTQ people as are provided to other protected groups under federal law. Coalition member companies represent nearly every industry, employ over 11.6 million people in the U.S., command over \$4.9 trillion in revenue and have operations in all 50 states.

### CEI 2020

Private sector support for the federal Equality Act surged in the last year. At present, 264 major employers are signatories on HRC's Business Coalition for the Equality Act.



**EQUALITY AGT** 

Broadridge Financial Solutions Inc. Brown-Forman Corp. Caesars Entertainment Corp. California Water Service Group Capital One Financial Corp. Cardinal Health Inc. Cargill Inc. Cengage Learning Inc. Chevron Corp. Chobani Choice Hotels International Inc. Cisco Systems Inc. Citigroup Inc. Citrix Systems Inc. CME Group Inc. **CNA Financial Corporation** Coca-Cola Co. Compass Bancshares Inc. (BBVA Compass) Compass Converse Inc. Corning Inc. Cox Enterprises Inc. **CSAA** Insurance Group Cummins Inc. CVS Health Corp. Danone North America LLC Darden Restaurants Inc. Dell Technologies Inc. Deloitte LLP Delta Air Lines Inc. Depository Trust & Clearing Corp. **Diageo North America** Dow Chemical Co. The Dropbox Inc. E\*TRADE Financial Corp. E. I. du Pont de Nemours and Co. (DuPont) Eastern Bank Corp. Eaton Corp. eBay Inc. Ecolab Inc. Edison International EMD Serono, MilliporeSigma, and EMD Performance Materials Burlington Ernst & Young LLP Estée Lauder Companies Inc., The

Evolent Health Inc. Exelon Corp Expedia Group Facebook Inc. First Data Corp. Food Lion Fossil Group Inc. Gap Inc. General Electric Co. General Mills Inc. General Motors Co. **GIANT Food Stores LLC** Giant of Maryland LLC Gilead Sciences Inc. Glassdoor Inc. Google Inc. Gusto Halstead Real Estate Hannaford Supermarkets HERE North America LLC Hershey Co., The Hess Corp. Hewlett Packard Enterprises Hilton Inc. Hogan Lovells US LLP Host Hotels & Resorts Inc. HP Inc. **HSF** Affiliates LLC HSN Inc. Hughes Hubbard & Reed LLP Hyatt Hotels Corp. IBM Corp. IDEX Corp. IHS Markit Ltd. IKEA Holding US Inc. Information Resources Inc. Ingersoll-Rand Company Insight Enterprises Inc. Intel Corp. InterContinental Hotels Group Americas Iron Mountain Inc. John Hancock Financial Services Inc. Johnson & Johnson JP Morgan Chase & Co. Juniper Networks Inc.

#### **CEI 2020**



Kabbage Inc. Kaiser Permanente Keller Williams Realty Inc. Kellogg Co. Kenneth Cole Productions KeyCorp **KPMG LLP** Lendlease Americas Inc. Levi Strauss & Co. Linden Research Inc. Lush Fresh Handmade Cosmetics Lyft Inc. Macy's Inc. ManpowerGroup Marriott International Inc. Mars Inc. Marsh & McLennan Companies Inc. Massachusetts Mutual Life Insurance Co. MasterCard McAfee LLC McKinstry Co. LLC Medtronic PLC Merck Meredith Corp. MGM Resorts International Micron Technology Inc. Microsoft Corp. MillerCoors LLC Mitchell Gold + Bob Williams Mondelez International Inc. Moody's Corp. Morgan Stanley Morningstar Inc. Morris, Manning & Martin LLP Nasdaq Inc. National Grid USA Nationwide Navient Navigant Consulting Inc. Nestlé Netflix Inc. Nielsen Nike Inc. Nordstrom Inc. Northrop Grumman Corp.

Nuance Communications Office Depot Inc. Oracle Corp. **Owens** Cornina Pariveda Solutions Inc. Patreon Inc. Paul Hastings LLP PayPal Holdings Inc. PepsiCo Inc. PetSmart Inc. Pfizer Inc. PG&E Corp. Pinterest Inc. PNC Financial Services Group Inc. Porter Wright Morris & Arthur LLP Power Home Remodeling Group LLC PricewaterhouseCoopers LLP Procter & Gamble Co. Pure Storage Inc. PVH Corp. QUALCOMM Inc. **RE/MAX LLC** Realogy Holdings Corp. Red Hat Inc. Redfin Corp. Replacements Ltd. Rockwell Automation Inc. Royal Bank of Canada S&P Global Inc. Salesforce SAP America Inc. Seagate Technology plc Shire PLC Shook, Hardy & Bacon LLP Shutterstock Siemens Corp. Sodexo Inc. Sony Electronics Inc. Southwest Airlines Co. Spotify USA Inc. Square Inc. Stanley Black & Decker Inc. Starbucks Corp. SurveyMonkey Inc. Symantec Corp.

Synchrony Takeda Pharmaceuticals USA Inc. Target Corp. **TD** Ameritrade TD Bank N.A. Tech Data Corp. Tesla Inc. The Guardian Life Insurance Co. of America TIAA T-Mobile USA Inc. TPG Global LLC TransUnion TripAdvisor Inc. Turner Construction Co. Twitter Inc. U.S. Bancorp Uber Technologies Inc. Ultimate Software Group Inc. Under Armour Inc. Unilever **United Airlines** United Parcel Service Inc. Univision Communications Inc. Vanguard Group Inc. Verizon Communications Inc. Visa Warby Parker Warner Music Group WeddingWire Inc. Wells Fargo & Co. Whirlpool Corp. Williams-Sonoma Inc. Workday Inc. Wyndham Hotels & Resorts Inc. Xerox Corp. Xylem Inc. Yelp Inc. Yext Inc. Zillow Group Zimmer Biomet Holdings Inc.

### 2020 Corporate Equality Index Rating System and Methodology

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

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

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

In addition to growing the number of highly-rated employers, the CEI has seen success in the reach of the survey. The number of employers rated from the first CEI to the present has expanded from 319 to 1059, encompassing all major industry sectors. The largest and most successful U.S. employers are invited to participate in the CEI and are identified through the following lists<sup>\*</sup>:

- Fortune magazine's 1,000 largest publicly traded businesses (2018 Fortune 1000) and
- American Lawyer magazine's top 200 revenue grossing law firms (2018 AmLaw 200).
- Additionally, any private-sector, for-profit employer with 500 or more full-time U.S. employees can request to participate, including those that are privately held.

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

# How We Obtain the Information

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

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

Invitations for the CEI 2020 survey were emailed and mailed in July 2019 and responses were due back October 2019. If a business had previously participated in the CEI, surveys were first sent to the individuals responsible for prior submissions. If a business had not previously participated in the CEI, surveys were sent to the chief executive officer or managing partner of the firm, as well as the highest-level executive/s responsible for human resources, diversity, communications or community engagement when it was possible to obtain their contact information. The information required to generate CEI ratings for businesses is difficult to ascertain from public records alone. In addition to the selfreporting provided through the CEI survey, we investigated and cross-checked the policies and practices of the rated businesses, any connections with organizations that engage in anti-LGBTQ activities and news accounts of possible efforts that undermine LGBTQ equality writ-large (e.g. through case law efforts or public policy lobbying actions). Employers were not rated until all appropriate information had been gathered and verified to the extent possible. Businesses were invited to provide HRC Foundation staff with any additional information or updates before this report went to print.

In total, the sources used include:

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

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

### Official and Unofficial Ratings

The HRC Foundation may rate businesses that have not submitted a survey this year if the business had submitted a survey in previous years and the information is determined to be accurate, or if the HRC Foundation has obtained sufficient information to provide an individual rating. In both cases, the HRC Foundation notified the business of the official rating and gave them an opportunity for any updates or clarification prior to the report release. Fortune 500-ranked businesses that after multiple invitations have never responded to the CEI survey were evaluated independently and have designated unofficial ratings listed in gray in Appendices B and C (none earned a 100 percent and are therefore not in Appendix A). The HRC Foundation proactively evaluates these 122 Fortune- ranked

 To provide the public with accurate information on these key employers; and

companies for two key reasons:

 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 LGBTO inclusion. Because LGBTO workers and prospective employees must navigate the gaps in federal and state protections that affect their employment decisions, our staff views the research on these businesses through this same lens, ascertaining what we can from publicly available information and applying those findings to our CEI criteria.

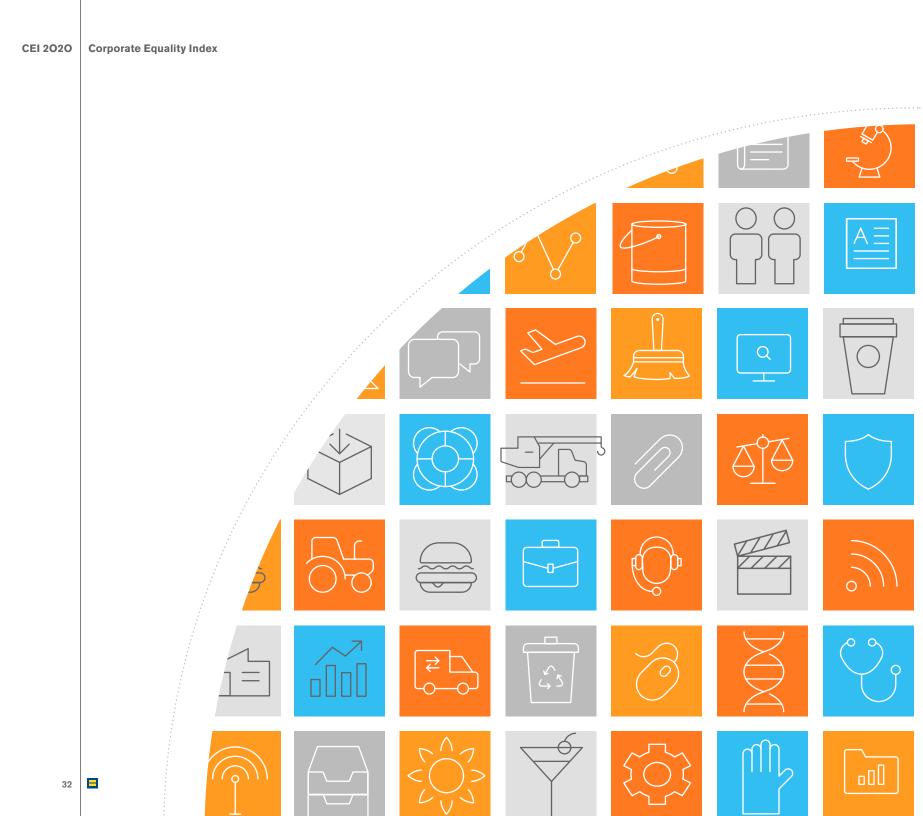
The HRC Foundation commends those employers that have committed to the public and transparent process of the CEI survey and we invite these 122 companies to do the same.

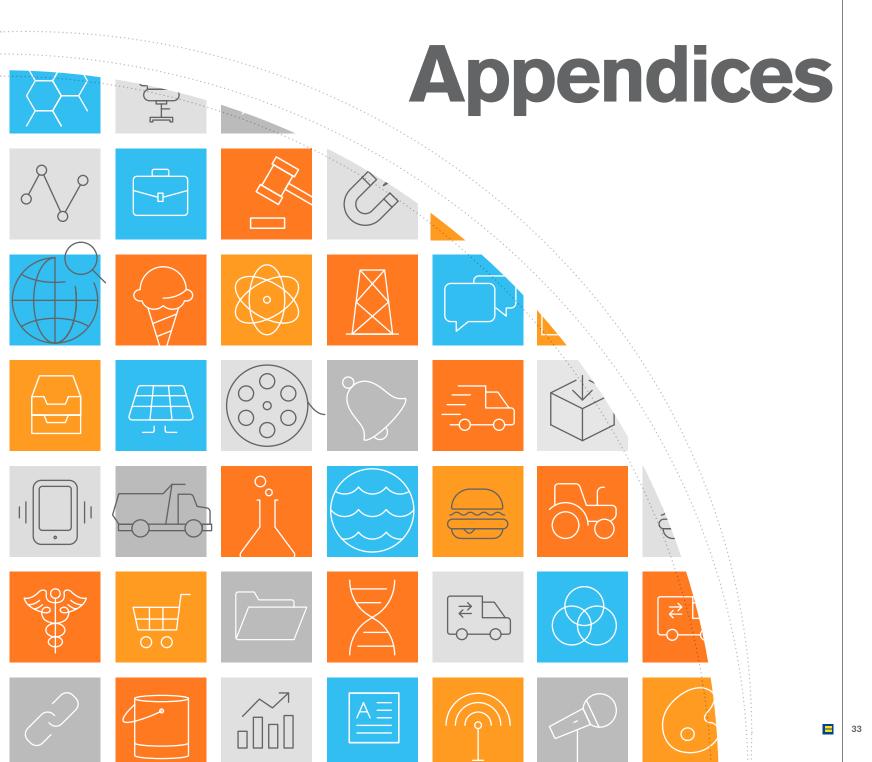
In total, the CEI 2020 contains official ratings for 359 Fortune 500 businesses, 472 Fortune 1000 businesses, 152 law firms and 435 additional major businesses. An additional 122 Fortune 500 businesses have unofficial ratings, bringing the total to 1181 rated businesses. Findings in the 2020 CEI report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

## Criteria

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

|            | <ul> <li>Supervisors undergo training that includes gender identity and sexual orientation as discrete topics (may<br/>be part of a broader training), and provides definitions or scenarios illustrating the policy for each</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |            |  |
|------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|--|
|            | <ul> <li>Integration of gender identity and sexual orientation in professional development, skills-based or other leadership training that includes elements of diversity and/or cultural competency</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |            |  |
|            | <ul> <li>Gender transition guidelines with supportive restroom, dress code and documentation guidance</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |            |  |
|            | <ul> <li>Anonymous employee engagement or climate surveys conducted on an annual<br/>or biennial basis allow employees the option to identify as LGBTQ.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |            |  |
|            | <ul> <li>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.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |            |  |
|            | <ul> <li>Senior management/executive performance measures include LGBTQ diversity metrics</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |            |  |
|            | b. Employee group –or– Diversity council                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 10 points  |  |
|            | c. Three Distinct Efforts of Outreach or Engagement to Broader LGBTQ Community Businesses must demonstrate ongoing LGBTQ-specific engagement that extends across the firm, including at least three of the following:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 15 points  |  |
|            | <ul> <li>LGBTQ employee recruitment efforts with demonstrated reach of LGBTQ applicants (required documentation may include a short summary of the event or an estimation of the number of candidates reached)</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |            |  |
|            | <ul> <li>Supplier diversity program with demonstrated effort to include certified LGBTQ suppliers</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |            |  |
|            | <ul> <li>Marketing or advertising to LGBTQ consumers (e.g.: advertising with LGBTQ content,<br/>advertising in LGBTQ media or sponsoring LGBTQ organizations and events)</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |            |  |
|            | • Philanthropic support of at least one LGBTQ organization or event (e.g.: financial, in kind or pro bono support)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |            |  |
|            | <ul> <li>Demonstrated public support for LGBTQ equality under the law<br/>through local, state or federal legislation or initiatives</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |            |  |
|            | d. LGBTQ Corporate Social Responsibility                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |            |  |
|            | Contractor/supplier non-discrimination standards AND Philanthropic Giving Guidelines                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 5 points   |  |
| Criteria 4 | Responsible citizenship (-25)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |            |  |
|            | Employers will have 25 points deducted from their score for a large-scale official or public anti-LGBTQ blemish on<br>their recent records. Scores on this criterion are based on information that has come to HRC's attention related to<br>topics including but not limited to: undue influence by a significant shareholder calculated to undermine a business's<br>employment policies or practices related to its LGBTQ employees; directing corporate charitable contributions to<br>organizations whose primary mission includes advocacy against LGBTQ equality; opposing shareholder resolutions<br>reasonably aimed at encouraging the adoption of inclusive workplace policies; revoking inclusive LGBTQ policies or<br>practices; or engaging in proven practices that are contrary to the business's written LGBTQ employment policies. |            |  |
|            | CEI 2019 Perfect Score                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 100 points |  |





# Appendix A Employers With Ratings of 100 Percent

### **Corporate Equality Index Rating Criteria**

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

| Appendix A                                                                                                               | Employers with Ratings of 100 Percent       |                       |       |           |           |           |           | Crite     | erion     |           |           |          |            |                    | Rating             |              |
|--------------------------------------------------------------------------------------------------------------------------|---------------------------------------------|-----------------------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                          |                                             |                       |       | 15 points | 15 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                      | Employer                                    | Headquarters Location | State | <b>1a</b> | 1b        | <b>2a</b> | <b>2b</b> | 2c        | 3a        | 3b        | 3c        | 3d       | 4          | 202<br>CEI         | 201<br>CEI         | For          |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                       | 3M Co.                                      | St. Paul              | MN    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 97           |
| operations (15 points)                                                                                                   | A.T. Kearney Inc.                           | Chicago               | IL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| <b>1b</b> Prohibits discrimination<br>based on gender identity for                                                       | AbbVie Inc.                                 | North Chicago         | IL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 110          |
| all operations (15 points) 2a Equivalency in same- and                                                                   | Abercrombie & Fitch Co.                     | New Albany            | ОН    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 666          |
| different-sex spousal medical<br>and soft benefits <b>(10 points)</b>                                                    | Accenture                                   | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                   | Activision Blizzard                         | Santa Monica          | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 401          |
| and soft benefits (10 points /<br>half credit for parity across                                                          | Adidas North America Inc.                   | Portland              | OR    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 2c Equal health coverage for transgender                                                                                 | Adobe Systems Inc.                          | San Jose              | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 389          |
| individuals without exclusion for<br>medically necessary care (10 points                                                 | ADP                                         | Roseland              | NJ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 243          |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                          | Advanced Micro Devices Inc.                 | Santa Clara           | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 506          |
| related care remain in place) 3a Three LGBTQ internal training and                                                       | AECOM                                       | Los Angeles           | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 164          |
| education best practices (10 points)<br>3b Employee group or diversity                                                   | AIG                                         | New York              | NY    | •         | •         | •         | ٠         | •         | •         | •         | •         | •        |            | 100                | 100                | 60           |
| council (10 points)                                                                                                      | Air Liquide                                 | Houston               | тх    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                |                    |              |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                                  | Air Products & Chemicals Inc.               | Allentown             | PA    | ٠         | ٠         | •         | ٠         | •         | •         | •         | •         | •        |            | 100                | 100                | 345          |
| community, and if supplier diversity<br>program is in place, must include                                                | Airbnb Inc.                                 | San Francisco         | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| LGBTQ suppliers (15 points) 3d Contractor/supplier non-discrimination                                                    | Airbus Americas Inc.                        | Herndon               | VA    | •         | ٠         | •         | ٠         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| standards and philanthropic giving guidelines (5 points)                                                                 | Akamai Technologies Inc.                    | Cambridge             | MA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 829          |
|                                                                                                                          | Akerman LLP                                 | Miami                 | FL    | ٠         | ٠         | •         | ٠         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have                                           | Akin, Gump, Strauss, Hauer & Feld LLP       | Washington            | DC    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| not responded to repeated invitations<br>to the CEI survey. These ratings are<br>based on publicly available information | Alight Solutions                            | Lincolnshire          | IL    | ٠         | ٠         | •         | ٠         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                                | AlixPartners LLP                            | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| groups or individual employees.                                                                                          | AllianceBernstein LP                        | Nashville             | TN    | •         | •         | •         | ٠         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                          | Alliant Energy Corp.                        | Madison               | WI    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 682          |
|                                                                                                                          | Allianz Life Insurance Co. of North America | Minneapolis           | MN    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                          | Ally Financial Inc.                         | Detroit               | МІ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 299          |
|                                                                                                                          | Alston & Bird LLP                           | Atlanta               | GA    | ٠         | ٠         | ٠         | ٠         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                          | Altice USA Inc.                             | Long Island City      | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                          | Altria Group Inc.                           | Richmond              | VA    | •         | •         | •         | •         | ٠         | •         | •         | •         | •        |            | 100                | 100                | 154          |
|                                                                                                                          | Amazon.com Inc.                             | Seattle               | WA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 8            |
|                                                                                                                          | AMC Entertainment Inc.                      | Leawood               | KS    | •         | •         | •         | •         | ٠         | ٠         | •         | •         | •        |            | 100                | 100                | 787          |

35

| Appendix A                                                                                                              | Employers with Ratings of 100 Percent         |                              |       |           |           |           |           | Crite     | erion     |           |           |          |            |                    | Rating             |              |
|-------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------|------------------------------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                         |                                               |                              |       | 15 points | 15 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                     | Employer                                      | <b>Headquarters</b> Location | State | <b>1a</b> | 1b        | <b>2a</b> | <b>2b</b> | 2c        | 3a        | Зb        | 3c        | 3d       | 4          | 202<br>CEI         | 201<br>CEI         | For          |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                      | Ameren Corp.                                  | St. Louis                    | МО    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 453          |
| operations (15 points)                                                                                                  | American Airlines                             | Fort Worth                   | ТΧ    | •         | ٠         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 71           |
| 1b Prohibits discrimination<br>based on gender identity for                                                             | American Electric Power Co. Inc.              | Columbus                     | ОН    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 85                 | 185          |
| all operations (15 points) 2a Equivalency in same- and                                                                  | American Express Company                      | New York                     | NY    | •         | ٠         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 86           |
| different-sex spousal medical<br>and soft benefits (10 points)                                                          | American Express Global Business Travel       | Jersey City                  | NJ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                  | American Family Mutual Insurance Company, S.I | Madison                      | WI    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 311          |
| and soft benefits (10 points /<br>half credit for parity across                                                         | AmerisourceBergen Corp.                       | Chesterbrook                 | PA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 12           |
| some, but not all benefits) 2c Equal health coverage for transgender                                                    | Amgen Inc.                                    | Thousand Oaks                | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 130          |
| individuals without exclusion for<br>medically necessary care (10 points                                                | Anheuser-Busch Companies Inc.                 | St. Louis                    | МО    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 149          |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                         | Anschutz Entertainment Group, Inc.            | Los Angeles                  | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| related care remain in place)<br>3a Three LGBTQ internal training and                                                   | Anthem Inc.                                   | Indianapolis                 | IN    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 29           |
| education best practices (10 points)<br>3b Employee group or diversity                                                  | Aon Corp.                                     | Chicago                      | IL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 235          |
| council (10 points)                                                                                                     | Apple Inc.                                    | Cupertino                    | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 4            |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                                 | Applied Materials Inc.                        | Santa Clara                  | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 201          |
| community, and if supplier diversity<br>program is in place, must include<br>LGBTQ suppliers <b>(15 points)</b>         | AQR Capital Management LLC                    | Greenwich                    | СТ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 3d Contractor/supplier non-discrimination                                                                               | Aramark Corp.                                 | Philadelphia                 | PA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 200          |
| standards and philanthropic giving guidelines (5 points)                                                                | Arconic                                       | New York                     | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 225          |
|                                                                                                                         | Arent Fox LLP                                 | Washington                   | DC    | •         | ٠         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have<br>not responded to repeated invitations | Armstrong Teasdale LLP                        | St. Louis                    | МО    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| to the CEI survey. These ratings are<br>based on publicly available information                                         | Arnold & Porter Kaye Scholer LLP              | Washington                   | DC    | •         | ٠         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                               | Arrow Electronics                             | Centennial                   | со    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 113          |
| groups or individual employees.                                                                                         | Arthur J. Gallagher & Co.                     | Rolling Meadows              | IL    | •         | ٠         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 454          |
|                                                                                                                         | Assurant                                      | New York                     | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 440          |
|                                                                                                                         | Astellas Pharma US Inc.                       | Northbrook                   | IL    | •         | ٠         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | AstraZeneca PLC                               | Wilmington                   | DE    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 95                 |              |
|                                                                                                                         | Asurion LLC                                   | Nashville                    | TN    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | AT&T Inc.                                     | Dallas                       | ТΧ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 9            |
|                                                                                                                         | Atlassian                                     | San Francisco                | CA    | ٠         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 95                 |              |
|                                                                                                                         | Autodesk Inc.                                 | San Rafael                   | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 945          |
|                                                                                                                         | AXA Equitable Life                            | New York                     | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |

| Appendix A                                                                                                               | Employers with Ratings of 100 Percent    |                       |       |           | ,         |            |           | Crite     | erion     |           |           |          |            |                    | Rating             |              |
|--------------------------------------------------------------------------------------------------------------------------|------------------------------------------|-----------------------|-------|-----------|-----------|------------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                          |                                          |                       |       | 15 points | 15 points | 10 points  | 10 points | 10 points | 10 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                      | Employer                                 | Headquarters Location | State | <b>1a</b> | 1b        | <b>2</b> a | <b>2b</b> | 2c        | 3a        | Зb        | 3c        | 3d       | 4          | 202<br>CEI         | CEI<br>CEI         | For          |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                       | Axiom Global Inc.                        | New York              | NY    | •         | •         | •          | •         | •         | ٠         | •         | •         | •        |            | 100                |                    |              |
| operations (15 points)                                                                                                   | BAE Systems Inc.                         | Arlington             | VA    | •         | •         | •          | ٠         | •         | ٠         | •         | •         | •        |            | 100                | 85                 |              |
| 1b Prohibits discrimination<br>based on gender identity for<br>all operations (15 points)                                | Bain & Co. Inc./ Bridgespan Group        | Boston                | MA    | •         | •         | •          | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
| 2a Equivalency in same- and                                                                                              | Baker & Hostetler LLP                    | Cleveland             | ОН    | •         | •         | •          | ٠         | •         | ٠         | •         | •         | •        |            | 100                | 85                 |              |
| different-sex spousal medical and soft benefits (10 points)                                                              | Baker & McKenzie LLP                     | Chicago               | IL    | •         | •         | •          | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                   | Ballard Spahr LLP                        | Philadelphia          | PA    | •         | •         | •          | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
| and soft benefits (10 points /<br>half credit for parity across                                                          | Bank of New York Mellon Corp., The       | New York              | NY    | •         | •         | •          | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                | 175          |
| 2c Equal health coverage for transgender                                                                                 | Bank of the West                         | San Francisco         | CA    | •         | •         | •          | ٠         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
| individuals without exclusion for<br>medically necessary care (10 points                                                 | Barclays                                 | New York              | NY    | •         | •         | •          | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                          | Barilla America Inc.                     | Northbrook            | IL    | •         | •         | •          | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
| <b>3a</b> Three LGBTQ internal training and                                                                              | Barnes & Noble Inc.                      | New York              | NY    | •         | •         | •          | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 613          |
| education best practices (10 points)<br>3b Employee group or diversity                                                   | BASF Corp.                               | Florham Park          | NJ    | •         | •         | •          | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
| council (10 points)                                                                                                      | Bass, Berry & Sims PLC                   | Nashville             | TN    | •         | •         | •          | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                                  | Baxter International Inc.                | Deerfield             | IL    | •         | •         | •          | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                | 283          |
| community, and if supplier diversity<br>program is in place, must include<br>LGBTQ suppliers <b>(15 points)</b>          | Bayer U.S. LLC                           | Whippany              | NJ    | •         | •         | •          | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 3d Contractor/supplier non-discrimination                                                                                | BB&T Corp.                               | Winston-Salem         | NC    | •         | •         | •          | ٠         | •         | ٠         | •         | •         | •        |            | 100                | 90                 | 250          |
| standards and philanthropic giving guidelines (5 points)                                                                 | BBVA USA                                 | Birmingham            | AL    | •         | •         | •          | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                | 686          |
|                                                                                                                          | Becton, Dickinson and Co.                | Franklin Lakes        | NJ    | •         | •         | •          | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                | 251          |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have                                           | Ben & Jerry's Homemade Inc.              | South Burlington      | VT    | •         | •         | •          | •         | •         | ٠         | •         | •         | •        |            | 100                | 95                 |              |
| not responded to repeated invitations<br>to the CEI survey. These ratings are<br>based on publicly available information | Best Buy Co. Inc.                        | Richfield             | MN    | •         | •         | •          | ٠         | •         | ٠         | •         | •         | •        |            | 100                | 100                | 72           |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                                | Biogen                                   | Cambridge             | MA    | •         | •         | •          | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                | 245          |
| groups or individual employees.                                                                                          | Black & Veatch Holding Inc.              | Overland Park         | KS    | •         | •         | •          | ٠         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                          | Black Knight Inc.                        | Jacksonville          | FL    | •         | •         | •          | •         | •         | ٠         | •         | •         | •        |            | 100                | 70                 |              |
|                                                                                                                          | BlackRock                                | New York              | NY    | •         | •         | •          | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                | 237          |
|                                                                                                                          | Blackstone Group LP, The                 | New York              | NY    | •         | •         | •          | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                | 398          |
|                                                                                                                          | Blank Rome LLP                           | Philadelphia          | PA    | •         | •         | •          | ٠         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                          | Bloomberg LP                             | New York              | NY    | •         | •         | •          | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                          | Blue Cross & Blue Shield of Rhode Island | Providence            | RI    | ٠         | •         | •          | •         | ٠         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                          | Blue Cross Blue Shield of Florida Inc.   | Jacksonville          | FL    | •         | •         | •          | •         | •         | ٠         | •         | •         | •        |            | 100                | 85                 |              |
|                                                                                                                          | Blue Cross Blue Shield of Massachusetts  | Boston                | МА    | •         | •         | •          | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |

| Appendix A                                                                                                              | Employers with Ratings of 100 Percent      |                       |       |           |           | ,         |           | Crite     | erion     |           |           |          |            |                    | Rating             |              |
|-------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|-----------------------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                         |                                            |                       |       | 15 points | 15 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                     | Employer                                   | Headquarters Location | State | <b>1a</b> | 1b        | 2a        | <b>2b</b> | 2c        | 3a        | 3b        | 3c        | 3d       | 4          | 202<br>CEI         | 201<br>CEI         | For          |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                      | Blue Cross Blue Shield of Minnesota        | Eagan                 | MN    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 90                 |              |
| operations (15 points)                                                                                                  | Blue Shield of California                  | San Francisco         | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 1b Prohibits discrimination<br>based on gender identity for                                                             | BlueCross BlueShield of Tennessee          | Chattanooga           | TN    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| all operations (15 points) 2a Equivalency in same- and                                                                  | BMO Bankcorp Inc.                          | Chicago               | IL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| different-sex spousal medical<br>and soft benefits (10 points)                                                          | BNP Paribas                                | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                  | Boehringer Ingelheim USA Corp.             | Ridgefield            | СТ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| and soft benefits (10 points /<br>half credit for parity across                                                         | Boies Schiller Flexner LLP                 | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| some, but not all benefits) 2c Equal health coverage for transgender                                                    | Booz Allen Hamilton Inc.                   | McLean                | VA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 482          |
| individuals without exclusion for<br>medically necessary care (10 points                                                | Boston Consulting Group                    | Boston                | MA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                         | Boston Scientific Corp.                    | Marlborough           | MA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 328          |
| <b>3a</b> Three LGBTQ internal training and                                                                             | Box Inc.                                   | Redwood City          | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| education best practices (10 points)<br>3b Employee group or diversity                                                  | BP America Inc.                            | Houston               | тх    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| council (10 points)                                                                                                     | Bridgewater Associates LP                  | Westport              | СТ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                |                    |              |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                                 | Bristol-Myers Squibb Co.                   | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 145          |
| community, and if supplier diversity<br>program is in place, must include<br>LGBTQ suppliers <b>(15 points)</b>         | Broadridge Financial Solutions Inc.        | Lake Success          | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 592          |
| 3d Contractor/supplier non-discrimination                                                                               | Brooks Sports Inc.                         | Seattle               | WA    | •         | •         | •         | ٠         | •         | •         | •         | •         | •        |            | 100                | 95                 |              |
| standards and philanthropic giving guidelines (5 points)                                                                | Brown Advisory                             | Baltimore             | MD    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                |                    |              |
|                                                                                                                         | Brown Brothers Harriman & Co.              | New York              | NY    | •         | •         | •         | ٠         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have<br>not responded to repeated invitations | Brown Rudnick LLP                          | Boston                | MA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| to the CEI survey. These ratings are<br>based on publicly available information                                         | Brown-Forman Corp.                         | Louisville            | КY    | •         | •         | •         | ٠         | •         | •         | •         | •         | •        |            | 100                | 100                | 735          |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                               | Bryan Cave Leighton Paisner LLP            | St. Louis             | МО    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| groups or individual employees.                                                                                         | Buchanan Ingersoll & Rooney PC             | Pittsburgh            | PA    | •         | •         | •         | ٠         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Buckley LLP                                | Washington            | DC    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Buzzfeed                                   | New York              | NY    | •         | •         | •         | ٠         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | CA Technologies Inc.                       | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                |                    | 598          |
|                                                                                                                         | Cadwalader, Wickersham & Taft LLP          | New York              | NY    | •         | •         | •         | ٠         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Caesars Entertainment Corp.                | Las Vegas             | NV    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                | 536          |
|                                                                                                                         | Cambia Health Solutions Inc.               | Portland              | OR    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Capgemini America, INC                     | Chicago               | IL    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Capital Area Services Company, LLC (CASCI) | Charleston            | wv    | ٠         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 90                 |              |

38

| Appendix A                                                                                                               | Employers with Ratings of 100 Percent |                       |       |           | ••••••    |           |           | Crite     | erion     |           |           |          |            |                    | Rating      |              |
|--------------------------------------------------------------------------------------------------------------------------|---------------------------------------|-----------------------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|-------------|--------------|
|                                                                                                                          |                                       |                       |       | 15 points | 15 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 9<br>Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                      | Employer                              | Headquarters Location | State | <b>1a</b> | 1b        | <b>2a</b> | <b>2b</b> | 2c        | 3a        | 3b        | 3c        | 3d       | 4          | 202<br>CEI         | 2019<br>CEI | For          |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                       | Capital Group Companies Inc., The     | Los Angeles           | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100         |              |
| operations (15 points)                                                                                                   | Capital Markets Company NV, The       | New York              | NY    | •         | •         | •         | ٠         | •         | •         | •         | •         | •        |            | 100                | 100         |              |
| <b>1b</b> Prohibits discrimination<br>based on gender identity for                                                       | Capital One Financial Corp.           | McLean                | VA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100         | 101          |
| all operations (15 points) 2a Equivalency in same- and                                                                   | Cardinal Health Inc.                  | Dublin                | ОН    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100         | 14           |
| different-sex spousal medical<br>and soft benefits (10 points)                                                           | CareFirst Inc.                        | Baltimore             | MD    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 90          |              |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                   | Cargill Inc.                          | Wayzata               | MN    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100         |              |
| and soft benefits (10 points /<br>half credit for parity across                                                          | Cargo Transporters Inc.               | Claremont             | NC    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100         |              |
| 2c Equal health coverage for transgender                                                                                 | Carlson Inc.                          | Minnetonka            | MN    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100         |              |
| individuals without exclusion for<br>medically necessary care (10 points                                                 | Carlton Fields P.A.                   | Tampa                 | FL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100         |              |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                          | Carlyle Group LP, The                 | Washington            | DC    | •         | •         | •         | ٠         | •         | •         | •         | •         | •        |            | 100                | 100         | 631          |
| related care remain in place)<br>3a Three LGBTQ internal training and                                                    | CarMax Inc.                           | Richmond              | VA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100         | 174          |
| education best practices (10 points)<br>3b Employee group or diversity                                                   | Carnival Corp.                        | Miami                 | FL    | •         | •         | •         | ٠         | •         | •         | •         | •         | •        |            | 100                | 100         |              |
| council (10 points)                                                                                                      | CBRE Inc.                             | Los Angeles           | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100         | 207          |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                                  | CBS Corp.                             | New York              | NY    | •         | •         | •         | ٠         | •         | •         | •         | •         | •        |            | 100                | 100         | 197          |
| community, and if supplier diversity<br>program is in place, must include                                                | CDW Corp.                             | Lincolnshire          | IL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100         | 189          |
| LGBTQ suppliers (15 points) 3d Contractor/supplier non-discrimination                                                    | Celanese Corp.                        | Irving                | ТΧ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100         | 455          |
| standards and philanthropic giving guidelines (5 points)                                                                 | Celgene Corp.                         | Summit                | NJ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100         | 224          |
|                                                                                                                          | Centene Corp.                         | St. Louis             | МО    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 95          | 61           |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have                                           | CenturyLink Inc.                      | Monroe                | LA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100         | 166          |
| not responded to repeated invitations<br>to the CEI survey. These ratings are<br>based on publicly available information | Cerner Corp.                          | North Kansas City     | мо    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100         | 519          |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                                | Chapman and Cutler LLP                | Chicago               | IL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100         |              |
| groups or individual employees.                                                                                          | Charles Schwab & Co. Inc.             | San Francisco         | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100         | 330          |
|                                                                                                                          | Chevron Corp.                         | San Ramon             | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100         | 13           |
|                                                                                                                          | Choate, Hall & Stewart LLP            | Boston                | MA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100         |              |
|                                                                                                                          | Chobani                               | Norwich               | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100         |              |
|                                                                                                                          | Choice Hotels International Inc.      | Rockville             | MD    | •         | •         | •         | ٠         | •         | •         | •         | •         | •        |            | 100                | 100         |              |
|                                                                                                                          | Chubb Ltd.                            | Philadelphia          | PA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100         | 215          |
|                                                                                                                          | CIGNA Corp.                           | Bloomfield            | СТ    | •         | •         | •         | ٠         | •         | ٠         | •         | •         | •        |            | 100                | 100         | 73           |
|                                                                                                                          | Cisco Systems Inc.                    | San Jose              | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100         | 62           |
|                                                                                                                          | CIT Group Inc.                        | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 95          | 658          |
|                                                                                                                          |                                       |                       |       |           |           |           |           |           | -         |           |           | :        |            |                    |             |              |

| Appendix A                                                                                                              | Employers with Ratings of 100 Percent         |                       |       |           |           |           |            | Crite     | erion     |           |           |          |            |                    | Rating             |              |
|-------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------|-----------------------|-------|-----------|-----------|-----------|------------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                         |                                               |                       |       | 15 points | 15 points | 10 points | 10 points  | 10 points | 10 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                     | Employer                                      | Headquarters Location | State | <b>1a</b> | 1b        | <b>2a</b> | <b>2</b> b | 2c        | 3a        | 3b        | 3c        | 3d       | 4          | 202<br>CEI         | 201<br>CEI         | For          |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                      | Citigroup Inc.                                | New York              | NY    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                | 32           |
| operations (15 points)                                                                                                  | Citizens Financial Group                      | Providence            | RI    | •         | •         | ٠         | •          | •         | ٠         | •         | •         | •        |            | 100                | 20                 | 435          |
| 1b Prohibits discrimination<br>based on gender identity for<br>all operations (15 points)                               | Citrix Systems Inc.                           | Fort Lauderdale       | FL    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                | 753          |
| 2a Equivalency in same- and                                                                                             | Cleary Gottlieb Steen & Hamilton LLP          | New York              | NY    | •         | •         | ٠         | •          | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
| different-sex spousal medical<br>and soft benefits (10 points)                                                          | Clorox Co., The                               | Oakland               | CA    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                | 468          |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                  | CME Group Inc.                                | Chicago               | IL    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                | 641          |
| and soft benefits (10 points /<br>half credit for parity across                                                         | CNA Financial Corporation                     | Chicago               | IL    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 2c Equal health coverage for transgender                                                                                | Coca-Cola Co., The                            | Atlanta               | GA    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                | 87           |
| individuals without exclusion for<br>medically necessary care (10 points                                                | Colgate-Palmolive Co.                         | New York              | NY    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                | 184          |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                         | Comcast NBCUniversal                          | Philadelphia          | PA    | •         | ٠         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 90                 | 33           |
| related care remain in place)<br>3a Three LGBTQ internal training and                                                   | Comerica Inc.                                 | Dallas                | тх    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                | 702          |
| education best practices (10 points)                                                                                    | Community Care Behavioral Health Organization | Pittsburgh            | PA    | •         | ٠         | ٠         | •          | •         | ٠         | •         | •         | •        |            | 100                |                    |              |
| 3b Employee group or diversity<br>council (10 points)                                                                   | Conagra Brands Inc.                           | Chicago               | IL    | •         | •         | ٠         | •          | •         | •         | •         | •         | •        |            | 100                | 100                | 321          |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                                 | ConocoPhillips                                | Houston               | ТΧ    | •         | ٠         | ٠         | •          | •         | ٠         | •         | •         | •        |            | 100                | 90                 | 95           |
| community, and if supplier diversity<br>program is in place, must include                                               | Constellation Brands Inc.                     | Victor                | NY    | •         | •         | ٠         | •          | •         | ٠         | •         | •         | •        |            | 100                | 100                | 386          |
| LGBTQ suppliers (15 points)<br>3d Contractor/supplier non-discrimination                                                | Cooley LLP                                    | Palo Alto             | CA    | •         | ٠         | ٠         | •          | •         | ٠         | •         | •         | •        |            | 100                | 95                 |              |
| standards and philanthropic giving guidelines (5 points)                                                                | Cooper Tire & Rubber Co.                      | Findlay               | ОН    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 75                 | 759          |
|                                                                                                                         | Corteva Agriscience                           | Wilmington            | DE    | •         | ٠         | ٠         | •          | •         | ٠         | •         | •         | •        |            | 100                |                    |              |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have<br>not responded to repeated invitations | Cosmopolitan of Las Vegas, The                | Las Vegas             | NV    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| to the CEI survey. These ratings are<br>based on publicly available information                                         | Covington & Burling LLP                       | Washington            | DC    | •         | ٠         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                               | Cox Enterprises Inc.                          | Atlanta               | GA    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| groups or individual employees.                                                                                         | Cozen O'Connor                                | Philadelphia          | PA    | •         | •         | ٠         | •          | •         | ٠         | •         | •         | •        |            | 100                | 75                 |              |
|                                                                                                                         | Credit Suisse USA Inc.                        | New York              | NY    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Crowell & Moring LLP                          | Washington            | DC    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | CSAA Insurance Group                          | Walnut Creek          | CA    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Cummins Inc.                                  | Columbus              | IN    | •         | •         | •         | •          | •         | ٠         | •         | •         | •        |            | 100                | 100                | 149          |
|                                                                                                                         | CUNA Mutual Group                             | Madison               | WI    | •         | •         | •         | •          | •         | ٠         | •         | •         | •        |            | 100                | 100                | 660          |
|                                                                                                                         | Cushman & Wakefield                           | Chicago               | IL    | ٠         | •         | ٠         | •          | •         | ٠         | •         | ٠         | ٠        |            | 100                | 100                |              |
|                                                                                                                         | Danaher Corp.                                 | Washington            | DC    | •         | •         | ٠         | •          | •         | ٠         | •         | •         | •        |            | 100                | 100                | 162          |
|                                                                                                                         | Danone North America                          | White Plains          | NY    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |

| Appendix A                                                                                                              | Employers with Ratings of 100 Percent     |                       |       |           | •         |           |           | Crite     | erion     |           |           |          |            |                    | Rating             |              |
|-------------------------------------------------------------------------------------------------------------------------|-------------------------------------------|-----------------------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                         |                                           |                       |       | 15 points | 15 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                     | Employer                                  | Headquarters Location | State | <b>1a</b> | 1b        | <b>2a</b> | <b>2b</b> | <b>2c</b> | <b>3a</b> | 3b        | 3c        | 3d       | 4          | CEI<br>CEI         | CE 3               | For          |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                      | Davis Wright Tremaine LLP                 | Seattle               | WA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| operations (15 points)                                                                                                  | Day Pitney LLP                            | Parsippany            | NJ    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 1b Prohibits discrimination<br>based on gender identity for                                                             | Dechert LLP                               | Philadelphia          | PA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| all operations (15 points) 2a Equivalency in same- and                                                                  | Dell Technologies Inc.                    | Round Rock            | ТΧ    | •         | ٠         | ٠         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                | 35           |
| different-sex spousal medical<br>and soft benefits (10 points)                                                          | Deloitte LLP                              | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                  | Dentons US LLP                            | Washington            | DC    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| and soft benefits (10 points /<br>half credit for parity across                                                         | Depository Trust & Clearing Corp., The    | New York              | NY    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| some, but not all benefits)<br>2c Equal health coverage for transgender                                                 | Designer Brands                           | Columbus              | ОН    | •         | ٠         | ٠         | •         | •         | ٠         | •         | •         | •        |            | 100                | 90                 | 771          |
| individuals without exclusion for<br>medically necessary care (10 points                                                | Deutsche Bank                             | New York              | NY    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                         | Diageo North America                      | Norwalk               | CT    | •         | ٠         | ٠         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
| related care remain in place)<br>3a Three LGBTQ internal training and                                                   | Dickinson Wright PLLC                     | Detroit               | МІ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| education best practices (10 points)<br>3b Employee group or diversity                                                  | Digitas                                   | Boston                | МА    | •         | ٠         | ٠         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
| council (10 points)                                                                                                     | Discover Financial Services               | Riverwoods            | IL    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 263          |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                                 | DLA Piper                                 | Baltimore             | MD    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| community, and if supplier diversity<br>program is in place, must include<br>LGBTQ suppliers <b>(15 points)</b>         | Dominion Energy                           | Richmond              | VA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 233          |
| 3d Contractor/supplier non-discrimination                                                                               | Dorsey & Whitney LLP                      | Minneapolis           | MN    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| standards and philanthropic giving guidelines (5 points)                                                                | Dow                                       | Midland               | MI    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 62           |
| Dettere in Craw (the effect entry of                                                                                    | Drinker Biddle & Reath LLP                | Philadelphia          | PA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 95                 |              |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have<br>not responded to repeated invitations | Dropbox Inc.                              | San Francisco         | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| to the CEI survey. These ratings are<br>based on publicly available information                                         | Duane Morris LLP                          | Philadelphia          | PA    | •         | ٠         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                               | Duke Energy Corp.                         | Charlotte             | NC    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 125          |
| groups or individual employees.                                                                                         | Dun & Bradstreet Corp., The               | Short Hills           | NJ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 996          |
|                                                                                                                         | Dunkin' Brands Group Inc.                 | Canton                | MA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Dykema Gossett PLLC                       | Detroit               | MI    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | E&J Gallo Winery                          | Modesto               | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | E*TRADE Financial Corp.                   | New York              | NY    | •         | ٠         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 841          |
|                                                                                                                         | E. I. du Pont de Nemours and Co. (DuPont) | Wilmington            | DE    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 47           |
|                                                                                                                         | EAB                                       | Washington            | DC    | ٠         | •         | ٠         | •         | ٠         | ٠         | •         | ٠         | ٠        |            | 100                | 100                |              |
|                                                                                                                         | Eastern Bank Corp.                        | Boston                | MA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Eastman Kodak Co.                         | Rochester             | NY    | •         | ٠         | •         | •         | ٠         | ٠         | ٠         | ٠         | •        |            | 100                | 100                | 966          |

| Appendix A                                                                                                               | Employers with Ratings of 100 Percent              |                       |       |           | ••••••    |           | •••••     | Crite     | erion     |           |           | ,        |            |                    | Rating         |              |
|--------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------|-----------------------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|----------------|--------------|
|                                                                                                                          |                                                    |                       |       | 15 points | 15 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 19<br>I Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                      | Employer                                           | Headquarters Location | State | <b>1a</b> | 1b        | <b>2a</b> | <b>2b</b> | <b>2c</b> | <b>3a</b> | 3b        | 3c        | 3d       | 4          | 20<br>CE 30        | 2019<br>CEI    | Fo           |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                       | Eaton Corp.                                        | Cleveland             | ОН    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100            | 163          |
| operations (15 points)                                                                                                   | Eaton Vance                                        | Boston                | MA    | •         | •         | ٠         | •         | •         | ٠         | •         | •         | •        |            | 100                | 90             |              |
| 1b Prohibits discrimination<br>based on gender identity for                                                              | eBay Inc.                                          | San Jose              | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100            | 309          |
| all operations (15 points) 2a Equivalency in same- and                                                                   | Ecolab Inc.                                        | St. Paul              | MN    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100            | 215          |
| different-sex spousal medical<br>and soft benefits (10 points)                                                           | Edison International                               | Rosemead              | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100            | 244          |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                   | Edward Jones                                       | Des Peres             | МО    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100            | 376          |
| and soft benefits (10 points /<br>half credit for parity across                                                          | Electronic Arts Inc.                               | Redwood City          | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100            | 537          |
| 2c Equal health coverage for transgender                                                                                 | Eli Lilly & Co.                                    | Indianapolis          | IN    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100            | 129          |
| individuals without exclusion for<br>medically necessary care (10 points                                                 | Enbridge                                           | Houston               | тх    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 70             | 519          |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                          | Epsilon Data Management LLC                        | Irving                | тх    | •         | ٠         | •         | •         | •         | •         | •         | •         | •        |            | 100                |                |              |
| related care remain in place)<br>3a Three LGBTQ internal training and                                                    | Ericsson Inc                                       | Plano                 | тх    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                |                |              |
| education best practices (10 points)                                                                                     | Ernst & Young LLP                                  | New York              | NY    | •         | •         | ٠         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100            |              |
| 3b Employee group or diversity<br>council (10 points)                                                                    | Estée Lauder Companies Inc., The                   | New York              | NY    | •         | •         | ٠         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100            | 258          |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                                  | Etsy Inc.                                          | Brooklyn              | NY    | •         | ٠         | ٠         | •         | •         | ٠         | •         | •         | •        |            | 100                |                |              |
| community, and if supplier diversity<br>program is in place, must include                                                | Eversheds Sutherland (US) LLP                      | Atlanta               | GA    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100            |              |
| LGBTQ suppliers (15 points)<br>3d Contractor/supplier non-discrimination                                                 | Exelon Corp.                                       | Chicago               | IL    | •         | ٠         | ٠         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100            | 92           |
| standards and philanthropic giving guidelines (5 points)                                                                 | Expedia Group                                      | Bellevue              | WA    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100            | 295          |
|                                                                                                                          | Experian North America                             | Costa Mesa            | CA    | •         | ٠         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100            |              |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have                                           | Facebook Inc.                                      | Menlo Park            | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100            | 76           |
| not responded to repeated invitations<br>to the CEI survey. These ratings are<br>based on publicly available information | FactSet Research Systems Inc.                      | Norwalk               | СТ    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100            |              |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                                | Faegre Baker Daniels                               | Chicago               | IL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100            |              |
| groups or individual employees.                                                                                          | Farmers Insurance Group                            | Woodland Hills        | CA    | •         | •         | ٠         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100            | 253          |
|                                                                                                                          | Federal Home Loan Mortgage Corp. (Freddie Mac)     | McLean                | VA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100            | 38           |
|                                                                                                                          | Federal National Mortgage Association (Fannie Mae) | Washington            | DC    | •         | ٠         | ٠         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100            | 21           |
|                                                                                                                          | Federal Reserve Bank of Atlanta                    | Atlanta               | GA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 95             |              |
|                                                                                                                          | Federal Reserve Bank of Boston                     | Boston                | МА    | •         | •         | ٠         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100            |              |
|                                                                                                                          | Federal Reserve Bank of Chicago                    | Chicago               | IL    | •         | •         | ٠         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100            |              |
|                                                                                                                          | Federal Reserve Bank of Cleveland                  | Cleveland             | ОН    | ٠         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100            |              |
|                                                                                                                          | Federal Reserve Bank of Minneapolis                | Minneapolis           | MN    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100            |              |
|                                                                                                                          | Federal Reserve Bank of New York                   | New York              | NY    | •         | ٠         | •         | ٠         | •         | •         | ٠         | •         | ٠        |            | 100                | 100            |              |

| Appendix A                                                                                                              | Employers with Ratings of 100 Percent              |                       |       |           |           |           |           | Crite     | erion     |           |           |          |            |                    | Rating             |              |
|-------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------|-----------------------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                         |                                                    |                       |       | 15 points | 15 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                     | Employer                                           | Headquarters Location | State | <b>1a</b> | 1b        | <b>2a</b> | <b>2b</b> | 2c        | 3a        | 3b        | 3c        | 3d       | 4          | 202<br>CEI         | CEI<br>CEI         | For          |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                      | Federal Reserve Bank of Philadelphia               | Philadelphia          | PA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| operations (15 points)                                                                                                  | Federal Reserve Bank of Richmond                   | Richmond              | VA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| <b>1b</b> Prohibits discrimination<br>based on gender identity for                                                      | Federal Reserve Bank of San Francisco              | San Francisco         | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| all operations (15 points) 2a Equivalency in same- and                                                                  | Federal Reserve Bank of St Louis                   | Saint Louis           | МО    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| different-sex spousal medical<br>and soft benefits (10 points)                                                          | Fenwick & West LLP                                 | Mountain View         | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                  | Fidelity National Information Services Inc.        | Jacksonville          | FL    | •         | •         | •         | ٠         | •         | •         | •         | •         | •        |            | 100                | 100                | 326          |
| and soft benefits (10 points /<br>half credit for parity across                                                         | Fifth Third Bancorp                                | Cincinnati            | ОН    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 366          |
| 2c Equal health coverage for transgender                                                                                | Financial Industry Regulatory Authority Inc.       | Washington            | DC    | •         | •         | •         | ٠         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| individuals without exclusion for<br>medically necessary care (10 points                                                | Finnegan, Henderson, Farabow, Garrett & Dunner LLP | Washington            | DC    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                         | First American Financial Corp.                     | Santa Ana             | CA    | •         | •         | •         | ٠         | •         | •         | •         | •         | •        |            | 100                | 100                | 483          |
| <b>3a</b> Three LGBTQ internal training and                                                                             | Fish & Richardson PC                               | Boston                | MA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| education best practices (10 points)<br>3b Employee group or diversity                                                  | Fleishman-Hillard Inc.                             | St. Louis             | МО    | •         | •         | •         | ٠         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| council (10 points)                                                                                                     | FMC Corp.                                          | Philadelphia          | PA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                |                    | 673          |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                                 | Foley & Lardner LLP                                | Milwaukee             | WI    | •         | •         | •         | ٠         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| community, and if supplier diversity<br>program is in place, must include                                               | Foley Hoag LLP                                     | Boston                | MA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| LGBTQ suppliers (15 points) 3d Contractor/supplier non-discrimination                                                   | Food Lion                                          | Salisbury             | NC    | •         | •         | •         | ٠         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| standards and philanthropic giving guidelines (5 points)                                                                | Fortive Corp.                                      | Everett               | WA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 420          |
|                                                                                                                         | Fossil Group Inc.                                  | Richardson            | тх    | •         | •         | •         | ٠         | •         | •         | •         | •         | •        |            | 100                | 80                 | 775          |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have<br>not responded to repeated invitations | Fox Corporation                                    | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 109          |
| to the CEI survey. These ratings are<br>based on publicly available information                                         | Fox Rothschild LLP                                 | Philadelphia          | PA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                               | Franklin Templeton Investments                     | San Mateo             | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 441          |
| groups or individual employees.                                                                                         | Fredrikson & Byron                                 | Minneapolis           | MN    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Fried, Frank, Harris, Shriver & Jacobson LLP       | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Frost Brown Todd LLC                               | Cincinnati            | ОН    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Fujitsu America Inc.                               | Richardson            | тх    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 85                 |              |
|                                                                                                                         | Galloway, Johnson, Tompkins, Burr & Smith PLC      | New Orleans           | LA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | GameStop Corp.                                     | Grapevine             | ТΧ    | •         | ٠         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 322          |
|                                                                                                                         | Gannett Co. Inc.                                   | McLean                | VA    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 716          |
|                                                                                                                         | Gap Inc.                                           | San Francisco         | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 181          |
|                                                                                                                         | Gartner Inc.                                       | Stamford              | СТ    | ٠         | ٠         | ٠         | •         | ٠         | ٠         | ٠         | ٠         | •        |            | 100                | 100                | 697          |

#### with Dotin .....

# CORPORATE EQUALITY INDEX 2020

43

| Appendix A                                                                                                              | Employers with Ratings of 100 Percent       |                        |       |           |           |           |           | Crite     | erion     |           |           |          |            |                    | Rating             |              |
|-------------------------------------------------------------------------------------------------------------------------|---------------------------------------------|------------------------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                         |                                             |                        |       | 15 points | 15 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                     | Employer                                    | Headquarters Location  | State | <b>1a</b> | 1b        | <b>2a</b> | <b>2b</b> | 2c        | 3a        | 3b        | 3c        | 3d       | 4          | 202<br>CEI         | CEI<br>CEI         | For          |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                      | GE Appliances                               | Louisville             | КY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| operations (15 points)                                                                                                  | Genentech Inc.                              | South San Francisco    | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 1b Prohibits discrimination<br>based on gender identity for                                                             | General Mills Inc.                          | Minneapolis            | MN    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 182          |
| all operations (15 points) 2a Equivalency in same- and                                                                  | Genesco Inc.                                | Nashville              | TN    | •         | •         | •         | •         | ٠         | ٠         | •         | •         | •        |            | 100                | 90                 | 747          |
| different-sex spousal medical<br>and soft benefits (10 points)                                                          | Genworth Financial Inc.                     | Richmond               | VA    | •         | •         | •         | •         | ٠         | ٠         | •         | •         | •        |            | 100                | 100                | 348          |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                  | GIANT Food Stores LLC                       | Carlisle               | PA    | •         | •         | •         | •         | ٠         | ٠         | •         | •         | •        |            | 100                | 100                |              |
| and soft benefits (10 points /<br>half credit for parity across                                                         | Giant of Maryland LLC                       | Landover               | MD    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
| 2c Equal health coverage for transgender                                                                                | Gibson, Dunn & Crutcher LLP                 | Los Angeles            | CA    | •         | •         | •         | •         | ٠         | ٠         | •         | •         | •        |            | 100                | 85                 |              |
| individuals without exclusion for<br>medically necessary care (10 points                                                | Gilead Sciences Inc.                        | Foster City            | CA    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                | 116          |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                         | GlaxoSmithKline LLC                         | Research Triangle Park | NC    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| related care remain in place)<br>3a Three LGBTQ internal training and                                                   | Global Payments Inc.                        | Atlanta                | GA    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 85                 | 605          |
| education best practices (10 points)<br>3b Employee group or diversity                                                  | GODADDY Inc.                                | Scottsdale             | AZ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 898          |
| council (10 points)                                                                                                     | Goldman Sachs Group Inc., The               | New York               | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 70           |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                                 | Goodwin Procter LLP                         | Boston                 | MA    | •         | ٠         | •         | •         | ٠         | ٠         | •         | •         | •        |            | 100                | 100                |              |
| community, and if supplier diversity<br>program is in place, must include<br>LGBTQ suppliers <b>(15 points)</b>         | Google Inc.                                 | Mountainview           | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 22           |
| 3d Contractor/supplier non-discrimination                                                                               | Gordon Rees Scully Mansukhani, LLP          | San Francisco          | CA    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
| standards and philanthropic giving guidelines (5 points)                                                                | Goulston & Storrs                           | Boston                 | MA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 90                 |              |
|                                                                                                                         | Grant Thornton LLP                          | Chicago                | IL    | •         | ٠         | •         | •         | ٠         | ٠         | •         | •         | •        |            | 100                | 100                |              |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have<br>not responded to repeated invitations | Greenberg Traurig LLP                       | New York               | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 90                 |              |
| to the CEI survey. These ratings are<br>based on publicly available information                                         | Groupon Inc.                                | Chicago                | IL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 756          |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                               | Guardian Life Insurance Co. of America, The | New York               | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 239          |
| groups or individual employees.                                                                                         | Guidehouse Inc.                             | Washington             | DC    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | H&R Block Inc.                              | Kansas City            | МО    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 85                 | 726          |
|                                                                                                                         | Hallmark Cards Inc.                         | Kansas City            | МО    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Hannaford Supermarkets                      | Scarborough            | ME    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Hanover Insurance Group, The                | Worcester              | MA    | •         | •         | •         | •         | ٠         | •         | •         | •         | •        |            | 100                | 100                | 514          |
|                                                                                                                         | Hartford Financial Services Group Inc., The | Hartford               | СТ    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                | 156          |
|                                                                                                                         | Harvard Pilgrim Health Care Inc.            | Wellesley              | МА    | ٠         | •         | •         | •         | ٠         | ٠         | ٠         | ٠         | ٠        |            | 100                | 100                |              |
|                                                                                                                         | Hasbro Inc.                                 | Pawtucket              | RI    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 85                 | 513          |
|                                                                                                                         | Haven Behavioral Healthcare                 | Nashville              | TN    | ٠         | ٠         | ٠         | •         | ٠         | •         | ٠         | •         | •        |            | 100                |                    |              |

### Appendix A Employers with Patings of 100 Percent

| Appendix A                                                                                                            | Employers with Ratings of 100 Percent        |                       |       |           | ••••••    |           |           | Crite     | erion     |           |           |          |            |                    | Rating             |              |
|-----------------------------------------------------------------------------------------------------------------------|----------------------------------------------|-----------------------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                       |                                              |                       |       | 15 points | 15 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                   | Employer                                     | Headquarters Location | State | <b>1a</b> | 1b        | <b>2a</b> | <b>2b</b> | <b>2c</b> | 3a        | Зb        | <b>3c</b> | 3d       | 4          | CE S               | C 20               | Ē            |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                    | Haynes and Boone LLP                         | Dallas                | ТΧ    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
| operations (15 points)                                                                                                | Health Care Service Corp.                    | Chicago               | IL    | •         | •         | ٠         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
| 1b Prohibits discrimination<br>based on gender identity for                                                           | Henry Schein Inc.                            | Melville              | NY    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 238          |
| all operations (15 points) 2a Equivalency in same- and                                                                | HERE North America LLC                       | Chicago               | IL    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 90                 |              |
| different-sex spousal medical<br>and soft benefits <b>(10 points)</b>                                                 | Herman Miller Inc.                           | Zeeland               | MI    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 883          |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                | Hershey Co., The                             | Hershey               | PA    | •         | ٠         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                | 379          |
| and soft benefits (10 points /<br>half credit for parity across                                                       | Hertz Global Holdings Inc.                   | Estero                | FL    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                | 335          |
| some, but not all benefits)                                                                                           | Hewlett Packard Enterprise Co.               | San Jose              | CA    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 80                 | 107          |
| 2c Equal health coverage for transgender<br>individuals without exclusion for<br>medically necessary care (10 points) | Highmark Blue Cross Blue Shield Delaware     | Wilmington            | DE    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                |                    |              |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                       | Highmark Inc.                                | Pittsburgh            | PA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| related care remain in place) 3a Three LGBTQ internal training and                                                    | Highmark West Virginia                       | Parkersburg           | WV    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                |                    |              |
| education best practices (10 points)                                                                                  | HILTON                                       | McLean                | VA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 324          |
| 3b Employee group or diversity<br>council (10 points)                                                                 | Hinshaw & Culbertson LLP                     | Chicago               | IL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                               | Hogan Lovells US LLP                         | Washington            | DC    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| community, and if supplier diversity<br>program is in place, must include                                             | Holland & Hart LLP                           | Denver                | со    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 35                 |              |
| LGBTQ suppliers (15 points)<br>3d Contractor/supplier non-discrimination                                              | Holland & Knight LLP                         | Brandon               | FL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| standards and philanthropic giving guidelines (5 points)                                                              | Horizon Blue Cross Blue Shield of New Jersey | Newark                | NJ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                       | HP Inc.                                      | Palo Alto             | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 90                 | 58           |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have                                        | HSBC USA                                     | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| not responded to repeated invitations to the CEI survey. These ratings are                                            | Humana Inc.                                  | Louisville            | КY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 56           |
| based on publicly available information<br>as well as information submitted to                                        | Huntington Bancshares Inc.                   | Columbus              | ОН    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 544          |
| HRC from unofficial LGBTQ employee<br>groups or individual employees.                                                 | Huron Consulting Group Inc.                  | Chicago               | IL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                       | Husch Blackwell LLP                          | St. Louis             | мо    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                       | Hyatt Hotels Corp.                           | Chicago               | IL    |           |           | •         |           |           | •         |           |           |          |            | 100                | 100                | 549          |
|                                                                                                                       | Hyundai Motor America                        | Fountain Valley       | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                       | IAC/InterActiveCorp.                         | New York              | NY    |           |           |           |           |           |           |           | •         |          |            | 100                | 100                | 698          |
|                                                                                                                       | IBM Corp.                                    | Armonk                | NY    | •         |           |           |           | •         | •         |           |           | •        |            | 100                | 100                | 34           |
|                                                                                                                       | Ice Miller LLP                               | Indianapolis          | IN    |           |           |           |           | •         | •         |           | •         | •        |            | 100                | 100                |              |
|                                                                                                                       |                                              |                       |       |           |           |           |           |           |           |           | -         |          |            |                    |                    |              |
|                                                                                                                       | IHS Markit Ltd.                              | New York              | NY    | •         |           |           |           | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                       | IKEA Holding US Inc.                         | Conshohocken          | PA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |

| Appendix A                                                                                                                             | Employers with Ratings of 100 Percent  |                       |       |            |           |           | •••••     | Crite     | erion     |           |           |          |            |                    | Rating             |              |
|----------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------|-----------------------|-------|------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                                        |                                        |                       |       | 15 points  | 15 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                                    | Employer                               | Headquarters Location | State | <b>1</b> a | 1b        | <b>2a</b> | <b>2b</b> | <b>2c</b> | <b>3a</b> | 3b        | <b>3c</b> | 3d       | 4          | 203<br>CE 30       | CE 30              | Foi          |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                                     | Illumina                               | San Diego             | CA    | •          | ٠         | ٠         | ٠         | •         | ٠         | •         | •         | •        |            | 100                |                    | 781          |
| operations (15 points)                                                                                                                 | Indeed Inc.                            | Austin                | ТΧ    | •          | ٠         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
| 1b Prohibits discrimination<br>based on gender identity for<br>all operations (15 points)                                              | Information Resources Inc.             | Chicago               | IL    | •          | ٠         | ٠         | ٠         | •         | ٠         | •         | •         | •        |            | 100                |                    |              |
| 2a Equivalency in same- and                                                                                                            | Ingram Micro                           | Irvine                | CA    | •          | ٠         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 90                 | 64           |
| different-sex spousal medical and soft benefits (10 points)                                                                            | Intel Corp.                            | Santa Clara           | CA    | •          | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 46           |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                                 | InterContinental Hotels Group Americas | Atlanta               | GA    | •          | ٠         | •         | ٠         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
| and soft benefits (10 points /<br>half credit for parity across                                                                        | International Flavors & Fragrances     | New York              | NY    | •          | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 680          |
| <b>2c</b> Equal health coverage for transgender                                                                                        | Interpublic Group of Companies Inc.    | New York              | NY    | •          | ٠         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                | 359          |
| individuals without exclusion for<br>medically necessary care (10 points                                                               | Intuit Inc.                            | Mountain View         | CA    | •          | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                | 516          |
| <ul> <li>/ half credit for inclusive coverage,<br/>but blanket exclusions for transition-<br/>related even semala in place)</li> </ul> | Iron Mountain Inc.                     | Boston                | MA    | •          | ٠         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                | 619          |
| related care remain in place)<br>3a Three LGBTQ internal training and                                                                  | J. Crew Group Inc.                     | New York              | NY    | •          | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                | 857          |
| education best practices (10 points)<br>3b Employee group or diversity                                                                 | Jacobs Engineering Group Inc.          | Dallas                | ТΧ    | •          | ٠         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                | 297          |
| council (10 points)<br>3c Three distinct efforts of outreach                                                                           | Janus Henderson Investors              | Chicago               | IL    | •          | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| or engagement to broader LGBTQ<br>community, and if supplier diversity                                                                 | Jenner & Block LLP                     | Chicago               | IL    | •          | ٠         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
| program is in place, must include<br>LGBTQ suppliers (15 points)                                                                       | JLL                                    | Chicago               | IL    | •          | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                | 356          |
| 3d Contractor/supplier non-discrimination standards and philanthropic                                                                  | John Hancock Financial Services Inc.   | Boston                | MA    | •          | ٠         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                | 192          |
| giving guidelines (5 points)                                                                                                           | Johnson & Johnson                      | New Brunswick         | NJ    | •          | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                | 37           |
| Ratings in Gray / Unofficial ratings of                                                                                                | JPMorgan Chase & Co.                   | New York              | NY    | •          | ٠         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                | 20           |
| the Fortune 500 companies that have<br>not responded to repeated invitations                                                           | JSX Corporation (JSX and JetSuite)     | Dallas                | ТΧ    | •          | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                |                    |              |
| to the CEI survey. These ratings are based on publicly available information                                                           | K&L Gates LLP                          | Pittsburgh            | PA    | •          | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                                              | Kabbage Inc.                           | Atlanta               | GA    | •          | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                |                    |              |
| groups or individual employees.                                                                                                        | Kaiser Permanente                      | Oakland               | CA    | •          | •         | ٠         | ٠         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                                        | Katten Muchin Rosenman LLP             | Chicago               | IL    | •          | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                                        | Kelley Drye & Warren LLP               | New York              | NY    | •          | ٠         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                                        | Kellogg Co.                            | Battle Creek          | MI    | •          | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 226          |
|                                                                                                                                        | Kelly Services Inc.                    | Тгоу                  | MI    | •          | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                | 503          |
|                                                                                                                                        | KeyCorp                                | Cleveland             | ОН    | •          | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                | 412          |
|                                                                                                                                        | Kilpatrick Townsend & Stockton LLP     | Atlanta               | GA    | ٠          | ٠         | ٠         | ٠         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                                        | Kimpton Hotel & Restaurant Group LLC   | San Francisco         | CA    | •          | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                                        | King & Spalding LLP                    | Atlanta               | GA    | •          | ٠         | •         | ٠         | ٠         | •         | ٠         | •         | •        |            | 100                | 100                |              |

| Appendix A                                                                                                              | Employers with Ratings of 100 Percent      |                       |       |           |           | ,         |           | Crite      | erion     |           |           |          |            |                    | Rating             |              |
|-------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|-----------------------|-------|-----------|-----------|-----------|-----------|------------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                         |                                            |                       |       | 15 points | 15 points | 10 points | 10 points | 10 points  | 10 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                     | Employer                                   | Headquarters Location | State | <b>1a</b> | 1b        | <b>2a</b> | <b>2b</b> | <b>2</b> c | <b>3a</b> | 3b        | 3c        | 3d       | 4          | 20;<br>CE          | CE 30              | Foi          |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                      | Kirkland & Ellis LLP                       | Chicago               | IL    | •         | •         | •         | •         | •          | •         | •         | •         | •        |            | 100                | 100                |              |
| operations (15 points)                                                                                                  | KKR & Co. LP                               | New York              | NY    | •         | •         | •         | •         | •          | •         | •         | •         | •        |            | 100                | 100                | 470          |
| <b>1b</b> Prohibits discrimination<br>based on gender identity for                                                      | Kobre & Kim                                | New York              | NY    | •         | •         | •         | •         | •          | •         | •         | •         | •        |            | 100                |                    |              |
| all operations (15 points) 2a Equivalency in same- and                                                                  | Kohl's Corp.                               | Menomonee Falls       | WI    | •         | ٠         | •         | ٠         | •          | ٠         | •         | •         | •        |            | 100                | 80                 | 157          |
| different-sex spousal medical and soft benefits (10 points)                                                             | Korn Ferry                                 | Los Angeles           | CA    | •         | •         | •         | •         | •          | •         | •         | •         | •        |            | 100                | 100                |              |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                  | KPMG LLP                                   | New York              | NY    | •         | ٠         | •         | ٠         | •          | ٠         | •         | •         | •        |            | 100                | 100                |              |
| and soft benefits (10 points /<br>half credit for parity across                                                         | Kraft Heinz Company, The                   | Chicago               | IL    | •         | •         | •         | ٠         | •          | ٠         | •         | •         | •        |            | 100                | 100                | 114          |
| 2c Equal health coverage for transgender                                                                                | Kroger Co., The                            | Cincinnati            | ОН    | •         | •         | •         | ٠         | •          | ٠         | •         | •         | •        |            | 100                | 100                | 17           |
| individuals without exclusion for<br>medically necessary care (10 points                                                | Kutak Rock LLP                             | Omaha                 | NE    | •         | •         | •         | ٠         | •          | •         | •         | •         | •        |            | 100                | 100                |              |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                         | L Brands Inc.                              | Columbus              | ОН    | •         | ٠         | •         | ٠         | •          | ٠         | •         | •         | •        |            | 100                | 100                | 231          |
| related care remain in place)<br>3a Three LGBTQ internal training and                                                   | L3 Harris Technologies                     | Melbourne             | FL    | •         | •         | •         | •         | •          | •         | •         | •         | •        |            | 100                | 100                | 407          |
| education best practices (10 points)<br>3b Employee group or diversity                                                  | Laboratory Corporation of America Holdings | Burlington            | NC    | •         | ٠         | •         | ٠         | •          | ٠         | •         | •         | •        |            | 100                | 100                | 286          |
| council (10 points)                                                                                                     | Lam Research Corp.                         | Fremont               | CA    | •         | •         | •         | •         | •          | •         | •         | •         | •        |            | 100                |                    | 354          |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ<br>community and if our place diversity         | Lane Powell PC                             | Seattle               | WA    | •         | ٠         | •         | ٠         | •          | ٠         | •         | •         | •        |            | 100                | 100                |              |
| community, and if supplier diversity<br>program is in place, must include<br>LGBTQ suppliers <b>(15 points)</b>         | Latham & Watkins LLP                       | New York              | NY    | •         | •         | •         | •         | •          | •         | •         | •         | •        |            | 100                | 100                |              |
| 3d Contractor/supplier non-discrimination                                                                               | Legg Mason Inc.                            | Baltimore             | MD    | •         | ٠         | •         | ٠         | •          | ٠         | •         | •         | •        |            | 100                | 100                | 750          |
| standards and philanthropic giving guidelines (5 points)                                                                | Leidos Holdings                            | Reston                | VA    | •         | •         | •         | •         | •          | •         | •         | •         | •        |            | 100                | 85                 | 292          |
| Potings in Grow / Unofficial satings of                                                                                 | Lendlease Americas Inc.                    | New York              | NY    | •         | ٠         | •         | ٠         | •          | ٠         | •         | •         | •        |            | 100                | 100                |              |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have<br>not responded to repeated invitations | LENOVO (UNITED STATES) INC.                | Morrisville           | NC    | •         | •         | •         | •         | •          | •         | •         | •         | •        |            | 100                | 100                |              |
| to the CEI survey. These ratings are<br>based on publicly available information                                         | Leo Burnett Company Inc.                   | Chicago               | IL    | •         | •         | •         | •         | •          | •         | •         | •         | •        |            | 100                | 100                |              |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                               | Levi Strauss & Co.                         | San Francisco         | CA    | •         | •         | •         | •         | •          | •         | •         | •         | •        |            | 100                | 100                | 530          |
| groups or individual employees.                                                                                         | Lexmark International Inc.                 | Lexington             | KY    | •         | •         | •         | •         | •          | ٠         | •         | •         | •        |            | 100                | 100                | 638          |
|                                                                                                                         | Liberty Mutual Group                       | Boston                | MA    | •         | •         | •         | •         | •          | •         | •         | •         | •        |            | 100                | 100                | 68           |
|                                                                                                                         | Lincoln National Corp.                     | Radnor                | PA    | •         | ٠         | •         | •         | •          | ٠         | •         | •         | •        |            | 100                | 100                | 205          |
|                                                                                                                         | LinkedIn                                   | Sunnyvale             | CA    | •         | •         | •         | •         | •          | ٠         | •         | •         | •        |            | 100                | 100                | 733          |
|                                                                                                                         | Lions Gate Entertainment Corp.             | Santa Monica          | CA    | •         | ٠         | •         | ٠         | •          | ٠         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Littler Mendelson PC                       | San Francisco         | CA    | •         | •         | •         | •         | •          | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Live Nation Entertainment Inc.             | Beverly Hills         | CA    | ٠         | •         | ٠         | •         | •          | ٠         | •         | ٠         | •        |            | 100                | 100                | 290          |
|                                                                                                                         | Locke Lord LLP                             | Dallas                | ТΧ    | •         | •         | •         | •         | •          | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Lockheed Martin Corp.                      | Bethesda              | MD    | •         | •         | •         | •         | •          | •         | ٠         | •         | •        |            | 100                | 100                | 59           |

| Appendix A                                                                                                              | Employers with Ratings of 100 Percent   |                       |       |           |           |           |           | Crite     | erion     |           |           |          |            |                    | Rating             |              |
|-------------------------------------------------------------------------------------------------------------------------|-----------------------------------------|-----------------------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                         |                                         |                       |       | 15 points | 15 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                     | Employer                                | Headquarters Location | State | <b>1a</b> | 1b        | <b>2a</b> | <b>2b</b> | 2c        | 3a        | 3b        | 3c        | 3d       | 4          | 202<br>CEI         | CE 3               | For          |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                      | Loeb & Loeb LLP                         | Los Angeles           | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| operations (15 points)                                                                                                  | L'Oréal USA Inc.                        | New York              | NY    | •         | •         | •         | ٠         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 1b Prohibits discrimination<br>based on gender identity for                                                             | Lowenstein Sandler LLP                  | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| all operations (15 points) 2a Equivalency in same- and                                                                  | Lowe's Companies Inc.                   | Mooresville           | NC    | •         | •         | •         | ٠         | •         | •         | •         | •         | •        |            | 100                | 100                | 40           |
| different-sex spousal medical<br>and soft benefits (10 points)                                                          | LPL Financial Holdings Inc.             | Boston                | MA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 582          |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                  | Lyft Inc.                               | San Francisco         | CA    | •         | •         | •         | ٠         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| and soft benefits (10 points /<br>half credit for parity across                                                         | M&T Bank Corp.                          | Buffalo               | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 467          |
| 2c Equal health coverage for transgender                                                                                | Macmillan Learning                      | New York              | NY    | •         | •         | •         | ٠         | •         | •         | •         | •         | •        |            | 100                |                    |              |
| individuals without exclusion for<br>medically necessary care (10 points                                                | Macmillan Publishing Group              | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                |                    |              |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                         | Macquarie Group Ltd.                    | New York              | NY    | •         | •         | •         | ٠         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| related care remain in place)<br>3a Three LGBTQ internal training and                                                   | Macy's Inc.                             | Cincinnati            | ОН    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 120          |
| education best practices (10 points)                                                                                    | Mallinckrodt LLC                        | Hazelwood             | мо    | •         | •         | •         | ٠         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 3b Employee group or diversity<br>council (10 points)                                                                   | Manatt, Phelps & Phillips LLP           | Los Angeles           | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                                 | ManpowerGroup                           | Milwaukee             | WI    | •         | •         | •         | ٠         | •         | •         | •         | •         | •        |            | 100                | 100                | 143          |
| community, and if supplier diversity<br>program is in place, must include<br>LGBTQ suppliers ( <b>15 points)</b>        | Marathon Petroleum Corp.                | Findlay               | ОН    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 95                 | 41           |
| 3d Contractor/supplier non-discrimination                                                                               | Marriott International Inc.             | Bethesda              | MD    | •         | •         | •         | ٠         | •         | •         | •         | •         | •        |            | 100                | 100                | 127          |
| standards and philanthropic giving guidelines (5 points)                                                                | Marsh & McLennan Companies Inc.         | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 212          |
|                                                                                                                         | Massachusetts Mutual Life Insurance Co. | Springfield           | MA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 93           |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have<br>not responded to repeated invitations | Mastercard                              | Purchase              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 236          |
| to the CEI survey. These ratings are<br>based on publicly available information                                         | Mathematica Policy Research             | Princeton             | NJ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                |                    |              |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                               | Mattel Inc.                             | El Segundo            | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 65                 | 533          |
| groups or individual employees.                                                                                         | Mayer Brown LLP                         | Chicago               | IL    | •         | •         | •         | ٠         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | McDermott Will & Emery LLP              | Chicago               | IL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | McDonald's Corp.                        | Oak Brook             | IL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 131          |
|                                                                                                                         | McKesson Corp.                          | San Francisco         | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 6            |
|                                                                                                                         | McKinsey & Co. Inc.                     | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Medallia Inc.                           | San Francisco         | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Medidata Solutions Inc.                 | New York              | NY    | ٠         | ٠         | •         | •         | •         | ٠         | •         | ٠         | •        |            | 100                | 100                |              |
|                                                                                                                         | Medtronic PLC                           | Minneapolis           | MN    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 90                 | 173          |
|                                                                                                                         | Meijer Inc.                             | Grand Rapids          | МІ    | ٠         | •         | •         | •         | •         | •         | •         | ٠         | •        |            | 100                | 90                 |              |

| Appendix A                                                                                                               | Employers with Ratings of 100 Percent          |                       |       |           | ••••••    |           |           | Crite     | erion     |           |           |          |            |                    | Rating         |              |
|--------------------------------------------------------------------------------------------------------------------------|------------------------------------------------|-----------------------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|----------------|--------------|
|                                                                                                                          |                                                |                       |       | 15 points | 15 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 19<br>I Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                      | Employer                                       | Headquarters Location | State | <b>1a</b> | 1b        | <b>2a</b> | <b>2b</b> | <b>2c</b> | 3a        | 3b        | 3c        | 3d       | 4          | 202<br>CEI         | 2019<br>CEI    | For          |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                       | Merck                                          | Kenilworth            | IJ    | •         | ٠         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100            | 78           |
| operations (15 points)                                                                                                   | Mesirow Financial Holdings Inc.                | Chicago               | IL    | •         | •         | •         | ٠         | •         | •         | •         | •         | •        |            | 100                | 100            |              |
| <b>1b</b> Prohibits discrimination<br>based on gender identity for                                                       | MetLife Inc.                                   | New York              | NY    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100            | 43           |
| all operations (15 points) 2a Equivalency in same- and                                                                   | MGM Resorts International                      | Las Vegas             | NV    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100            | 280          |
| different-sex spousal medical<br>and soft benefits (10 points)                                                           | Michael Best & Friedrich LLP                   | Milwaukee             | WI    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100            |              |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                   | Michael Page International Inc                 | New York              | NY    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                |                |              |
| and soft benefits (10 points /<br>half credit for parity across                                                          | Microsoft Corp.                                | Redmond               | WA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100            | 30           |
| some, but not all benefits) 2c Equal health coverage for transgender                                                     | Mintz, Levin, Cohn, Ferris, Glovsky & Popeo PC | Boston                | МА    | •         | •         | •         | ٠         | •         | ٠         | •         | •         | •        |            | 100                | 100            |              |
| individuals without exclusion for<br>medically necessary care (10 points                                                 | Mitchell Gold + Bob Williams                   | Taylorsville          | NC    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100            |              |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                          | Molson Coors Brewing                           | Denver                | со    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100            | 275          |
| related care remain in place) 3a Three LGBTQ internal training and                                                       | Mondelez International Inc.                    | Deerfield             | IL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 80             | 117          |
| education best practices (10 points)                                                                                     | Montgomery McCracken Walker & Rhoads LLP       | Philadelphia          | PA    | •         | •         | ٠         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100            |              |
| 3b Employee group or diversity<br>council (10 points)                                                                    | Moody's Corp.                                  | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100            | 585          |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                                  | Moore & Van Allen PLLC                         | Charlotte             | NC    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100            |              |
| community, and if supplier diversity<br>program is in place, must include                                                | Morgan Stanley                                 | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100            | 67           |
| LGBTQ suppliers (15 points) 3d Contractor/supplier non-discrimination                                                    | Morgan, Lewis & Bockius LLP                    | Philadelphia          | PA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 95             |              |
| standards and philanthropic giving guidelines (5 points)                                                                 | Morningstar Inc.                               | Chicago               | IL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100            |              |
|                                                                                                                          | Morris, Manning & Martin LLP                   | Atlanta               | GA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100            |              |
| Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have                                              | Morrison & Foerster LLP                        | San Francisco         | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100            |              |
| not responded to repeated invitations<br>to the CEI survey. These ratings are<br>based on publicly available information | Motorola Solutions Inc.                        | Chicago               | IL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100            | 443          |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                                | MSLGROUP Americas                              | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100            |              |
| groups or individual employees.                                                                                          | MUFG Union Bank, N.A.                          | New York              | NY    | •         | •         | •         | ٠         | •         | •         | •         | •         | •        |            | 100                | 100            |              |
|                                                                                                                          | Munger, Tolles & Olson LLP                     | Los Angeles           | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100            |              |
|                                                                                                                          | NASDAQ Inc.                                    | New York              | NY    | •         | •         | •         | ٠         | •         | •         | •         | •         | •        |            | 100                | 100            | 608          |
|                                                                                                                          | National CineMedia Inc.                        | Centennial            | со    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 75             |              |
|                                                                                                                          | National Grid USA                              | Waltham               | MA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 85             |              |
|                                                                                                                          | Nationwide                                     | Columbus              | ОН    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100            | 66           |
|                                                                                                                          | NCR Corp.                                      | Atlanta               | GA    | •         | •         | •         | ٠         | ٠         | ٠         | •         | ٠         | •        |            | 100                | 100            | 432          |
|                                                                                                                          | Nestlé Health Science                          | Bridgewater           | NJ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 80             |              |
|                                                                                                                          | Nestlé Purina PetCare Co.                      | St. Louis             | мо    | •         | ٠         | •         | ٠         | ٠         | •         | ٠         | ٠         | •        |            | 100                | 100            |              |

| Appendix A                                                                                                               | Employers with Ratings of 100 Percent    | Employers with Ratings of 100 Percent |       |           |           |           |           |           |           |           |           |          |            |                    | Rating             |              |
|--------------------------------------------------------------------------------------------------------------------------|------------------------------------------|---------------------------------------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                          |                                          |                                       |       | 15 points | 15 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                      | Employer                                 | <b>Headquarters</b> Location          | State | <b>1a</b> | 1b        | <b>2a</b> | <b>2b</b> | 2c        | 3a        | 3b        | <b>3c</b> | 3d       | 4          | 203<br>CEI         | 201<br>CEI         | For          |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                       | Nestlé USA Inc.                          | Arlington                             | VA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| operations (15 points)                                                                                                   | Nestlé Waters North America Inc.         | Stamford                              | СТ    | ٠         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 95                 |              |
| 1b Prohibits discrimination<br>based on gender identity for                                                              | Netflix Inc.                             | Los Gatos                             | CA    | ٠         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                | 261          |
| all operations (15 points) 2a Equivalency in same- and                                                                   | New York Life Insurance Company          | New York                              | NY    | ٠         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                | 69           |
| different-sex spousal medical and soft benefits (10 points)                                                              | Nielsen                                  | New York City                         | NY    | ٠         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                   | Nike Inc.                                | Beaverton                             | OR    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 89           |
| and soft benefits (10 points /<br>half credit for parity across                                                          | Nixon Peabody LLP                        | Boston                                | MA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 2c Equal health coverage for transgender                                                                                 | Nomura Holding America Inc.              | New York                              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 95                 |              |
| individuals without exclusion for<br>medically necessary care (10 points                                                 | Nordstrom Inc.                           | Seattle                               | WA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 183          |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                          | Northern Trust Corp.                     | Chicago                               | IL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 486          |
| related care remain in place)<br>3a Three LGBTQ internal training and                                                    | Northrop Grumman Corp.                   | Falls Church                          | VA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 118          |
| education best practices (10 points)<br>3b Employee group or diversity                                                   | Northwestern Mutual Life Insurance       | Milwaukee                             | WI    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                | 104          |
| council (10 points)                                                                                                      | Norton Rose Fulbright                    | Houston                               | ТΧ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                                  | NortonLifeLock                           | Mountain View                         | CA    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                | 586          |
| community, and if supplier diversity<br>program is in place, must include                                                | Novartis Pharmaceuticals Corp.           | East Hanover                          | NJ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| LGBTQ suppliers (15 points)<br>3d Contractor/supplier non-discrimination                                                 | Nuance Communications                    | Burlington                            | МА    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                | 971          |
| standards and philanthropic giving guidelines (5 points)                                                                 | NVIDIA Corp.                             | Santa Clara                           | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 306          |
|                                                                                                                          | Ocean Spray Cranberries Inc.             | Lakeville-Middleboro                  | МА    | •         | •         | ٠         | •         | •         | ٠         | •         | •         | •        |            | 100                | 90                 |              |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have                                           | Office Depot Inc.                        | Boca Raton                            | FL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 281          |
| not responded to repeated invitations<br>to the CEI survey. These ratings are<br>based on publicly available information | Ogilvy Group Inc., The                   | New York                              | NY    | •         | •         | ٠         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                                | Ogletree, Deakins, Nash, Smoak & Stewart | Greenville                            | SC    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| groups or individual employees.                                                                                          | O'Melveny & Myers LLP                    | Los Angeles                           | CA    | •         | •         | ٠         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                          | Omnicom Group                            | New York                              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 188          |
|                                                                                                                          | OppenheimerFunds Inc.                    | New York                              | NY    | •         | •         | ٠         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                          | Oracle Corp.                             | Redwood City                          | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 82           |
|                                                                                                                          | Orrick, Herrington & Sutcliffe LLP       | San Francisco                         | CA    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                          | Owens Corning                            | Toledo                                | ОН    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 442          |
|                                                                                                                          | Palo Alto Networks                       | Santa Clara                           | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 95                 |              |
|                                                                                                                          | Patterson Belknap Webb & Tyler LLP       | New York                              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                          | Paul Hastings LLP                        | Los Angeles                           | CA    | •         | ٠         | •         | ٠         | ٠         | •         | •         | •         | •        |            | 100                | 100                |              |

| Appendix A                                                                      | Employers with Ratings of 100 Percent  |                       |       |           |           | Crite     | erion     |           |           |           |           |          | Rating     |                    |                |              |
|---------------------------------------------------------------------------------|----------------------------------------|-----------------------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|----------------|--------------|
|                                                                                 |                                        |                       |       | 15 points | 15 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 19<br>I Rating | Fortune 1000 |
| CEI Rating Criteria                                                             | Employer                               | Headquarters Location | State | <b>1a</b> | 1b        | <b>2a</b> | <b>2b</b> | 2c        | <b>3a</b> | 3b        | 3c        | 3d       | 4          | 202<br>CEI         | 2019<br>CEI    | For          |
| 1a Prohibits discrimination based<br>on sexual orientation for all              | PayPal Holdings Inc.                   | San Jose              | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100            | 222          |
| operations (15 points)                                                          | Peapod Digital Labs LLC                | Chicago               | IL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                |                |              |
| <b>1b</b> Prohibits discrimination<br>based on gender identity for              | Pearson Inc.                           | Hoboken               | NJ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 90             |              |
| all operations (15 points) 2a Equivalency in same- and                          | Peloton Interactive Inc.               | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                |                |              |
| different-sex spousal medical<br>and soft benefits (10 points)                  | Pepper Hamilton LLP                    | Philadelphia          | PA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 85             |              |
| 2b Equivalency in same- and different-<br>sex domestic partner medical          | PepsiCo Inc.                           | Purchase              | NY    | •         | •         | •         | ٠         | •         | •         | •         | •         | •        |            | 100                | 100            | 45           |
| and soft benefits (10 points /<br>half credit for parity across                 | Perkins and Will Inc.                  | Chicago               | IL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100            |              |
| some, but not all benefits) 2c Equal health coverage for transgender            | Perkins Coie LLP                       | Seattle               | WA    | •         | •         | •         | ٠         | •         | •         | •         | •         | •        |            | 100                | 100            |              |
| individuals without exclusion for<br>medically necessary care (10 points        | Pernod Ricard USA LLC                  | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100            |              |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition- | Pfizer Inc.                            | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100            | 57           |
| related care remain in place) 3a Three LGBTQ internal training and              | PG&E Corp.                             | San Francisco         | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100            | 168          |
| education best practices (10 points)                                            | Pillsbury Winthrop Shaw Pittman LLP    | New York              | NY    | •         | •         | •         | ٠         | •         | •         | •         | •         | •        |            | 100                | 100            |              |
| 3b Employee group or diversity<br>council (10 points)                           | PIMCO LLC                              | Newport Beach         | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100            |              |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ         | Pinterest Inc.                         | San Francisco         | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100            |              |
| community, and if supplier diversity<br>program is in place, must include       | PNC Financial Services Group Inc., The | Pittsburgh            | PA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100            | 165          |
| LGBTQ suppliers (15 points)<br>3d Contractor/supplier non-discrimination        | Polsinelli                             | Kansas City           | мо    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100            |              |
| standards and philanthropic giving guidelines (5 points)                        | PolyOne Corporation                    | Avon Lake             | ОН    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 90             | 672          |
|                                                                                 | Portland General Electric Co.          | Portland              | OR    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100            | 953          |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have  | PPL Corp.                              | Allentown             | PA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100            | 380          |
| not responded to repeated invitations to the CEI survey. These ratings are      | PricewaterhouseCoopers LLP             | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100            |              |
| based on publicly available information<br>as well as information submitted to  | Principal Financial Group              | Des Moines            | IA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100            | 210          |
| HRC from unofficial LGBTQ employee<br>groups or individual employees.           | Procter & Gamble Co.                   | Cincinnati            | он    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100            | 42           |
|                                                                                 | Proskauer Rose LLP                     | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 90             |              |
|                                                                                 | Prudential Financial Inc.              | Newark                | NJ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100            | 52           |
|                                                                                 | Publicis Healthcare Communications     | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100            |              |
|                                                                                 | Publicis Inc.                          | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100            |              |
|                                                                                 | Publicis Media                         | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100            |              |
|                                                                                 | Publicis Sapient                       | Boston                | MA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100            |              |
|                                                                                 | PVH Corp.                              | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                |                | 332          |
|                                                                                 | Quaintance-Weaver Management, LLC      | Greensboro            | NC    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100            |              |
|                                                                                 |                                        |                       |       |           |           | :         |           |           | :         |           |           | :        |            |                    |                |              |

| Appendix A                                                                                                              | Employers with Ratings of 100 Percent        | -                            |       |            |           |            | Crite      | erion     |           |           |           |          |            | Rating             |                    |              |
|-------------------------------------------------------------------------------------------------------------------------|----------------------------------------------|------------------------------|-------|------------|-----------|------------|------------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                         |                                              |                              |       | 15 points  | 15 points | 10 points  | 10 points  | 10 points | 10 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                     | Employer                                     | <b>Headquarters Location</b> | State | <b>1</b> a | 1b        | <b>2</b> a | <b>2</b> b | 2c        | 3a        | 3b        | 3c        | 3d       | 4          | 202<br>CEI         | CEI 3              | For          |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                      | Quantcast Corp.                              | San Francisco                | CA    | •          | •         | •          | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| operations (15 points)                                                                                                  | Quarles & Brady LLP                          | Milwaukee                    | WI    | •          | •         | •          | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| <b>1b</b> Prohibits discrimination<br>based on gender identity for                                                      | Quest Diagnostics Inc.                       | Secaucus                     | NJ    | •          | •         | •          | •          | •         | •         | •         | •         | •        |            | 100                | 100                | 367          |
| all operations (15 points) 2a Equivalency in same- and                                                                  | Quinn Emanuel Urquhart & Sullivan LLP        | Los Angeles                  | CA    | •          | •         | •          | •          | •         | •         | •         | •         | •        |            | 100                | 90                 |              |
| different-sex spousal medical<br>and soft benefits (10 points)                                                          | Qurate Retail Group, Inc.                    | West Chester                 | PA    | •          | •         | •          | •          | •         | •         | •         | •         | •        |            | 100                |                    |              |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                  | Rackspace                                    | San Antonio                  | тх    | •          | •         | •          | •          | •         | •         | •         | •         | •        |            | 100                | 100                | 970          |
| and soft benefits (10 points /<br>half credit for parity across                                                         | Ralph Lauren Corp.                           | New York                     | NY    | •          | •         | •          | •          | •         | •         | •         | •         | •        |            | 100                | 90                 | 421          |
| some, but not all benefits) 2c Equal health coverage for transgender                                                    | Raymond James Financial Inc.                 | St. Petersburg               | FL    | •          | •         | •          | •          | •         | •         | •         | •         | •        |            | 100                | 90                 | 431          |
| individuals without exclusion for<br>medically necessary care (10 points                                                | RBC Capital Markets LLC                      | New York                     | NY    | •          | •         | •          | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                         | RBC Wealth Management                        | Minneapolis                  | MN    | •          | ٠         | •          | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| related care remain in place)<br>3a Three LGBTQ internal training and                                                   | Re:Sources USA Inc.                          | Long Island City             | NY    | •          | •         | •          | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| education best practices (10 points)<br>3b Employee group or diversity                                                  | Reed Smith LLP                               | Pittsburgh                   | PA    | •          | ٠         | •          | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| council (10 points)                                                                                                     | Regions Financial Corp.                      | Birmingham                   | AL    | •          | •         | •          | •          | •         | •         | •         | •         | •        |            | 100                | 85                 | 460          |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                                 | Replacements Ltd.                            | McLeansville                 | NC    | •          | •         | •          | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| community, and if supplier diversity<br>program is in place, must include<br>LGBTQ suppliers <b>(15 points)</b>         | Restaurant Brands International              | Miami                        | FL    | •          | •         | •          | •          | •         | •         | •         | •         | •        |            | 100                | o                  |              |
| 3d Contractor/supplier non-discrimination                                                                               | Retail Business Services                     | Salisbury                    | NC    | •          | •         | •          | •          | •         | •         | •         | •         | •        |            | 100                | 90                 |              |
| standards and philanthropic giving guidelines (5 points)                                                                | Reynolds American Inc.                       | Winston-Salem                | NC    | •          | •         | ٠          | •          | •         | •         | •         | •         | •        |            | 100                | 90                 | 223          |
|                                                                                                                         | RingCentral Inc.                             | Belmont                      | CA    | •          | •         | •          | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have<br>not responded to repeated invitations | Robert Half                                  | Menlo Park                   | CA    | •          | •         | •          | •          | •         | •         | •         | •         | •        |            | 100                | 100                | 511          |
| to the CEI survey. These ratings are<br>based on publicly available information                                         | Robert W. Baird & Co. Incorporated           | Milwaukee                    | WI    | •          | •         | •          | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                               | Robins Kaplan LLP                            | Minneapolis                  | MN    | •          | •         | •          | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| groups or individual employees.                                                                                         | Roche Diagnostics Corp.                      | Indianapolis                 | IN    | •          | •         | •          | •          | •         | •         | •         | •         | •        |            | 100                |                    |              |
|                                                                                                                         | Rockland Trust Co.                           | Rockland                     | MA    | •          | •         | •          | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Rockwell Automation Inc.                     | Milwaukee                    | WI    | •          | ٠         | •          | •          | •         | •         | •         | •         | •        |            | 100                | 100                | 445          |
|                                                                                                                         | Rolls-Royce North America (USA) Holdings Co. | Reston                       | VA    | •          | •         | •          | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Ropes & Gray LLP                             | Boston                       | МА    | •          | ٠         | •          | •          | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Royal Caribbean Cruises Ltd.                 | Miami                        | FL    | •          | •         | •          | •          | •         | •         | •         | •         | •        |            | 100                | 90                 |              |
|                                                                                                                         | RSM US LLP                                   | Chicago                      | IL    | •          | •         | •          | •          | ٠         | ٠         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | S&P Global Inc.                              | New York                     | NY    | •          | •         | •          | •          | •         | •         | •         | •         | •        |            | 100                | 100                | 463          |
|                                                                                                                         | S.C. Johnson & Son Inc.                      | Racine                       | WI    | •          | •         | •          | ٠          | ٠         | •         | •         | •         | •        |            | 100                | 100                |              |

#### aller A 4400 D

| Appendix A                                                                                                              | Employers with Ratings of 100 Percent    |                       |       |           | ,         |           |           | Crite     | rion      |           |           |          |            |                    | Rating             |              |
|-------------------------------------------------------------------------------------------------------------------------|------------------------------------------|-----------------------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                         |                                          |                       |       | 15 points | 15 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                     | Employer                                 | Headquarters Location | State | <b>1a</b> | 1b        | <b>2a</b> | <b>2b</b> | 2c        | 3a        | 3b        | 3c        | 3d       | 4          | 202<br>CEI         | 201<br>CEI         | For          |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                      | Saatchi & Saatchi North America Inc.     | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| operations (15 points)                                                                                                  | Salesforce                               | San Francisco         | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 285          |
| <b>1b</b> Prohibits discrimination<br>based on gender identity for                                                      | Samsung Electronics America Inc.         | Ridgefield Park       | NJ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                |                    |              |
| all operations (15 points) 2a Equivalency in same- and                                                                  | Sanofi                                   | Bridgewater           | NJ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| different-sex spousal medical<br>and soft benefits (10 points)                                                          | SAP America Inc.                         | Newtown Square        | PA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                  | Saul Ewing Arnstein & Lehr LLP           | Philadelphia          | PA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| and soft benefits (10 points /<br>half credit for parity across                                                         | Schiff Hardin LLP                        | Chicago               | IL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| <b>2c</b> Equal health coverage for transgender                                                                         | Schneider Electric                       | Andover               | MA    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
| individuals without exclusion for<br>medically necessary care (10 points                                                | Schulte, Roth & Zabel LLP                | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 95                 |              |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                         | Science Applications International Corp. | Reston                | VA    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                | 559          |
| related care remain in place)<br>3a Three LGBTQ internal training and                                                   | Seacoast National Bank                   | Stuart                | FL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                |                    |              |
| education best practices (10 points)<br>3b Employee group or diversity                                                  | Seagate Technology plc                   | Cupertino             | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| council (10 points)                                                                                                     | Sempra Energy                            | San Diego             | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 271          |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                                 | Sephora                                  | San Francisco         | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| community, and if supplier diversity<br>program is in place, must include                                               | Seyfarth Shaw LLP                        | Chicago               | IL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| LGBTQ suppliers (15 points) 3d Contractor/supplier non-discrimination                                                   | Shake Shack Inc.                         | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| standards and philanthropic giving guidelines (5 points)                                                                | Shearman & Sterling LLP                  | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Shell Oil Co.                            | Houston               | тх    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have<br>not responded to repeated invitations | Sheppard, Mullin, Richter & Hampton LLP  | Los Angeles           | CA    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
| to the CEI survey. These ratings are<br>based on publicly available information                                         | Shook, Hardy & Bacon LLP                 | Kansas City           | мо    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                               | Sidley Austin LLP                        | Chicago               | IL    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
| groups or individual employees.                                                                                         | Siemens Corp.                            | Washington            | DC    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 95                 |              |
|                                                                                                                         | Siemens Healthineers USA                 | Tarrytown             | NY    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 95                 |              |
|                                                                                                                         | Simpson Thacher & Bartlett LLP           | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | SIRIUS XM + Pandora                      | New York              | NY    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                | 652          |
|                                                                                                                         | Skadden, Arps, Slate, Meagher & Flom LLP | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Slalom                                   | Seattle               | WA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Snell & Wilmer                           | Phoenix               | AZ    | •         | •         | •         | ٠         | •         | •         | ٠         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Société Générale                         | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Sodexo Inc.                              | Gaithersburg          | MD    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |

53

| Appendix A                                                                                                              | Employers with Ratings of 100 Percent |                       |       |            |           |           |           | Crite     | rion      |           |           |          |            |                    | Rating             |              |
|-------------------------------------------------------------------------------------------------------------------------|---------------------------------------|-----------------------|-------|------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                         |                                       |                       |       | 15 points  | 15 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                     | Employer                              | Headquarters Location | State | <b>1</b> a | 1b        | <b>2a</b> | <b>2b</b> | 2c        | <b>3a</b> | 3b        | 3c        | 3d       | 4          | 202<br>CEI         | 201<br>CEI         | For          |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                      | Sony Corporation of America           | New York              | NY    | •          | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| operations (15 points)                                                                                                  | Sony Electronics Inc.                 | San Diego             | CA    | •          | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 1b Prohibits discrimination<br>based on gender identity for                                                             | Sony Interactive Entertainment LLC    | San Mateo             | CA    | •          | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 65                 |              |
| all operations (15 points) 2a Equivalency in same- and                                                                  | Sony Pictures Entertainment Inc.      | Culver City           | CA    | •          | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| different-sex spousal medical<br>and soft benefits (10 points)                                                          | Southern Co.                          | Atlanta               | GA    | •          | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 126          |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                  | Southwest Airlines Co.                | Dallas                | ТΧ    | •          | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 142          |
| and soft benefits (10 points /<br>half credit for parity across                                                         | Sprint Corp.                          | Overland Park         | KS    | •          | •         | •         | ٠         | •         | ٠         | •         | •         | •        |            | 100                | 100                | 87           |
| 2c Equal health coverage for transgender                                                                                | Squire Patton Boggs                   | Cleveland             | ОН    | •          | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| individuals without exclusion for<br>medically necessary care (10 points                                                | Standard Chartered                    | New York              | NY    | •          | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                         | Standard Insurance Co.                | Portland              | OR    | •          | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| related care remain in place)<br>3a Three LGBTQ internal training and                                                   | Stanley Black & Decker Inc.           | New Britain           | СТ    | •          | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 228          |
| education best practices (10 points)<br>3b Employee group or diversity                                                  | Staples Inc.                          | Framingham            | MA    | •          | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 85                 | 140          |
| council (10 points)                                                                                                     | Starbucks Corp.                       | Seattle               | WA    | •          | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 132          |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                                 | State Farm Group                      | Bloomington           | IL    | •          | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 36           |
| community, and if supplier diversity<br>program is in place, must include<br>LGBTQ suppliers ( <b>15 points)</b>        | State Street Corp.                    | Boston                | MA    | •          | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 259          |
| 3d Contractor/supplier non-discrimination                                                                               | Steelcase Inc.                        | Grand Rapids          | MI    | •          | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 95                 | 728          |
| standards and philanthropic giving guidelines (5 points)                                                                | Steptoe & Johnson LLP                 | Washington            | DC    | •          | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| Dettere in Craw (1) off sidesting of                                                                                    | Stinson LLP                           | Kansas City           | МО    | •          | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have<br>not responded to repeated invitations | Stoel Rives LLP                       | Portland              | OR    | •          | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| to the CEI survey. These ratings are<br>based on publicly available information                                         | Stop & Shop                           | Quincy                | MA    | •          | ٠         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                |                    |              |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                               | Stryker Corp.                         | Kalamazoo             | MI    | •          | ٠         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 240          |
| groups or individual employees.                                                                                         | Subaru of America Inc.                | Cherry Hill           | NJ    | •          | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Sumitomo Mitsui Banking Corporation   | New York              | NY    | •          | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Sun Life Financial Inc. (US)          | Wellesley Hills       | MA    | •          | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | SunTrust Banks Inc.                   | Atlanta               | GA    | •          | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 303          |
|                                                                                                                         | Synchrony                             | Stamford              | СТ    | •          | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 173          |
|                                                                                                                         | T. Rowe Price Associates Inc.         | Baltimore             | MD    | •          | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 540          |
|                                                                                                                         | Takeda Pharmaceuticals USA Inc.       | Deerfield             | IL    | •          | •         | ٠         | ٠         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Tapestry Inc.                         | New York              | NY    | •          | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 555          |
|                                                                                                                         | Target Corp.                          | Minneapolis           | MN    | •          | •         | ٠         | ٠         | ٠         | ٠         | ٠         | •         | •        |            | 100                | 100                | 39           |

| Appendix A                                                                                                              | Employers with Ratings of 100 Percent |                       |       |           | ,         |           |           | Crite     | rion      |           |           |          |            |                    | Rating             |              |
|-------------------------------------------------------------------------------------------------------------------------|---------------------------------------|-----------------------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                         |                                       |                       |       | 15 points | 15 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                     | Employer                              | Headquarters Location | State | <b>1a</b> | 1b        | 2a        | <b>2b</b> | 2c        | 3a        | 3b        | 3c        | 3d       | 4          | 202<br>CEI         | 201<br>CEI         | For          |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                      | TD Ameritrade                         | Omaha                 | NE    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 630          |
| operations (15 points)                                                                                                  | TD Bank, N.A.                         | Cherry Hill           | NJ    | •         | •         | •         | ٠         | ٠         | ٠         | •         | •         | •        |            | 100                | 100                | 889          |
| 1b Prohibits discrimination<br>based on gender identity for<br>all operations (15 points)                               | TD Securities (USA) LLC               | New York              | NY    | •         | •         | •         | ٠         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 2a Equivalency in same- and                                                                                             | TE Connectivity Inc.                  | Berwyn                | PA    | •         | •         | •         | ٠         | ٠         | •         | •         | •         | •        |            | 100                | 100                |              |
| different-sex spousal medical<br>and soft benefits (10 points)                                                          | Tech Data Corp.                       | Clearwater            | FL    | •         | •         | •         | ٠         | •         | •         | •         | •         | •        |            | 100                | 100                | 83           |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                  | TEGNA Inc.                            | McLean                | VA    | •         | •         | •         | ٠         | ٠         | •         | •         | •         | •        |            | 100                | 100                | 820          |
| and soft benefits (10 points /<br>half credit for parity across                                                         | Tesla Inc.                            | Palo Alto             | CA    | •         | •         | •         | ٠         | •         | •         | •         | •         | •        |            | 100                | 100                | 260          |
| 2c Equal health coverage for transgender                                                                                | Teva Pharmaceutical USA Inc.          | North Wales           | PA    | •         | •         | •         | ٠         | ٠         | ٠         | •         | •         | •        |            | 100                | 95                 |              |
| individuals without exclusion for<br>medically necessary care (10 points                                                | Texas Instruments Inc.                | Dallas                | ТΧ    | •         | •         | •         | ٠         | •         | •         | •         | •         | •        |            | 100                | 100                | 192          |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                         | The Knot Worldwide                    | Chevy Chase           | MD    | •         | •         | •         | ٠         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
| <b>3a</b> Three LGBTQ internal training and                                                                             | Thermo Fisher Scientific Inc.         | Waltham               | MA    | •         | •         | •         | ٠         | •         | ٠         | •         | •         | •        |            | 100                | 100                | 144          |
| education best practices (10 points)<br>3b Employee group or diversity                                                  | Thompson Coburn LLP                   | St. Louis             | МО    | •         | •         | •         | ٠         | ٠         | ٠         | •         | •         | •        |            | 100                | 100                |              |
| council (10 points)                                                                                                     | Thompson Hine LLP                     | Cleveland             | он    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                                 | Thomson Reuters                       | Stamford              | СТ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| community, and if supplier diversity<br>program is in place, must include<br>LGBTQ suppliers <b>(15 points)</b>         | TIAA                                  | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 84           |
| 3d Contractor/supplier non-discrimination                                                                               | Tiffany & Co.                         | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 590          |
| standards and philanthropic giving guidelines (5 points)                                                                | T-Mobile USA Inc.                     | Bellevue              | WA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Toyota Motor North America Inc.       | Plano                 | ТΧ    | •         | •         | •         | •         | ٠         | •         | •         | •         | •        |            | 100                | 100                |              |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have<br>not responded to repeated invitations | TPG Global LLC                        | Fort Worth            | ТΧ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| to the CEI survey. These ratings are<br>based on publicly available information                                         | Transamerica Corp., The               | Cedar Rapids          | IA    | •         | •         | •         | •         | ٠         | •         | •         | •         | •        |            | 100                | 100                |              |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                               | TransUnion                            | Chicago               | IL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 973          |
| groups or individual employees.                                                                                         | Travelers Companies Inc., The         | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 106          |
|                                                                                                                         | TripAdvisor Inc.                      | Needham               | MA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Troutman Sanders LLP                  | Atlanta               | GA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Tufts Health Plan                     | Watertown             | МА    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Turner Construction Co.               | New York              | NY    | •         | •         | •         | •         | ٠         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Twitter Inc.                          | San Francisco         | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 844          |
|                                                                                                                         | U.S. Bancorp                          | Minneapolis           | MN    | ٠         | ٠         | ٠         | ٠         | ٠         | ٠         | •         | •         | •        |            | 100                | 100                | 122          |
|                                                                                                                         | U.S. Cellular                         | Chicago               | IL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Uber Technologies Inc.                | San Francisco         | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |

| Appendix A                                                                                                              | Employers with Ratings of 100 Percent  |                       |       |           |           |           |           | Crite     | erion     |           |           |          |            |                    | Rating             |              |
|-------------------------------------------------------------------------------------------------------------------------|----------------------------------------|-----------------------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                         |                                        |                       |       | 15 points | 15 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                     | Employer                               | Headquarters Location | State | <b>1a</b> | 1b        | <b>2a</b> | <b>2b</b> | 2c        | <b>3a</b> | 3b        | 3c        | 3d       | 4          | 202<br>CEI         | CEI 3              | For          |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                      | UBS AG                                 | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| operations (15 points)                                                                                                  | Under Armour Inc.                      | Baltimore             | MD    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 527          |
| 1b Prohibits discrimination<br>based on gender identity for                                                             | Unilever                               | Englewood Cliffs      | NJ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| all operations (15 points) 2a Equivalency in same- and                                                                  | United Airlines Holdings, Inc.         | Chicago               | IL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 81           |
| different-sex spousal medical and soft benefits (10 points)                                                             | United Parcel Service Inc.             | Atlanta               | GA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 44           |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                  | United Services Automobile Association | San Antonio           | ТΧ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 100          |
| and soft benefits (10 points /<br>half credit for parity across                                                         | United States Steel Corp.              | Pittsburgh            | PA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 20                 | 246          |
| 2c Equal health coverage for transgender                                                                                | United Technologies Corp.              | Farmington            | СТ    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                | 51           |
| individuals without exclusion for<br>medically necessary care (10 points                                                | UnitedHealth Group Inc.                | Minnetonka            | MN    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 5            |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                         | University of Phoenix                  | Phoenix               | AZ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| related care remain in place)<br>3a Three LGBTQ internal training and                                                   | Univision Communications Inc.          | Miami                 | FL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 729          |
| education best practices (10 points)<br>3b Employee group or diversity                                                  | Unum Group                             | Chattanooga           | TN    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 267          |
| council (10 points)                                                                                                     | UPMC Health Plan                       | Pittsburgh            | PA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                                 | Vanguard Group Inc.                    | Malvern               | PA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| community, and if supplier diversity<br>program is in place, must include<br>LGBTQ suppliers <b>(15 points)</b>         | Verizon Communications Inc.            | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 90                 | 16           |
| 3d Contractor/supplier non-discrimination                                                                               | VERMEG SARL                            | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| standards and philanthropic giving guidelines (5 points)                                                                | Vertex Pharmaceuticals Inc.            | Boston                | MA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                |                    | 831          |
| Dettere in Craw (the off sidering of                                                                                    | VF Corp.                               | Greensboro            | NC    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 242          |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have<br>not responded to repeated invitations | Viacom Inc.                            | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 221          |
| to the CEI survey. These ratings are<br>based on publicly available information                                         | Vinson & Elkins LLP                    | Houston               | ТΧ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                               | Visa                                   | San Francisco         | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 161          |
| groups or individual employees.                                                                                         | VMware Inc.                            | Palo Alto             | CA    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Vorys, Sater, Seymour and Pease LLP    | Columbus              | ОН    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Vox Media Inc.                         | Washington            | DC    | •         | ٠         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Voya Financial                         | New York              | NY    | •         | ٠         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                | 307          |
|                                                                                                                         | W.W. Grainger Inc.                     | Lake Forest           | IL    | •         | ٠         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                | 287          |
|                                                                                                                         | Walgreen Co.                           | Deerfield             | IL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 19           |
|                                                                                                                         | Walmart Inc.                           | Bentonville           | AR    | •         | •         | •         | •         | ٠         | •         | •         | •         | •        |            | 100                | 100                | 1            |
|                                                                                                                         | Walt Disney Co., The                   | Burbank               | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 55           |
|                                                                                                                         | Warby Parker                           | New York              | NY    | ٠         | •         | ٠         | ٠         | ٠         | ٠         | ٠         | ٠         | •        |            | 100                | 100                |              |

| 15 points<br>15 points<br>10 points<br>10 points<br>10 points<br>5 points<br>5 points                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | <ul> <li>25 points</li> <li>2020</li> <li>CEI Rating</li> <li>2019</li> </ul> | CEI Rating<br>Fortune 1000 |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------|----------------------------|
| CEI Rating Criteria Employer Headquarters Location State 1a 1b 2a 2b 2c 3a 3b 3c 3d                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 202<br>CEI<br>2019                                                            | E CEI                      |
| 1a     Prohibits discrimination based<br>on sexual orientation for all     Warner Media     New York     NY     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •     •                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 100 10                                                                        | 0 98                       |
| operations (15 points) Warner Music Group New York NY • • • • • • • •                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 100                                                                           |                            |
| 1b       Prohibits discrimination         based on gender identity for       Wawa Inc.         value operations (15 points)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 100 9                                                                         | 5                          |
| all operations (15 points)     2a Equivalency in same- and     WE Communications     Bellevue     WA     • • • • • • • • • •                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 100 10                                                                        | 0                          |
| different-sex spousal medical and soft benefits (10 points) Weil, Gotshal & Manges LLP New York NY • • • • • • • • • •                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 100 10                                                                        | 0                          |
| 2b Equivalency in same- and different-<br>sex domestic partner medical       WellCare Health Plans Inc.       Tampa       FL <ul> <li>FL</li> <li>FL</li></ul> | 100 10                                                                        | 0 170                      |
| and soft benefits (10 points / half credit for parity across IA • • • • • • • • •                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 100 10                                                                        | 0                          |
| some, but not all benefits)     Wells Fargo & Co.     San Francisco     CA       2c Equal health coverage for transgender     Wells Fargo & Co.     San Francisco     CA                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 100 10                                                                        | 0 26                       |
| individuals without exclusion for medically necessary care (10 points Wendy's Co., The Dublin OH • • • • • • • • • •                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 100 8                                                                         | 0 999                      |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 100 10                                                                        | 0 158                      |
| related care remain in place)       3a Three LGBTQ internal training and     Whirlpool Corp.     Benton Harbor     MI        •       •       •       •       •                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 100 10                                                                        | 0 140                      |
| education best practices (10 points) White & Case LLP New York NY • • • • • • • • • • •                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 100 10                                                                        | 0                          |
| 3b Employee group or diversity council (10 points)       Wiley Rein LLP       Washington       DC       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       • <td>100 10</td> <td>0</td>                                                                                                                                                                                                                                                                                                                                                           | 100 10                                                                        | 0                          |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ       Williams Mullen       Richmond       VA       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       • <td>100 10</td> <td>0</td>                                                                                                                                                                                                                                                                                                                                               | 100 10                                                                        | 0                          |
| community, and if supplier diversity program is in place, must include Willis Towers Watson Arlington VA • • • • • • • • • •                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 100 10                                                                        | 0 626                      |
| LGBTQ suppliers (15 points)         3d Contractor/supplier non-discrimination         Wilmer Cutler Pickering Hale & Dorr LLP         Washington         DC         • • • • • • • • • • • • • • • • • • •                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 100 10                                                                        | 0                          |
| standards and philanthropic giving guidelines (5 points) Wilson Sonsini Goodrich & Rosati PC Palo Alto CA • • • • • • •                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 100 9                                                                         | 5                          |
| Winston & Strawn LLP Chicago IL • • • • • • •                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 100 10                                                                        | 0                          |
| Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have Womble Bond Dickinson (US) LLP Winston-Salem NC • • • • • • • • • • •                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 100 10                                                                        | 0                          |
| not responded to repeated invitations<br>to the CEI survey. These ratings are<br>based on publicly available information                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 100 10                                                                        | 0 925                      |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 100 9                                                                         | 5 479                      |
| groups or individual employees. Wyndham Hotels & Resorts Inc. Parsippany NJ • • • • • • • •                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 100 10                                                                        | 0                          |
| Xcel Energy Inc. Minneapolis MN • • • • • • •                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 100 10                                                                        | 0 266                      |
| Xerox Corp. Norwalk CT • • • • • • •                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 100 10                                                                        | 0 291                      |
| Xylem Inc. Rye Brook NY • • • • • • •                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 100 7                                                                         | 5 547                      |
| Yelp Inc. San Francisco CA • • • • • • •                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 100 10                                                                        | 0                          |
| Yext Inc. New York NY • • • • • • •                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 100                                                                           |                            |
| Zendesk Inc San Francisco CA • • • • • • •                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 100                                                                           |                            |
| Zillow Group Seattle WA • • • • • •                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 100 9                                                                         | 5                          |
| ZS Associates Inc. Evanston IL • • • • • • •                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 100 10                                                                        | 0                          |

# Appendix B Ratings and Criteria Breakdowns

#### **Corporate Equality Index Rating Criteria**

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

# **Ratings in Gray**

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

| Appendix B                                                                                                               | Ratings and Criteria Breakdowns       |                              |       |           |           |           |           | Crite     | erion     |           |           |          |            |                    | Rating             |              |
|--------------------------------------------------------------------------------------------------------------------------|---------------------------------------|------------------------------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                          |                                       |                              |       | 15 points | 15 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                      | Employer                              | <b>Headquarters Location</b> | State | <b>1a</b> | 1b        | <b>2a</b> | <b>2b</b> | <b>2c</b> | 3a        | 3b        | 3c        | 3d       | 4          | C S                | 20<br>CE           | R            |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                       | 3M Co.                                | St. Paul                     | MN    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 97           |
| operations (15 points)                                                                                                   | A.T. Kearney Inc.                     | Chicago                      | IL    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 1b Prohibits discrimination<br>based on gender identity for<br>all operations (15 points)                                | A X Armani Exchange                   | New York                     | NY    | ٩         | ٩         | •         |           |           | •         | •         |           |          |            | 50                 | 55                 |              |
| 2a Equivalency in same- and                                                                                              | Abbott Laboratories                   | Abbott Park                  | IL    | •         | •         | ٠         |           | ٠         | •         | •         | •         |          |            | 90                 | 90                 | 111          |
| different-sex spousal medical<br>and soft benefits (10 points)                                                           | AbbVie Inc.                           | North Chicago                | IL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 110          |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                   | Abercrombie & Fitch Co.               | New Albany                   | он    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 666          |
| and soft benefits (10 points /<br>half credit for parity across                                                          | ABM Industries Inc.                   | New York                     | NY    | ٩         | ۵         |           |           |           |           |           |           |          |            | 20                 | 10                 | 498          |
| 2c Equal health coverage for transgender                                                                                 | Accenture                             | New York                     | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| individuals without exclusion for<br>medically necessary care (10 points                                                 | Activision Blizzard                   | Santa Monica                 | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 401          |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                          | Adidas North America Inc.             | Portland                     | OR    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| related care remain in place)<br>3a Three LGBTQ internal training and                                                    | Adobe Systems Inc.                    | San Jose                     | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 389          |
| education best practices (10 points)<br>3b Employee group or diversity                                                   | ADP                                   | Roseland                     | IJ    | •         | •         | ٠         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                | 243          |
| council (10 points)                                                                                                      | Advance Auto Parts (Advance Holding)  | Raleigh                      | NC    | •         | •         | •         |           | •         | •         | •         | •         | •        |            | 90                 | 85                 | 317          |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                                  | Advanced Micro Devices Inc.           | Santa Clara                  | CA    | •         | ٠         | ٠         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                | 506          |
| community, and if supplier diversity<br>program is in place, must include                                                | AECOM                                 | Los Angeles                  | CA    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 164          |
| LGBTQ suppliers (15 points)<br>3d Contractor/supplier non-discrimination                                                 | Aero OpCo LLC                         | Lyndhurst                    | NJ    | •         | ٠         | •         | •         | ٠         | •         |           | •         | •        |            | 90                 | 90                 | 950          |
| standards and philanthropic giving guidelines (5 points)                                                                 | AES Corp., The                        | Arlington                    | VA    | •         | •         | •         |           | •         | •         | •         | •         |          |            | 85                 |                    | 214          |
|                                                                                                                          | Aflac Inc.                            | Columbus                     | GA    | •         | •         | •         |           | •         | •         | •         |           |          |            | 70                 | 80                 | 137          |
| Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have                                              | Agco                                  | Duluth                       | GA    | •         |           |           |           |           |           |           |           |          |            | 10                 | 10                 | 347          |
| not responded to repeated invitations<br>to the CEI survey. These ratings are<br>based on publicly available information | Agilent Technologies Inc.             | Santa Clara                  | CA    | •         | •         | •         | •         | •         | •         |           |           | •        |            | 75                 | 85                 | 558          |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                                | AIG                                   | New York                     | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 60           |
| groups or individual employees.                                                                                          | Air Liquide                           | Houston                      | ТΧ    | •         | ٠         | •         | •         | ٠         | •         | •         | •         | •        |            | 100                |                    |              |
|                                                                                                                          | Air Products & Chemicals Inc.         | Allentown                    | PA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 345          |
|                                                                                                                          | Airbnb Inc.                           | San Francisco                | CA    | •         | ٠         | •         | •         | ٠         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                          | Airbus Americas Inc.                  | Herndon                      | VA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                          | Airlines Reporting Corporation (ARC)  | Arlington                    | VA    | •         | •         | •         | •         | •         |           | •         | •         |          |            | 85                 |                    |              |
|                                                                                                                          | AK Steel Holding Corp.                | West Chester                 | ОН    | •         | ۲         |           |           |           |           |           |           |          |            | 20                 | 20                 | 461          |
|                                                                                                                          | Akamai Technologies Inc.              | Cambridge                    | MA    | •         | ٠         | •         | •         | ٠         | ٠         | •         | •         | •        |            | 100                | 100                | 829          |
|                                                                                                                          | Akerman LLP                           | Miami                        | FL    | •         | •         | ٠         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                          | Akin, Gump, Strauss, Hauer & Feld LLP | Washington                   | DC    | •         | ٠         | •         | ٠         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                          |                                       |                              |       |           |           | 1         |           |           |           |           |           |          |            |                    |                    |              |

| Appendix B                                                                      | Ratings and Criteria Breakdowns               |                       |       |           |           |           |           | Crite     | erion     |           |           |          |            |                    | Rating             |              |
|---------------------------------------------------------------------------------|-----------------------------------------------|-----------------------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                 |                                               |                       |       | 15 points | 15 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                             | Employer                                      | Headquarters Location | State | <b>1a</b> | 1b        | <b>2a</b> | 2b        | <b>2c</b> | 3a        | 3b        | 3c        | 3d       | 4          | CE 30              | C 3                | 5<br>E       |
| 1a Prohibits discrimination based<br>on sexual orientation for all              | Alaska Airlines                               | Seattle               | WA    | •         | •         | •         |           | •         | •         | •         | •         | •        |            | 90                 | 90                 | 355          |
| operations (15 points)                                                          | Albertsons Companies Inc.                     | Boise                 | ID    | •         | •         | ٠         |           | 0         |           | •         | •         | •        |            | 75                 | o                  | 53           |
| 1b Prohibits discrimination<br>based on gender identity for                     | Alcoa Corp.                                   | Pittsburgh            | PA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 95                 | 95                 | 262          |
| all operations (15 points) 2a Equivalency in same- and                          | Alcon Inc                                     | Fort Worth            | тх    | •         | ٠         | •         | •         | ٠         |           | •         | •         | •        |            | 90                 |                    |              |
| different-sex spousal medical<br>and soft benefits (10 points)                  | Alight Solutions                              | Lincolnshire          | IL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                |                    |              |
| 2b Equivalency in same- and different-<br>sex domestic partner medical          | AlixPartners LLP                              | New York              | NY    | ٠         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| and soft benefits (10 points /<br>half credit for parity across                 | Alleghany Corp.                               | New York              | NY    | ۵         | ۵         |           |           |           |           |           |           |          |            | 20                 | 20                 | 437          |
| some, but not all benefits) 2c Equal health coverage for transgender            | Alliance Data Systems Corp.                   | Columbus              | ОН    | •         | •         | •         | •         |           |           | •         | ٩         |          |            | 65                 | 85                 | 365          |
| individuals without exclusion for<br>medically necessary care (10 points        | Alliance One International                    | Morrisville           | NC    | •         | •         |           |           |           |           |           |           |          |            | 30                 | o                  | 963          |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition- | AllianceBernstein LP                          | Nashville             | TN    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| related care remain in place) 3a Three LGBTQ internal training and              | Alliant Energy Corp.                          | Madison               | WI    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 682          |
| education best practices (10 points)                                            | Allianz Life Insurance Co. of North America   | Minneapolis           | MN    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 3b Employee group or diversity<br>council (10 points)                           | Allscripts-Misys Healthcare Solutions Inc.    | Chicago               | IL    | ٩         | ٩         | •         |           |           |           |           |           |          |            | 30                 | 20                 |              |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ         | Allstate Insurance Co.                        | Northbrook            | IL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 95                 | 95                 | 79           |
| community, and if supplier diversity<br>program is in place, must include       | Ally Financial Inc.                           | Detroit               | MI    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 299          |
| LGBTQ suppliers (15 points)<br>3d Contractor/supplier non-discrimination        | Alston & Bird LLP                             | Atlanta               | GA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| standards and philanthropic giving guidelines (5 points)                        | Altice USA Inc.                               | Long Island City      | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                 | Altria Group Inc.                             | Richmond              | VA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 154          |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have  | A-Mark Precious Metals                        | El Segundo            | CA    |           |           |           |           |           |           |           |           |          |            | 0                  | 0                  | 404          |
| not responded to repeated invitations to the CEI survey. These ratings are      | Amazon.com Inc.                               | Seattle               | WA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 8            |
| based on publicly available information<br>as well as information submitted to  | AMC Entertainment Inc.                        | Leawood               | KS    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 787          |
| HRC from unofficial LGBTQ employee groups or individual employees.              | Ameren Corp.                                  | St. Louis             | МО    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 453          |
|                                                                                 | American Airlines                             | Fort Worth            | тх    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 71           |
|                                                                                 | American Apparel LLC                          | Los Angeles           | CA    | •         | •         | •         |           | •         | •         | •         |           | •        |            | 70                 | 80                 |              |
|                                                                                 | American Axle & Manufacturing                 | Detroit               | MI    | ٩         | •         |           |           |           |           |           |           |          |            | 20                 |                    | 449          |
|                                                                                 | American Eagle Outfitters Inc.                | Pittsburgh            | PA    | •         | •         | •         |           | •         | •         | •         | •         | •        |            | 90                 | 85                 | 622          |
|                                                                                 | American Electric Power Co. Inc.              | Columbus              | ОН    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 85                 | 185          |
|                                                                                 | American Express Company                      | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 86           |
|                                                                                 | American Express Global Business Travel       | Jersey City           | NJ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                 | American Family Mutual Insurance Company, S.I | Madison               | WI    | •         | •         | •         |           | •         | •         |           |           | •        |            | 100                |                    | 311          |
|                                                                                 | , and the analy margar more and company, or   | maaloon               | •••   | -         | -         |           | -         | -         |           | -         | -         | -        |            |                    |                    |              |

| Appendix B                                                                                                           | Ratings and Criteria Breakdowns    |                              |       |           |           |           | •••••     | Crite     | erion     |           |           |          |            |                    | Rating             |              |
|----------------------------------------------------------------------------------------------------------------------|------------------------------------|------------------------------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                      |                                    |                              |       | 15 points | 15 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                  | Employer                           | <b>Headquarters Location</b> | State | <b>1a</b> | 1b        | <b>2a</b> | <b>2b</b> | <b>2c</b> | 3a        | 3b        | 3c        | 3d       | 4          | 20<br>CE 30        | CE 20              | R            |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                   | American Financial Group           | Cincinnati                   | ОН    | ٢         | ۲         |           |           |           |           |           |           |          |            | 20                 | 20                 | 413          |
| operations (15 points)                                                                                               | American Tower Corp.               | Boston                       | MA    | •         | •         | •         | •         |           | •         | •         | ٩         | •        |            | 85                 | 55                 | 419          |
| 1b Prohibits discrimination<br>based on gender identity for                                                          | Ameriprise Financial Inc.          | Minneapolis                  | MN    | •         | •         | •         |           | •         | •         | •         | •         | •        |            | 90                 | 90                 | 252          |
| all operations (15 points) 2a Equivalency in same- and                                                               | AmerisourceBergen Corp.            | Chesterbrook                 | PA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 12           |
| different-sex spousal medical<br>and soft benefits (10 points)                                                       | Amgen Inc.                         | Thousand Oaks                | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 130          |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                               | AMN Healthcare Services Inc.       | San Diego                    | CA    | •         | •         | •         | •         | O         | •         | •         | •         | •        |            | 95                 | 90                 | 957          |
| and soft benefits (10 points /<br>half credit for parity across                                                      | Amphenol Corp.                     | Wallingford                  | CT    | ۵         | ٩         |           |           |           |           |           |           |          |            | 20                 | 20                 | 403          |
| some, but not all benefits) 2c Equal health coverage for transgender                                                 | AmTrust Financial Services         | New York                     | NY    | ٢         | ۵         |           |           |           |           |           |           |          |            | 20                 | 20                 | 469          |
| individuals without exclusion for<br>medically necessary care (10 points                                             | Anadarko Petroleum                 | The Woodlands                | ТΧ    | •         | •         | •         | •         |           |           |           | ٩         | •        |            | 65                 | 65                 | 257          |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                      | Anheuser-Busch Companies Inc.      | St. Louis                    | мо    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 149          |
| related care remain in place) 3a Three LGBTQ internal training and                                                   | Anixter International Inc.         | Glenview                     | IL    | ۵         | ٩         |           |           |           |           |           |           |          |            | 20                 | 20                 | 357          |
| education best practices (10 points)                                                                                 | Anschutz Entertainment Group, Inc. | Los Angeles                  | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 3b Employee group or diversity<br>council (10 points)                                                                | Anthem Inc.                        | Indianapolis                 | IN    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 29           |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                              | Aon Corp.                          | Chicago                      | IL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 235          |
| community, and if supplier diversity<br>program is in place, must include                                            | Apache Corp.                       | Houston                      | ΤX    | ٠         | •         | ٠         |           |           |           | •         |           |          |            | 50                 | 20                 | 438          |
| LGBTQ suppliers (15 points)<br>3d Contractor/supplier non-discrimination                                             | Apple Inc.                         | Cupertino                    | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 4            |
| standards and philanthropic giving guidelines (5 points)                                                             | Applied Materials Inc.             | Santa Clara                  | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 201          |
|                                                                                                                      | AQR Capital Management LLC         | Greenwich                    | СТ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have                                          | Aramark Corp.                      | Philadelphia                 | PA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 200          |
| not responded to repeated invitations<br>to the CEI survey. These ratings are                                        | Arcadis U.S. Inc.                  | Highlands Ranch              | со    | •         | ٩         | •         | •         | •         | •         | •         | •         | •        |            | 95                 |                    |              |
| based on publicly available information<br>as well as information submitted to<br>HRC from unofficial LGBTQ employee | Archer Daniels Midland Co.         | Chicago                      | IL    | •         | •         | •         | •         | •         |           | •         |           |          |            | 70                 | 60                 | 48           |
| groups or individual employees.                                                                                      | Arconic                            | New York                     | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 225          |
|                                                                                                                      | Arent Fox LLP                      | Washington                   | DC    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                      | Armstrong Teasdale LLP             | St. Louis                    | мо    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                      | Arnold & Porter Kaye Scholer LLP   | Washington                   | DC    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                      | Arrow Electronics                  | Centennial                   | со    | •         | ٠         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 113          |
|                                                                                                                      | Arthur J. Gallagher & Co.          | Rolling Meadows              | IL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 454          |
|                                                                                                                      | Arup USA Inc                       | New York                     | NY    | •         | •         | •         |           | •         | •         | •         | •         | •        |            | 90                 | 90                 |              |
|                                                                                                                      | Asbury Automotive Group            | Duluth                       | GA    | •         | ۵         |           |           |           |           |           |           |          |            | 20                 | 20                 | 434          |
|                                                                                                                      | Ascena Retail Group Inc.           | Mahwah                       | NJ    | •         | ٠         | ٠         |           | ٠         | ٠         | ٠         | •         | •        |            | 90                 | 90                 | 423          |

| Appendix B                                                                                                              | Ratings and Criteria Breakdowns                   |                              |       |           |           |           |           | Crite     | erion     |           |           |          |            |                    | Rating             |              |
|-------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|------------------------------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                         |                                                   |                              |       | 15 points | 15 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                     | Employer                                          | <b>Headquarters Location</b> | State | <b>1a</b> | 1b        | 2a        | 2b        | <b>2c</b> | 3a        | 3b        | 3c        | 3d       | 4          | 20:<br>CE          | C 20.              | Fo           |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                      | Ashland Inc.                                      | Covington                    | КY    | •         | •         | ٠         |           |           |           |           |           |          |            | 40                 | 40                 | 705          |
| operations (15 points)                                                                                                  | Assurant                                          | New York                     | NY    | •         | ٠         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 440          |
| 1b Prohibits discrimination<br>based on gender identity for                                                             | Astellas Pharma US Inc.                           | Northbrook                   | IL    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| all operations (15 points) 2a Equivalency in same- and                                                                  | AstraZeneca PLC                                   | Wilmington                   | DE    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 95                 |              |
| different-sex spousal medical<br>and soft benefits (10 points)                                                          | Asurion LLC                                       | Nashville                    | TN    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                  | AT&T Inc.                                         | Dallas                       | ТΧ    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 9            |
| and soft benefits (10 points /<br>half credit for parity across                                                         | AthenaHealth Inc.                                 | Watertown                    | MA    | •         | •         | ٠         | •         |           | •         | •         | •         |          |            | 90                 | 100                |              |
| 2c Equal health coverage for transgender                                                                                | Atlassian                                         | San Francisco                | CA    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 95                 |              |
| individuals without exclusion for<br>medically necessary care (10 points                                                | Autodesk Inc.                                     | San Rafael                   | CA    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 945          |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                         | Autoliv Inc.                                      | Auburn Hills                 | MI    | ۲         |           |           |           |           |           |           |           |          |            | 20                 | 10                 | 289          |
| related care remain in place)<br>3a Three LGBTQ internal training and                                                   | Auto-Owners Insurance Group                       | Lansing                      | MI    |           |           |           |           |           |           |           |           |          |            | 0                  | 0                  | 375          |
| education best practices (10 points)<br>3b Employee group or diversity                                                  | AutoZone Inc.                                     | Memphis                      | TN    | •         | •         | ٠         |           |           |           |           |           |          |            | 40                 | 40                 | 278          |
| council (10 points)                                                                                                     | Avaya Inc.                                        | Santa Clara                  | CA    | •         | •         | ٠         | •         |           |           | •         |           |          |            | 60                 | 60                 | 704          |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ<br>community and if ourplies diversity          | Avery Dennison                                    | Glendale                     | CA    | •         | •         | ٠         |           | •         | •         | •         | •         |          |            | 85                 | 20                 | 427          |
| community, and if supplier diversity<br>program is in place, must include<br>LGBTQ suppliers ( <b>15 points)</b>        | Avis Budget Group Inc.                            | Parsippany                   | NJ    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 95                 | 90                 | 333          |
| 3d Contractor/supplier non-discrimination                                                                               | Avnet Inc.                                        | Phoenix                      | AZ    | •         | •         | •         |           | •         | •         |           | •         | •        |            | 80                 | 65                 | 128          |
| standards and philanthropic giving guidelines (5 points)                                                                | Avon Products Inc.                                | Rye                          | NY    | •         | •         | •         | •         | •         | •         | •         |           | •        |            | 80                 | 90                 | 485          |
| Dettere in Craw (1) off sidesting of                                                                                    | AXA Equitable Life                                | New York                     | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have<br>not responded to repeated invitations | Axiom Global Inc.                                 | New York                     | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                |                    |              |
| to the CEI survey. These ratings are<br>based on publicly available information                                         | B J's Wholesale Club                              | Westborough                  | MA    | •         | •         | •         |           | •         | •         | •         | •         | •        |            | 90                 | 85                 | 221          |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                               | BAE Systems Inc.                                  | Arlington                    | VA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 85                 |              |
| groups or individual employees.                                                                                         | Bain & Co. Inc./ Bridgespan Group                 | Boston                       | MA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Baker & Hostetler LLP                             | Cleveland                    | ОН    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 85                 |              |
|                                                                                                                         | Baker & McKenzie LLP                              | Chicago                      | IL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Baker Botts LLP                                   | Houston                      | тх    | •         | •         | •         | •         | •         | •         | •         | ٥         |          |            | 90                 | 65                 |              |
|                                                                                                                         | Baker, Donelson, Bearman, Caldwell & Berkowitz PC | Memphis                      | TN    | •         | ٠         | ٠         |           | •         | •         | •         | •         | •        |            | 90                 | 90                 |              |
|                                                                                                                         | Ball Corp.                                        | Broomfield                   | со    | •         | •         | •         | ●         | •         | •         | •         | •         | •        |            | 95                 | 95                 | 277          |
|                                                                                                                         | Ballard Spahr LLP                                 | Philadelphia                 | PA    | ٠         | •         | ٠         | •         | ٠         | ٠         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Bank of America Corp.                             | Charlotte                    | NC    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        | •          | 75                 | 75                 | 24           |
|                                                                                                                         | Bank of New York Mellon Corp., The                | New York                     | NY    | ٠         | ٠         | •         | ٠         | ٠         | ٠         | •         | •         | ٠        |            | 100                | 100                | 175          |

62

| Appendix B                                                                                                              | Ratings and Criteria Breakdowns                      |                              |       |           |           |           |           | Crite     | erion     |           |           |          |            |                    | Rating             |              |
|-------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------|------------------------------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                         |                                                      |                              |       | 15 points | 15 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                     | Employer                                             | <b>Headquarters Location</b> | State | <b>1a</b> | 1b        | <b>2a</b> | <b>2b</b> | 2c        | 3a        | 3b        | 3c        | 3d       | 4          | CE 30              | CE 3               | Ē            |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                      | Bank of the West                                     | San Francisco                | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| operations (15 points)                                                                                                  | Barclays                                             | New York                     | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 1b Prohibits discrimination<br>based on gender identity for                                                             | Barilla America Inc.                                 | Northbrook                   | IL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| all operations (15 points) 2a Equivalency in same- and                                                                  | Barnes & Noble Inc.                                  | New York                     | NY    | •         | ٠         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 613          |
| different-sex spousal medical<br>and soft benefits (10 points)                                                          | Barnes & Thornburg LLP                               | Indianapolis                 | IN    | ٠         | •         | ٠         |           | •         | •         | •         | ٩         |          |            | 80                 | 80                 |              |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                  | BASF Corp.                                           | Florham Park                 | NJ    | ٠         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| and soft benefits (10 points /<br>half credit for parity across                                                         | Bass, Berry & Sims PLC                               | Nashville                    | TN    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 2c Equal health coverage for transgender                                                                                | Battelle Energy Alliance (Idaho National Laboratory) | Idaho Falls                  | ID    | •         | •         | •         | ●         | •         | •         | •         | •         | •        |            | 95                 | 90                 |              |
| individuals without exclusion for<br>medically necessary care (10 points                                                | Battelle Memorial Institute Inc.                     | Columbus                     | ОН    | •         | •         | •         |           | •         |           | •         | ٩         | •        |            | 75                 |                    |              |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                         | Baxter International Inc.                            | Deerfield                    | IL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 283          |
| related care remain in place) 3a Three LGBTQ internal training and                                                      | Bayer U.S. LLC                                       | Whippany                     | NJ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| education best practices (10 points)<br>3b Employee group or diversity                                                  | BB&T Corp.                                           | Winston-Salem                | NC    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 90                 | 250          |
| council (10 points)                                                                                                     | BBVA USA                                             | Birmingham                   | AL    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 686          |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                                 | Becton, Dickinson and Co.                            | Franklin Lakes               | NJ    | •         | ٠         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 251          |
| community, and if supplier diversity<br>program is in place, must include<br>LGBTQ suppliers <b>(15 points)</b>         | Bed Bath & Beyond Inc.                               | Union                        | NJ    | ٩         | ٢         |           |           |           |           |           |           |          |            | 20                 | 20                 | 248          |
| 3d Contractor/supplier non-discrimination                                                                               | Ben & Jerry's Homemade Inc.                          | South Burlington             | VT    | ٠         | ٠         | •         | ٠         | ٠         | •         | •         | •         | •        |            | 100                | 95                 |              |
| standards and philanthropic giving guidelines (5 points)                                                                | Berkshire Hathaway                                   | Omaha                        | NE    |           |           |           |           |           |           |           |           |          |            | 0                  | 0                  | 3            |
|                                                                                                                         | Berry Plastics Group Inc.                            | Evansville                   | IN    | ٩         | ۵         |           |           |           |           |           |           |          |            | 20                 | 20                 | 399          |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have<br>not responded to repeated invitations | Best Buy Co. Inc.                                    | Richfield                    | MN    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 72           |
| to the CEI survey. These ratings are<br>based on publicly available information                                         | Big Lots                                             | Columbus                     | ОН    | •         | •         | •         |           | •         | •         | •         | •         | •        |            | 90                 | 20                 | 510          |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                               | Biogen                                               | Cambridge                    | MA    | ٠         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 245          |
| groups or individual employees.                                                                                         | Black & Veatch Holding Inc.                          | Overland Park                | KS    | •         | ٠         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Black Knight Inc.                                    | Jacksonville                 | FL    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 70                 |              |
|                                                                                                                         | BlackRock                                            | New York                     | NY    | ٠         | ٠         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 237          |
|                                                                                                                         | Blackstone Group LP, The                             | New York                     | NY    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 398          |
|                                                                                                                         | Blank Rome LLP                                       | Philadelphia                 | PA    | ٠         | ٠         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Bloomberg LP                                         | New York                     | NY    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Bloomin' Brands Inc.                                 | Tampa                        | FL    | ٠         | •         | ٠         |           |           | ٠         |           |           |          |            | 50                 | 50                 | 584          |
|                                                                                                                         | Blue Cross & Blue Shield of Rhode Island             | Providence                   | RI    | ٠         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Blue Cross and Blue Shield of Louisiana              | Baton Rouge                  | LA    | ٠         | ٠         | ٠         |           |           | •         | ٠         | ۵         |          |            | 70                 |                    |              |
|                                                                                                                         |                                                      |                              |       |           |           |           |           |           |           |           |           |          |            |                    |                    |              |

| Appendix B                                                                                                              | Ratings and Criteria Breakdowns          |                       | :     |           |           |           | ••••••    | Crite     | erion     | ••••••    |           |          |            |                    | Rating             |              |
|-------------------------------------------------------------------------------------------------------------------------|------------------------------------------|-----------------------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                         |                                          |                       |       | 15 points | 15 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                     | Employer                                 | Headquarters Location | State | <b>1a</b> | 1b        | <b>2a</b> | <b>2b</b> | 2c        | <b>3a</b> | 3b        | 3c        | 3d       | 4          | CE 20              | 2 5                | ß            |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                      | Blue Cross Blue Shield of Florida Inc.   | Jacksonville          | FL    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 85                 |              |
| operations (15 points)                                                                                                  | Blue Cross Blue Shield of Massachusetts  | Boston                | MA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 1b Prohibits discrimination<br>based on gender identity for<br>all operations (15 points)                               | Blue Cross Blue Shield of Michigan       | Detroit               | МІ    | •         | •         | •         |           | •         | ٠         | •         | •         |          |            | 85                 | 85                 |              |
| 2a Equivalency in same- and                                                                                             | Blue Cross Blue Shield of Minnesota      | Eagan                 | MN    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 90                 |              |
| different-sex spousal medical and soft benefits (10 points)                                                             | Blue Cross Blue Shield of North Carolina | Durham                | NC    | •         | •         | •         |           | •         | ٠         | •         |           | •        | •          | 45                 | 55                 |              |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                  | Blue Shield of California                | San Francisco         | CA    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
| and soft benefits (10 points /<br>half credit for parity across                                                         | BlueCross BlueShield of Tennessee        | Chattanooga           | TN    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
| 2c Equal health coverage for transgender                                                                                | BMC Software Inc.                        | Houston               | ТΧ    | •         | •         | •         |           |           |           |           |           | •        |            | 45                 | 45                 | 915          |
| individuals without exclusion for<br>medically necessary care (10 points                                                | BMO Bankcorp Inc.                        | Chicago               | IL    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                         | BNP Paribas                              | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| related care remain in place)<br>3a Three LGBTQ internal training and                                                   | Bob Evans Farms Inc.                     | New Albany            | ОН    | •         | •         | •         |           |           | •         | •         |           |          |            | 60                 | 75                 | 962          |
| education best practices (10 points)<br>3b Employee group or diversity                                                  | Boehringer Ingelheim USA Corp.           | Ridgefield            | СТ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| council (10 points)                                                                                                     | Boeing Co.                               | Chicago               | IL    | •         | •         | •         |           | •         | •         | •         | •         | •        |            | 90                 | 90                 | 27           |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                                 | Boies Schiller Flexner LLP               | New York              | NY    | •         | ٠         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
| community, and if supplier diversity<br>program is in place, must include<br>LGBTQ suppliers <b>(15 points)</b>         | Books-A-Million Inc.                     | Birmingham            | AL    | •         | •         | •         | •         |           | ٠         | •         | •         |          |            | 80                 | 80                 |              |
| 3d Contractor/supplier non-discrimination                                                                               | Booz Allen Hamilton Inc.                 | McLean                | VA    | •         | ٠         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                | 482          |
| standards and philanthropic giving guidelines (5 points)                                                                | BorgWarner Inc.                          | Auburn Hills          | МІ    | •         | •         | •         |           |           | ٠         | •         |           | •        |            | 65                 | 40                 | 301          |
|                                                                                                                         | Boston Consulting Group                  | Boston                | MA    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have<br>not responded to repeated invitations | Boston Scientific Corp.                  | Marlborough           | MA    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                | 328          |
| to the CEI survey. These ratings are<br>based on publicly available information                                         | Box Inc.                                 | Redwood City          | CA    | •         | ٠         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                               | BP America Inc.                          | Houston               | ТΧ    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
| groups or individual employees.                                                                                         | Bracewell LLP                            | Houston               | ТΧ    | •         | ٠         | •         | •         | •         | ٠         | •         | •         |          |            | 95                 | 85                 |              |
|                                                                                                                         | Bridgestone Americas Holding Inc.        | Nashville             | TN    | •         | •         | •         |           | •         | ٠         | •         | •         | •        |            | 90                 | 90                 |              |
|                                                                                                                         | Bridgewater Associates LP                | Westport              | СТ    | •         | ٠         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                |                    |              |
|                                                                                                                         | Bright Horizons                          | Watertown             | MA    | •         | •         | •         |           | •         | •         | •         | •         | •        |            | 90                 | 90                 |              |
|                                                                                                                         | Brinker International Inc.               | Dallas                | ТΧ    | •         | ٠         | •         | •         |           |           | •         |           |          |            | 65                 | 65                 | 714          |
|                                                                                                                         | Bristol-Myers Squibb Co.                 | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 145          |
|                                                                                                                         | Broadridge Financial Solutions Inc.      | Lake Success          | NY    | •         | •         | •         | •         | ٠         | •         | •         | •         | •        |            | 100                | 100                | 592          |
|                                                                                                                         | Brooks Brothers Group Inc.               | New York              | NY    | •         | •         | •         | •         |           | •         | •         | •         | •        |            | 90                 | 85                 |              |
|                                                                                                                         | Brooks Sports Inc.                       | Seattle               | WA    | •         | •         | •         | •         | •         | •         | ٠         | •         | •        |            | 100                | 95                 |              |

| Appendix B                                                                                                              | Ratings and Criteria Breakdowns            |                              |       |           |           |           |           | Crite     | erion     |           |           |          |            |                    | Rating             |              |
|-------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|------------------------------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                         |                                            |                              |       | 15 points | 15 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                     | Employer                                   | <b>Headquarters Location</b> | State | <b>1a</b> | 1b        | <b>2a</b> | <b>2b</b> | 2c        | <b>3a</b> | 3b        | 3c        | 3d       | 4          | CE 20              | CE 3               | Ē            |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                      | Brown Advisory                             | Baltimore                    | MD    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                |                    |              |
| operations (15 points)                                                                                                  | Brown Brothers Harriman & Co.              | New York                     | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 1b Prohibits discrimination<br>based on gender identity for                                                             | Brown Rudnick LLP                          | Boston                       | MA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| all operations (15 points) 2a Equivalency in same- and                                                                  | Brown-Forman Corp.                         | Louisville                   | KY    | •         | ٠         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 735          |
| different-sex spousal medical<br>and soft benefits (10 points)                                                          | Brownstein Hyatt Farber Schreck LLP        | Denver                       | со    | •         | •         | •         | •         | •         | •         | •         | •         |          |            | 95                 |                    |              |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                  | Bryan Cave Leighton Paisner LLP            | St. Louis                    | МО    | ٠         | ٠         | ٠         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
| and soft benefits (10 points /<br>half credit for parity across                                                         | Buchanan Ingersoll & Rooney PC             | Pittsburgh                   | PA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 2c Equal health coverage for transgender                                                                                | Buckley LLP                                | Washington                   | DC    | •         | ٠         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| individuals without exclusion for<br>medically necessary care (10 points                                                | Builders FirstSource Inc.                  | Dallas                       | ТΧ    | ٢         | •         |           |           |           |           |           |           |          |            | 20                 | 0                  | 400          |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                         | Burlington Northern Santa Fe Corp.         | Fort Worth                   | ТΧ    | ٩         | ٩         | ٠         |           |           |           |           |           |          |            | 30                 | 20                 | 167          |
| <b>3a</b> Three LGBTQ internal training and                                                                             | Burlington Stores Inc.                     | Burlington                   | NJ    | •         | •         | •         | •         | •         |           | •         | ٩         | •        |            | 80                 | 80                 | 459          |
| education best practices (10 points)                                                                                    | Burr & Forman LLP                          | Birmingham                   | AL    | •         | •         | •         |           | •         | •         | •         | •         | •        |            | 90                 | 90                 |              |
| 3b Employee group or diversity<br>council (10 points)                                                                   | Buzzfeed                                   | New York                     | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                                 | C&S Wholesale Grocers Inc.                 | Keene                        | NH    | •         | ٠         | •         | •         |           | •         | •         | •         | •        |            | 90                 | 80                 |              |
| community, and if supplier diversity<br>program is in place, must include<br>LGBTQ suppliers <b>(15 points)</b>         | C. H. Robinson Worldwide                   | Eden Prairie                 | MN    | ۲         | ۵         |           |           |           |           |           |           |          |            | 20                 | 20                 | 193          |
| 3d Contractor/supplier non-discrimination                                                                               | CA Technologies Inc.                       | New York                     | NY    | ٠         | ٠         | ٠         | •         | •         | ٠         | •         | •         | •        |            | 100                |                    | 598          |
| standards and philanthropic giving guidelines (5 points)                                                                | Cadwalader, Wickersham & Taft LLP          | New York                     | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Caesars Entertainment Corp.                | Las Vegas                    | NV    | •         | ٠         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 536          |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have<br>not responded to repeated invitations | Cahill Gordon & Reindel                    | New York                     | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 95                 | 95                 |              |
| to the CEI survey. These ratings are<br>based on publicly available information                                         | Caleres                                    | St. Louis                    | МО    | •         | ٠         | •         | •         | •         | •         | •         | •         | •        |            | 95                 | 100                | 778          |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                               | Calpine Corp.                              | Houston                      | ТΧ    | ٩         |           | •         |           |           |           |           |           |          |            | 20                 | 20                 | 336          |
| groups or individual employees.                                                                                         | Cambia Health Solutions Inc.               | Portland                     | OR    | •         | ٠         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Campbell Soup Co.                          | Camden                       | NJ    | •         | •         | •         | •         | •         |           | •         | ٩         | •        |            | 85                 | 100                | 358          |
|                                                                                                                         | Capgemini America, INC                     | Chicago                      | IL    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Capital Area Services Company, LLC (CASCI) | Charleston                   | WV    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 90                 |              |
|                                                                                                                         | Capital Group Companies Inc., The          | Los Angeles                  | CA    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Capital Markets Company NV, The            | New York                     | NY    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Capital One Financial Corp.                | McLean                       | VA    | •         | •         | •         | ٠         | ٠         | •         | •         | •         | •        |            | 100                | 100                | 101          |
|                                                                                                                         | Cardinal Health Inc.                       | Dublin                       | ОН    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 14           |
|                                                                                                                         | CareFirst Inc.                             | Baltimore                    | MD    | •         | •         | •         | ٠         | ٠         | •         | •         | •         | •        |            | 100                | 90                 |              |
|                                                                                                                         |                                            |                              |       |           |           |           |           |           |           |           |           |          |            |                    |                    |              |

| Appendix B                                                                                                      | Ratings and Criteria Breakdowns |                              |       |           |           |           |           | Crite      | erion                                 |           |           |          |            |                    | Rating             |              |
|-----------------------------------------------------------------------------------------------------------------|---------------------------------|------------------------------|-------|-----------|-----------|-----------|-----------|------------|---------------------------------------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                 |                                 |                              |       | 15 points | 15 points | 10 points | 10 points | 10 points  | 10 points                             | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                             | Employer                        | <b>Headquarters Location</b> | State | <b>1a</b> | 1b        | <b>2a</b> | 2b        | <b>2</b> c | 3a                                    | 3b        | 3c        | 3d       | 4          | CE 20              | CE 30              | Ē            |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                              | Cargill Inc.                    | Wayzata                      | MN    | •         | •         | ٠         | •         | •          | •                                     | •         | •         | •        |            | 100                | 100                |              |
| operations (15 points)                                                                                          | Cargo Transporters Inc.         | Claremont                    | NC    | ٠         | •         | •         | •         | •          | ٠                                     | •         | •         | •        |            | 100                | 100                |              |
| 1b Prohibits discrimination<br>based on gender identity for<br>all operations (15 points)                       | Caribou Coffee Company Inc.     | Minneapolis                  | MN    | •         | •         | •         |           |            |                                       |           |           | •        |            | 45                 | 55                 |              |
| 2a Equivalency in same- and                                                                                     | Carlson Inc.                    | Minnetonka                   | MN    | •         | ٠         | •         | •         | •          | •                                     | •         | •         | •        |            | 100                | 100                |              |
| different-sex spousal medical<br>and soft benefits (10 points)                                                  | Carlton Fields P.A.             | Tampa                        | FL    | •         | •         | •         | •         | •          | •                                     | •         | •         | •        |            | 100                | 100                |              |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                          | Carlyle Group LP, The           | Washington                   | DC    | ٠         | •         | •         | •         | •          | ٠                                     | •         | •         | •        |            | 100                | 100                | 631          |
| and soft benefits (10 points /<br>half credit for parity across                                                 | CarMax Inc.                     | Richmond                     | VA    | •         | •         | •         | •         | •          | ٠                                     | •         | •         | •        |            | 100                | 100                | 174          |
| <b>2c</b> Equal health coverage for transgender                                                                 | Carnival Corp.                  | Miami                        | FL    | •         | •         | ٠         | •         | •          | •                                     | •         | •         | •        |            | 100                | 100                |              |
| individuals without exclusion for<br>medically necessary care (10 points                                        | Casey's General Stores Inc.     | Ankeny                       | IA    |           |           |           |           |            |                                       |           |           |          |            | 0                  | 0                  | 425          |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                 | Caterpillar Inc.                | Deerfield                    | IL    | ٠         | •         | •         |           | •          | ٠                                     | •         | ٩         |          |            | 80                 | 85                 | 65           |
| related care remain in place) 3a Three LGBTQ internal training and                                              | CBRE Inc.                       | Los Angeles                  | CA    | •         | •         | •         | •         | •          | ٠                                     | •         | •         | •        |            | 100                | 100                | 207          |
| education best practices (10 points)<br>3b Employee group or diversity                                          | CBS Corp.                       | New York                     | NY    | •         | ٠         | •         | •         | •          | •                                     | •         | •         | •        |            | 100                | 100                | 197          |
| council (10 points)                                                                                             | CDW Corp.                       | Lincolnshire                 | IL    | •         | •         | •         | •         | •          | •                                     | •         | •         | •        |            | 100                | 100                | 189          |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ<br>community, and if supplier diversity | Celanese Corp.                  | Irving                       | тх    | ٠         | •         | •         | •         | •          | ٠                                     | •         | •         | •        |            | 100                | 100                | 455          |
| program is in place, must include<br>LGBTQ suppliers (15 points)                                                | Celgene Corp.                   | Summit                       | NJ    | •         | •         | •         | •         | •          | •                                     | •         | •         | •        |            | 100                | 100                | 224          |
| 3d Contractor/supplier non-discrimination standards and philanthropic                                           | Cengage Learning Inc.           | Boston                       | MA    | ٠         | •         | •         | •         |            | ٠                                     | •         | •         | •        |            | 90                 |                    |              |
| giving guidelines (5 points)                                                                                    | Centene Corp.                   | St. Louis                    | мо    | •         | •         | •         | •         | •          | ٠                                     | •         | •         | •        |            | 100                | 95                 | 61           |
| Ratings in Gray / Unofficial ratings of                                                                         | CenterPoint Energy Inc.         | Houston                      | ТХ    | ۵         | ۵         |           |           |            |                                       |           |           |          |            | 20                 | 20                 | 308          |
| the Fortune 500 companies that have<br>not responded to repeated invitations                                    | CenturyLink Inc.                | Monroe                       | LA    | •         | •         | •         | •         | •          | ٠                                     | •         | •         | •        |            | 100                | 100                | 166          |
| to the CEI survey. These ratings are based on publicly available information                                    | Cerner Corp.                    | North Kansas City            | мо    | ٠         | •         | •         | •         | •          | ٠                                     | •         | •         | •        |            | 100                | 100                | 519          |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                       | Change Healthcare               | Nashville                    | TN    | •         | •         | •         |           | •          | •                                     | •         | •         | •        |            | 90                 | 85                 |              |
| groups or individual employees.                                                                                 | Chapman and Cutler LLP          | Chicago                      | IL    | ٠         | •         | •         | •         | •          | ٠                                     | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                 | Charles Schwab & Co. Inc.       | San Francisco                | CA    | •         | •         | •         | •         | •          | •                                     | •         | •         | •        |            | 100                | 100                | 330          |
|                                                                                                                 | Charter Communications          | Stamford                     | СТ    | •         | ٠         | •         |           | •          | •                                     | •         | •         | •        |            | 90                 | 90                 | 74           |
|                                                                                                                 | Chesapeake Energy Corp.         | Oklahoma City                | ОК    | •         | •         | •         |           | •          | •                                     | •         |           |          |            | 70                 | 65                 | 314          |
|                                                                                                                 | Chevron Corp.                   | San Ramon                    | CA    | ٠         | •         | •         | •         | •          | ٠                                     | •         | •         | •        |            | 100                | 100                | 13           |
|                                                                                                                 | CHG Healthcare Inc.             | Midvale                      | UT    | •         | •         | •         | •         | •          |                                       | •         | •         |          |            | 85                 | 85                 |              |
|                                                                                                                 | Chico's FAS Inc.                | Fort Myers                   | FL    | •         | •         | •         | •         |            |                                       | •         | •         |          |            | 75                 |                    | 881          |
|                                                                                                                 | Chipotle Mexican Grill Inc.     | Newport Beach                | CA    | •         | •         | •         | •         | •          | · · · · · · · · · · · · · · · · · · · | •         | •         | •        |            | 90                 | 70                 | 557          |
|                                                                                                                 | Choate, Hall & Stewart LLP      | Boston                       | MA    | •         | •         | ٠         | •         | •          | •                                     | •         | •         | •        |            | 100                | 100                |              |

66

| Appendix B                                                                                | Ratings and Criteria Breakdowns               |                              | :     |           |           | <del>.</del> | ••••••    | Crite     | rion      | ••••••    |           |          |            |                    | Rating             |              |
|-------------------------------------------------------------------------------------------|-----------------------------------------------|------------------------------|-------|-----------|-----------|--------------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                           |                                               |                              |       | 15 points | 15 points | 10 points    | 10 points | 10 points | 10 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                       | Employer                                      | <b>Headquarters Location</b> | State | <b>1a</b> | 1b        | <b>2a</b>    | 2b        | 2c        | <b>3a</b> | 3b        | 3c        | 3d       | 4          | CE 20              | C S                | Ē            |
| 1a Prohibits discrimination based<br>on sexual orientation for all                        | Chobani                                       | Norwich                      | NY    | •         | •         | •            | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| operations (15 points)                                                                    | Choice Hotels International Inc.              | Rockville                    | MD    | •         | •         | •            | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 1b Prohibits discrimination<br>based on gender identity for<br>all operations (15 points) | CHS Inc.                                      | Inver Grove Heights          | MN    | ۵         | ۵         |              |           |           |           |           |           |          |            | 20                 | 20                 | 96           |
| 2a Equivalency in same- and                                                               | Chubb Ltd.                                    | Philadelphia                 | PA    | •         | ٠         | ٠            | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 215          |
| different-sex spousal medical<br>and soft benefits (10 points)                            | CIBC Bank USA                                 | New York                     | NY    | •         | •         |              | •         |           | •         | •         |           |          |            | 60                 | 65                 |              |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                    | CIGNA Corp.                                   | Bloomfield                   | СТ    | •         | ٠         | ٠            | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 73           |
| and soft benefits (10 points /<br>half credit for parity across                           | Cimpress USA Inc                              | Waltham                      | MA    | •         | •         | ٠            | •         | •         |           | •         | •         | •        |            | 90                 |                    |              |
| <b>2c</b> Equal health coverage for transgender                                           | Cincinnati Financial Corp.                    | Fairfield                    | ОН    | ٢         |           |              |           |           |           |           |           |          |            | 10                 | 0                  | 484          |
| individuals without exclusion for<br>medically necessary care (10 points                  | Cintas Corp.                                  | Cincinnati                   | ОН    | ۲         | ۵         |              |           |           |           |           |           |          |            | 20                 |                    | 500          |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-           | Cisco Systems Inc.                            | San Jose                     | CA    | •         | •         | ٠            | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 62           |
| related care remain in place) 3a Three LGBTQ internal training and                        | CIT Group Inc.                                | New York                     | NY    | •         | •         | •            | •         | •         | •         | •         | •         | •        |            | 100                | 95                 | 658          |
| education best practices (10 points)<br>3b Employee group or diversity                    | Citigroup Inc.                                | New York                     | NY    | •         | •         | ٠            | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 32           |
| council (10 points)<br>3c Three distinct efforts of outreach                              | Citizens Financial Group                      | Providence                   | RI    | •         | •         | •            | •         | •         | •         | •         | •         | •        |            | 100                | 20                 | 435          |
| or engagement to broader LGBTQ<br>community, and if supplier diversity                    | Citrix Systems Inc.                           | Fort Lauderdale              | FL    | •         | •         | ٠            | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 753          |
| program is in place, must include<br>LGBTQ suppliers (15 points)                          | Cleary Gottlieb Steen & Hamilton LLP          | New York                     | NY    | •         | •         | •            | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 3d Contractor/supplier non-discrimination standards and philanthropic                     | Clifford Chance US LLP                        | New York                     | NY    | •         | •         | ٠            |           | •         | •         | •         | •         | •        |            | 90                 | 90                 |              |
| giving guidelines (5 points)                                                              | Clorox Co., The                               | Oakland                      | CA    | •         | •         | ٠            | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 468          |
| Ratings in Gray / Unofficial ratings of                                                   | Cloudera Inc.                                 | Palo Alto                    | CA    | •         | •         | ٠            |           | 0         | •         | •         |           | •        |            | 70                 | 70                 |              |
| the Fortune 500 companies that have<br>not responded to repeated invitations              | CME Group Inc.                                | Chicago                      | IL    | •         | •         | ٠            | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 641          |
| to the CEI survey. These ratings are based on publicly available information              | CNA Financial Corporation                     | Chicago                      | IL    | •         | ٠         | ٠            | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                 | CNO Financial Group Inc.                      | Carmel                       | IN    | •         | •         | ٠            |           | •         | •         | •         | ٩         | •        |            | 85                 |                    | 580          |
| groups or individual employees.                                                           | Coca-Cola Co., The                            | Atlanta                      | GA    | •         | ٠         | •            | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 87           |
|                                                                                           | Cognizant Technology Solutions Corp.          | Teaneck                      | NJ    | •         | •         | •            |           |           |           | •         | •         | •        |            | 70                 | 20                 | 195          |
|                                                                                           | Colgate-Palmolive Co.                         | New York                     | NY    | •         | ٠         | ٠            | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 184          |
|                                                                                           | Comcast NBCUniversal                          | Philadelphia                 | PA    | •         | •         | ٠            | •         | •         | •         | •         | •         | •        |            | 100                | 90                 | 33           |
|                                                                                           | Comerica Inc.                                 | Dallas                       | ТΧ    | •         | •         | ٠            | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 702          |
|                                                                                           | Community Care Behavioral Health Organization | Pittsburgh                   | PA    | •         | •         | ٠            | •         | •         | •         | •         | •         | •        |            | 100                |                    |              |
|                                                                                           | Community Health Systems, Inc.                | Franklin                     | TN    | ٩         | ۵         |              |           |           |           |           |           |          |            | 20                 | 20                 | 160          |
|                                                                                           | Compass Group USA Inc.                        | Charlotte                    | NC    | ٠         | •         | ٠            |           |           | •         | •         | •         | •        |            | 80                 | 80                 |              |
|                                                                                           | Conagra Brands Inc.                           | Chicago                      | IL    | •         | •         | •            | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 321          |

| Appendix B                                                                                                               | Ratings and Criteria Breakdowns       |                              |       |           | ••••••    | <del>.</del> |           | Crite     | erion     |           |           |          |            |                    | Rating             |              |
|--------------------------------------------------------------------------------------------------------------------------|---------------------------------------|------------------------------|-------|-----------|-----------|--------------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                          |                                       |                              |       | 15 points | 15 points | 10 points    | 10 points | 10 points | 10 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                      | Employer                              | <b>Headquarters Location</b> | State | <b>1a</b> | 1b        | <b>2a</b>    | <b>2b</b> | 2c        | 3a        | <b>3b</b> | 3c        | 3d       | 4          | CE 20              | 20<br>C E 30       | Ē            |
| <ul> <li>Prohibits discrimination based<br/>on sexual orientation for all</li> </ul>                                     | Conduent Inc.                         | Florham Park                 | NJ    | ٠         | •         | •            | •         |           |           | •         | •         | •        |            | 80                 | 60                 | 466          |
| operations (15 points)                                                                                                   | ConocoPhillips                        | Houston                      | ТΧ    | ٠         | •         | •            | •         | •         | •         | •         | •         | •        |            | 100                | 90                 | 95           |
| Prohibits discrimination<br>based on gender identity for<br>all operations (15 points)                                   | Consolidated Edison Co.               | New York                     | NY    | ٠         | •         | •            |           | •         | •         | •         |           |          |            | 65                 | 65                 | 255          |
| all operations (15 points)<br>a Equivalency in same- and                                                                 | Constellation Brands Inc.             | Victor                       | NY    | •         | •         | •            | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 386          |
| different-sex spousal medical<br>and soft benefits (10 points)                                                           | CONSUMER REPORTS INC.                 | Yonkers                      | NY    | •         | •         | •            | •         | ●         | •         | •         |           |          |            | 75                 | 75                 |              |
| Equivalency in same- and different-<br>sex domestic partner medical                                                      | Consumers Energy                      | Jackson                      | МІ    | ٠         | •         | •            |           | •         |           | •         | •         |          |            | 75                 | 90                 | 429          |
| and soft benefits (10 points /<br>half credit for parity across                                                          | Convergys Corp.                       | Cincinnati                   | ОН    | •         | •         | •            | •         | •         | •         | •         | ٩         | •        |            | 90                 | 90                 | 772          |
| some, but not all benefits) C Equal health coverage for transgender                                                      | Cooley LLP                            | Palo Alto                    | CA    | ٠         | •         | •            | •         | •         | •         | •         | •         | •        |            | 100                | 95                 |              |
| individuals without exclusion for<br>medically necessary care (10 points                                                 | Cooper Tire & Rubber Co.              | Findlay                      | ОН    | ٠         | •         | •            | •         | •         | •         | •         | •         | •        |            | 100                | 75                 | 759          |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                          | CoreLogic                             | Irvine                       | CA    | ٩         | ٩         | •            |           |           | •         | •         |           |          |            | 50                 | 50                 | 998          |
| related care remain in place)<br>Three LGBTQ internal training and                                                       | Core-Mark Holding Company Inc.        | Westlake                     | ТΧ    | ٠         | •         | •            |           | •         |           |           |           |          |            | 45                 | 20                 | 247          |
| education best practices (10 points)<br>b Employee group or diversity                                                    | Corning                               | Corning                      | NY    | ٠         | ٠         | •            |           | •         | •         | •         | •         | •        |            | 90                 | 90                 | 293          |
| council (10 points)                                                                                                      | Corteva Agriscience                   | Wilmington                   | DE    | ٠         | •         | •            | •         | •         | •         | •         | •         | •        |            | 100                |                    |              |
| Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                                     | Cosmopolitan of Las Vegas, The        | Las Vegas                    | NV    | •         | •         | •            | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| community, and if supplier diversity<br>program is in place, must include                                                | Costco Wholesale Corp.                | Issaquah                     | WA    | ٠         | •         | •            |           |           | •         | •         |           |          |            | 60                 | 60                 | 15           |
| LGBTQ suppliers (15 points)<br>Contractor/supplier non-discrimination                                                    | Coty                                  | New York                     | NY    | ٢         | ۵         |              |           |           |           |           |           |          |            | 20                 |                    | 371          |
| standards and philanthropic giving guidelines (5 points)                                                                 | Covington & Burling LLP               | Washington                   | DC    | ٠         | •         | •            | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                          | Cox Enterprises Inc.                  | Atlanta                      | GA    | •         | •         | •            | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have                                           | Cozen O'Connor                        | Philadelphia                 | PA    | •         | •         | •            | •         | •         | •         | •         | •         | •        |            | 100                | 75                 |              |
| not responded to repeated invitations<br>to the CEI survey. These ratings are<br>based on publicly available information | Cracker Barrel Old Country Store Inc. | Lebanon                      | TN    | •         | •         | •            |           |           | •         | •         | •         | •        |            | 80                 | 80                 | 742          |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                                | Crate and Barrel / CB2                | Northbrook                   | IL    | •         | •         | •            |           | •         | •         |           | •         | •        |            | 80                 | 80                 |              |
| groups or individual employees.                                                                                          | Cravath, Swaine & Moore LLP           | New York                     | NY    | ٠         | ٠         | •            |           | •         | •         | •         | •         | •        |            | 90                 | 90                 |              |
|                                                                                                                          | Credit Suisse USA Inc.                | New York                     | NY    | ٠         | •         | •            | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                          | Crowell & Moring LLP                  | Washington                   | DC    | •         | •         | •            | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                          | Crown Holdings                        | Philadelphia                 | PA    | ٩         | ۵         |              |           |           |           |           |           |          |            | 20                 | 10                 | 338          |
|                                                                                                                          | CSAA Insurance Group                  | Walnut Creek                 | CA    | •         | •         | •            | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                          | CSX Corp.                             | Jacksonville                 | FL    | •         | •         | •            |           | ●         | •         | •         | ٩         | •        |            | 80                 | 70                 | 265          |
|                                                                                                                          | Cummins Inc.                          | Columbus                     | IN    | •         | ٠         | ٠            | •         | •         | •         | •         | ٠         | •        |            | 100                | 100                | 149          |
|                                                                                                                          | CUNA Mutual Group                     | Madison                      | WI    | •         | •         | •            | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 660          |
|                                                                                                                          | Cushman & Wakefield                   | Chicago                      | IL    | ٠         | ٠         | ٠            | •         | •         | •         | ٠         | ٠         | •        |            | 100                | 100                |              |
|                                                                                                                          |                                       |                              |       |           |           |              |           |           |           |           |           |          |            |                    |                    |              |

2a Equivalency i different-sex and soft ben

3a Three LGBTC education be

3b Employee gro council (10 pc

3c Three distinct or engageme community, an program is in p LGBTQ suppl

| Appendix B                                                                                                              | Ratings and Criteria Breakdowns        |                       | :     |           | ••••••••••• |           |           | Crite     | rion      |           |           | · · · · · · · · · · · · · · · · · · · |            |                    | Rating             |              |
|-------------------------------------------------------------------------------------------------------------------------|----------------------------------------|-----------------------|-------|-----------|-------------|-----------|-----------|-----------|-----------|-----------|-----------|---------------------------------------|------------|--------------------|--------------------|--------------|
|                                                                                                                         |                                        |                       |       | 15 points | 15 points   | 10 points | 10 points | 10 points | 10 points | 10 points | 15 points | 5 points                              | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                     | Employer                               | Headquarters Location | State | <b>1a</b> | 1b          | <b>2a</b> | <b>2b</b> | 2c        | <b>3a</b> | 3b        | 3c        | 3d                                    | 4          | 20:<br>CE          | CE 0               | ē            |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                      | CVS Health Corp.                       | Woonsocket            | RI    | •         | •           | •         |           | •         | •         | •         | •         | •                                     |            | 90                 | 90                 | 7            |
| operations (15 points)                                                                                                  | Daimler Trucks North America LLC       | Portland              | OR    | •         | •           | •         |           | •         | •         | •         | •         | •                                     |            | 90                 | 90                 |              |
| 1b Prohibits discrimination<br>based on gender identity for                                                             | Dana Inc.                              | Maumee                | ОН    | •         | •           | •         |           | •         | •         | •         | •         | •                                     |            | 90                 | 75                 | 393          |
| all operations (15 points) 2a Equivalency in same- and                                                                  | Danaher Corp.                          | Washington            | DC    | •         | •           | •         | •         | •         | •         | •         | •         | •                                     |            | 100                | 100                | 162          |
| different-sex spousal medical<br>and soft benefits (10 points)                                                          | Daniel J. Edelman Inc.                 | New York              | NY    | •         | •           | •         |           | •         | •         | •         | •         | •                                     |            | 90                 | 90                 |              |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                  | Danone North America                   | White Plains          | NY    | •         | •           | •         | •         | •         | •         | •         | •         | •                                     |            | 100                | 100                |              |
| and soft benefits (10 points /<br>half credit for parity across                                                         | Darden Restaurants Inc.                | Orlando               | FL    | •         | •           | •         |           | •         | •         | •         | •         | •                                     |            | 90                 | 90                 | 396          |
| 2c Equal health coverage for transgender                                                                                | Davis Polk & Wardwell LLP              | New York              | NY    | •         | •           | •         | •         | •         | •         | •         | •         |                                       |            | 95                 | 95                 |              |
| individuals without exclusion for<br>medically necessary care (10 points                                                | Davis Wright Tremaine LLP              | Seattle               | WA    | •         | •           | •         | •         | •         | •         | •         | •         | •                                     |            | 100                | 100                |              |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                         | Day & Zimmermann LLC                   | Philadelphia          | PA    | ٠         | •           | •         | •         | •         | •         | •         | •         |                                       |            | 95                 |                    |              |
| related care remain in place)<br>3a Three LGBTQ internal training and                                                   | Day Pitney LLP                         | Parsippany            | NJ    | •         | •           | •         | •         | •         | •         | •         | •         | •                                     |            | 100                | 100                |              |
| education best practices (10 points)<br>3b Employee group or diversity                                                  | DCP Midstream Partners                 | Denver                | СО    | ٢         | •           |           |           |           |           |           |           |                                       |            | 20                 |                    | 344          |
| council (10 points)                                                                                                     | Debevoise & Plimpton LLP               | New York              | NY    | •         | •           | •         |           | 0         | •         | •         | •         | •                                     |            | 85                 | 85                 |              |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                                 | Dechert LLP                            | Philadelphia          | PA    | •         | •           | •         | •         | •         | •         | •         | •         | •                                     |            | 100                | 100                |              |
| community, and if supplier diversity<br>program is in place, must include<br>LGBTQ suppliers <b>(15 points)</b>         | Deere & Co.                            | Moline                | IL    | •         | •           | •         |           | •         | •         | •         | •         | •                                     |            | 90                 | 90                 | 102          |
| 3d Contractor/supplier non-discrimination                                                                               | Delek US Holdings                      | Brentwood             | ΤN    | ۲         | ۵           |           |           |           |           |           |           |                                       |            | 20                 | 20                 | 384          |
| standards and philanthropic giving guidelines (5 points)                                                                | Dell Technologies Inc.                 | Round Rock            | ТΧ    | •         | •           | •         | •         | •         | •         | •         | •         | •                                     |            | 100                | 100                | 35           |
|                                                                                                                         | Deloitte LLP                           | New York              | NY    | •         | •           | •         | •         | •         | •         | •         | •         | •                                     |            | 100                | 100                |              |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have<br>not responded to repeated invitations | Delta Air Lines Inc.                   | Atlanta               | GA    | •         | •           | •         |           | 0         | •         | •         | •         | •                                     |            | 85                 | 85                 | 75           |
| to the CEI survey. These ratings are<br>based on publicly available information                                         | Denny's Corp.                          | Spartanburg           | SC    | •         | •           | •         | •         |           |           | •         | •         |                                       |            | 75                 | 90                 |              |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                               | Dentons US LLP                         | Washington            | DC    | •         | •           | •         | •         | •         | •         | •         | •         | •                                     |            | 100                | 100                |              |
| groups or individual employees.                                                                                         | Depository Trust & Clearing Corp., The | New York              | NY    | •         | •           | •         | •         | •         | •         | •         | •         | •                                     |            | 100                | 100                |              |
|                                                                                                                         | Designer Brands                        | Columbus              | ОН    | •         | •           | •         | •         | •         | •         | •         | •         | •                                     |            | 100                | 90                 | 771          |
|                                                                                                                         | Deutsche Bank                          | New York              | NY    | •         | •           | •         | •         | •         | •         | •         | •         | •                                     |            | 100                | 100                |              |
|                                                                                                                         | Devon Energy Corp.                     | Oklahoma City         | ОК    | •         | •           | •         |           | •         |           | •         |           | •                                     |            | 65                 | 50                 | 213          |
|                                                                                                                         | Diageo North America                   | Norwalk               | СТ    | •         | •           | •         | •         | •         | •         | •         | •         | •                                     |            | 100                | 100                |              |
|                                                                                                                         | Dickinson Wright PLLC                  | Detroit               | MI    | ٠         | •           | •         | •         | •         | •         | •         | •         | •                                     |            | 100                | 100                |              |
|                                                                                                                         | Dick's Sporting Goods Inc.             | Coraopolis            | PA    | ٠         | ٠           | •         |           |           | •         | •         | •         | •                                     |            | 80                 | 20                 | 340          |
|                                                                                                                         | Digitas                                | Boston                | MA    | ٠         | •           | •         | •         | •         | •         | •         | •         | •                                     |            | 100                | 100                |              |
|                                                                                                                         | Dillard's Inc.                         | Little Rock           | AR    | ٩         | a           |           |           |           |           |           |           |                                       |            | 20                 | 0                  | 439          |

69

| Appendix B                                                                                                              | Ratings and Criteria Breakdowns           |                              |       |           |           |           |           | Crite      | erion     |           |           | ·····    |            |                    | Rating             | _            |
|-------------------------------------------------------------------------------------------------------------------------|-------------------------------------------|------------------------------|-------|-----------|-----------|-----------|-----------|------------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                         |                                           |                              |       | 15 points | 15 points | 10 points | 10 points | 10 points  | 10 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                     | Employer                                  | <b>Headquarters Location</b> | State | <b>1a</b> | 1b        | <b>2a</b> | <b>2b</b> | <b>2</b> c | <u>3a</u> | 3b        | 3c        | 3d       | 4          | 20<br>CE           | C 30               | Ē            |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                      | Dinsmore & Shohl LLP                      | Cincinnati                   | ОН    | •         | •         | •         |           | •          | •         | •         | •         | •        |            | 90                 |                    |              |
| operations (15 points)                                                                                                  | Direct Energy                             | Houston                      | ТХ    | ٠         | ٠         | •         | •         | 0          | •         | •         | •         |          |            | 90                 |                    |              |
| 1b Prohibits discrimination<br>based on gender identity for<br>all operations (15 points)                               | Discover Financial Services               | Riverwoods                   | IL    | •         | •         | •         | •         | •          | •         | •         | •         | •        |            | 100                | 100                | 263          |
| 2a Equivalency in same- and                                                                                             | Discovery Communications Inc.             | Silver Spring                | MD    | ٩         | ۵         |           |           |            |           |           |           |          |            | 20                 | 20                 | 409          |
| different-sex spousal medical<br>and soft benefits (10 points)                                                          | DISH Network Corp.                        | Englewood                    | CO    | ٢         | ۵         |           |           |            |           |           |           |          |            | 20                 | 10                 | 203          |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                  | DLA Piper                                 | Baltimore                    | MD    | •         | •         | •         | •         | •          | •         | •         | •         | •        |            | 100                | 100                |              |
| and soft benefits (10 points /<br>half credit for parity across                                                         | Dole Food Co. Inc.                        | Westlake Village             | CA    | ٩         | ٩         | •         |           |            |           |           |           |          |            | 30                 | 0                  | 372          |
| 2c Equal health coverage for transgender                                                                                | Dollar General Corp.                      | Goodlettsville               | TN    | •         | •         | •         |           | •          | •         | •         | •         | •        |            | 90                 | 90                 | 123          |
| individuals without exclusion for<br>medically necessary care (10 points                                                | Dollar Tree Stores Inc.                   | Chesapeake                   | VA    | ٢         | ۵         |           |           |            |           |           |           |          |            | 20                 | 20                 | 134          |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                         | Dominion Energy                           | Richmond                     | VA    | •         | •         | •         | •         | •          | •         | •         | •         | •        |            | 100                | 100                | 233          |
| related care remain in place) 3a Three LGBTQ internal training and                                                      | Domino's Pizza Inc.                       | Ann Arbor                    | МІ    | •         | •         | •         |           | •          |           |           | •         |          |            | 65                 | 50                 | 776          |
| education best practices (10 points)<br>3b Employee group or diversity                                                  | Dorsey & Whitney LLP                      | Minneapolis                  | MN    | •         | •         | •         | •         | •          | •         | •         | •         | •        |            | 100                | 100                |              |
| council (10 points)                                                                                                     | Dover Corp.                               | Downers Grove                | IL    |           |           |           |           |            |           |           |           |          |            | 0                  | 10                 | 360          |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                                 | Dow                                       | Midland                      | МІ    | •         | •         | •         | •         | •          | •         | •         | •         | •        |            | 100                | 100                | 62           |
| community, and if supplier diversity<br>program is in place, must include<br>LGBTQ suppliers <b>(15 points)</b>         | DR Horton Inc.                            | Arlington                    | ТХ    | ٢         | ۵         |           |           |            |           |           |           |          |            | 20                 | 20                 | 211          |
| 3d Contractor/supplier non-discrimination                                                                               | Drinker Biddle & Reath LLP                | Philadelphia                 | PA    | •         | •         | •         | •         | •          | •         | •         | •         | •        |            | 100                | 95                 |              |
| standards and philanthropic giving guidelines (5 points)                                                                | Dropbox Inc.                              | San Francisco                | CA    | •         | •         | •         | •         | •          | •         | •         | •         | •        |            | 100                | 100                |              |
| Potione in Crew (11- (finit etimes of                                                                                   | DTE Energy Co.                            | Detroit                      | МІ    | •         | •         | •         |           |            | •         | •         | ٩         | •        |            | 75                 | 85                 | 232          |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have<br>not responded to repeated invitations | Duane Morris LLP                          | Philadelphia                 | PA    | •         | •         | •         | •         | •          | •         | •         | •         | •        |            | 100                | 100                |              |
| to the CEI survey. These ratings are<br>based on publicly available information                                         | Duke Energy Corp.                         | Charlotte                    | NC    | •         | •         | •         | •         | •          | •         | •         | •         | •        |            | 100                | 100                | 125          |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                               | Dun & Bradstreet Corp., The               | Short Hills                  | NJ    | •         | •         | •         | •         | •          | •         | •         | •         | •        |            | 100                | 100                | 996          |
| groups or individual employees.                                                                                         | Dunkin' Brands Group Inc.                 | Canton                       | MA    | ٠         | •         | ٠         | •         | •          | ٠         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | DXC Technology                            | Tysons                       | VA    | •         | •         | •         | •         |            |           | •         |           |          |            | 60                 | 60                 | 374          |
|                                                                                                                         | Dykema Gossett PLLC                       | Detroit                      | МІ    | •         | •         | •         | •         | •          | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | E&J Gallo Winery                          | Modesto                      | CA    | •         | •         | •         | •         | •          | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | E*TRADE Financial Corp.                   | New York                     | NY    | ٠         | ٠         | •         | •         | •          | •         | •         | •         | •        |            | 100                | 100                | 841          |
|                                                                                                                         | E. I. du Pont de Nemours and Co. (DuPont) | Wilmington                   | DE    | ٠         | •         | •         | •         | •          | •         | •         | •         | •        |            | 100                | 100                | 47           |
|                                                                                                                         | EAB                                       | Washington                   | DC    | ٠         | •         | ٠         | ٠         | ٠          | ٠         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Eastern Bank Corp.                        | Boston                       | MA    | ٠         | •         | •         | •         | •          | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Eastman Chemical Co.                      | Kingsport                    | TN    | ٠         | ٠         | •         |           | ٠          | ٠         | •         | •         | •        |            | 90                 | 90                 | 310          |
|                                                                                                                         |                                           |                              |       |           |           |           |           |            |           |           |           | -        |            |                    |                    |              |

| Lineary       Mathematican (Market)       Market (Market)       Ma                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Appendix B                                | Ratings and Criteria Breakdowns                           |                              | :     |           |           |           |           | Crite      | erion     |           |           | ·····    |            |                | Rating         |           |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------|-----------------------------------------------------------|------------------------------|-------|-----------|-----------|-----------|-----------|------------|-----------|-----------|-----------|----------|------------|----------------|----------------|-----------|
| Image: Second         |                                           |                                                           |                              |       | 15 points | 15 points | 10 points | 10 points | 10 points  | 10 points | 10 points | 15 points | 5 points | -25 points | 20<br>I Rating | 19<br>I Rating | tune 1000 |
| a production of basis       Ease Conception of basis       Conception of                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | CEI Rating Criteria                       | Employer                                                  | <b>Headquarters Location</b> | State | 1a        | 1b        | <b>2a</b> | <b>2b</b> | <b>2</b> c | <b>3a</b> | 3b        | 3c        | 3d       | 4          | CE 20          | C S            | Ē         |
| 19       Point decimants       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       011       0111       0111       011 <td></td> <td>Eastman Kodak Co.</td> <td>Rochester</td> <td>NY</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>966</td>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                           | Eastman Kodak Co.                                         | Rochester                    | NY    | •         | •         | •         | •         | •          | •         | •         | •         | •        |            | 100            | 100            | 966       |
| Better work of general series and application of general series of general series and application of general series of diverse of the series of general series of diverse of the series of the seri         | operations (15 points)                    | Eaton Corp.                                               | Cleveland                    | ОН    | •         | •         | •         | •         | •          | ٠         | •         | •         | •        |            | 100            | 100            | 163       |
| 3       Brained on space and                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | based on gender identity for              | Eaton Vance                                               | Boston                       | MA    | •         | •         | •         | •         | •          | •         | •         | •         | •        |            | 100            | 90             |           |
| A bit bit C       S Full       NM       MM       MM </td <td>2a Equivalency in same- and</td> <td>eBay Inc.</td> <td>San Jose</td> <td>CA</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>309</td>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 2a Equivalency in same- and               | eBay Inc.                                                 | San Jose                     | CA    | •         | •         | •         | •         | •          | •         | •         | •         | •        |            | 100            | 100            | 309       |
| a decide bit patter model<br>and on the base in the base in the base is an explore in the base      |                                           | Ecolab Inc.                                               | St. Paul                     | MN    | •         | •         | •         | •         | •          | •         | •         | •         | •        |            | 100            | 100            | 215       |
| Interesting capacity according base base of the party according to t |                                           | Edison International                                      | Rosemead                     | CA    | •         | •         | •         | •         | •          | •         | •         | •         | •        |            | 100            | 100            | 244       |
| 12       Enclosed reaction transported individual sociality for transported individual without a social for transported in the social for transported in the social for transported in                  | half credit for parity across             | Edward Jones                                              | Des Peres                    | мо    | •         | •         | •         | •         | •          | •         | •         | •         | •        |            | 100            | 100            | 376       |
| Bit Big 4 Co.       Indiangolia       N       0       0       0       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       00       0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                           | Electronic Arts Inc.                                      | Redwood City                 | CA    | •         | •         | •         | •         | •          | •         | •         | •         | •        |            | 100            | 100            | 537       |
| bit blankt ackelsion for transition-<br>related acrossin in place.       EMCOR Group Inc.       Norwalk       CT       3.0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | individuals without exclusion for         | Eli Lilly & Co.                                           | Indianapolis                 | IN    | •         | •         | •         | •         | •          | •         | •         | •         | •        |            | 100            | 100            | 129       |
| 3a       Three LGBTO international and solutional based on paradia (Millipore Solutional basolutional basolutional based on paradia (M                  | but blanket exclusions for transition-    | EMCOR Group Inc.                                          | Norwalk                      | СТ    | ۵         | ۵         |           |           |            |           |           |           |          |            | 20             | 10             | 368       |
| Be Enclose our of diversing       Be reace Electric Co.       St Louis       No       St Louis       No       St Diversity       St                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                           | EMD Serono, MilliporeSigma, and EMD Performance Materials | Burlington                   | MA    | •         | •         | •         | •         | •          |           | •         | •         | •        |            | 90             |                |           |
| Imma Communications Corporation       Indianapolis       N       3.3.3                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | education best practices (10 points)      | Emerson Electric Co.                                      | St. Louis                    | мо    | •         | •         | •         | 0         | •          | •         | •         | •         | •        |            | 95             | 100            | 178       |
| are gragament to brader LGBTQ community, and if supplier visational singles, must include LGBTO community, and if supplier visational singles, must include LGBTO community, and if supplier visational singles, must include LGBTO community, and if supplier visational singles, must include LGBTO community, and if supplier visational singles, must include LGBTO community, and if supplier visational singles, must include LGBTO community, and if supplier visational singles, must include LGBTO community, and if supplier visational singles, must include LGBTO community, and if supplier visational singles, must include LGBTO community, and if supplier visational singles, must include LGBTO community, and if supplier visational singles, must include LGBTO community, and if supplier visational singles, must include LGBTO community, and if supplier visational singles, must include LGBTO community, and if supplier visational singles, must include LGBTO community, and if supplier visational singles, must include LGBTO community, and if supplier visational singles, must include LGBTO community, and if supplier visational singles, must include LGBTO community, and if supplier visational singles, and if the visational singles, and the visational single         | council (10 points)                       | Emmis Communications Corporation                          | Indianapolis                 | IN    | ٩         | ٥         | •         |           |            | •         | •         |           |          |            | 50             | 30             |           |
| Indidge       Houston       TX       Image: Image                                    | or engagement to broader LGBTQ            | Empower Retirement                                        | Greenwood Village            | со    | •         | •         | •         | •         | •          | ٠         | •         |           | •        |            | 85             |                |           |
| 38 Contractor/supplier non-discriminations instandards and philambropic giving guing disclens (S points)       Encova Insurance       Columbus                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | program is in place, must include         | Enbridge                                                  | Houston                      | ТΧ    | •         | •         | •         | •         | •          | •         | •         | •         | •        |            | 100            | 70             | 519       |
| giving guidelines (6 points)       Energy Transfer Equity L.P.       Dallas       TX       9       9       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0       0                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 3d Contractor/supplier non-discrimination | Encova Insurance                                          | Columbus                     | ОН    | •         | •         | •         |           |            | ٠         | •         | •         | •        |            | 80             |                |           |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have<br>so the sponded to repeated invitations<br>to the CEI survey. These Holdings Inc.       St. Louis       MO       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                           | Energy Transfer Equity L.P.                               | Dallas                       | ТΧ    | ٢         |           |           |           |            |           |           |           |          |            | 20             | 20             | 64        |
| he Forture 500 companies that have<br>not responded to repair of the CEI survey. These ratings are<br>based on publicly available information<br>as well as information submitted to<br>HRC from unofficial LGBTO employes<br>groups or individual employees.       Enterprise Products Partners LP       Houston       TX       Image: Companies that have<br>not responded to repair of the safety of the safet                           |                                           | Entergy Corp.                                             | New Orleans                  | LA    | •         | •         | •         |           | •          | ٠         | •         | •         |          |            | 85             | 85             | 274       |
| Finterprise Products Partners LP       Houston       TX       Image: Section Sectin Section Section Sectin Section Section Section Section Section S                                    | the Fortune 500 companies that have       | Enterprise Holdings Inc.                                  | St. Louis                    | мо    | •         | •         | •         | •         | •          | •         | •         | •         |          |            | 95             | 95             |           |
| Britision Healthcare Holdings Inc.       Nashville       TN       3       3       1       20       198         IPRC from unofficial LGBT employees.       EOG Resources       Houston       TX       3       3       1       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20 </td <td>to the CEI survey. These ratings are</td> <td>Enterprise Products Partners LP</td> <td>Houston</td> <td>ТΧ</td> <td></td> <td>0</td> <td>0</td> <td>105</td>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | to the CEI survey. These ratings are      | Enterprise Products Partners LP                           | Houston                      | ТΧ    |           |           |           |           |            |           |           |           |          |            | 0              | 0              | 105       |
| groups or individual employees.       EOG Resources       Houston       TX       3       Image: Complex individual employees       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20       20                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | as well as information submitted to       | Envision Healthcare Holdings Inc.                         | Nashville                    | ΤN    | •         | •         |           |           |            |           |           |           |          |            | 20             |                | 198       |
| Firstein Becker & Green PCNew YorkNY6666807083EQT CorporationPittsburghPA6666666666666666666666666666666666666666666666666666666666666666666666666666666666666666666666666666666666666666666666666666666666666666666666666666666666666666666666666666666666666666                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                           | EOG Resources                                             | Houston                      | ТΧ    | ۵         | ۵         |           |           |            |           |           |           |          |            | 20             | 20             | 270       |
| FunctionPittsburghPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPA<                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                           | Epsilon Data Management LLC                               | Irving                       | ТΧ    | •         | •         | •         | •         | •          | •         | •         | •         | •        |            | 100            |                |           |
| Fricesson IncPlanoTXImage: Company of the second of the s                     |                                           | Epstein Becker & Green PC                                 | New York                     | NY    | •         | •         | •         |           |            | ٠         | •         | •         | •        |            | 80             | 70             |           |
| Erie Insurance GroupEriePAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPAPA<                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                                           | EQT Corporation                                           | Pittsburgh                   | PA    | •         | •         | •         | 0         | •          | •         | •         | •         | •        |            | 95             |                | 683       |
| Ernst & Young LLPNew YorkNYImage: Marking the second seco                     |                                           | Ericsson Inc                                              | Plano                        | ТΧ    | •         | •         | •         | •         | •          | ٠         | •         | •         | •        |            | 100            |                |           |
| Estée Lauder Companies Inc., The New York NY • • • • • • • 100 100 258                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                           | Erie Insurance Group                                      | Erie                         | PA    | •         | •         | •         |           | •          | •         | •         | •         | •        |            | 90             | 80             | 378       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                           | Ernst & Young LLP                                         | New York                     | NY    | •         | •         | ٠         | •         | •          | ٠         | •         | •         | •        |            | 100            | 100            |           |
| Esurance Inc. San Francisco CA • • • • • 75 75                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                           | Estée Lauder Companies Inc., The                          | New York                     | NY    | •         | •         | •         | •         | •          | •         | •         | •         | •        |            | 100            | 100            | 258       |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                           | Esurance Inc.                                             | San Francisco                | CA    | •         | •         | •         |           |            | ٠         | •         | ٩         | •        |            | 75             | 75             |           |

| Appendix B                                                                                                              | Ratings and Criteria Breakdowns                    |                       |       |           |           |           |           | Crite     | erion     |           |           |          |            |                    | Rating             |              |
|-------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------|-----------------------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                         |                                                    |                       |       | 15 points | 15 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                     | Employer                                           | Headquarters Location | State | <b>1a</b> | 1b        | <b>2a</b> | 2b        | <b>2c</b> | 3a        | 3b        | 3c        | 3d       | 4          | CE 30              | 20<br>CE           | Fo           |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                      | Ethan Allen Interiors Inc.                         | Danbury               | СТ    | •         | •         | •         | •         | •         | •         |           |           | •        |            | 75                 | 75                 |              |
| operations (15 points)                                                                                                  | Etsy Inc.                                          | Brooklyn              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                |                    |              |
| 1b Prohibits discrimination<br>based on gender identity for                                                             | Eversheds Sutherland (US) LLP                      | Atlanta               | GA    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| all operations (15 points) 2a Equivalency in same- and                                                                  | Eversource Energy                                  | Springfield           | MA    | •         | ٠         | ٠         |           | •         | •         | •         | •         |          |            | 85                 | 75                 | 364          |
| different-sex spousal medical<br>and soft benefits (10 points)                                                          | Evolent Health Inc.                                | Arlington             | VA    | •         | •         | ٠         | •         | •         | •         | •         | •         |          |            | 95                 |                    |              |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                  | Excellus Health Plan Inc.                          | Rochester             | NY    | •         | ٠         | ٠         |           | ٠         | •         | •         | •         | •        |            | 90                 | 90                 |              |
| and soft benefits (10 points /<br>half credit for parity across                                                         | Exelon Corp.                                       | Chicago               | IL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 92           |
| 2c Equal health coverage for transgender                                                                                | Expedia Group                                      | Bellevue              | WA    | •         | ٠         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 295          |
| individuals without exclusion for<br>medically necessary care (10 points                                                | Expeditors International of Washington Inc.        | Seattle               | WA    | •         | ۵         |           |           |           |           |           |           |          |            | 20                 | 10                 | 408          |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                         | Experian North America                             | Costa Mesa            | CA    | •         | ٠         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| related care remain in place)<br>3a Three LGBTQ internal training and                                                   | Exxon Mobil Corp.                                  | Irving                | ТХ    | •         | •         | •         |           | •         | •         | •         | •         |          |            | 85                 | 85                 | 2            |
| education best practices (10 points)<br>3b Employee group or diversity                                                  | Facebook Inc.                                      | Menlo Park            | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 76           |
| council (10 points)                                                                                                     | FactSet Research Systems Inc.                      | Norwalk               | СТ    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                                 | Faegre Baker Daniels                               | Chicago               | IL    | •         | ٠         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| community, and if supplier diversity<br>program is in place, must include<br>LGBTQ suppliers ( <b>15 points)</b>        | Farmers Insurance Group                            | Woodland Hills        | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 253          |
| 3d Contractor/supplier non-discrimination                                                                               | FCA US LLC                                         | Auburn Hills          | MI    | •         | ٠         | ٠         |           | ٠         | •         | •         | •         | •        |            | 90                 | 90                 | 59           |
| standards and philanthropic giving guidelines (5 points)                                                                | Federal Home Loan Mortgage Corp. (Freddie Mac)     | McLean                | VA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 38           |
| Dettere in Crev (1) off sidesting of                                                                                    | Federal National Mortgage Association (Fannie Mae) | Washington            | DC    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 21           |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have<br>not responded to repeated invitations | Federal Reserve Bank of Atlanta                    | Atlanta               | GA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 95                 |              |
| to the CEI survey. These ratings are<br>based on publicly available information                                         | Federal Reserve Bank of Boston                     | Boston                | MA    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                               | Federal Reserve Bank of Chicago                    | Chicago               | IL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| groups or individual employees.                                                                                         | Federal Reserve Bank of Cleveland                  | Cleveland             | ОН    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Federal Reserve Bank of Kansas City                | Kansas City           | MO    | •         | •         | •         | •         | •         | •         | •         | ٩         | •        |            | 95                 |                    |              |
|                                                                                                                         | Federal Reserve Bank of Minneapolis                | Minneapolis           | MN    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Federal Reserve Bank of New York                   | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Federal Reserve Bank of Philadelphia               | Philadelphia          | PA    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Federal Reserve Bank of Richmond                   | Richmond              | VA    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Federal Reserve Bank of San Francisco              | San Francisco         | CA    | ٠         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Federal Reserve Bank of St Louis                   | Saint Louis           | MO    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | FedEx Corp.                                        | Memphis               | TN    | ٠         | ٠         | •         |           | •         | •         | •         | •         |          |            | 85                 | 90                 | 50           |

| Appendix B                                                                                                      | Ratings and Criteria Breakdowns                    |                              |       |           |           |           |           | Crite     | erion     |           |           |          |            |                    | Rating             |              |
|-----------------------------------------------------------------------------------------------------------------|----------------------------------------------------|------------------------------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                 |                                                    |                              |       | 15 points | 15 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                             | Employer                                           | <b>Headquarters Location</b> | State | <b>1a</b> | 1b        | <b>2a</b> | <b>2b</b> | <b>2c</b> | 3a        | 3b        | 3c        | 3d       | 4          | CE 20              | CE 20              | £            |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                              | Fenwick & West LLP                                 | Mountain View                | CA    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| operations (15 points)                                                                                          | Fidelity Investments                               | Boston                       | MA    | ٠         | •         | ٠         |           | •         | •         | •         | •         |          |            | 85                 | 90                 |              |
| 1b Prohibits discrimination<br>based on gender identity for<br>all operations (15 points)                       | Fidelity National Financial Corp.                  | Jacksonville                 | FL    | •         |           |           |           |           |           |           |           |          |            | 20                 | 20                 | 302          |
| 2a Equivalency in same- and                                                                                     | Fidelity National Information Services Inc.        | Jacksonville                 | FL    | •         | ٠         | ٠         | •         | ٠         | •         | •         | •         | •        |            | 100                | 100                | 326          |
| different-sex spousal medical<br>and soft benefits (10 points)                                                  | Fifth Third Bancorp                                | Cincinnati                   | ОН    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 366          |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                          | Financial Industry Regulatory Authority Inc.       | Washington                   | DC    | ٠         | ٠         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| and soft benefits (10 points /<br>half credit for parity across                                                 | Finnegan, Henderson, Farabow, Garrett & Dunner LLP | Washington                   | DC    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| <b>2c</b> Equal health coverage for transgender                                                                 | Firmenich Inc.                                     | Plainsboro                   | NJ    | ٠         | ٠         | •         | ●         | •         |           | •         | •         |          |            | 80                 |                    |              |
| individuals without exclusion for<br>medically necessary care (10 points                                        | First American Financial Corp.                     | Santa Ana                    | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 483          |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                 | First Horizon National Corp.                       | Memphis                      | TN    | •         | ٠         | •         |           | •         | •         | •         | ٩         |          |            | 75                 | 75                 | 927          |
| related care remain in place)<br>3a Three LGBTQ internal training and                                           | FirstEnergy Corp.                                  | Akron                        | ОН    | •         | •         | ٠         | •         |           | •         | •         | •         |          |            | 80                 | 20                 | 219          |
| education best practices (10 points)<br>3b Employee group or diversity                                          | Fish & Richardson PC                               | Boston                       | MA    | ٠         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| council (10 points)                                                                                             | Fisher & Phillips LLP                              | Atlanta                      | GA    | •         | •         | •         | ●         |           |           | •         | •         |          |            | 70                 | 70                 |              |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ<br>community, and if supplier diversity | Fleishman-Hillard Inc.                             | St. Louis                    | МО    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| program is in place, must include<br>LGBTQ suppliers (15 points)                                                | Fluor Corp.                                        | Irving                       | тх    | •         | •         | ٠         |           |           | •         | •         |           |          |            | 60                 | 60                 | 153          |
| 3d Contractor/supplier non-discrimination                                                                       | FMC Corp.                                          | Philadelphia                 | PA    | ٠         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                |                    | 673          |
| standards and philanthropic giving guidelines (5 points)                                                        | Foley & Lardner LLP                                | Milwaukee                    | WI    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| Ratings in Gray / Unofficial ratings of                                                                         | Foley Hoag LLP                                     | Boston                       | MA    | ٠         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| the Fortune 500 companies that have<br>not responded to repeated invitations                                    | Food Lion                                          | Salisbury                    | NC    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| to the CEI survey. These ratings are<br>based on publicly available information                                 | Foot Locker Inc.                                   | New York                     | NY    | ۵         | ۵         |           |           |           |           |           |           |          |            | 20                 | 10                 | 363          |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                       | Ford Motor Co.                                     | Dearborn                     | МІ    | •         | •         | ٠         |           | •         | •         | •         | •         | •        |            | 90                 | 90                 | 11           |
| groups or individual employees.                                                                                 | Fortive Corp.                                      | Everett                      | WA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 420          |
|                                                                                                                 | Fossil Group Inc.                                  | Richardson                   | тх    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 80                 | 775          |
|                                                                                                                 | Fox Corporation                                    | New York                     | NY    | ٠         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 109          |
|                                                                                                                 | Fox Rothschild LLP                                 | Philadelphia                 | PA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                 | Franklin Templeton Investments                     | San Mateo                    | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 441          |
|                                                                                                                 | Fredrikson & Byron                                 | Minneapolis                  | MN    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                 | Freeport-McMoRan Copper & Gold Inc.                | Phoenix                      | AZ    | ۵         | ۵         |           |           |           |           |           |           |          |            | 20                 | 20                 | 176          |
|                                                                                                                 | Fried, Frank, Harris, Shriver & Jacobson LLP       | New York                     | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                 | Frontier Communications                            | Norwalk                      | СТ    | ۵         | ۵         |           |           |           |           |           |           |          |            | 20                 | 10                 | 325          |

| Appendix B                                                                                                              | Ratings and Criteria Breakdowns               |                              |       |           |           |           |           | Crite     | erion     |           |           |          |            |                    | Rating             |              |
|-------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------|------------------------------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                         |                                               |                              |       | 15 points | 15 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                     | Employer                                      | <b>Headquarters Location</b> | State | <b>1a</b> | 1b        | <b>2a</b> | 2b        | <b>2c</b> | 3a        | 3b        | 3c        | 3d       | 4          | 20<br>CE 30        | CE 20              | Ē            |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                      | Frost Brown Todd LLC                          | Cincinnati                   | ОН    | •         | •         | ٠         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
| operations (15 points)                                                                                                  | Fujitsu America Inc.                          | Richardson                   | тх    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 85                 |              |
| 1b Prohibits discrimination<br>based on gender identity for<br>all operations (15 points)                               | Galloway, Johnson, Tompkins, Burr & Smith PLC | New Orleans                  | LA    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
| 2a Equivalency in same- and                                                                                             | GameStop Corp.                                | Grapevine                    | тх    | ٠         | ٠         | ٠         | •         | ٠         | ٠         | •         | •         | ٠        |            | 100                | 100                | 322          |
| different-sex spousal medical<br>and soft benefits (10 points)                                                          | Gannett Co. Inc.                              | McLean                       | VA    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                | 716          |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                  | Gap Inc.                                      | San Francisco                | CA    | ٠         | •         | ٠         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                | 181          |
| and soft benefits (10 points /<br>half credit for parity across                                                         | Gartner Inc.                                  | Stamford                     | СТ    | •         | •         | ٠         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                | 697          |
| 2c Equal health coverage for transgender                                                                                | Gastronomy Inc.                               | Salt Lake City               | UT    | ٥         | ٩         | •         |           |           |           |           |           |          |            | 30                 | 25                 |              |
| individuals without exclusion for<br>medically necessary care (10 points                                                | GE Appliances                                 | Louisville                   | KY    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                         | Genentech Inc.                                | South San Francisco          | CA    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
| related care remain in place)<br>3a Three LGBTQ internal training and                                                   | General Dynamics Corp.                        | Falls Church                 | VA    | •         | •         | •         |           |           | ٠         | •         |           |          |            | 60                 | 75                 | 99           |
| education best practices (10 points)<br>3b Employee group or diversity                                                  | General Electric Co.                          | Boston                       | MA    | •         | •         | •         |           | •         | ٠         | •         | •         | •        |            | 90                 | 90                 | 18           |
| council (10 points)                                                                                                     | General Mills Inc.                            | Minneapolis                  | MN    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 182          |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                                 | General Motors Co.                            | Detroit                      | МІ    | ٠         | ٠         | ٠         |           | •         | ٠         | •         | •         | ٠        |            | 90                 | 90                 | 10           |
| community, and if supplier diversity<br>program is in place, must include<br>LGBTQ suppliers ( <b>15 points)</b>        | Genesco Inc.                                  | Nashville                    | TN    | •         | •         | ٠         | •         | •         | ٠         | •         | •         | •        |            | 100                | 90                 | 747          |
| 3d Contractor/supplier non-discrimination                                                                               | Genuine Parts Co.                             | Atlanta                      | GA    | ٩         | ۵         |           |           |           |           |           |           |          |            | 20                 | 0                  | 177          |
| standards and philanthropic giving guidelines (5 points)                                                                | Genworth Financial Inc.                       | Richmond                     | VA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 348          |
| Dettere in Crev (1) off sidesting of                                                                                    | Giant Eagle Inc.                              | Pittsburgh                   | PA    | •         | •         | ٠         |           | •         | ٠         | •         | •         | •        |            | 90                 | 60                 |              |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have<br>not responded to repeated invitations | GIANT Food Stores LLC                         | Carlisle                     | PA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| to the CEI survey. These ratings are<br>based on publicly available information                                         | Giant of Maryland LLC                         | Landover                     | MD    | ٠         | ٠         | ٠         | •         | ٠         | ٠         | •         | •         | ٠        |            | 100                | 100                |              |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                               | Gibson, Dunn & Crutcher LLP                   | Los Angeles                  | CA    | •         | •         | ٠         | •         | •         | ٠         | •         | •         | •        |            | 100                | 85                 |              |
| groups or individual employees.                                                                                         | Gilead Sciences Inc.                          | Foster City                  | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 116          |
|                                                                                                                         | GlassBridge Enterprises, Inc.                 | Oakdale                      | MN    | •         | •         |           |           |           |           |           |           |          |            | 30                 | 30                 | 923          |
|                                                                                                                         | GlaxoSmithKline LLC                           | Research Triangle Park       | NC    | •         | •         | ٠         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Global Partners                               | Waltham                      | MA    | ٢         | ۵         |           |           |           |           |           |           |          |            | 20                 | 10                 | 331          |
|                                                                                                                         | Global Payments Inc.                          | Atlanta                      | GA    | ٠         | ٠         | ٠         | •         | ٠         | ٠         | •         | •         | ٠        |            | 100                | 85                 | 605          |
|                                                                                                                         | GODADDY Inc.                                  | Scottsdale                   | AZ    | ٠         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 898          |
|                                                                                                                         | Goldman Sachs Group Inc., The                 | New York                     | NY    | ٠         | •         | ٠         | •         | ٠         | ٠         | •         | •         | ٠        |            | 100                | 100                | 70           |
|                                                                                                                         | Goodwin Procter LLP                           | Boston                       | MA    | ٠         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Goodyear Tire & Rubber Co.                    | Akron                        | ОН    | ٠         | ٠         | •         |           | ٠         | •         | •         | ٠         | ٠        |            | 90                 | 90                 | 187          |

| Appendix B                                                                                                                                         | Ratings and Criteria Breakdowns             |                       | :     |           |           |           | •         | Crite     | erion     |           |           |          |            |                    | Rating             |              |
|----------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------|-----------------------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                                                    |                                             |                       |       | 15 points | 15 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                                                | Employer                                    | Headquarters Location | State | <b>1a</b> | 1b        | <b>2a</b> | 2b        | 2c        | 3a        | 3b        | 3c        | 3d       | 4          | 20;<br>CE          | CE 50              | Б            |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                                                 | Google Inc.                                 | Mountainview          | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 22           |
| operations (15 points)                                                                                                                             | Gordon Rees Scully Mansukhani, LLP          | San Francisco         | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| <b>1b</b> Prohibits discrimination<br>based on gender identity for                                                                                 | Goulston & Storrs                           | Boston                | MA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 90                 |              |
| all operations (15 points) 2a Equivalency in same- and                                                                                             | Grant Thornton LLP                          | Chicago               | IL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| different-sex spousal medical<br>and soft benefits (10 points)                                                                                     | Graybar Electric Company Inc.               | St. Louis             | МО    | •         | ۵         |           |           |           |           |           |           |          |            | 20                 | 20                 | 426          |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                                             | Great River Energy                          | Maple Grove           | MN    | •         | •         | •         | •         | •         |           | •         | •         | •        |            | 90                 | 85                 |              |
| and soft benefits (10 points /<br>half credit for parity across                                                                                    | Greenberg Traurig LLP                       | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 90                 |              |
| 2c Equal health coverage for transgender                                                                                                           | Group 1 Automotive                          | Houston               | ТΧ    | ٥         |           | •         |           |           |           |           |           |          |            | 20                 | 25                 | 273          |
| individuals without exclusion for<br>medically necessary care (10 points                                                                           | Groupon Inc.                                | Chicago               | IL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 756          |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                                                    | Guardian Life Insurance Co. of America, The | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 239          |
| related care remain in place) 3a Three LGBTQ internal training and                                                                                 | Guess? Inc.                                 | Los Angeles           | CA    | •         | •         | •         |           | •         | •         | •         | •         | •        |            | 90                 | 85                 | 859          |
| education best practices (10 points)                                                                                                               | Guidehouse Inc.                             | Washington            | DC    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 3b Employee group or diversity<br>council (10 points)                                                                                              | H&R Block Inc.                              | Kansas City           | МО    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 85                 | 726          |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                                                            | Hachette Book Group                         | New York              | NY    | ٩         | ٩         | •         |           |           |           |           |           |          |            | 30                 | 40                 |              |
| community, and if supplier diversity<br>program is in place, must include                                                                          | Hain Celestial Group Inc., The              | Lake Success          | NY    | •         | •         | •         |           | •         | •         | •         | ٩         | •        |            | 80                 | 80                 | 760          |
| LGBTQ suppliers (15 points)<br>3d Contractor/supplier non-discrimination                                                                           | Halliburton Co.                             | Houston               | ТΧ    | ۵         | ۵         |           |           |           |           |           |           |          |            | 20                 | 0                  | 146          |
| standards and philanthropic giving guidelines (5 points)                                                                                           | Hallmark Cards Inc.                         | Kansas City           | МО    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                                                    | Hannaford Supermarkets                      | Scarborough           | ME    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have<br>not responded to repeated invitations                            | Hanover Insurance Group, The                | Worcester             | MA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 514          |
| to the CEI survey. These ratings are<br>based on publicly available information                                                                    | Harley-Davidson Inc.                        | Milwaukee             | WI    | •         | •         | •         |           | •         | •         | •         | •         | •        |            | 90                 | 90                 | 488          |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                                                          | Hartford Financial Services Group Inc., The | Hartford              | СТ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 156          |
| groups or individual employees.                                                                                                                    | Harvard Pilgrim Health Care Inc.            | Wellesley             | MA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| * During the CEI survey cycle, the HRC<br>Foundation became aware of an app distributed in                                                         | Hasbro Inc.                                 | Pawtucket             | RI    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 85                 | 513          |
| Google's Play Store that supports the practice of<br>so-called "conversion therapy." Sometimes known                                               | Haven Behavioral Healthcare                 | Nashville             | TN    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                |                    |              |
| as "reparative therapy," so-called "conversion<br>therapy" includes a range of dangerous and<br>discredited practices that falsely claim to change | Hawaiian Airlines Inc.                      | Honolulu              | н     | •         | •         | •         | •         | •         |           | •         | •         |          |            | 85                 | 85                 | 794          |
| a person's sexual orientation or gender identity or<br>expression. Such practices have been rejected                                               | Haynes and Boone LLP                        | Dallas                | ТΧ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| by every mainstream medical and mental health<br>organization for decades. Minors are especially<br>vulnerable, and conversion therapy can lead to | HCA - Hospital Corporation of America       | Nashville             | TN    | •         | •         | •         |           | •         | •         |           | ٩         |          |            | 70                 | 70                 | 63           |
| depression, anxiety, drug use, homelessness, and<br>suicide. Pending remedial steps by the company                                                 | HD Supply                                   | Atlanta               | GA    | ٩         | ۵         |           |           |           |           |           |           |          |            | 20                 | 20                 | 430          |
| to address this app that can cause harm to the LGBTQ community, the CEI rating is suspended.                                                       | Health Care Service Corp.                   | Chicago               | IL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                                                    | Henry Schein Inc.                           | Melville              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 238          |

| Appendix B                                                                                | Ratings and Criteria Breakdowns              |                              | :     |           |           | <del>.</del> | •••••     | Crite     | erion     | ••••••    |           |          |            |                    | Rating             |              |
|-------------------------------------------------------------------------------------------|----------------------------------------------|------------------------------|-------|-----------|-----------|--------------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                           |                                              |                              |       | 15 points | 15 points | 10 points    | 10 points | 10 points | 10 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                       | Employer                                     | <b>Headquarters Location</b> | State | <b>1a</b> | 1b        | <b>2a</b>    | <b>2b</b> | <b>2c</b> | 3a        | 3b        | 3c        | 3d       | 4          | CE 20              | C S                | Ē            |
| 1a Prohibits discrimination based<br>on sexual orientation for all                        | HERE North America LLC                       | Chicago                      | IL    | •         | •         | •            | •         | •         | •         | •         | •         | •        |            | 100                | 90                 |              |
| operations (15 points)                                                                    | Herman Miller Inc.                           | Zeeland                      | МІ    | •         | •         | ٠            | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 883          |
| 1b Prohibits discrimination<br>based on gender identity for<br>all operations (15 points) | Herrick Feinstein LLP                        | New York                     | NY    | •         | •         | •            | •         | •         | •         | •         |           | •        |            | 85                 | 80                 |              |
| 2a Equivalency in same- and                                                               | Hershey Co., The                             | Hershey                      | PA    | ٠         | ٠         | ٠            | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 379          |
| different-sex spousal medical and soft benefits (10 points)                               | Hertz Global Holdings Inc.                   | Estero                       | FL    | •         | •         | ٠            | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 335          |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                    | Hess Corp.                                   | New York                     | NY    | ٠         | ٠         | ٠            | •         | •         | •         | •         |           | •        |            | 85                 | 65                 | 501          |
| and soft benefits (10 points /<br>half credit for parity across                           | Hewlett Packard Enterprise Co.               | San Jose                     | CA    | •         | •         | ٠            | •         | •         | •         | •         | •         | •        |            | 100                | 80                 | 107          |
| 2c Equal health coverage for transgender                                                  | Highmark Blue Cross Blue Shield Delaware     | Wilmington                   | DE    | ٠         | ٠         | ٠            | •         | •         | •         | •         | •         | •        |            | 100                |                    |              |
| individuals without exclusion for<br>medically necessary care (10 points                  | Highmark Inc.                                | Pittsburgh                   | PA    | •         | •         | •            | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-           | Highmark West Virginia                       | Parkersburg                  | wv    | •         | ٠         | ٠            | •         | •         | •         | •         | •         | •        |            | 100                |                    |              |
| related care remain in place)<br>3a Three LGBTQ internal training and                     | Hilti Inc.                                   | Planto                       | тх    | •         | •         | •            | •         | •         | •         | •         | •         |          |            | 90                 | 65                 |              |
| education best practices (10 points)<br>3b Employee group or diversity                    | HILTON                                       | McLean                       | VA    | ٠         | ٠         | ٠            | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 324          |
| council (10 points) 3c Three distinct efforts of outreach                                 | Hinshaw & Culbertson LLP                     | Chicago                      | IL    | •         | •         | ٠            | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| or engagement to broader LGBTQ<br>community, and if supplier diversity                    | Hiscox USA                                   | New York                     | NY    | •         | ٠         | ٠            | •         | •         | •         | •         | •         |          |            | 95                 |                    |              |
| program is in place, must include<br>LGBTQ suppliers (15 points)                          | Hitachi Consulting Corp.                     | Dallas                       | тх    | •         | •         | •            | •         | •         |           | •         | •         | •        |            | 90                 | 90                 |              |
| 3d Contractor/supplier non-discrimination                                                 | Hogan Lovells US LLP                         | Washington                   | DC    | ٠         | •         | ٠            | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| standards and philanthropic giving guidelines (5 points)                                  | Holland & Hart LLP                           | Denver                       | со    | •         | •         | •            | •         | •         | •         | •         | •         | •        |            | 100                | 35                 |              |
| Ratings in Gray / Unofficial ratings of                                                   | Holland & Knight LLP                         | Brandon                      | FL    | ٠         | •         | ٠            | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| the Fortune 500 companies that have<br>not responded to repeated invitations              | HollyFrontier Corp.                          | Dallas                       | ТХ    | ۲         | ۵         |              |           |           |           |           |           |          |            | 20                 | 20                 | 206          |
| to the CEI survey. These ratings are based on publicly available information              | Home Depot Inc., The                         | Atlanta                      | GA    | ٠         | •         | ٠            |           | •         | •         | •         | •         | •        |            | 90                 | 90                 | 23           |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                 | Honda North America Inc.                     | Marysville                   | ОН    | •         | •         | •            |           | •         | •         | •         | •         | •        |            | 85                 | 75                 |              |
| groups or individual employees.                                                           | Honeywell International Inc.                 | Morris Plains                | NJ    | •         | ٠         | •            |           |           | •         | •         |           |          |            | 60                 | 55                 | 77           |
|                                                                                           | Horizon Blue Cross Blue Shield of New Jersey | Newark                       | NJ    | •         | •         | •            | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                           | Hormel Foods Corp.                           | Austin                       | MN    | •         | ٠         | •            | •         | •         | •         | •         | •         | •        |            | 95                 | 95                 | 323          |
|                                                                                           | Host Hotels & Resorts Inc.                   | Bethesda                     | MD    | •         | •         | •            | •         | •         |           |           | •         | •        |            | 80                 | 80                 | 502          |
|                                                                                           | Houghton Mifflin Harcourt Co.                | Boston                       | MA    | •         | ٠         | •            | •         | •         | •         |           | ٢         | •        |            | 85                 | 85                 |              |
|                                                                                           | Howard & Howard Attorneys PLLC               | Royal Oak                    | МІ    | •         | •         | •            |           | •         |           |           | •         |          |            | 60                 | 65                 |              |
|                                                                                           | HP Inc.                                      | Palo Alto                    | CA    | ٠         | ٠         | ٠            | ٠         | ٠         | •         | •         | ٠         | •        |            | 100                | 90                 | 58           |
|                                                                                           | HRG Group                                    | New York                     | NY    |           |           |              |           |           |           |           |           |          |            | 0                  | 10                 | 422          |
|                                                                                           | HSBC USA                                     | New York                     | NY    | •         | •         | •            | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |

| Appendix B                                                                                                               | Ratings and Criteria Breakdowns        |                              |       |           |           |           |           | Crite     | erion     |           |           |          |            |                    | Rating             |              |
|--------------------------------------------------------------------------------------------------------------------------|----------------------------------------|------------------------------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                          |                                        |                              |       | 15 points | 15 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                      | Employer                               | <b>Headquarters Location</b> | State | <b>1a</b> | 1b        | <b>2a</b> | 2b        | 2c        | <b>3a</b> | 3b        | 3c        | 3d       | 4          | 20:<br>CE          | CE 0.              | Ē            |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                       | Hughes Hubbard & Reed LLP              | New York                     | NY    | •         | •         | •         |           | •         | •         | •         | •         | •        |            | 90                 | 90                 |              |
| operations (15 points)                                                                                                   | Humana Inc.                            | Louisville                   | КY    | •         | •         | •         | •         | ٠         | •         | •         | •         | •        |            | 100                | 100                | 56           |
| 1b Prohibits discrimination<br>based on gender identity for                                                              | Huntington Bancshares Inc.             | Columbus                     | ОН    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 544          |
| all operations (15 points) 2a Equivalency in same- and                                                                   | Huntington Ingalls Industries          | Newport News                 | VA    | •         | •         | •         | ●         | ٠         | •         | •         | ۵         | •        |            | 90                 | 90                 | 381          |
| different-sex spousal medical<br>and soft benefits (10 points)                                                           | Hunton Andrews Kurth LLP               | Washington                   | DC    | •         | •         | ٠         | •         | •         | •         | •         | •         |          |            | 95                 | 95                 |              |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                   | Huntsman Corp.                         | The Woodlands                | ТΧ    | •         | ٠         | ٠         |           |           |           |           |           |          |            | 40                 | 45                 | 282          |
| and soft benefits (10 points /<br>half credit for parity across                                                          | Huron Consulting Group Inc.            | Chicago                      | IL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 2c Equal health coverage for transgender                                                                                 | Husch Blackwell LLP                    | St. Louis                    | мо    | •         | •         | •         | •         | ٠         | •         | •         | •         | •        |            | 100                | 100                |              |
| individuals without exclusion for<br>medically necessary care (10 points                                                 | Hyatt Hotels Corp.                     | Chicago                      | IL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 549          |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                          | Hyundai Motor America                  | Fountain Valley              | CA    | •         | •         | •         | •         | ٠         | •         | •         | •         | •        |            | 100                | 100                |              |
| 3a Three LGBTQ internal training and                                                                                     | IAC/InterActiveCorp.                   | New York                     | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 698          |
| education best practices (10 points)<br>3b Employee group or diversity                                                   | IBM Corp.                              | Armonk                       | NY    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 34           |
| council (10 points)                                                                                                      | Icahn Enterprises LP                   | New York                     | NY    |           |           |           |           |           |           |           |           |          |            | 0                  | 0                  | 136          |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                                  | Ice Miller LLP                         | Indianapolis                 | IN    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| community, and if supplier diversity<br>program is in place, must include<br>LGBTQ suppliers <b>(15 points)</b>          | iHeartMedia Inc.                       | San Antonio                  | ТΧ    | •         | •         | ٠         | •         | •         | •         | •         | •         |          |            | 95                 | 60                 | 452          |
| 3d Contractor/supplier non-discrimination                                                                                | IHS Markit Ltd.                        | New York                     | NY    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| standards and philanthropic giving guidelines (5 points)                                                                 | IKEA Holding US Inc.                   | Conshohocken                 | PA    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                          | Illinois Tool Works Inc.               | Glenview                     | IL    | •         | ٠         | •         |           | ٠         |           | •         |           |          |            | 60                 | 30                 | 204          |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have                                           | Illumina                               | San Diego                    | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                |                    | 781          |
| not responded to repeated invitations<br>to the CEI survey. These ratings are<br>based on publicly available information | Indeed Inc.                            | Austin                       | ТΧ    | •         | ٠         | •         | •         | ٠         | •         | •         | •         | ٠        |            | 100                | 100                |              |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                                | Informa PLC                            | New York                     | NY    | •         | •         | ٠         | •         | •         |           | •         | •         | •        |            | 90                 | 90                 |              |
| groups or individual employees.                                                                                          | Information Resources Inc.             | Chicago                      | IL    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                |                    |              |
|                                                                                                                          | Infosys Limited Inc.                   | Plano                        | ТΧ    | •         | •         | ٠         | •         | •         |           | •         | •         |          |            | 85                 | 50                 |              |
|                                                                                                                          | Ingersoll-Rand Company                 | Davidson                     | NC    | •         | •         | ٠         |           | •         | •         | •         | •         | •        |            | 90                 | 90                 |              |
|                                                                                                                          | Ingram Micro                           | Irvine                       | CA    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 90                 | 64           |
|                                                                                                                          | Insight Enterprises Inc.               | Tempe                        | AZ    | •         | ٠         | •         |           | ٠         | •         | •         |           |          |            | 70                 | 60                 | 417          |
|                                                                                                                          | Instacart                              | San Francisco                | CA    | •         | •         | •         | •         | •         |           | •         | •         |          |            | 85                 | 65                 |              |
|                                                                                                                          | Intel Corp.                            | Santa Clara                  | CA    | •         | ٠         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 46           |
|                                                                                                                          | Intercontinental Exchange              | Atlanta                      | GA    | ۵         | ۵         |           |           |           |           |           |           |          |            | 20                 | 0                  | 477          |
|                                                                                                                          | InterContinental Hotels Group Americas | Atlanta                      | GA    | •         | ٠         | ٠         | •         | ٠         | ٠         | ٠         | ٠         | ٠        |            | 100                | 100                |              |

77

| Appendix B                                                                                | Ratings and Criteria Breakdowns      |                       |       |           |           |           |           | Crite     | erion     |           |           |          |            |                    | Rating             |              |
|-------------------------------------------------------------------------------------------|--------------------------------------|-----------------------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                           |                                      |                       |       | 15 points | 15 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                       | Employer                             | Headquarters Location | State | 1a        | 1b        | <b>2a</b> | 2b        | 2c        | 3a        | 3b        | 3c        | 3d       | 4          | CE 20              | CE 3               | Ē            |
| 1a Prohibits discrimination based<br>on sexual orientation for all                        | International Flavors & Fragrances   | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 680          |
| operations (15 points)                                                                    | International Paper Co.              | Memphis               | TN    | ٩         |           | •         |           |           |           | •         |           |          |            | 30                 | 20                 | 124          |
| 1b Prohibits discrimination<br>based on gender identity for<br>all operations (15 points) | Interpublic Group of Companies Inc.  | New York              | NY    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                | 359          |
| 2a Equivalency in same- and                                                               | INTL FCStone Inc.                    | New York              | NY    | ۵         | ۵         |           |           |           |           |           |           |          |            | 20                 | 10                 | 103          |
| different-sex spousal medical<br>and soft benefits (10 points)                            | Intrado                              | Omaha                 | NE    | •         | •         | •         | •         | •         | •         | •         |           | •        |            | 85                 | 80                 | 864          |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                    | Intuit Inc.                          | Mountain View         | CA    | •         | ٠         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 516          |
| and soft benefits (10 points /<br>half credit for parity across                           | Invesco Ltd.                         | Atlanta               | GA    | •         | •         | •         | •         |           | •         | •         | •         |          |            | 85                 | 45                 |              |
| <b>2c</b> Equal health coverage for transgender                                           | Iron Mountain Inc.                   | Boston                | MA    | •         | •         | •         | •         | ٠         | ٠         | •         | •         | •        |            | 100                | 100                | 619          |
| individuals without exclusion for<br>medically necessary care (10 points                  | J. B. Hunt Transport Services Inc.   | Lowell                | AR    | ۲         | ۲         |           |           |           | *         |           |           |          |            | 20                 | 20                 | 395          |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-           | J. Crew Group Inc.                   | New York              | NY    | •         | •         | •         | •         | ٠         | ٠         | •         | •         | •        |            | 100                | 100                | 857          |
| related care remain in place) 3a Three LGBTQ internal training and                        | J. M. Smucker Co.                    | Orrville              | ОН    | •         | •         | •         |           | ●         | •         |           |           |          |            | 55                 | 55                 | 383          |
| education best practices (10 points)<br>3b Employee group or diversity                    | J.C. Penney Co. Inc.                 | Plano                 | тх    | •         | •         | •         |           | •         | ٠         | •         | ٩         | •        |            | 80                 | 80                 | 235          |
| council (10 points) 3c Three distinct efforts of outreach                                 | Jabil Circuit Inc.                   | St. Petersburg        | FL    | •         | ۵         |           |           |           |           |           |           |          |            | 20                 | 20                 | 159          |
| or engagement to broader LGBTQ<br>community, and if supplier diversity                    | Jackson Lewis PC                     | New York              | NY    | •         | ٠         | •         | •         | •         | •         | •         | •         |          |            | 95                 |                    |              |
| program is in place, must include<br>LGBTQ suppliers (15 points)                          | Jackson Walker LLP                   | Dallas                | тх    | •         | •         | •         |           |           | •         | •         | •         |          |            | 75                 | 75                 |              |
| 3d Contractor/supplier non-discrimination                                                 | Jacobs Engineering Group Inc.        | Dallas                | тх    | •         | ٠         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 297          |
| standards and philanthropic giving guidelines (5 points)                                  | Janus Henderson Investors            | Chicago               | IL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| Ratings in Gray / Unofficial ratings of                                                   | Jenner & Block LLP                   | Chicago               | IL    | •         | ٠         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| the Fortune 500 companies that have<br>not responded to repeated invitations              | JetBlue Airways Corp.                | Long Island City      | NY    | •         | •         | •         |           | •         | •         | •         | •         | •        |            | 90                 | 90                 | 402          |
| to the CEI survey. These ratings are based on publicly available information              | JLL                                  | Chicago               | IL    | •         | •         | •         | •         | ٠         | ٠         | •         | •         | •        |            | 100                | 100                | 356          |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                 | John Hancock Financial Services Inc. | Boston                | MA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 192          |
| groups or individual employees.                                                           | John Wiley & Sons Inc.               | Hoboken               | NJ    | •         | ٠         | •         | •         | ٠         |           | •         | •         |          |            | 85                 | 85                 | 973          |
|                                                                                           | Johnson & Johnson                    | New Brunswick         | NJ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 37           |
|                                                                                           | Johnson Controls Inc.                | Milwaukee             | WI    | •         | •         | •         |           | •         | •         | •         | •         | •        |            | 90                 | 80                 | 70           |
|                                                                                           | JPMorgan Chase & Co.                 | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 20           |
|                                                                                           | JSX Corporation (JSX and JetSuite)   | Dallas                | тх    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                |                    |              |
|                                                                                           | K&L Gates LLP                        | Pittsburgh            | PA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                           | Kabbage Inc.                         | Atlanta               | GA    | •         | •         | •         | ٠         | ٠         | •         | •         | ٠         | •        |            | 100                |                    |              |
|                                                                                           | Kaiser Permanente                    | Oakland               | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                           | Katten Muchin Rosenman LLP           | Chicago               | IL    | •         | ٠         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |

| Appendix B                                                                                | Ratings and Criteria Breakdowns      |                       |       |           |           |            |           | Crite     | rion      |           |           |          |            |                    | Rating             |              |
|-------------------------------------------------------------------------------------------|--------------------------------------|-----------------------|-------|-----------|-----------|------------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                           |                                      |                       |       | 15 points | 15 points | 10 points  | 10 points | 10 points | 10 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                       | Employer                             | Headquarters Location | State | <b>1a</b> | 1b        | <b>2</b> a | <b>2b</b> | 2c        | 3a        | 3b        | <b>3c</b> | 3d       | 4          | 20<br>CE           | C 30               | Ē            |
| 1a Prohibits discrimination based<br>on sexual orientation for all                        | KB Home                              | Los Angeles           | CA    | ٩         | ٩         | •          |           |           |           |           |           |          |            | 30                 | 35                 | 570          |
| operations (15 points)                                                                    | Kelley Drye & Warren LLP             | New York              | NY    | ٠         | •         | •          | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 1b Prohibits discrimination<br>based on gender identity for<br>all operations (15 points) | Kellogg Co.                          | Battle Creek          | MI    | •         | ٠         | •          | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 226          |
| 2a Equivalency in same- and                                                               | Kelly Services Inc.                  | Тгоу                  | МІ    | ٠         | •         | •          | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 503          |
| different-sex spousal medical<br>and soft benefits (10 points)                            | Kenneth Cole Productions Inc.        | New York              | NY    | •         | •         | •          | •         |           | •         | •         | •         | •        |            | 90                 | 90                 |              |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                    | Kering Americas Inc.                 | New York              | NY    | ٠         | •         | •          | •         | •         |           | •         | •         | •        |            | 90                 | 85                 |              |
| and soft benefits (10 points /<br>half credit for parity across                           | Keurig Dr Pepper Inc.                | Plano                 | ТΧ    | •         | •         | •          |           | •         | •         | •         |           |          |            | 70                 | 45                 | 418          |
| some, but not all benefits) 2c Equal health coverage for transgender                      | KeyCorp                              | Cleveland             | ОН    | •         | •         | •          | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 412          |
| individuals without exclusion for<br>medically necessary care (10 points                  | Kilpatrick Townsend & Stockton LLP   | Atlanta               | GA    | •         | •         | •          | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-           | Kimberly-Clark Corp.                 | Irving                | тх    | •         | •         | •          |           | •         | •         | •         | •         | •        |            | 90                 | 90                 | 163          |
| related care remain in place) 3a Three LGBTQ internal training and                        | Kimpton Hotel & Restaurant Group LLC | San Francisco         | CA    | ٠         | ٠         | •          | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| education best practices (10 points)<br>3b Employee group or diversity                    | Kinder Morgan Inc.                   | Houston               | ТХ    | •         | ۵         |            |           |           |           |           |           |          |            | 20                 | 20                 | 218          |
| council (10 points) 3c Three distinct efforts of outreach                                 | Kindred Healthcare                   | Louisville            | КY    | ٠         | ٠         | •          | •         |           |           | •         | ٩         |          |            | 70                 | 70                 | 416          |
| or engagement to broader LGBTQ<br>community, and if supplier diversity                    | King & Spalding LLP                  | Atlanta               | GA    | ٠         | •         | ٠          | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| program is in place, must include<br>LGBTQ suppliers (15 points)                          | Kirkland & Ellis LLP                 | Chicago               | IL    | •         | •         | •          | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 3d Contractor/supplier non-discrimination standards and philanthropic                     | KKR & Co. LP                         | New York              | NY    | •         | •         | •          | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 470          |
| giving guidelines (5 points)                                                              | KLA-Tencor Corp.                     | Milpitas              | CA    | ٥         | ٢         | •          |           |           |           |           |           |          |            | 30                 | 20                 | 667          |
| Ratings in Gray / Unofficial ratings of                                                   | Kobre & Kim                          | New York              | NY    | •         | •         | •          | •         | •         | •         | •         | •         | •        |            | 100                |                    |              |
| the Fortune 500 companies that have<br>not responded to repeated invitations              | Kohler Co.                           | Kohler                | WI    | •         | •         | •          |           | •         | •         | •         | •         | •        |            | 90                 | 90                 |              |
| to the CEI survey. These ratings are<br>based on publicly available information           | Kohl's Corp.                         | Menomonee Falls       | WI    | •         | •         | •          | •         | •         | •         | •         | •         | •        |            | 100                | 80                 | 157          |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                 | Komatsu Mining Corp.                 | Milwaukee             | WI    | •         | •         | •          | ●         | •         |           | •         | •         |          |            | 80                 | 75                 | 843          |
| groups or individual employees.                                                           | Korn Ferry                           | Los Angeles           | CA    | •         | •         | •          | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                           | KPMG LLP                             | New York              | NY    | •         | •         | •          | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                           | Kraft Heinz Company, The             | Chicago               | IL    | ٠         | •         | •          | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 114          |
|                                                                                           | Kramer Levin Naftalis & Frankel LLP  | New York              | NY    | •         | •         | •          |           | •         | •         | •         | •         |          |            | 85                 | 85                 |              |
|                                                                                           | Kroger Co., The                      | Cincinnati            | ОН    | ٠         | ٠         | •          | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 17           |
|                                                                                           | Kutak Rock LLP                       | Omaha                 | NE    | •         | •         | •          | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                           | L Brands Inc.                        | Columbus              | ОН    | •         | •         | •          | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 231          |
|                                                                                           | L.L. Bean Inc.                       | Freeport              | ME    | •         | ٠         | •          |           |           | •         |           |           |          |            | 50                 | 40                 |              |
|                                                                                           | L3 Harris Technologies               | Melbourne             | FL    | •         | •         | •          | •         | •         | •         | ٠         | •         | •        |            | 100                | 100                | 407          |

| Appendix B                                                                                                              | Ratings and Criteria Breakdowns            |                       |       |           |           | <del>.</del> |           | Crite      | erion     |           |           |          |            |                    | Rating             |              |
|-------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|-----------------------|-------|-----------|-----------|--------------|-----------|------------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                         |                                            |                       |       | 15 points | 15 points | 10 points    | 10 points | 10 points  | 10 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                     | Employer                                   | Headquarters Location | State | <b>1a</b> | 1b        | <b>2a</b>    | <b>2b</b> | <b>2</b> c | <b>3a</b> | 3b        | 3c        | 3d       | 4          | 200<br>CE 200      | C 30               | Ē            |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                      | Laboratory Corporation of America Holdings | Burlington            | NC    | •         | •         | ٠            | •         | •          | •         | •         | •         | •        |            | 100                | 100                | 286          |
| operations (15 points)                                                                                                  | Laclede Group Inc., The                    | St. Louis             | МО    | ٠         | ٠         | ٠            | •         |            |           |           | ٩         |          |            | 60                 | 60                 | 959          |
| 1b Prohibits discrimination<br>based on gender identity for<br>all operations (15 points)                               | Lam Research Corp.                         | Fremont               | CA    | •         | •         | ٠            | •         | •          | •         | •         | •         | •        |            | 100                |                    | 354          |
| 2a Equivalency in same- and                                                                                             | Land O'Lakes Inc.                          | Arden Hills           | MN    | ٠         | ٠         | ٠            |           | ٠          | •         | •         | •         | •        |            | 90                 | 90                 | 216          |
| different-sex spousal medical and soft benefits (10 points)                                                             | Lane Powell PC                             | Seattle               | WA    | •         | •         | ٠            | •         | •          | •         | •         | •         | •        |            | 100                | 100                |              |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                  | Las Vegas Sands Corp.                      | Las Vegas             | NV    |           |           |              |           |            |           |           |           |          |            | ο                  | 20                 | 227          |
| and soft benefits (10 points /<br>half credit for parity across                                                         | Latham & Watkins LLP                       | New York              | NY    | •         | •         | ٠            | •         | •          | •         | •         | •         | •        |            | 100                | 100                |              |
| 2c Equal health coverage for transgender                                                                                | Lathrop Gage LLP                           | Kansas City           | МО    | •         | •         | •            | •         | •          | •         | •         | •         |          |            | 95                 | 90                 |              |
| individuals without exclusion for medically necessary care (10 points                                                   | Lear Corp.                                 | Southfield            | МІ    | •         | •         | ٠            |           | •          | •         | •         | •         | •        |            | 90                 | 90                 | 148          |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                         | LeClairRyan                                | Richmond              | VA    | ٠         | ٠         | ٠            | •         | •          | •         | •         | •         |          |            | 95                 | 95                 |              |
| related care remain in place)<br>3a Three LGBTQ internal training and                                                   | Legg Mason Inc.                            | Baltimore             | MD    | •         | •         | ٠            | •         | •          | •         | •         | •         | •        |            | 100                | 100                | 750          |
| education best practices (10 points)<br>3b Employee group or diversity                                                  | Leidos Holdings                            | Reston                | VA    | ٠         | ٠         | ٠            | •         | •          | •         | •         | •         | •        |            | 100                | 85                 | 292          |
| council (10 points)                                                                                                     | Lendlease Americas Inc.                    | New York              | NY    | •         | •         | •            | •         | •          | •         | •         | •         | •        |            | 100                | 100                |              |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ<br>community, and if supplier diversity         | Lennar Corp.                               | Miami                 | FL    | ۵         | ۵         |              |           |            |           |           |           |          |            | 20                 | 20                 | 230          |
| program is in place, must include<br>LGBTQ suppliers (15 points)                                                        | LENOVO (UNITED STATES) INC.                | Morrisville           | NC    | •         | •         | •            | •         | •          | •         | •         | •         | •        |            | 100                | 100                |              |
| 3d Contractor/supplier non-discrimination                                                                               | Leo Burnett Company Inc.                   | Chicago               | IL    | •         | •         | ٠            | •         | •          | •         | •         | •         | •        |            | 100                | 100                |              |
| standards and philanthropic giving guidelines (5 points)                                                                | Leucadia National Corporation              | New York              | NY    |           |           |              |           |            |           |           |           |          |            | ο                  | 0                  | 241          |
| Defines in Crew (11s official estimate of                                                                               | Levi Strauss & Co.                         | San Francisco         | CA    | •         | •         | •            | •         | •          | •         | •         | •         | •        |            | 100                | 100                | 530          |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have<br>not responded to repeated invitations | LexisNexis Legal & Professional            | New York              | NY    | •         | •         | •            | •         | •          | •         | •         | ٩         | •        |            | 95                 | 80                 |              |
| to the CEI survey. These ratings are<br>based on publicly available information                                         | Lexmark International Inc.                 | Lexington             | КY    | •         | •         | •            | •         | •          | •         | •         | •         | •        |            | 100                | 100                | 638          |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                               | Liberty Interactive Corp.                  | Englewood             | CO    |           |           |              |           |            |           |           |           |          |            | ο                  | 0                  | 288          |
| groups or individual employees.                                                                                         | Liberty Mutual Group                       | Boston                | MA    | •         | •         | •            | •         | •          | •         | •         | •         | •        |            | 100                | 100                | 68           |
|                                                                                                                         | LifePoint Health                           | Brentwood             | ΤN    |           |           |              |           |            |           |           |           |          |            | ο                  | 10                 | 390          |
|                                                                                                                         | Lincoln National Corp.                     | Radnor                | PA    | ٠         | ٠         | ٠            | •         | ٠          | •         | •         | •         | •        |            | 100                | 100                | 205          |
|                                                                                                                         | Linde                                      | Danbury               | СТ    | •         | •         | ٠            |           | •          | •         | •         | •         | •        |            | 90                 | 90                 | 264          |
|                                                                                                                         | LinkedIn                                   | Sunnyvale             | CA    | ٠         | ٠         | ٠            | •         | ٠          | •         | •         | •         | •        |            | 100                | 100                | 733          |
|                                                                                                                         | Lions Gate Entertainment Corp.             | Santa Monica          | CA    | •         | •         | •            | •         | •          | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Lithia Motors, Inc.                        | Medford               | OR    |           |           |              |           |            |           |           |           |          |            | 0                  | 10                 | 294          |
|                                                                                                                         | Littler Mendelson PC                       | San Francisco         | CA    | •         | •         | •            | •         | •          | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Live Nation Entertainment Inc.             | Beverly Hills         | CA    | •         | ٠         | ٠            | •         | •          | ٠         | •         | •         | •        |            | 100                | 100                | 290          |

| Appendix B                                                                                                              | Ratings and Criteria Breakdowns         |                       |       |           |           | <del>.</del> | ••••••    | Crite     | erion     |           |           |          |            |                    | Rating             |              |
|-------------------------------------------------------------------------------------------------------------------------|-----------------------------------------|-----------------------|-------|-----------|-----------|--------------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                         |                                         |                       |       | 15 points | 15 points | 10 points    | 10 points | 10 points | 10 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                     | Employer                                | Headquarters Location | State | <b>1a</b> | 1b        | <b>2a</b>    | <b>2b</b> | 2c        | 3a        | 3b        | 3c        | 3d       | 4          | CE 30              | 20<br>CE           | Ē            |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                      | LKQ Corp.                               | Chicago               | IL    |           |           |              |           |           |           |           |           |          |            | 0                  | 20                 | 300          |
| operations (15 points)                                                                                                  | Locke Lord LLP                          | Dallas                | ТΧ    | •         | •         | •            | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 1b Prohibits discrimination<br>based on gender identity for<br>all operations (15 points)                               | Lockheed Martin Corp.                   | Bethesda              | MD    | •         | •         | •            | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 59           |
| 2a Equivalency in same- and                                                                                             | Loeb & Loeb LLP                         | Los Angeles           | CA    | •         | •         | •            | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| different-sex spousal medical<br>and soft benefits (10 points)                                                          | Loews Corp.                             | New York              | NY    | •         | •         | •            |           |           |           |           | ٩         | •        |            | 55                 | 55                 | 217          |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                  | Lord, Abbett & Co. LLC                  | Jersey City           | NJ    | •         | •         | •            | •         |           | •         | •         | •         |          |            | 80                 |                    |              |
| and soft benefits (10 points /<br>half credit for parity across                                                         | L'Oréal USA Inc.                        | New York              | NY    | •         | •         | •            | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 2c Equal health coverage for transgender                                                                                | Lowenstein Sandler LLP                  | New York              | NY    | •         | ٠         | •            | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| individuals without exclusion for<br>medically necessary care (10 points                                                | Lowe's Companies Inc.                   | Mooresville           | NC    | •         | •         | •            | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 40           |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                         | LPL Financial Holdings Inc.             | Boston                | MA    | •         | ٠         | •            | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 582          |
| related care remain in place) 3a Three LGBTQ internal training and                                                      | Lubrizol Corp.                          | Wickliffe             | ОН    | •         | •         | •            | •         | •         | •         | •         | ٥         | •        |            | 90                 | 85                 | 423          |
| education best practices (10 points)<br>3b Employee group or diversity                                                  | Lyft Inc.                               | San Francisco         | CA    | •         | •         | ٠            | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| council (10 points)                                                                                                     | M&T Bank Corp.                          | Buffalo               | NY    | •         | •         | •            | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 467          |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                                 | Macmillan Learning                      | New York              | NY    | •         | •         | •            | •         | •         | •         | •         | •         | •        |            | 100                |                    |              |
| community, and if supplier diversity<br>program is in place, must include<br>LGBTQ suppliers <b>(15 points)</b>         | Macmillan Publishing Group              | New York              | NY    | •         | •         | •            | •         | •         | •         | •         | •         | •        |            | 100                |                    |              |
| 3d Contractor/supplier non-discrimination                                                                               | Macquarie Group Ltd.                    | New York              | NY    | •         | •         | ٠            | •         | ٠         | •         | •         | •         | •        |            | 100                | 100                |              |
| standards and philanthropic giving guidelines (5 points)                                                                | Macy's Inc.                             | Cincinnati            | ОН    | •         | •         | •            | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 120          |
|                                                                                                                         | Magellan Health Services Inc.           | Scottsdale            | AZ    |           |           |              |           |           |           |           |           |          |            | 0                  |                    | 475          |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have<br>not responded to repeated invitations | Mallinckrodt LLC                        | Hazelwood             | MO    | •         | •         | •            | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| to the CEI survey. These ratings are<br>based on publicly available information                                         | Manatt, Phelps & Phillips LLP           | Los Angeles           | CA    | •         | •         | ٠            | •         | ٠         | •         | •         | •         | •        |            | 100                | 100                |              |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                               | ManpowerGroup                           | Milwaukee             | WI    | •         | •         | •            | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 143          |
| groups or individual employees.                                                                                         | Marathon Oil Corp.                      | Houston               | ТΧ    | •         | •         | ٠            |           |           | •         | •         |           |          |            | 60                 | 60                 | 518          |
|                                                                                                                         | Marathon Petroleum Corp.                | Findlay               | ОН    | •         | •         | •            | •         | •         | •         | •         | •         | •        |            | 100                | 95                 | 41           |
|                                                                                                                         | Markel Corporation                      | Glen Allen            | VA    |           |           |              |           |           |           |           |           |          |            | 0                  | 0                  | 464          |
|                                                                                                                         | Marriott International Inc.             | Bethesda              | MD    | •         | •         | •            | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 127          |
|                                                                                                                         | Mars Inc.                               | Mt. Olive             | NJ    | •         | •         | ٠            | •         | ٠         |           | •         | •         | •        |            | 90                 | 90                 |              |
|                                                                                                                         | Marsh & McLennan Companies Inc.         | New York              | NY    | •         | •         | ٠            | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 212          |
|                                                                                                                         | Masco Corp.                             | Livonia               | MI    | ٠         | ٠         | •            |           |           | •         | •         | •         | ٠        |            | 80                 | 85                 | 373          |
|                                                                                                                         | Massachusetts Mutual Life Insurance Co. | Springfield           | MA    | •         | •         | ٠            | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 93           |
|                                                                                                                         | MasTec Inc.                             | Coral Gables          | FL    | •         |           |              |           |           |           |           |           |          |            | 10                 |                    | 428          |

| Appendix B                                                                                                      | Ratings and Criteria Breakdowns                 |                              |       |           |           |           |           | Crite     | rion      |           |           |          |            |                    | Rating             |              |
|-----------------------------------------------------------------------------------------------------------------|-------------------------------------------------|------------------------------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                 |                                                 |                              |       | 15 points | 15 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                             | Employer                                        | <b>Headquarters Location</b> | State | <b>1a</b> | 1b        | <b>2a</b> | <b>2b</b> | 2c        | 3a        | 3b        | 3c        | 3d       | 4          | CE 20              | CE 20              | £            |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                              | Mastercard                                      | Purchase                     | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 236          |
| operations (15 points)                                                                                          | Mathematica Policy Research                     | Princeton                    | IJ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                |                    |              |
| 1b Prohibits discrimination<br>based on gender identity for<br>all operations (15 points)                       | Mattel Inc.                                     | El Segundo                   | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 65                 | 533          |
| 2a Equivalency in same- and                                                                                     | Mayer Brown LLP                                 | Chicago                      | IL    | ٠         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| different-sex spousal medical<br>and soft benefits (10 points)                                                  | McAfee LLC                                      | Santa Clara                  | CA    | ٥         | ٩         | •         |           |           |           | ●         |           |          |            | 35                 |                    | 853          |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                          | McCarter & English LLP                          | Newark                       | NJ    | •         | •         | •         |           | 0         | •         | •         | •         |          |            | 80                 | 75                 |              |
| and soft benefits (10 points /<br>half credit for parity across                                                 | McCormick & Company Inc.                        | Hunt Valley                  | MD    | •         | •         | •         |           | •         | •         | •         | •         | •        |            | 90                 | 90                 | 539          |
| 2c Equal health coverage for transgender                                                                        | McDermott Will & Emery LLP                      | Chicago                      | IL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| individuals without exclusion for medically necessary care (10 points                                           | McDonald's Corp.                                | Oak Brook                    | IL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 131          |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                 | McGraw-Hill Global Education Holdings LLC       | New York                     | NY    | ٠         | •         | •         | •         | •         | •         | •         | ٩         | •        |            | 95                 | 70                 |              |
| related care remain in place)<br>3a Three LGBTQ internal training and                                           | McGuireWoods LLP                                | Richmond                     | VA    | •         | •         | •         |           | •         | •         | •         | •         | •        |            | 95                 | 80                 |              |
| education best practices (10 points)<br>3b Employee group or diversity                                          | McKesson Corp.                                  | San Francisco                | CA    | ٠         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 6            |
| council (10 points)                                                                                             | McKinsey & Co. Inc.                             | New York                     | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ<br>community, and if supplier diversity | Medallia Inc.                                   | San Francisco                | CA    | ٠         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| program is in place, must include<br>LGBTQ suppliers (15 points)                                                | Medidata Solutions Inc.                         | New York                     | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 3d Contractor/supplier non-discrimination                                                                       | Medtronic PLC                                   | Minneapolis                  | MN    | •         | •         | •         | ٠         | •         | •         | •         | •         | •        |            | 100                | 90                 | 173          |
| standards and philanthropic giving guidelines (5 points)                                                        | Meijer Inc.                                     | Grand Rapids                 | MI    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 90                 |              |
| Ratings in Gray / Unofficial ratings of                                                                         | Mercedes-Benz Financial Services USA LLC (MBFS) | Farmington Hills             | MI    | ٠         | •         | •         |           | •         | •         | •         | •         |          |            | 85                 | 75                 |              |
| the Fortune 500 companies that have<br>not responded to repeated invitations                                    | Merck                                           | Kenilworth                   | NJ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 78           |
| to the CEI survey. These ratings are<br>based on publicly available information                                 | Meredith Corp.                                  | Des Moines                   | IA    | ٠         | •         | •         | •         | 0         | •         | •         | •         |          |            | 90                 |                    | 993          |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                       | Mesirow Financial Holdings Inc.                 | Chicago                      | IL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| groups or individual employees.                                                                                 | MetLife Inc.                                    | New York                     | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 43           |
|                                                                                                                 | MGM Resorts International                       | Las Vegas                    | NV    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 280          |
|                                                                                                                 | Michael Best & Friedrich LLP                    | Milwaukee                    | WI    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                 | Michael Page International Inc                  | New York                     | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                |                    |              |
|                                                                                                                 | Micron Technology Inc.                          | Boise                        | ID    | •         | •         | •         |           | 0         | •         | •         | •         | •        |            | 85                 | 20                 | 150          |
|                                                                                                                 | Microsoft Corp.                                 | Redmond                      | WA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 30           |
|                                                                                                                 | Milbank LLP                                     | New York                     | NY    | •         | •         | •         |           | •         | •         | •         | •         | •        |            | 90                 | 90                 |              |
|                                                                                                                 | Mintz, Levin, Cohn, Ferris, Glovsky & Popeo PC  | Boston                       | MA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                 | Mitchell Gold + Bob Williams                    | Taylorsville                 | NC    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |

| CEI Rating Criteria       Employer       Headquarters Location       State       1a       7b       2a       2b       2a       3a       3b       3c       3d       6c       3d       6c       7b                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1a Prohibits discrimination based<br>on sexual orientation for all<br>operations (15 points)       Mohawk Industries Inc.       Calhoun       GA       3 3       0       315         1b Prohibits discrimination<br>based on gender identity for<br>all operations (15 points)       Molina Healthcare Inc.       Long Beach       CA       0       0       0       275         2a Equivalency in same- and<br>different-sex spousal medical<br>and soft benefits (10 points)       Mondelez International Inc.       Deerfield       IL       0       0       0       275         2b Equivalency in same- and<br>different-sex spousal medical<br>and soft benefits (10 points)       Montgomery McCracken Walker & Rhoads LLP       Philadelphia       PA       0       0       0       00       100       100       100       100       100       100       100       100       100       100       100       100       100       100       100       100       100       100       100       100       100       100       100       100       100       100       100       100       100       100       100       100       100       100       100       100       100       100       100       100       100       100       100       100       100       100       100       100       100       100                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| on sexual orientation for all operations (15 points)       Molina Healthcare Inc.       Long Beach       CA       • • •       • • •       • • •       • • •       • • •       • • •       • • •       • • •       • • •       • • •       • • •       • • •       • • •       • • •       • • •       • • •       • • •       • • • •       • • • •       • • • •       • • • •       • • • •       • • • •       • • • •       • • • • •       • • • • •       • • • • •       • • • • •       • • • • •       • • • • • •       • • • • • • • • • • • • • • • • • • •                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| operations (15 points)Molina Healthcare Inc.Long BeachCAImage: CAImage: CA                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| based on gender identity for<br>all operations (15 points)       Molson Coors Brewing       Denver       CO       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       • <t< td=""></t<>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| 2a Equivalency in same- and different-sex spousal medical and soft benefits (10 points)       Mondelez International Inc.       Deerfield       IL       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| and soft benefits (10 points) Montgomery McCracken Walker & Rhoads LLP Philadelphia PA • • • • • • • • • • • • • • • • • •                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| 2b Equivalency in same- and different-                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| sex domestic partner medical Moody's Corp. New York NY • • • • • • • • • • • • • • • • • •                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| and soft benefits (10 points / half credit for parity across Moore & Van Allen PLLC Charlotte NC • • • • • • • • • • • • • • • • • •                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| some, but not all benefits)<br>2c Equal health coverage for transgender<br>Morgan Stanley New York NY • • • • • • • • • • • • • • • • • •                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| individuals without exclusion for medically necessary care (10 points Morgan, Lewis & Bockius LLP Philadelphia PA • • • • • • • • • • • • • • • • • •                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| related care remain in place)<br>3a Three LGBTQ internal training and Morris, Manning & Martin LLP Atlanta GA • • • • • • • • • • • • • • • • • •                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| education best practices (10 points)<br>3b Employee group or diversity                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| council (10 points) Motorola Solutions Inc. Chicago IL • • • • • • 100 100 443                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ       Mozilla Corporation       Mountain View       CA       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •       •                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| community, and if supplier diversity<br>program is in place, must include<br>LGBTQ suppliers (15 points)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| 3d Contractor/supplier non-discrimination MUFG Union Bank, N.A. New York NY • • • • • • • • • 100 100                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| standards and philanthropic giving guidelines (5 points) Munger, Tolles & Olson LLP Los Angeles CA • • • • • • • • 100 100                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| Murphy USA El Dorado AR 3 3 20 279                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have not responded to repeated invitations Mutual of Omaha Insurance Omaha NE • • • • • • • • • • • • • • • • • •                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| to the CEI survey. These ratings are based infrations of the stating are based on publicly available information                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| as well as information submitted to HRC from unofficial LGBTQ employee                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| groups or individual employees. National Grid USA Waltham MA • • • • • • • • • • • • • • • • • •                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| National Oilwell Varco Inc. Houston TX 3                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| NationwideColumbusOHImage: ColumbusOHImage: ColumbusOHImage: ColumbusImage: Columbus </td                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| NavientWilmingtonDEImage: Comparison of the second |
| Navistar International Corp. Lisle IL • • • • • • 80 70 342                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| NCR Corp. Atlanta GA • • • • • • 100 100 432                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| Nelson Mullins Riley & Scarborough LLP     Columbia     SC     Image: Columbia     SC     SC </td                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Nestle Health Science     Bridgewater     NJ     Image: Mail of the science     100     80                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| Nestlé Purina PetCare Co. St. Louis MO • • • • • • 100 100                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |

83

| Appendix B                                                                                                              | Ratings and Criteria Breakdowns    |                              |       |           |           |           |           | Crite     | erion     |           |           |          |            |                    | Rating             |              |
|-------------------------------------------------------------------------------------------------------------------------|------------------------------------|------------------------------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                         |                                    |                              |       | 15 points | 15 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                     | Employer                           | <b>Headquarters Location</b> | State | <b>1a</b> | 1b        | <b>2a</b> | <b>2b</b> | <b>2c</b> | 3a        | <b>3b</b> | 3c        | 3d       | 4          | 20:<br>CE          | CE 30              | Ē            |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                      | Nestlé USA Inc.                    | Arlington                    | VA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| operations (15 points)                                                                                                  | Nestle Waters North America Inc.   | Stamford                     | СТ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 95                 |              |
| <b>1b</b> Prohibits discrimination<br>based on gender identity for                                                      | NetApp Inc.                        | Sunnyvale                    | CA    | •         | •         | •         | •         | •         | •         | •         | ٩         | •        |            | 90                 | 85                 | 495          |
| all operations (15 points) 2a Equivalency in same- and                                                                  | Netflix Inc.                       | Los Gatos                    | CA    | •         | ٠         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 261          |
| different-sex spousal medical<br>and soft benefits (10 points)                                                          | New Relic Inc.                     | San Francisco                | CA    | •         | •         | •         | •         | •         | •         | •         | •         |          |            | 95                 | 95                 |              |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                  | New York Life Insurance Company    | New York                     | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 69           |
| and soft benefits (10 points /<br>half credit for parity across                                                         | New York Times Co.                 | New York                     | NY    | •         | •         | •         | •         |           | •         | •         |           |          |            | 65                 | 85                 | 923          |
| 2c Equal health coverage for transgender                                                                                | Newell Brands Inc.                 | Hoboken                      | NJ    | •         | ٠         | •         |           |           | •         | •         |           |          |            | 60                 | 80                 | 196          |
| individuals without exclusion for<br>medically necessary care (10 points                                                | Newmont Goldcorp Corporation       | Greenwood Village            | со    | •         |           | •         | •         | •         | •         | •         | ٩         | •        |            | 75                 | 90                 | 385          |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                         | News Corp.                         | New York                     | NY    | ۵         | ۵         |           |           |           |           |           |           |          |            | 20                 | 0                  | 350          |
| related care remain in place)<br>3a Three LGBTQ internal training and                                                   | NextEra Energy Inc.                | Juno Beach                   | FL    | ٩         | ٩         | •         |           |           | •         | •         |           |          |            | 50                 | 50                 | 167          |
| education best practices (10 points)<br>3b Employee group or diversity                                                  | NFP                                | New York                     | NY    | •         | •         | •         | •         | •         |           | •         |           |          |            | 70                 |                    |              |
| council (10 points)                                                                                                     | NGL Energy Partners                | Tulsa                        | ОК    |           |           |           |           |           |           |           |           |          |            | o                  | 20                 | 223          |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                                 | Nielsen                            | New York City                | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| community, and if supplier diversity<br>program is in place, must include<br>LGBTQ suppliers <b>(15 points)</b>         | Nike Inc.                          | Beaverton                    | OR    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 89           |
| 3d Contractor/supplier non-discrimination                                                                               | NiSource Inc.                      | Merrillville                 | IN    | •         | •         | •         |           | •         | •         | •         | •         | •        |            | 90                 | 90                 | 535          |
| standards and philanthropic giving guidelines (5 points)                                                                | Nissan North America Inc.          | Franklin                     | TN    | •         | •         | •         |           | •         | •         | •         | •         | •        |            | 90                 | 90                 |              |
|                                                                                                                         | Nixon Peabody LLP                  | Boston                       | MA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have<br>not responded to repeated invitations | Nokia Inc.                         | Irving                       | ТΧ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 95                 | 100                |              |
| to the CEI survey. These ratings are<br>based on publicly available information                                         | Nomura Holding America Inc.        | New York                     | NY    | •         | ٠         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 95                 |              |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                               | Nordstrom Inc.                     | Seattle                      | WA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 183          |
| groups or individual employees.                                                                                         | Norfolk Southern Corp.             | Norfolk                      | VA    | •         | ٠         | •         |           |           | •         | •         | ٩         | •        |            | 75                 | 65                 | 284          |
|                                                                                                                         | North Memorial Health              | Robbinsdale                  | MN    | •         | •         | •         |           | •         | •         | •         | •         | •        |            | 90                 | 90                 |              |
|                                                                                                                         | Northern Trust Corp.               | Chicago                      | IL    | •         | ٠         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 486          |
|                                                                                                                         | Northfield Park Associates, LLC    | Northfield                   | ОН    | •         | •         | •         |           | •         |           |           | ٩         |          |            | 55                 | 55                 |              |
|                                                                                                                         | Northrop Grumman Corp.             | Falls Church                 | VA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 118          |
|                                                                                                                         | Northwestern Mutual Life Insurance | Milwaukee                    | WI    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 104          |
|                                                                                                                         | Norton Rose Fulbright              | Houston                      | тх    | ٠         | •         | ٠         | ٠         | ٠         | ٠         | •         | •         | ٠        |            | 100                | 100                |              |
|                                                                                                                         | NortonLifeLock                     | Mountain View                | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 586          |
|                                                                                                                         | Novartis Pharmaceuticals Corp.     | East Hanover                 | NJ    | •         | •         | •         | •         | ٠         | •         | •         | ٠         | •        |            | 100                | 100                |              |

### Criterion Appendix B **Ratings and Criteria Breakdowns** -25 points points points points points points points points points 5 points 2020 CEI Rating 15 2 2 2 ≌ 2 2 2 **CEI Rating Criteria** Employer **Headquarters Location** State 3d 4 1a 1b 2a 2h 3b 30 20 3a 1a Prohibits discrimination based Novo Nordisk Inc. Plainsboro NJ ٩ . 95 on sexual orientation for all operations (15 points) NRG Energy Inc. Princeton NJ • . 65 1b Prohibits discrimination based on gender identity for Nuance Communications Burlington MA • 100 • all operations (15 points) Nucor Corp. Charlotte NC ٩ a 2a Equivalency in same- and different-sex spousal medical NVIDIA Corp. Santa Clara CA . 100 and soft benefits (10 points) . . . 2b Equivalency in same- and different-Reston VA sex domestic partner medical and soft benefits (10 points / ۵. - 0 half credit for parity across some, but not all benefits) Lakeville-Middleboro Ocean Spray Cranberries Inc. MA • . 100 2c Equal health coverage for transgender individuals without exclusion for Office Depot Inc. Boca Raton FL . 100 medically necessary care (10 points / half credit for inclusive coverage, Ogilvy Group Inc., The New York NY 100 but blanket exclusions for transitionrelated care remain in place) Ogletree, Deakins, Nash, Smoak & Stewart Greenville SC 100 . Three LGBTQ internal training and education best practices (10 points) Old National Bank Evansville IN • 90 . ٠ . • . . ٩ . 3b Employee group or diversity council (10 points) IL ۵ - O 3c Three distinct efforts of outreach МО ٩ or engagement to broader LGBTQ . community, and if supplier diversity program is in place, must include O'Melveny & Myers LLP Los Angeles CA • 100 LGBTQ suppliers (15 points) Omnicom Group New York NY • 100 3d Contractor/supplier non-discrimination standards and philanthropic giving guidelines (5 points) (1) ONE Gas Inc. Tulsa OK • 40 Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have ONEOK Inc. OK 95 Tulsa not responded to repeated invitations to the CEI survey. These ratings are OppenheimerFunds Inc. New York NY • • 100 based on publicly available information as well as information submitted to CA 100 Oracle Corp. Redwood City • . HRC from unofficial LGBTQ employee groups or individual employees. O'Reilly Automotive Inc. МО ۵ Orrick, Herrington & Sutcliffe LLP San Francisco CA 100 Oscar Insurance Corporation New York NY • 95 Oshkosh Corp. Oshkosh WI 65 Overstock.com Inc. Midvale UT • 80 Owens Cornina Toledo OH • . . 100

Perrysburg

Newport Beach

٩ 0

. ٠

٠  ٩ •

CA

Rating

2019 CEI Rating

95

40 269

100

100

0

0

20

90

100 281

100

100

20

20

100

100

40

95 249

100

100

10

100

95

10

70 999

100

20

20

80 313

85

188

82

414

442

Fortune 1000

971

306

Owens-Illinois Inc.

Pacific Life Insurance Co.

3a

| Appendix B                                                                                                              | Ratings and Criteria Breakdowns               |                       |       |           |           |           |           | Crite     | erion     |           |           |          |            |                    | Rating             |              |
|-------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------|-----------------------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                         |                                               |                       |       | 15 points | 15 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                     | Employer                                      | Headquarters Location | State | <b>1a</b> | 1b        | <b>2a</b> | <b>2b</b> | <b>2c</b> | 3a        | 3b        | 3c        | 3d       | 4          | CE 20              | C S                | Ē            |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                      | Packaging Corporation of America              | Lake Forest           | IL    | ۵         | ۵         |           |           |           |           |           |           |          |            | 20                 | 20                 | 436          |
| operations (15 points)                                                                                                  | Palo Alto Networks                            | Santa Clara           | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 95                 |              |
| <b>1b</b> Prohibits discrimination<br>based on gender identity for                                                      | Panera Bread Co.                              | St. Louis             | МО    | •         | •         | •         |           | •         | •         | •         | •         | •        |            | 90                 | 90                 | 760          |
| all operations (15 points) 2a Equivalency in same- and                                                                  | Papa John's International Inc.                | Louisville            | KY    | •         | •         | •         |           | •         | •         | •         | •         | •        |            | 90                 |                    |              |
| different-sex spousal medical<br>and soft benefits (10 points)                                                          | Parexel International Corp.                   | Billerica             | MA    | •         | •         | •         |           | •         | •         | •         | •         |          |            | 80                 |                    | 846          |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                  | Pariveda Solutions Inc.                       | Dallas                | ТΧ    | •         | •         | •         | •         | •         | •         | •         | •         |          |            | 95                 | 50                 |              |
| and soft benefits (10 points /<br>half credit for parity across                                                         | Parker Hannifin Corp.                         | Cleveland             | ОН    | ۵         | ۵         |           |           |           |           |           |           |          |            | 20                 | 20                 | 256          |
| some, but not all benefits) 2c Equal health coverage for transgender                                                    | Parsons                                       | Pasadena              | CA    | •         | •         | •         | •         | •         | •         | •         |           | •        |            | 80                 |                    |              |
| individuals without exclusion for<br>medically necessary care (10 points                                                | Patagonia Inc.                                | Ventura               | CA    | •         | •         | •         | •         | •         | •         | •         | •         |          |            | 95                 | 30                 |              |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                         | Patterson Belknap Webb & Tyler LLP            | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| <b>3a</b> Three LGBTQ internal training and                                                                             | Patterson Companies (Patterson Dental Supply) | St. Paul              | MN    | •         | •         | •         |           |           |           |           |           |          |            | 40                 | 40                 | 490          |
| education best practices (10 points)<br>3b Employee group or diversity                                                  | Paul Hastings LLP                             | Los Angeles           | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| council (10 points)                                                                                                     | Paul, Weiss, Rifkind, Wharton & Garrison LLP  | New York              | NY    | •         | •         | •         |           | •         | •         | •         | •         | •        |            | 90                 | 85                 |              |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                                 | PayPal Holdings Inc.                          | San Jose              | CA    | •         | •         | •         | ٠         | •         | ٠         | •         | •         | •        |            | 100                | 100                | 222          |
| community, and if supplier diversity<br>program is in place, must include<br>LGBTQ suppliers <b>(15 points)</b>         | PBF Energy                                    | Parsippany            | NJ    | ٩         | •         |           |           |           |           |           |           |          |            | 20                 | 20                 | 135          |
| 3d Contractor/supplier non-discrimination                                                                               | Peabody                                       | St. Louis             | МО    | •         | •         | •         |           | •         |           |           |           |          |            | 50                 | 50                 | 491          |
| standards and philanthropic giving guidelines (5 points)                                                                | Peapod Digital Labs LLC                       | Chicago               | IL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                |                    |              |
|                                                                                                                         | Pearson Inc.                                  | Hoboken               | NJ    | •         | •         | •         | ٠         | •         | ٠         | •         | •         | •        |            | 100                | 90                 |              |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have<br>not responded to repeated invitations | Peloton Interactive Inc.                      | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                |                    |              |
| to the CEI survey. These ratings are<br>based on publicly available information                                         | Penske Automotive Group Inc.                  | Bloomfield Hills      | MI    | ٢         | •         |           |           |           |           |           |           |          |            | 20                 | 0                  | 139          |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                               | Pepper Hamilton LLP                           | Philadelphia          | PA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 85                 |              |
| groups or individual employees.                                                                                         | PepsiCo Inc.                                  | Purchase              | NY    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                | 45           |
|                                                                                                                         | Performance Food Group Co.                    | Richmond              | VA    | ٩         | •         |           |           |           |           |           |           |          |            | 20                 | 20                 | 171          |
|                                                                                                                         | Perkins and Will Inc.                         | Chicago               | IL    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Perkins Coie LLP                              | Seattle               | WA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Pernod Ricard USA LLC                         | New York              | NY    | •         | •         | •         | ٠         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Peter Kiewit Sons' Inc.                       | Omaha                 | NE    | ۵         |           |           |           |           |           |           |           |          |            | 10                 | 10                 | 339          |
|                                                                                                                         | PetSmart Inc.                                 | Phoenix               | AZ    | •         | •         | •         |           | •         | ٠         | •         | •         | •        |            | 90                 | 90                 | 386          |
|                                                                                                                         | Pfizer Inc.                                   | New York              | NY    | ٠         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                | 57           |
|                                                                                                                         | PG&E Corp.                                    | San Francisco         | CA    | ٠         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 168          |
|                                                                                                                         | Philip Morris International Inc.              | New York              | NY    | •         | •         | •         | •         | •         |           |           |           |          |            | 55                 | 10                 | 108          |
|                                                                                                                         |                                               |                       |       |           |           |           |           |           |           |           |           |          |            |                    |                    |              |

| Appendix B                                                                                | Ratings and Criteria Breakdowns        |                       |       |           |           |           |           | Crite     | erion     |           |           |          |            |                    | Rating             |              |
|-------------------------------------------------------------------------------------------|----------------------------------------|-----------------------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                           |                                        |                       |       | 15 points | 15 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                       | Employer                               | Headquarters Location | State | <b>1a</b> | 1b        | <b>2a</b> | <b>2b</b> | 2c        | <b>3a</b> | 3b        | 3c        | 3d       | 4          | CE 20              | 20<br>CE 30        | R            |
| 1a Prohibits discrimination based<br>on sexual orientation for all                        | Philips                                | Andover               | MA    | •         | •         | •         | •         | •         | •         | •         | •         |          |            | 90                 | 75                 |              |
| operations (15 points)                                                                    | Phillips 66                            | Houston               | ТΧ    | •         | •         | •         | •         | •         | •         | •         | •         |          |            | 95                 | 95                 | 28           |
| 1b Prohibits discrimination<br>based on gender identity for<br>all operations (15 points) | Pillsbury Winthrop Shaw Pittman LLP    | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 2a Equivalency in same- and                                                               | PIMCO LLC                              | Newport Beach         | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| different-sex spousal medical<br>and soft benefits (10 points)                            | Pinnacle West Capital                  | Phoenix               | AZ    | •         | •         | •         |           | •         |           | •         | ٩         | •        |            | 70                 | 70                 | 654          |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                    | Pinterest Inc.                         | San Francisco         | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| and soft benefits ( <b>10 points /</b><br>half credit for parity across                   | Pioneer Natural Resources Company      | Irving                | ТX    |           |           |           |           |           |           |           |           |          |            | 0                  |                    | 497          |
| some, but not all benefits) 2c Equal health coverage for transgender                      | Pitney Bowes Inc.                      | Stamford              | СТ    | •         | •         | •         | 0         | 0         | •         | •         | •         |          |            | 85                 | 55                 | 657          |
| individuals without exclusion for<br>medically necessary care (10 points                  | Plains Exploration and Production Co.  | Houston               | ТΧ    | ٠         | ۵         |           |           |           |           |           |           |          |            | 20                 |                    | 489          |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-           | Plains GP Holdings                     | Houston               | ТΧ    |           |           |           |           |           |           |           |           |          |            | 0                  | 0                  | 115          |
| related care remain in place) 3a Three LGBTQ internal training and                        | PNC Financial Services Group Inc., The | Pittsburgh            | PA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 165          |
| education best practices (10 points)                                                      | PNM Resources Inc.                     | Albuquerque           | NM    | •         | •         | •         |           |           |           |           |           | •        |            | 45                 | 45                 | 983          |
| 3b Employee group or diversity<br>council (10 points)                                     | Polaris Industries Inc.                | Medina                | MN    | •         | •         |           |           |           |           |           |           |          |            | 20                 |                    | 496          |
| <b>3c</b> Three distinct efforts of outreach<br>or engagement to broader LGBTQ            | Polsinelli                             | Kansas City           | мо    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| community, and if supplier diversity<br>program is in place, must include                 | PolyOne Corporation                    | Avon Lake             | ОН    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 90                 | 672          |
| LGBTQ suppliers (15 points)<br>3d Contractor/supplier non-discrimination                  | Porter Wright Morris & Arthur LLP      | Columbus              | ОН    | •         | •         | •         |           | •         | •         | •         | •         | •        |            | 90                 |                    |              |
| standards and philanthropic giving guidelines <b>(5 points)</b>                           | Portland General Electric Co.          | Portland              | OR    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 953          |
|                                                                                           | PPG Industries Inc.                    | Pittsburgh            | PA    | •         | •         | •         |           | •         | •         | •         | •         | •        |            | 90                 | 90                 | 191          |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have            | PPL Corp.                              | Allentown             | PA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 380          |
| not responded to repeated invitations to the CEI survey. These ratings are                | priceline.com LLC                      | Norwalk               | СТ    | •         | •         | •         |           |           | •         |           |           |          |            | 55                 | 55                 | 229          |
| based on publicly available information<br>as well as information submitted to            | PricewaterhouseCoopers LLP             | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| HRC from unofficial LGBTQ employee groups or individual employees.                        | Principal Financial Group              | Des Moines            | IA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 210          |
|                                                                                           | Procter & Gamble Co.                   | Cincinnati            | он    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 42           |
|                                                                                           | Progressive Corp., The                 | Mayfield Village      | ОН    | •         | •         | •         |           | •         | •         | •         | •         |          |            | 80                 | 80                 | 112          |
|                                                                                           | PROS                                   | Houston               | тх    | •         | •         | •         | •         | •         | •         | •         | •         |          |            | 95                 | 75                 |              |
|                                                                                           | Proskauer Rose LLP                     | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 90                 |              |
|                                                                                           | Prudential Financial Inc.              | Newark                | NJ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 52           |
|                                                                                           | PTC Inc                                | Boston                | MA    | •         | •         | •         | -         | •         | •         | •         | •         | •        |            | 90                 |                    |              |
|                                                                                           | Public Service Enterprise Group        | Newark                | NJ    |           |           | •         |           | •         |           |           | •         | -        |            | 85                 | 90                 | 327          |
|                                                                                           | Publicis Healthcare Communications     | New York              | NY    | •         |           | •         | •         | •         | •         |           | •         | •        |            | 100                | 100                | 52.          |
|                                                                                           | Publicis Inc.                          | New York              |       |           |           | •         |           |           |           |           |           |          |            |                    | 100                |              |
|                                                                                           | r uditos INC.                          | NEW TOIK              | NY    | -         | -         | -         | -         | -         | -         | -         | •         | -        |            | 100                | 100                |              |

| Appendix B                                                                                                               | Ratings and Criteria Breakdowns       |                              |       |           | ••••••    |           |            | Crite     | erion     |           |           |          |            |                    | Rating             |   |
|--------------------------------------------------------------------------------------------------------------------------|---------------------------------------|------------------------------|-------|-----------|-----------|-----------|------------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|---|
|                                                                                                                          |                                       |                              |       | 15 points | 15 points | 10 points | 10 points  | 10 points | 10 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating |   |
| CEI Rating Criteria                                                                                                      | Employer                              | <b>Headquarters Location</b> | State | <b>1a</b> | 1b        | <b>2a</b> | <b>2</b> b | 2c        | 3a        | 3b        | 3c        | 3d       | 4          | 20:<br>CEI         | 201<br>CEI         |   |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                       | Publicis Media                        | New York                     | NY    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |   |
| operations (15 points)                                                                                                   | Publicis Sapient                      | Boston                       | MA    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |   |
| 1b Prohibits discrimination<br>based on gender identity for<br>all operations (15 points)                                | Publix Super Markets Inc.             | Lakeland                     | FL    |           |           |           |            |           |           |           |           |          |            | o                  | 0                  |   |
| 2a Equivalency in same- and                                                                                              | PulteGroup Inc.                       | Atlanta                      | GA    | ۵         | ۲         |           |            |           |           |           |           |          |            | 20                 | 10                 |   |
| different-sex spousal medical<br>and soft benefits (10 points)                                                           | PVH Corp.                             | New York                     | NY    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                | 3 |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                   | Quaintance-Weaver Management, LLC     | Greensboro                   | NC    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |   |
| and soft benefits (10 points /<br>half credit for parity across                                                          | QUALCOMM Inc.                         | San Diego                    | CA    | •         | •         | •         |            | •         | •         | •         | •         | •        |            | 90                 | 90                 | 1 |
| 2c Equal health coverage for transgender                                                                                 | Quanta Services                       | Houston                      | ТΧ    | ٩         | ۵         |           |            |           |           |           |           |          |            | 20                 | 10                 | 3 |
| individuals without exclusion for<br>medically necessary care (10 points                                                 | Quantcast Corp.                       | San Francisco                | CA    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |   |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                          | Quarles & Brady LLP                   | Milwaukee                    | WI    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |   |
| related care remain in place)<br>3a Three LGBTQ internal training and                                                    | Quest Diagnostics Inc.                | Secaucus                     | NJ    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                | 3 |
| education best practices (10 points)<br>3b Employee group or diversity                                                   | Quinn Emanuel Urquhart & Sullivan LLP | Los Angeles                  | CA    | •         | ٠         | ٠         | •          | •         | •         | •         | •         | •        |            | 100                | 90                 |   |
| council (10 points)                                                                                                      | Quintiles Transnational               | Durham                       | NC    |           |           |           |            |           |           |           |           |          |            | о                  | 20                 |   |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                                  | Qurate Retail Group, Inc.             | West Chester                 | PA    | •         | ٠         | ٠         | •          | •         | •         | •         | •         | •        |            | 100                |                    |   |
| community, and if supplier diversity<br>program is in place, must include                                                | R.R. Donnelley & Sons Co.             | Chicago                      | IL    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 95                 | 90                 | 4 |
| LGBTQ suppliers (15 points)<br>3d Contractor/supplier non-discrimination                                                 | Rackspace                             | San Antonio                  | тх    | •         | ٠         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                | ę |
| standards and philanthropic giving guidelines (5 points)                                                                 | Ralph Lauren Corp.                    | New York                     | NY    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 90                 | 4 |
|                                                                                                                          | Randstad USA                          | Atlanta                      | GA    | •         | •         | •         | ٠          | •         | •         | •         | •         |          |            | 90                 |                    |   |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have                                           | Raymond James Financial Inc.          | St. Petersburg               | FL    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 90                 | 4 |
| not responded to repeated invitations<br>to the CEI survey. These ratings are<br>based on publicly available information | Raytheon Co.                          | Waltham                      | МА    | •         | ٠         | •         |            | •         | •         | •         | •         | •        |            | 90                 | 90                 | 1 |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                                | RBC Capital Markets LLC               | New York                     | NY    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |   |
| groups or individual employees.                                                                                          | RBC Wealth Management                 | Minneapolis                  | MN    | •         | ٠         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |   |
|                                                                                                                          | Re:Sources USA Inc.                   | Long Island City             | NY    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |   |
|                                                                                                                          | Realogy Holdings Corp.                | Madison                      | NJ    | •         | •         | •         |            | •         | •         | •         | •         | •        |            | 90                 | 85                 | 4 |
|                                                                                                                          | Recreational Equipment Inc.           | Kent                         | WA    | •         | •         | •         | •          | •         | •         | •         | •         |          |            | 90                 | 90                 |   |
|                                                                                                                          | Redfin Corp.                          | Seattle                      | WA    | •         | ٠         | •         |            | ●         | •         | •         |           |          |            | 65                 | 65                 |   |
|                                                                                                                          | Reed Smith LLP                        | Pittsburgh                   | PA    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |   |
|                                                                                                                          | Regal Entertainment Group             | Knoxville                    | TN    | •         | ٠         | •         |            |           | ٠         | •         |           |          |            | 60                 | 60                 | 7 |
|                                                                                                                          | Regeneron Pharmaceuticals             | Tarrytown                    | NY    | ٩         | ٩         |           |            |           |           |           |           |          |            | 20                 |                    | 4 |
|                                                                                                                          | Regions Financial Corp.               | Birmingham                   | AL    | •         | ٠         | •         | •          | •         | ٠         | •         | •         | •        |            | 100                | 85                 | 4 |
|                                                                                                                          |                                       |                              |       |           |           |           |            |           |           |           |           | -        |            |                    |                    |   |

Edina

MN

.

•

Fortune 1000

15 1000

CORPORATE EQUALITY INDEX 2020 

Regis Corp.

| Appendix B                                                                                                              | Ratings and Criteria Breakdowns              |                              |       |           |           |           |           | Crite     | rion      |           |           |          |            |                    | Rating         |              |
|-------------------------------------------------------------------------------------------------------------------------|----------------------------------------------|------------------------------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|----------------|--------------|
|                                                                                                                         |                                              |                              |       | 15 points | 15 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 19<br>I Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                     | Employer                                     | <b>Headquarters Location</b> | State | <b>1a</b> | 1b        | <b>2a</b> | <b>2b</b> | 2c        | 3a        | 3b        | 3c        | 3d       | 4          | CE 30              | 2019<br>CEI R  | Ē            |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                      | Reinhart Boerner Van Deuren s.c.             | Milwaukee                    | WI    | •         | ٠         | •         | •         | •         | •         | •         | ٩         | •        |            | 95                 | 90             |              |
| operations (15 points) 1 Prohibits discrimination                                                                       | Reinsurance Group of America Inc.            | Chesterfield                 | MO    | •         | •         | •         |           |           | •         | •         | •         | •        |            | 80                 | 80             | 234          |
| based on gender identity for<br>all operations (15 points)                                                              | Reliance Steel & Aluminum Co.                | Los Angeles                  | CA    |           |           |           |           |           |           |           |           |          |            | ο                  | 10             | 305          |
| 2a Equivalency in same- and                                                                                             | Relias LLC                                   | Morrisville                  | NC    | •         | •         | •         | •         | •         | •         | •         |           |          |            | 80                 |                |              |
| different-sex spousal medical and soft benefits (10 points)                                                             | Replacements Ltd.                            | McLeansville                 | NC    | ٠         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100            |              |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                  | Republic Services Inc.                       | Phoenix                      | AZ    | •         | •         | •         |           | •         | •         | •         | •         | •        |            | 85                 | 85             | 296          |
| and soft benefits (10 points /<br>half credit for parity across                                                         | Restaurant Brands International              | Miami                        | FL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 0              |              |
| 2c Equal health coverage for transgender                                                                                | Retail Business Services                     | Salisbury                    | NC    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 90             |              |
| individuals without exclusion for<br>medically necessary care (10 points                                                | Reynolds American Inc.                       | Winston-Salem                | NC    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 90             | 223          |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                         | RingCentral Inc.                             | Belmont                      | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100            |              |
| related care remain in place) 3a Three LGBTQ internal training and                                                      | Rite Aid Corp.                               | Camp Hill                    | PA    | •         | •         | •         |           |           |           | •         |           |          |            | 50                 | 50             | 94           |
| education best practices (10 points)<br>3b Employee group or diversity                                                  | Robert Bosch Corp.                           | Farmington Hills             | MI    | •         | •         | •         | ●         | •         | •         | •         | •         | •        |            | 95                 | 85             |              |
| council (10 points)                                                                                                     | Robert Half                                  | Menlo Park                   | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100            | 511          |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                                 | Robert W. Baird & Co. Incorporated           | Milwaukee                    | WI    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100            |              |
| community, and if supplier diversity<br>program is in place, must include<br>LGBTQ suppliers <b>(15 points)</b>         | Robins Kaplan LLP                            | Minneapolis                  | MN    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100            |              |
| 3d Contractor/supplier non-discrimination                                                                               | Roche Diagnostics Corp.                      | Indianapolis                 | IN    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                |                |              |
| standards and philanthropic giving guidelines (5 points)                                                                | Rockland Trust Co.                           | Rockland                     | MA    | •         | ٠         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100            |              |
|                                                                                                                         | Rockwell Automation Inc.                     | Milwaukee                    | WI    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100            | 445          |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have<br>not responded to repeated invitations | Rolls-Royce North America (USA) Holdings Co. | Reston                       | VA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100            |              |
| to the CEI survey. These ratings are<br>based on publicly available information                                         | Ropes & Gray LLP                             | Boston                       | MA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100            |              |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                               | Ross Stores Inc.                             | Dublin                       | CA    | •         | ٠         | •         |           | •         | •         | •         | ٩         | •        |            | 85                 | 75             | 209          |
| groups or individual employees.                                                                                         | Royal Caribbean Cruises Ltd.                 | Miami                        | FL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 90             |              |
|                                                                                                                         | RSM US LLP                                   | Chicago                      | IL    | •         | ٠         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100            |              |
|                                                                                                                         | Ryder System Inc.                            | Miami                        | FL    | •         | •         | •         | O         |           | •         | •         | •         |          |            | 80                 | 80             | 387          |
|                                                                                                                         | S&P Global Inc.                              | New York                     | NY    | •         | ٠         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100            | 463          |
|                                                                                                                         | S.C. Johnson & Son Inc.                      | Racine                       | WI    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100            |              |
|                                                                                                                         | Saatchi & Saatchi North America Inc.         | New York                     | NY    | ٠         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100            |              |
|                                                                                                                         | Sabre Holdings Inc.                          | Southlake                    | тх    | •         | •         | •         |           |           |           | •         |           |          |            | 50                 | 45             | 647          |
|                                                                                                                         | Saint-Gobain Corp.                           | Malvern                      | PA    | ٠         | •         | •         |           | •         | •         | •         | •         | •        |            | 90                 | 90             |              |
|                                                                                                                         | Saks Inc.                                    | New York                     | NY    | ٩         | ٥         | •         |           |           | •         | •         |           |          |            | 50                 | 50             | 685          |
|                                                                                                                         | Salesforce                                   | San Francisco                | CA    | •         | ٠         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100            | 285          |

| Appendix B                                                                                                               | Ratings and Criteria Breakdowns          |                              |       |           |           |           |           | Crite     | erion     |           |           |          |            |                    | Rating             |              |
|--------------------------------------------------------------------------------------------------------------------------|------------------------------------------|------------------------------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                          |                                          |                              |       | 15 points | 15 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                      | Employer                                 | <b>Headquarters Location</b> | State | <b>1a</b> | 1b        | <b>2a</b> | <b>2b</b> | <b>2c</b> | <b>3a</b> | 3b        | 3c        | 3d       | 4          | CE 20              | CE 20              | £            |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                       | Sally Beauty Holdings Inc.               | Denton                       | тх    | •         | •         | •         |           |           | •         | •         | •         |          |            | 75                 |                    | 611          |
| operations (15 points)                                                                                                   | Samsung Electronics America Inc.         | Ridgefield Park              | NJ    | •         | ٠         | •         | •         | •         | •         | •         | •         | •        |            | 100                |                    |              |
| 1b Prohibits discrimination<br>based on gender identity for<br>all operations (15 points)                                | Sanderson Farms Inc.                     | Laurel                       | MS    | •         | •         | ٠         |           |           |           |           |           |          |            | 40                 | 30                 | 695          |
| 2a Equivalency in same- and                                                                                              | Sanmina-SCI                              | San Jose                     | CA    | ۵         | ۵         |           |           |           |           |           |           |          |            | 20                 | 0                  | 411          |
| different-sex spousal medical<br>and soft benefits (10 points)                                                           | Sanofi                                   | Bridgewater                  | IJ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                   | SAP America Inc.                         | Newtown Square               | PA    | •         | ٠         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| and soft benefits (10 points /<br>half credit for parity across                                                          | Saul Ewing Arnstein & Lehr LLP           | Philadelphia                 | PA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 2c Equal health coverage for transgender                                                                                 | SBE                                      | Los Angeles                  | CA    | ٩         | ٩         | ٠         |           |           | •         |           |           |          |            | 40                 | 50                 |              |
| individuals without exclusion for<br>medically necessary care (10 points                                                 | Schiff Hardin LLP                        | Chicago                      | IL    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                          | Schneider Electric                       | Andover                      | МА    | •         | ٠         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| related care remain in place)<br>3a Three LGBTQ internal training and                                                    | Scholastic Corp.                         | New York                     | NY    | •         | •         | •         |           |           |           | •         | ٩         | •        |            | 65                 | 65                 | 900          |
| education best practices (10 points)<br>3b Employee group or diversity                                                   | Schulte, Roth & Zabel LLP                | New York                     | NY    | •         | ٠         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 95                 |              |
| council (10 points)                                                                                                      | Science Applications International Corp. | Reston                       | VA    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 559          |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                                  | Seaboard Corp.                           | Merriam                      | KS    |           |           |           |           |           |           |           |           |          |            | 0                  | 20                 | 481          |
| community, and if supplier diversity<br>program is in place, must include                                                | Seacoast National Bank                   | Stuart                       | FL    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                |                    |              |
| LGBTQ suppliers (15 points)<br>3d Contractor/supplier non-discrimination                                                 | Seagate Technology plc                   | Cupertino                    | CA    | •         | ٠         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| standards and philanthropic giving guidelines (5 points)                                                                 | Sealed Air Corp.                         | Charlotte                    | NC    |           |           |           |           |           |           |           |           |          |            | 0                  | 20                 | 456          |
|                                                                                                                          | Securian Financial Group Inc.            | St. Paul                     | MN    | •         | ٠         | •         |           | •         | •         | •         | •         |          |            | 85                 |                    | 462          |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have                                           | Selective Insurance Group                | Branchville                  | IJ    | ٩         | ٩         | ٠         |           |           |           | •         |           |          |            | 40                 | 35                 | 833          |
| not responded to repeated invitations<br>to the CEI survey. These ratings are<br>based on publicly available information | Sempra Energy                            | San Diego                    | CA    | •         | ٠         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 271          |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                                | Sephora                                  | San Francisco                | CA    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| groups or individual employees.                                                                                          | Seyfarth Shaw LLP                        | Chicago                      | IL    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                          | Shake Shack Inc.                         | New York                     | NY    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                          | Shearman & Sterling LLP                  | New York                     | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                          | Shell Oil Co.                            | Houston                      | тх    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                          | Sheppard, Mullin, Richter & Hampton LLP  | Los Angeles                  | CA    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                          | Sherwin-Williams Co., The                | Cleveland                    | он    | •         | •         | •         | •         | •         | •         | •         | •         |          |            | 95                 | 80                 | 190          |
|                                                                                                                          | Shook, Hardy & Bacon LLP                 | Kansas City                  | МО    | ٠         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                          | Sidley Austin LLP                        | Chicago                      | IL    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                          | Siemens Corp.                            | Washington                   | DC    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 95                 |              |
|                                                                                                                          | Siemens Healthineers USA                 | Tarrytown                    | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 95                 |              |
|                                                                                                                          |                                          |                              |       |           |           |           |           |           |           |           |           |          |            |                    |                    |              |

| Appendix B                                                                                                               | Ratings and Criteria Breakdowns          |                              |       |           |           | <del>.</del> |           | Crite      | rion      |           |           |          |            |                    | Rating             |              |
|--------------------------------------------------------------------------------------------------------------------------|------------------------------------------|------------------------------|-------|-----------|-----------|--------------|-----------|------------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                          |                                          |                              |       | 15 points | 15 points | 10 points    | 10 points | 10 points  | 10 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                      | Employer                                 | <b>Headquarters Location</b> | State | <b>1a</b> | 1b        | <b>2a</b>    | <b>2b</b> | <b>2</b> c | 3a        | 3b        | <b>3c</b> | 3d       | 4          | CE 50              | C 2                | £            |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                       | Simon Property Group Inc.                | Indianapolis                 | IN    | ۲         | ۵         |              |           |            |           |           |           |          |            | 20                 |                    | 493          |
| operations (15 points)                                                                                                   | Simpson Thacher & Bartlett LLP           | New York                     | NY    | •         | •         | •            | •         | •          | •         | •         | •         | •        |            | 100                | 100                |              |
| 1b Prohibits discrimination<br>based on gender identity for<br>all operations (15 points)                                | SIRIUS XM + Pandora                      | New York                     | NY    | •         | •         | ٠            | •         | •          | •         | •         | •         | •        |            | 100                | 100                | 652          |
| 2a Equivalency in same- and                                                                                              | Skadden, Arps, Slate, Meagher & Flom LLP | New York                     | NY    | •         | •         | •            | •         | •          | •         | •         | •         | •        |            | 100                | 100                |              |
| different-sex spousal medical<br>and soft benefits (10 points)                                                           | SkyWest Inc.                             | St. George                   | UT    | •         | •         | ٠            |           |            | •         | •         | ٥         |          |            | 70                 | 70                 | 707          |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                   | Slalom                                   | Seattle                      | WA    | •         | •         | •            | •         | •          | •         | •         | •         | •        |            | 100                | 100                |              |
| and soft benefits (10 points /<br>half credit for parity across                                                          | SLM Corp. (Sallie Mae)                   | Newark                       | DE    | •         | •         | •            | ●         |            | •         |           |           |          |            | 55                 | 55                 | 417          |
| 2c Equal health coverage for transgender                                                                                 | Snagajob.com Inc.                        | Glen Allen                   | VA    | •         | •         | •            | •         | •          | •         | •         | •         |          |            | 95                 | 80                 |              |
| individuals without exclusion for<br>medically necessary care (10 points                                                 | Snell & Wilmer                           | Phoenix                      | AZ    | •         | •         | ٠            | •         | •          | •         | •         | •         | •        |            | 100                | 100                |              |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                          | Société Générale                         | New York                     | NY    | •         | •         | ٠            | •         | •          | •         | •         | •         | •        |            | 100                | 100                |              |
| related care remain in place) 3a Three LGBTQ internal training and                                                       | Sodexo Inc.                              | Gaithersburg                 | MD    | •         | •         | ٠            | •         | •          | •         | •         | •         | •        |            | 100                | 100                |              |
| education best practices (10 points)                                                                                     | Softchoice Corp.                         | Toronto                      | ON    | •         | •         | ٠            | •         | •          | •         | •         | ٥         | •        |            | 95                 | 80                 |              |
| 3b Employee group or diversity<br>council (10 points)                                                                    | Software AG USA Inc.                     | Reston                       | VA    | ٩         | ٩         | •            |           |            |           | •         |           |          |            | 40                 | 40                 |              |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                                  | Software House International             | Somerset                     | NJ    | ٩         | ٩         | ٠            |           |            |           |           |           |          |            | 30                 | 10                 |              |
| community, and if supplier diversity<br>program is in place, must include                                                | Sonic Automotive Inc.                    | Charlotte                    | NC    |           |           |              |           |            |           |           |           |          |            | o                  | 0                  | 298          |
| LGBTQ suppliers (15 points) 3d Contractor/supplier non-discrimination                                                    | Sonoco Products Company                  | Hartsville                   | SC    | •         | •         |              |           |            |           | •         |           | •        |            | 45                 | 55                 | 523          |
| standards and philanthropic giving guidelines (5 points)                                                                 | Sony Corporation of America              | New York                     | NY    | •         | •         | •            | •         | •          | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                          | Sony Electronics Inc.                    | San Diego                    | CA    | •         | •         | •            | •         | •          | •         | •         | •         | •        |            | 100                | 100                |              |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have                                           | Sony Interactive Entertainment LLC       | San Mateo                    | CA    | •         | •         | •            | •         | •          | •         | •         | •         | •        |            | 100                | 65                 |              |
| not responded to repeated invitations<br>to the CEI survey. These ratings are<br>based on publicly available information | Sony Pictures Entertainment Inc.         | Culver City                  | CA    | •         | •         | ٠            | •         | •          | •         | •         | •         | •        |            | 100                | 100                |              |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                                | Southern Co.                             | Atlanta                      | GA    | •         | •         | ٠            | •         | •          | •         | •         | •         | •        |            | 100                | 100                | 126          |
| groups or individual employees.                                                                                          | Southwest Airlines Co.                   | Dallas                       | ТΧ    | •         | •         | ٠            | •         | •          | •         | •         | •         | •        |            | 100                | 100                | 142          |
|                                                                                                                          | SpartanNash                              | Byron Center                 | MI    | •         | •         | •            |           | •          | •         |           |           | •        |            | 65                 | 80                 | 351          |
|                                                                                                                          | Spirit AeroSystems Inc.                  | Wichita                      | KS    | •         | •         | ٠            | •         | •          | •         | •         | ٥         | •        |            | 95                 | 85                 | 405          |
|                                                                                                                          | Spotify USA Inc.                         | New York                     | NY    | •         | •         | •            | •         | •          | •         | •         | •         |          |            | 95                 |                    |              |
|                                                                                                                          | Sprint Corp.                             | Overland Park                | KS    | •         | •         | •            | •         | •          | •         | •         | •         | •        |            | 100                | 100                | 87           |
|                                                                                                                          | Squarespace                              | New York                     | NY    | •         | •         | •            | •         | 0          | •         | •         | •         |          |            | 90                 | 90                 |              |
|                                                                                                                          | Squire Patton Boggs                      | Cleveland                    | ОН    | •         | •         | •            | •         | •          | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                          | Standard Chartered                       | New York                     | NY    | •         | •         | •            | •         | •          | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                          | Standard Insurance Co.                   | Portland                     | OR    | •         | •         | •            | •         | •          | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                          | Stanley Black & Decker Inc.              | New Britain                  | СТ    | •         | ٠         | ٠            | •         | •          | •         | •         | •         | ٠        |            | 100                | 100                | 228          |

| Appendix B                                                                                                              | Ratings and Criteria Breakdowns     |                              |       |           |           |           | •••••     | Crite     | erion     |           |           |          |            |                    | Rating             |              |
|-------------------------------------------------------------------------------------------------------------------------|-------------------------------------|------------------------------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                         |                                     |                              |       | 15 points | 15 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                     | Employer                            | <b>Headquarters Location</b> | State | <b>1a</b> | 1b        | <b>2a</b> | <b>2b</b> | <b>2c</b> | <b>3a</b> | <b>3b</b> | 3c        | 3d       | 4          | CE 20              | 20<br>CE           | ß            |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                      | Staples Inc.                        | Framingham                   | MA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 85                 | 140          |
| operations (15 points)                                                                                                  | Starbucks Corp.                     | Seattle                      | WA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 132          |
| 1b Prohibits discrimination<br>based on gender identity for<br>all operations (15 points)                               | State Farm Group                    | Bloomington                  | IL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 36           |
| 2a Equivalency in same- and                                                                                             | State Street Corp.                  | Boston                       | MA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 259          |
| different-sex spousal medical<br>and soft benefits (10 points)                                                          | Steel Dynamics Inc.                 | Fort Wayne                   | IN    | •         | •         | •         |           |           | •         |           |           | •        |            | 55                 | 55                 | 312          |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                  | Steelcase Inc.                      | Grand Rapids                 | МІ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 95                 | 728          |
| and soft benefits (10 points /<br>half credit for parity across                                                         | Steptoe & Johnson LLP               | Washington                   | DC    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 2c Equal health coverage for transgender                                                                                | Stinson LLP                         | Kansas City                  | мо    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| individuals without exclusion for<br>medically necessary care (10 points                                                | Stoel Rives LLP                     | Portland                     | OR    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                         | Stop & Shop                         | Quincy                       | МА    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                |                    |              |
| related care remain in place)<br>3a Three LGBTQ internal training and                                                   | Stryker Corp.                       | Kalamazoo                    | MI    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 240          |
| education best practices (10 points)<br>3b Employee group or diversity                                                  | Subaru of America Inc.              | Cherry Hill                  | NJ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| council (10 points)                                                                                                     | Sullivan & Cromwell LLP             | New York                     | NY    | •         | •         | •         |           | •         | •         | •         | •         |          |            | 85                 | 85                 |              |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ<br>community, and if supplier diversity         | Sumitomo Mitsui Banking Corporation | New York                     | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| program is in place, must include<br>LGBTQ suppliers (15 points)                                                        | Sun Life Financial Inc. (US)        | Wellesley Hills              | MA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 3d Contractor/supplier non-discrimination                                                                               | Sunrun Inc.                         | San Francisco                | CA    | •         | •         | •         | •         |           | •         | •         |           |          |            | 70                 | 70                 |              |
| standards and philanthropic giving guidelines (5 points)                                                                | SunTrust Banks Inc.                 | Atlanta                      | GA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 303          |
| Defines in Crew (11s official estimate of                                                                               | Supervalu Inc.                      | Eden Prairie                 | MN    | ٩         | ۵         | •         |           |           |           | •         |           |          |            | 40                 | 60                 | 180          |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have<br>not responded to repeated invitations | Synchrony                           | Stamford                     | СТ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 173          |
| to the CEI survey. These ratings are<br>based on publicly available information                                         | SYNNEX Corp.                        | Fremont                      | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 95                 | 95                 | 169          |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                               | SYSCO Corp.                         | Houston                      | тх    | •         | •         | •         |           | •         | •         | •         |           |          |            | 70                 | 65                 | 54           |
| groups or individual employees.                                                                                         | T. Rowe Price Associates Inc.       | Baltimore                    | MD    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 540          |
|                                                                                                                         | Tailored Brands Inc.                | Houston                      | тх    | •         | •         | •         | •         | •         | •         | •         | •         |          |            | 95                 | 95                 | 699          |
|                                                                                                                         | Takeda Pharmaceuticals USA Inc.     | Deerfield                    | IL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Tapestry Inc.                       | New York                     | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 555          |
|                                                                                                                         | Targa Resources Corp.               | Houston                      | ТХ    |           |           |           |           |           |           |           |           |          |            | 0                  | 0                  | 334          |
|                                                                                                                         | Target Corp.                        | Minneapolis                  | MN    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 39           |
|                                                                                                                         | TD Ameritrade                       | Omaha                        | NE    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                | 630          |
|                                                                                                                         | TD Bank, N.A.                       | Cherry Hill                  | NJ    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                | 889          |
|                                                                                                                         | TD Securities (USA) LLC             | New York                     | NY    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | TE Connectivity Inc.                | Berwyn                       | PA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         |                                     |                              |       |           |           |           |           |           |           |           |           |          |            |                    |                    |              |

| Appendix B                                                                                                               | Ratings and Criteria Breakdowns |                       | :     |           |           |           | ••••••    | Crite     | erion     | ••••••    |           |          |                                      |                    | Rating             |              |
|--------------------------------------------------------------------------------------------------------------------------|---------------------------------|-----------------------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|--------------------------------------|--------------------|--------------------|--------------|
|                                                                                                                          |                                 |                       |       | 15 points | 15 points | 10 points | 15 points | 5 points | -25 points                           | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                      | Employer                        | Headquarters Location | State | <b>1a</b> | 1b        | <b>2a</b> | <b>2b</b> | 2c        | 3a        | 3b        | 3c        | 3d       | 4                                    | CE 30              | CE 3               | Fo           |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                       | Tech Data Corp.                 | Clearwater            | FL    | •         | ٠         | •         | •         | ٠         | •         | •         | •         | •        |                                      | 100                | 100                | 83           |
| operations (15 points)                                                                                                   | TEGNA Inc.                      | McLean                | VA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |                                      | 100                | 100                | 820          |
| 1b Prohibits discrimination<br>based on gender identity for<br>all operations (15 points)                                | TENET Healthcare Corporation    | Dallas                | ТΧ    | •         | •         | •         | •         | •         |           |           | •         | •        |                                      | 80                 | 80                 | 147          |
| 2a Equivalency in same- and                                                                                              | Tesla Inc.                      | Palo Alto             | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |                                      | 100                | 100                | 260          |
| different-sex spousal medical<br>and soft benefits (10 points)                                                           | Teva Pharmaceutical USA Inc.    | North Wales           | PA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |                                      | 100                | 95                 |              |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                   | Texas Instruments Inc.          | Dallas                | ТΧ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |                                      | 100                | 100                | 192          |
| and soft benefits (10 points /<br>half credit for parity across                                                          | Textron Inc.                    | Providence            | RI    | •         |           | •         |           |           |           |           |           | •        |                                      | 30                 | 30                 |              |
| some, but not all benefits) 2c Equal health coverage for transgender                                                     | The Auto Club Group             | Dearborn              | MI    | •         | •         | •         |           |           |           | •         | ٩         |          |                                      | 60                 | 60                 |              |
| individuals without exclusion for<br>medically necessary care (10 points                                                 | The Bama Companies Inc.         | Tulsa                 | ОК    | •         | ٠         | •         | •         | ٠         | •         | •         |           |          |                                      | 80                 | 95                 |              |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                          | The Chemours Company            | Wilmington            | DE    | •         | •         | •         |           | 0         | •         | •         | ٩         | •        |                                      | 80                 | 75                 | 451          |
| related care remain in place) 3a Three LGBTQ internal training and                                                       | The Knot Worldwide              | Chevy Chase           | MD    | •         | ٠         | •         | •         | ٠         | •         | •         | •         | •        |                                      | 100                | 100                |              |
| education best practices (10 points)                                                                                     | The Michaels Companies Inc.     | Irving                | ТΧ    | •         | •         | •         |           |           |           | •         |           |          |                                      | 55                 | 55                 | 505          |
| 3b Employee group or diversity<br>council (10 points)                                                                    | Thermo Fisher Scientific Inc.   | Waltham               | MA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |                                      | 100                | 100                | 144          |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                                  | Thompson & Knight LLP           | Dallas                | ТΧ    | •         | •         | •         |           | •         | •         | •         | •         |          | -<br>-<br>-<br>-<br>-<br>-<br>-<br>- | 85                 |                    |              |
| community, and if supplier diversity<br>program is in place, must include                                                | Thompson Coburn LLP             | St. Louis             | МО    | •         | •         | •         | •         | •         | •         | •         | •         | •        |                                      | 100                | 100                |              |
| LGBTQ suppliers (15 points) 3d Contractor/supplier non-discrimination                                                    | Thompson Hine LLP               | Cleveland             | ОН    | •         | •         | •         | •         | •         | •         | •         | •         | •        |                                      | 100                | 100                |              |
| standards and philanthropic giving guidelines (5 points)                                                                 | Thomson Reuters                 | Stamford              | СТ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |                                      | 100                | 100                |              |
|                                                                                                                          | Thor Industries Inc.            | Elkhart               | IN    |           |           |           |           |           |           |           |           |          | -<br>-<br>-<br>-<br>-<br>-<br>-<br>- | ο                  |                    | 392          |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have                                           | Thrivent Financial              | Minneapolis           | MN    | •         | •         | •         | Ð         | •         |           | •         | •         |          |                                      | 80                 | 80                 | 343          |
| not responded to repeated invitations<br>to the CEI survey. These ratings are<br>based on publicly available information | ΤΙΑΑ                            | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        | -<br>-<br>-<br>-<br>-<br>-<br>-<br>- | 100                | 100                | 84           |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                                | Tiffany & Co.                   | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |                                      | 100                | 100                | 590          |
| groups or individual employees.                                                                                          | TJX Companies Inc., The         | Framingham            | MA    | •         | •         | •         |           | •         | •         | •         | •         | •        | -<br>-<br>-<br>-<br>-<br>-<br>-<br>- | 90                 | 90                 | 85           |
|                                                                                                                          | T-Mobile USA Inc.               | Bellevue              | WA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |                                      | 100                | 100                |              |
|                                                                                                                          | Toll Brothers Inc.              | Horsham               | PA    | •         | •         | •         |           |           | •         | •         |           |          |                                      | 60                 | 20                 | 480          |
|                                                                                                                          | Toyota Motor North America Inc. | Plano                 | ΤХ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |                                      | 100                | 100                |              |
|                                                                                                                          | TPG Global LLC                  | Fort Worth            | ТΧ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |                                      | 100                | 100                |              |
|                                                                                                                          | Tractor Supply Company          | Brentwood             | ΤN    |           |           |           |           |           |           |           |           |          |                                      | о                  | 20                 | 391          |
|                                                                                                                          | Transamerica Corp., The         | Cedar Rapids          | IA    | •         | •         | •         | •         | •         | •         | •         | •         | •        | -<br>-<br>-<br>-<br>-<br>-<br>-<br>- | 100                | 100                |              |
|                                                                                                                          | TransUnion                      | Chicago               | IL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |                                      | 100                | 100                | 973          |
|                                                                                                                          | TravelCenters of America        | Westlake              | ОН    | •         |           |           |           |           |           |           |           |          |                                      | 10                 | 10                 | 465          |
|                                                                                                                          | Travelers Companies Inc., The   | New York              | NY    | ٠         | ٠         | •         | •         | ٠         | ٠         | •         | ٠         | •        |                                      | 100                | 100                | 106          |

93

| Appendix B                                                                                                              | Ratings and Criteria Breakdowns        |                              |       |           |           |           |           | Crite     | erion     |           |           |          |            |                    | Rating             |              |
|-------------------------------------------------------------------------------------------------------------------------|----------------------------------------|------------------------------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                         |                                        |                              |       | 15 points | 15 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                     | Employer                               | <b>Headquarters Location</b> | State | <b>1a</b> | 1b        | <b>2a</b> | <b>2b</b> | 2c        | 3a        | <b>3b</b> | 3c        | 3d       | 4          | C 2                | CE 20              | £            |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                      | Travelport Ltd.                        | Atlanta                      | GA    | •         | •         | •         | •         |           |           |           |           |          |            | 50                 | 45                 |              |
| operations (15 points) 1b Prohibits discrimination                                                                      | TreeHouse Foods Inc.                   | Oak Brook                    | IL    | ٩         | ۵         |           |           |           |           |           |           |          |            | 20                 | 20                 | 446          |
| based on gender identity for<br>all operations (15 points)                                                              | TripAdvisor Inc.                       | Needham                      | MA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 2a Equivalency in same- and                                                                                             | Troutman Sanders LLP                   | Atlanta                      | GA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| different-sex spousal medical and soft benefits (10 points)                                                             | True Value Co. LLC                     | Chicago                      | IL    | •         | •         | •         |           |           | •         | •         | •         |          |            | 75                 | 80                 | 955          |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                  | Tufts Health Plan                      | Watertown                    | MA    | ٠         | ٠         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| and soft benefits (10 points /<br>half credit for parity across                                                         | Turner Construction Co.                | New York                     | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 2c Equal health coverage for transgender                                                                                | Twitter Inc.                           | San Francisco                | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 844          |
| individuals without exclusion for<br>medically necessary care (10 points                                                | Tyson Foods Inc.                       | Springdale                   | AR    | •         | •         | •         |           | •         | •         | •         | •         |          |            | 85                 | 90                 | 80           |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                         | U.S. Bancorp                           | Minneapolis                  | MN    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 122          |
| related care remain in place)<br>3a Three LGBTQ internal training and                                                   | U.S. Cellular                          | Chicago                      | IL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| education best practices (10 points)<br>3b Employee group or diversity                                                  | Uber Technologies Inc.                 | San Francisco                | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| council (10 points)                                                                                                     | UBS AG                                 | New York                     | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                                 | UGI Corp.                              | King of Prussia              | PA    | ٩         | ۵         |           |           |           |           |           |           |          |            | 20                 | 20                 | 457          |
| community, and if supplier diversity<br>program is in place, must include<br>LGBTQ suppliers <b>(15 points)</b>         | Ulta Salon, Cosmetics & Fragrance      | Bolingbrook                  | IL    | ٩         | ۵         |           |           |           |           |           |           |          |            | 20                 |                    | 471          |
| 3d Contractor/supplier non-discrimination                                                                               | Ultimate Software                      | Weston                       | FL    | ٠         | ٠         | ٠         |           | •         | •         | •         | •         | •        |            | 90                 | 90                 |              |
| standards and philanthropic giving guidelines (5 points)                                                                | Under Armour Inc.                      | Baltimore                    | MD    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 527          |
|                                                                                                                         | Unilever                               | Englewood Cliffs             | NJ    | •         | ٠         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have<br>not responded to repeated invitations | Union Pacific Corp.                    | Omaha                        | NE    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 95                 | 80                 | 141          |
| to the CEI survey. These ratings are<br>based on publicly available information                                         | Unisys Corp.                           | Blue Bell                    | PA    | •         | ٠         | •         | •         | •         | •         |           |           |          |            | 70                 | 60                 | 784          |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                               | United Airlines Holdings, Inc.         | Chicago                      | IL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 81           |
| groups or individual employees.                                                                                         | United Natural Foods Inc.              | Providence                   | RI    | ۲         | ۵         |           |           |           |           |           |           |          |            | 20                 | 20                 | 319          |
|                                                                                                                         | United Parcel Service Inc.             | Atlanta                      | GA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 44           |
|                                                                                                                         | United Rentals Inc.                    | Stamford                     | СТ    | •         | •         | •         | •         |           |           |           |           |          |            | 50                 | 50                 | 424          |
|                                                                                                                         | United Services Automobile Association | San Antonio                  | ТΧ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 100          |
|                                                                                                                         | United States Steel Corp.              | Pittsburgh                   | PA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 20                 | 246          |
|                                                                                                                         | United Technologies Corp.              | Farmington                   | СТ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 51           |
|                                                                                                                         | UnitedHealth Group Inc.                | Minnetonka                   | MN    | ٠         | ٠         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 5            |
|                                                                                                                         | Univar Solutions Inc.                  | Downers Grove                | IL    | •         | •         | •         | •         | 0         |           | •         | •         | •        |            | 85                 | 60                 | 349          |
|                                                                                                                         | Universal Health Services, Inc.        | King of Prussia              | PA    | ۵         | ۵         |           |           |           |           |           |           |          |            | 20                 | 10                 | 268          |
|                                                                                                                         | University of Phoenix                  | Phoenix                      | AZ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         |                                        |                              |       |           |           |           |           |           |           |           |           |          |            |                    |                    |              |

| Appendix B                                                                      | Ratings and Criteria Breakdowns     |                       |       |           |           |           |           | Crite     | rion      |           |           |          |            |                    | Rating             |              |
|---------------------------------------------------------------------------------|-------------------------------------|-----------------------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                 |                                     |                       |       | 15 points | 15 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                             | Employer                            | Headquarters Location | State | <b>1a</b> | 1b        | <b>2a</b> | <b>2b</b> | 2c        | 3a        | 3b        | 3c        | 3d       | 4          | CE 30              | 20<br>CE 30        | ß            |
| 1a Prohibits discrimination based<br>on sexual orientation for all              | Univision Communications Inc.       | Miami                 | FL    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                | 729          |
| operations (15 points)                                                          | Unum Group                          | Chattanooga           | TN    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 267          |
| 1b Prohibits discrimination<br>based on gender identity for                     | UPMC Health Plan                    | Pittsburgh            | PA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| all operations (15 points) 2a Equivalency in same- and                          | Urban Outfitters Inc.               | Philadelphia          | PA    | •         | •         | •         |           | •         |           | •         | •         |          |            | 75                 | 75                 | 645          |
| different-sex spousal medical<br>and soft benefits (10 points)                  | US Foods Inc.                       | Rosemont              | IL    | ٩         | ٩         | •         |           |           |           |           |           |          |            | 30                 | 45                 | 121          |
| 2b Equivalency in same- and different-<br>sex domestic partner medical          | USG Corp.                           | Chicago               | IL    | •         | •         | •         |           |           |           |           |           |          |            | 40                 | 40                 | 708          |
| and soft benefits (10 points /<br>half credit for parity across                 | Valero Energy Corp.                 | San Antonio           | ТΧ    | ٩         | ۲         |           |           |           |           |           |           |          |            | 20                 | 20                 | 31           |
| some, but not all benefits) 2c Equal health coverage for transgender            | Vanguard Group Inc.                 | Malvern               | PA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| individuals without exclusion for<br>medically necessary care (10 points        | Veritas Technologies LLC            | Mountain View         | CA    | •         | •         |           |           | 0         |           | •         | ٩         | •        |            | 60                 | 60                 |              |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition- | Veritiv                             | Atlanta               | GA    | ٩         | ٠         |           |           |           |           |           |           |          |            | 20                 | 20                 | 346          |
| related care remain in place) 3a Three LGBTQ internal training and              | Verizon Communications Inc.         | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 90                 | 16           |
| education best practices (10 points)                                            | VERMEG SARL                         | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 3b Employee group or diversity<br>council (10 points)                           | Vertex Pharmaceuticals Inc.         | Boston                | MA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                |                    | 831          |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ         | VF Corp.                            | Greensboro            | NC    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 242          |
| community, and if supplier diversity<br>program is in place, must include       | Viacom Inc.                         | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 221          |
| LGBTQ suppliers (15 points)<br>3d Contractor/supplier non-discrimination        | Vinson & Elkins LLP                 | Houston               | ТΧ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| standards and philanthropic giving guidelines (5 points)                        | Virgin Orbit                        | Long Beach            | CA    | •         | •         | •         | •         | •         | •         | •         | •         |          |            | 95                 | 50                 |              |
|                                                                                 | Visa                                | San Francisco         | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 161          |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have  | Vision Service Plan                 | Rancho Cordova        | CA    | ٩         | ٩         | •         |           |           |           | •         |           |          |            | 40                 | 45                 |              |
| not responded to repeated invitations to the CEI survey. These ratings are      | Vistra Energy                       | Irving                | ТΧ    | ٩         |           |           |           |           |           |           |           |          |            | 20                 | 20                 | 499          |
| based on publicly available information<br>as well as information submitted to  | Vivint Smart Home Inc.              | Provo                 | UT    | •         | •         | •         |           | •         | •         | •         | •         |          |            | 85                 |                    |              |
| HRC from unofficial LGBTQ employee groups or individual employees.              | VMware Inc.                         | Palo Alto             | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                 | Volkswagen Group of America Inc.    | Herndon               | VA    | •         | •         | •         |           | •         | •         | •         | •         | •        |            | 90                 | 90                 |              |
|                                                                                 | Vorys, Sater, Seymour and Pease LLP | Columbus              | ОН    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                 | Vox Media Inc.                      | Washington            | DC    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                 | Voya Financial                      | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 307          |
|                                                                                 | W.R. Berkley                        | Greenwich             | СТ    | ٩         |           |           |           |           |           |           |           |          |            | 20                 | 10                 | 369          |
|                                                                                 | W.W. Grainger Inc.                  | Lake Forest           | IL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                |                    | 287          |
|                                                                                 | Wachtell, Lipton, Rosen & Katz      | New York              | NY    | •         | •         | •         |           | •         | •         | •         | •         | •        |            | 90                 | 90                 |              |
|                                                                                 | Waddell & Reed Financial Inc.       | Overland Park         | KS    | •         | •         | •         | •         | •         | •         | •         | •         |          |            | 95                 | 45                 |              |
|                                                                                 | Walgreen Co.                        | Deerfield             | IL    | •         |           | •         |           |           |           |           |           |          |            | 100                | 100                | 19           |
|                                                                                 |                                     | _ 50.004              |       | -         | -         | -         | -         | -         |           | -         | -         | -        |            |                    |                    |              |

| Appendix B                                                                                                           | Ratings and Criteria Breakdowns     |                       |       |           |           |           |           | Crite     | erion     |           |           |          |            |                    | Rating             |              |
|----------------------------------------------------------------------------------------------------------------------|-------------------------------------|-----------------------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                      |                                     |                       |       | 15 points | 15 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                  | Employer                            | Headquarters Location | State | <b>1a</b> | 1b        | <b>2a</b> | <b>2b</b> | 2c        | 3a        | 3b        | 3c        | 3d       | 4          | CE 5               | C 2                | Ŗ            |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                   | Walmart Inc.                        | Bentonville           | AR    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 1            |
| operations (15 points)                                                                                               | Walt Disney Co., The                | Burbank               | CA    | •         | ٠         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 55           |
| 1b Prohibits discrimination<br>based on gender identity for                                                          | Warby Parker                        | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| all operations (15 points) 2a Equivalency in same- and                                                               | Warner Media                        | New York              | NY    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 98           |
| different-sex spousal medical<br>and soft benefits (10 points)                                                       | Warner Music Group                  | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                |                    |              |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                               | Washington Permanente Medical Group | Renton                | WA    | •         | •         | ٠         | •         | •         | •         | •         | ٩         | •        |            | 95                 | 95                 |              |
| and soft benefits (10 points / half credit for parity across                                                         | Waste Management Inc.               | Houston               | тх    | •         | •         | ٠         |           | •         | •         | •         | •         | •        |            | 90                 | 90                 | 202          |
| 2c Equal health coverage for transgender                                                                             | Wawa Inc.                           | Wawa                  | PA    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 95                 |              |
| individuals without exclusion for<br>medically necessary care (10 points                                             | Wayfair                             | Boston                | MA    | •         | •         | ٠         | •         | •         |           | •         | •         | •        |            | 85                 |                    | 545          |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                      | WE Communications                   | Bellevue              | WA    | •         | ٠         | •         | •         | •         | •         | •         | ٠         | •        |            | 100                | 100                |              |
| related care remain in place)<br>3a Three LGBTQ internal training and                                                | WEC Energy Group                    | Milwaukee             | WI    | ٩         | ٩         | •         |           |           |           | •         |           |          |            | 40                 | 40                 | 372          |
| education best practices (10 points)                                                                                 | Weil, Gotshal & Manges LLP          | New York              | NY    | •         | ٠         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 3b Employee group or diversity<br>council (10 points)                                                                | WellCare Health Plans Inc.          | Tampa                 | FL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 170          |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                              | Wellmark Inc.                       | Des Moines            | IA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| community, and if supplier diversity<br>program is in place, must include                                            | Wells Fargo & Co.                   | San Francisco         | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 26           |
| LGBTQ suppliers (15 points)<br>3d Contractor/supplier non-discrimination                                             | Wendy's Co., The                    | Dublin                | он    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 80                 | 999          |
| standards and philanthropic giving guidelines (5 points)                                                             | WESCO International Inc.            | Pittsburgh            | PA    | •         | •         | •         | •         |           |           |           |           |          |            | 45                 | 40                 | 370          |
|                                                                                                                      | West Monroe Partners LLC            | Chicago               | IL    | •         | •         | •         | •         | •         | •         | •         | •         |          |            | 95                 | 75                 |              |
| Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have                                          | Western & Southern Financial Group  | Cincinnati            | ОН    |           |           |           |           |           |           |           |           |          |            | 0                  | 0                  | 476          |
| not responded to repeated invitations<br>to the CEI survey. These ratings are                                        | Western Digital Corp.               | San Jose              | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 158          |
| based on publicly available information<br>as well as information submitted to<br>HRC from unofficial LGBTQ employee | Western Union Co., The              | Englewood             | со    | •         | •         | •         | •         |           | •         | •         | ٥         |          |            | 80                 | 50                 | 494          |
| groups or individual employees.                                                                                      | Westlake Chemical                   | Houston               | ТΧ    | ۵         | a         |           |           |           |           |           |           |          |            | 20                 |                    | 352          |
|                                                                                                                      | WestRock                            | Atlanta               | GA    | •         | •         | •         | •         | •         | •         |           | •         | •        |            | 90                 | 75                 | 194          |
|                                                                                                                      | Weyerhaeuser Co.                    | Seattle               | WA    | •         | •         | •         | •         | •         | •         | •         | •         |          |            | 95                 | 95                 | 394          |
|                                                                                                                      | Whirlpool Corp.                     | Benton Harbor         | МІ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 140          |
|                                                                                                                      | White & Case LLP                    | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                      | Wiley Rein LLP                      | Washington            | DC    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                      | William Blair & Company LLC         | Chicago               | IL    | •         | •         | •         | 0         | •         | •         | •         | •         | •        |            | 95                 |                    |              |
|                                                                                                                      | Williams Companies Inc.             | Tulsa                 | ок    | •         | •         | •         | •         |           | •         | •         | •         | •        |            | 90                 | 70                 | 353          |
|                                                                                                                      | Williams Mullen                     | Richmond              | VA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                      | Williams-Sonoma Inc.                | San Francisco         | CA    | •         | •         | •         |           | •         | •         | •         | •         | •        |            | 90                 | 90                 | 508          |
|                                                                                                                      |                                     |                       |       |           |           |           |           |           |           |           |           |          |            |                    |                    |              |

| Appendix B                                                                                                      | Ratings and Criteria Breakdowns         |                              |       |           |           | <u>.</u>  |           | Crite     | rion      |           |           |          |            |                    | Rating             |              |
|-----------------------------------------------------------------------------------------------------------------|-----------------------------------------|------------------------------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                 |                                         |                              |       | 15 points | 15 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                             | Employer                                | <b>Headquarters Location</b> | State | <b>1a</b> | 1b        | <b>2a</b> | 2b        | 2c        | 3a        | 3b        | 3c        | 3d       | 4          | CE 50              | CE 3               | Ē            |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                              | Willis Towers Watson                    | Arlington                    | VA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 626          |
| operations (15 points)  Prohibits discrimination                                                                | Willkie Farr & Gallagher LLP            | New York                     | NY    | •         | •         | •         |           | •         | •         | •         | •         |          |            | 85                 | 85                 |              |
| based on gender identity for<br>all operations (15 points)                                                      | Wilmer Cutler Pickering Hale & Dorr LLP | Washington                   | DC    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
| 2a Equivalency in same- and                                                                                     | Wilson Sonsini Goodrich & Rosati PC     | Palo Alto                    | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 95                 |              |
| different-sex spousal medical and soft benefits (10 points)                                                     | Windstream Corp.                        | Little Rock                  | AR    | •         | •         | •         |           | •         | ٠         | •         |           |          |            | 70                 | 20                 | 474          |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                          | Winn-Dixie Stores Inc.                  | Jacksonville                 | FL    | ٩         |           | •         |           |           |           | •         |           |          |            | 30                 | 35                 | 363          |
| and soft benefits (10 points /<br>half credit for parity across                                                 | Winston & Strawn LLP                    | Chicago                      | IL    | ٠         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
| 2c Equal health coverage for transgender                                                                        | Wipro Ltd.                              | East Brunswick               | NJ    | •         | •         | •         | ●         | •         | •         | •         | •         |          |            | 90                 | 95                 |              |
| individuals without exclusion for<br>medically necessary care (10 points                                        | Womble Bond Dickinson (US) LLP          | Winston-Salem                | NC    | ٠         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                 | Workday Inc.                            | Pleasanton                   | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 925          |
| related care remain in place)<br>3a Three LGBTQ internal training and                                           | World Fuel Services                     | Miami                        | FL    | •         | ۵         |           |           |           |           |           |           |          |            | 20                 | 20                 | 91           |
| education best practices (10 points)<br>3b Employee group or diversity                                          | WPP Group USA                           | New York                     | NY    | •         | •         | •         | •         | 0         | •         | •         | ٩         |          |            | 85                 | 75                 |              |
| council (10 points)                                                                                             | Wyndham Destinations                    | Orlando                      | FL    | ٠         | ٠         | •         | •         | ٠         | •         | •         | •         | •        |            | 100                | 95                 | 479          |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ<br>community, and if supplier diversity | Wyndham Hotels & Resorts Inc.           | Parsippany                   | NJ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| program is in place, must include<br>LGBTQ suppliers (15 points)                                                | Wynn Resorts Ltd.                       | Las Vegas                    | NV    | ٠         | ٠         | •         |           | ٠         | •         | •         | •         | •        |            | 90                 | 90                 | 447          |
| 3d Contractor/supplier non-discrimination                                                                       | Xcel Energy Inc.                        | Minneapolis                  | MN    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 266          |
| standards and philanthropic giving guidelines (5 points)                                                        | Xerox Corp.                             | Norwalk                      | СТ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 291          |
| Ratings in Gray / Unofficial ratings of                                                                         | XPO Logistics                           | Greenwich                    | СТ    | •         | •         | •         |           | •         | •         | •         | •         |          |            | 85                 | 20                 | 186          |
| the Fortune 500 companies that have<br>not responded to repeated invitations                                    | Xylem Inc.                              | Rye Brook                    | NY    | •         | •         | •         | •         | ٠         | •         | •         | •         | •        |            | 100                | 75                 | 547          |
| to the CEI survey. These ratings are<br>based on publicly available information                                 | Yelp Inc.                               | San Francisco                | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                       | Yext Inc.                               | New York                     | NY    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                |                    |              |
| groups or individual employees.                                                                                 | Young's Market Co.                      | Tustin                       | CA    | •         | •         | •         |           |           | •         | •         | •         |          |            | 75                 | 75                 |              |
|                                                                                                                 | YRC Worldwide Inc.                      | Overland Park                | KS    | ٩         |           | •         |           |           |           |           |           |          |            | 20                 | 10                 | 532          |
|                                                                                                                 | Yum China Holdings                      | Plano                        | ТΧ    | ٠         | •         |           |           |           |           |           |           |          |            | 30                 | 10                 | 397          |
|                                                                                                                 | Yum! Brands Inc.                        | Louisville                   | КY    | ٠         | ٠         | •         |           |           | •         | •         | •         | •        |            | 80                 | 70                 | 472          |
|                                                                                                                 | Zendesk Inc                             | San Francisco                | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                |                    |              |
|                                                                                                                 | Zillow Group                            | Seattle                      | WA    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 95                 |              |
|                                                                                                                 | Zimmer Biomet Holdings Inc.             | Warsaw                       | IN    | •         | ۵         |           |           |           |           |           |           |          |            | 20                 | 20                 | 361          |
|                                                                                                                 | ZS Associates Inc.                      | Evanston                     | IL    | ٠         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                 | Zurich North America                    | Schaumburg                   | IL    | •         | •         | •         | •         | •         | •         | •         | •         |          |            | 90                 | 80                 |              |
|                                                                                                                 |                                         |                              |       |           |           |           |           |           |           |           |           |          |            |                    |                    |              |

97

# Appendix C Ratings by Industry, Descending Score

### **Corporate Equality Index Rating Criteria**

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

# **Ratings in Gray**

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

| Appendix C                                                                                                               | Ratings by Industry, Descending Score        |                       |       |           |           |           |           | Crite     | erion     |           |           |          |            |                    | Rating             |              |
|--------------------------------------------------------------------------------------------------------------------------|----------------------------------------------|-----------------------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                          |                                              |                       |       | 15 points | 15 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                      | Employer                                     | Headquarters Location | State | <b>1a</b> | 1b        | <b>2a</b> | <b>2b</b> | 2c        | 3a        | 3b        | 3c        | 3d       | 4          | 202<br>CEI         | 201<br>CEI         | For          |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                       | ADVERTISING AND MARKETING                    |                       |       |           |           |           |           |           |           |           |           |          |            |                    |                    |              |
| operations (15 points)                                                                                                   | Digitas                                      | Boston                | MA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| <b>1b</b> Prohibits discrimination<br>based on gender identity for                                                       | Epsilon Data Management LLC                  | Irving                | тх    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                |                    |              |
| all operations (15 points) 2a Equivalency in same- and                                                                   | Fleishman-Hillard Inc.                       | St. Louis             | MO    | ٠         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| different-sex spousal medical<br>and soft benefits (10 points)                                                           | Interpublic Group of Companies Inc.          | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 359          |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                   | Leo Burnett Company Inc.                     | Chicago               | IL    | ٠         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| and soft benefits (10 points /<br>half credit for parity across                                                          | MSLGROUP Americas                            | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 2c Equal health coverage for transgender                                                                                 | National CineMedia Inc.                      | Centennial            | со    | ٠         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 75                 |              |
| individuals without exclusion for<br>medically necessary care (10 points                                                 | Nielsen                                      | New York City         | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                          | Ogilvy Group Inc., The                       | New York              | NY    | ٠         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| related care remain in place) 3a Three LGBTQ internal training and                                                       | Omnicom Group                                | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 188          |
| education best practices (10 points) 3b Employee group or diversity                                                      | Publicis Healthcare Communications           | New York              | NY    | ٠         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| council (10 points)                                                                                                      | Publicis Inc.                                | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                                  | Publicis Media                               | New York              | NY    | ٠         | ٠         | ٠         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
| community, and if supplier diversity<br>program is in place, must include                                                | Publicis Sapient                             | Boston                | MA    | ٠         | •         | ٠         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
| LGBTQ suppliers (15 points) 3d Contractor/supplier non-discrimination                                                    | Quantcast Corp.                              | San Francisco         | CA    | ٠         | ٠         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| standards and philanthropic giving guidelines (5 points)                                                                 | Re:Sources USA Inc.                          | Long Island City      | NY    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                          | Saatchi & Saatchi North America Inc.         | New York              | NY    | ٠         | ٠         | ٠         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have                                           | WE Communications                            | Bellevue              | WA    | ٠         | •         | ٠         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
| not responded to repeated invitations<br>to the CEI survey. These ratings are<br>based on publicly available information | Daniel J. Edelman Inc.                       | New York              | NY    | ٠         | ٠         | ٠         |           | •         | •         | •         | •         | •        |            | 90                 | 90                 |              |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                                | WPP Group USA                                | New York              | NY    | •         | •         | ٠         | •         |           | •         | •         | ٩         |          |            | 85                 | 75                 |              |
| groups or individual employees.                                                                                          | Emmis Communications Corporation             | Indianapolis          | IN    | ٩         | ٩         | ٠         |           |           | ٠         | •         |           |          |            | 50                 | 30                 |              |
|                                                                                                                          | AEROSPACE AND DEFENSE                        |                       |       |           |           |           |           |           |           |           |           |          |            |                    |                    |              |
|                                                                                                                          | Airbus Americas Inc.                         | Herndon               | VA    | ٠         | •         | ٠         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                          | BAE Systems Inc.                             | Arlington             | VA    | ٠         | •         | ٠         | •         | •         | ٠         | •         | •         | •        |            | 100                | 85                 |              |
|                                                                                                                          | L3 Harris Technologies                       | Melbourne             | FL    | ٠         | ٠         | ٠         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                | 407          |
|                                                                                                                          | Leidos Holdings                              | Reston                | VA    | ٠         | •         | ٠         | •         | •         | ٠         | •         | •         | •        |            | 100                | 85                 | 292          |
|                                                                                                                          | Lockheed Martin Corp.                        | Bethesda              | MD    | ٠         | •         | ٠         | ٠         | ٠         | •         | •         | ٠         | •        |            | 100                | 100                | 59           |
|                                                                                                                          | Northrop Grumman Corp.                       | Falls Church          | VA    | ٠         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 118          |
|                                                                                                                          | Rolls-Royce North America (USA) Holdings Co. | Reston                | VA    | •         | ٠         | •         | ٠         | ٠         | •         | •         | •         | •        |            | 100                | 100                |              |

| Appendix C                                                                            | Ratings by Industry, Descending Score    |                              |       |           |           |           |           | Crite     | erion     |           |           |          |            |                    | Rating             |              |
|---------------------------------------------------------------------------------------|------------------------------------------|------------------------------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                       |                                          |                              |       | 15 points | 15 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| Criteria                                                                              | Employer                                 | <b>Headquarters</b> Location | State | 1a        | 1b        | <b>2a</b> | <b>2b</b> | 2c        | 3a        | 3b        | 3c        | 3d       | 4          | 202<br>CEI         | 201<br>CEI         | For          |
| crimination based<br>entation for all                                                 | Science Applications International Corp. | Reston                       | VA    | ٠         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 559          |
| 5 points)                                                                             | Virgin Orbit                             | Long Beach                   | CA    | ٠         | •         | •         | •         | •         | •         | •         | •         |          |            | 95                 | 50                 |              |
| crimination<br>nder identity for<br>s <b>(15 points)</b>                              | Huntington Ingalls Industries            | Newport News                 | VA    | •         | •         | •         | •         | •         | •         | •         | ٩         | •        |            | 90                 | 90                 | 381          |
| in same- and                                                                          | Raytheon Co.                             | Waltham                      | MA    | ٠         | •         | ٠         |           | •         | •         | •         | •         | •        |            | 90                 | 90                 | 119          |
| spousal medical<br>efits <b>(10 points)</b>                                           | Battelle Memorial Institute Inc.         | Columbus                     | ОН    | •         | •         | •         |           | •         |           | •         | ٩         | •        |            | 75                 |                    |              |
| in same- and different-<br>partner medical                                            | General Dynamics Corp.                   | Falls Church                 | VA    | ٠         | •         | •         |           |           | ٠         | ٠         |           |          |            | 60                 | 75                 | 99           |
| efits (10 points /<br>r parity across                                                 | Honeywell International Inc.             | Morris Plains                | NJ    | •         | •         | •         |           |           | •         | •         |           |          |            | 60                 | 55                 | 77           |
| coverage for transgender                                                              | Textron Inc.                             | Providence                   | RI    | •         |           | •         |           |           |           |           |           | •        |            | 30                 | 30                 |              |
| ithout exclusion for<br>cessary care (10 points                                       | AIRLINES                                 |                              |       |           |           |           |           |           |           |           |           |          |            |                    |                    |              |
| for inclusive coverage,<br>exclusions for transition-                                 | American Airlines                        | Fort Worth                   | ТХ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 71           |
| <b>remain in place)</b><br>Ω internal training and                                    | Southwest Airlines Co.                   | Dallas                       | ТХ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 142          |
| est practices (10 points)                                                             | United Airlines Holdings, Inc.           | Chicago                      | IL    | ٠         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 81           |
| oup or diversity<br>oints)                                                            | Alaska Airlines                          | Seattle                      | WA    | ٠         | •         | •         |           | •         | ٠         | •         | •         | •        |            | 90                 | 90                 | 355          |
| t efforts of outreach<br>ent to broader LGBTQ                                         | JetBlue Airways Corp.                    | Long Island City             | NY    | ٠         | ٠         | ٠         |           | •         | •         | •         | •         | •        |            | 90                 | 90                 | 402          |
| nd if supplier diversity<br>place, must include<br>pliers <b>(15 points)</b>          | Delta Air Lines Inc.                     | Atlanta                      | GA    | •         | •         | •         |           | •         | •         | •         | •         | •        |            | 85                 | 85                 | 75           |
| upplier non-discrimination                                                            | Hawaiian Airlines Inc.                   | Honolulu                     | н     | ٠         | •         | •         | •         | •         |           | •         | •         |          |            | 85                 | 85                 | 794          |
| d philanthropic<br>ines <b>(5 points)</b>                                             | SkyWest Inc.                             | St. George                   | UT    | •         | •         | •         |           |           | •         | •         | ٩         |          |            | 70                 | 70                 | 707          |
| Trou / Un official rational of                                                        | APPAREL, FASHION, TEXTILES, DEPT. STORES |                              |       |           |           |           |           |           |           |           |           |          |            |                    |                    |              |
| Gray / Unofficial ratings of<br>500 companies that have<br>ed to repeated invitations | Adidas North America Inc.                | Portland                     | OR    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| rvey. These ratings are<br>blicly available information                               | Levi Strauss & Co.                       | San Francisco                | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 530          |
| ormation submitted to<br>official LGBTQ employee                                      | Nike Inc.                                | Beaverton                    | OR    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 89           |
| lividual employees.                                                                   | PVH Corp.                                | New York                     | NY    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                | 332          |
|                                                                                       | Ralph Lauren Corp.                       | New York                     | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 90                 | 421          |
|                                                                                       | Under Armour Inc.                        | Baltimore                    | MD    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 527          |
|                                                                                       | VF Corp.                                 | Greensboro                   | NC    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 242          |
|                                                                                       | Warby Parker                             | New York                     | NY    | ٠         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                       | Tailored Brands Inc.                     | Houston                      | ТХ    | •         | •         | •         | •         | •         | •         | •         | •         |          |            | 95                 | 95                 | 699          |
|                                                                                       | Aero OpCo LLC                            | Lyndhurst                    | NJ    | ٠         | •         | •         | •         | •         | ٠         |           | •         | •        |            | 90                 | 90                 | 950          |
|                                                                                       | Ascena Retail Group Inc.                 | Mahwah                       | NJ    | •         | •         | •         |           | •         | •         | •         | •         | •        |            | 90                 | 90                 | 423          |
|                                                                                       | Guess? Inc.                              | Los Angeles                  | CA    | ٠         | •         | •         |           | •         | ٠         | •         | •         | •        |            | 90                 | 85                 | 859          |
|                                                                                       | Kering Americas Inc.                     | New York                     | NY    | •         | •         | •         | •         | •         |           | •         | •         | •        |            | 90                 | 85                 |              |

**CEI Rating Cr** 

- 1a Prohibits discrin on sexual orient operations (15 p 1b Prohibits discrir
- based on gende all operations (1
- 2a Equivalency in s different-sex spo and soft benefit
- 2b Equivalency in s sex domestic pa and soft benefits half credit for pa some, but not a
- 2c Equal health cov individuals with medically neces / half credit for but blanket excl related care ren
- 3a Three LGBTQ in education best
- 3b Employee group council (10 poin
- 3c Three distinct ef or engagement community, and program is in pla LGBTQ supplier
- 3d Contractor/supp standards and p giving guidelines

Ratings in Gray the Fortune 500 not responded to to the CEI surve based on public as well as inform HRC from unoff groups or individ

100

| Appendix C                                                                                                              | Ratings by Industry, Descending Score |                       |       |           |           |            |           | Crite     | erion     |           |           |          |            |                    | Rating             |              |
|-------------------------------------------------------------------------------------------------------------------------|---------------------------------------|-----------------------|-------|-----------|-----------|------------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                         |                                       |                       |       | 15 points | 15 points | 10 points  | 10 points | 10 points | 10 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                     | Employer                              | Headquarters Location | State | <b>1a</b> | 1b        | <b>2</b> a | 2b        | 2c        | 3a        | 3b        | 3c        | 3d       | 4          | 202<br>CEI         | 201<br>CEI         | For          |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                      | Urban Outfitters Inc.                 | Philadelphia          | PA    | •         | •         | •          |           | •         |           | •         | •         |          |            | 75                 | 75                 | 645          |
| operations (15 points)                                                                                                  | American Apparel LLC                  | Los Angeles           | CA    | •         | •         | •          |           | •         | •         | •         |           | •        |            | 70                 | 80                 |              |
| 1b Prohibits discrimination<br>based on gender identity for<br>all operations (15 points)                               | L.L. Bean Inc.                        | Freeport              | ME    | •         | •         | •          |           |           | •         |           |           |          |            | 50                 | 40                 |              |
| 2a Equivalency in same- and                                                                                             | AUTOMOTIVE                            |                       |       |           |           |            |           |           |           |           |           |          |            |                    |                    |              |
| different-sex spousal medical<br>and soft benefits (10 points)                                                          | Cooper Tire & Rubber Co.              | Findlay               | ОН    | •         | •         | •          | •         | •         | •         | •         | •         | •        |            | 100                | 75                 | 759          |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                  | Hyundai Motor America                 | Fountain Valley       | CA    | •         | •         | •          | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| and soft benefits (10 points /<br>half credit for parity across                                                         | Subaru of America Inc.                | Cherry Hill           | NJ    | •         | ٠         | •          | •         | ٠         | •         | •         | •         | •        |            | 100                | 100                |              |
| 2c Equal health coverage for transgender                                                                                | Tesla Inc.                            | Palo Alto             | CA    | •         | •         | •          | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 260          |
| individuals without exclusion for<br>medically necessary care (10 points                                                | Toyota Motor North America Inc.       | Plano                 | тх    | •         | •         | •          | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                         | Bridgestone Americas Holding Inc.     | Nashville             | TN    | •         | •         | •          |           | •         | •         | •         | •         | •        |            | 90                 | 90                 |              |
| related care remain in place) 3a Three LGBTQ internal training and                                                      | Dana Inc.                             | Maumee                | он    | •         | •         | ٠          |           | •         | •         | •         | ٠         | •        |            | 90                 | 75                 | 393          |
| education best practices (10 points)<br>3b Employee group or diversity                                                  | Ford Motor Co.                        | Dearborn              | МІ    | •         | •         | •          |           | •         | •         | •         | •         | •        |            | 90                 | 90                 | 11           |
| council (10 points)                                                                                                     | Goodyear Tire & Rubber Co.            | Akron                 | он    | ٠         | ٠         | •          |           | ٠         | •         | •         | ٠         | •        |            | 90                 | 90                 | 187          |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                                 | Lear Corp.                            | Southfield            | МІ    | •         | •         | •          |           | •         | •         | •         | •         | •        |            | 90                 | 90                 | 148          |
| community, and if supplier diversity<br>program is in place, must include<br>LGBTQ suppliers <b>(15 points)</b>         | Nissan North America Inc.             | Franklin              | TN    | •         | •         | •          |           | •         | •         | •         | •         | ٠        |            | 90                 | 90                 |              |
| 3d Contractor/supplier non-discrimination                                                                               | Volkswagen Group of America Inc.      | Herndon               | VA    | •         | •         | •          |           | •         | •         | •         | •         | •        |            | 90                 | 90                 |              |
| standards and philanthropic giving guidelines (5 points)                                                                | Group 1 Automotive                    | Houston               | тх    | ٩         |           | ٠          |           |           |           |           |           |          |            | 20                 | 25                 | 273          |
| Potione in Crew (the (finit editors of                                                                                  | American Axle & Manufacturing         | Detroit               | MI    | ۵         | ۵         |            |           |           |           |           |           |          |            | 20                 |                    | 449          |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have<br>not responded to repeated invitations | Asbury Automotive Group               | Duluth                | GA    | ۵         | ۵         |            |           |           |           |           |           |          |            | 20                 | 20                 | 434          |
| to the CEI survey. These ratings are<br>based on publicly available information                                         | Autoliv Inc.                          | Auburn Hills          | MI    | •         | ۵         |            |           |           |           |           |           |          |            | 20                 | 10                 | 289          |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                               | Genuine Parts Co.                     | Atlanta               | GA    | ۵         | ۵         |            |           |           |           |           |           |          |            | 20                 | 0                  | 177          |
| groups or individual employees.                                                                                         | Paccar Inc.                           | Bellevue              | WA    | ٥         | ۵         |            |           |           |           |           |           |          |            | 20                 | 20                 | 155          |
|                                                                                                                         | Penske Automotive Group Inc.          | Bloomfield Hills      | MI    | ۵         | ۵         |            |           |           |           |           |           |          |            | 20                 | 0                  | 139          |
|                                                                                                                         | Lithia Motors, Inc.                   | Medford               | OR    |           |           |            |           |           |           |           |           |          |            | ο                  | 10                 | 294          |
|                                                                                                                         | LKQ Corp.                             | Chicago               | IL    |           |           |            |           |           |           |           |           |          |            | ο                  | 20                 | 300          |
|                                                                                                                         | Sonic Automotive Inc.                 | Charlotte             | NC    |           |           |            |           |           |           |           |           |          |            | ο                  | 0                  | 298          |
|                                                                                                                         | Thor Industries Inc.                  | Elkhart               | IN    |           |           |            |           |           |           |           |           |          |            | ο                  |                    | 392          |
|                                                                                                                         | BANKING AND FINANCIAL SERVICES        |                       |       |           |           |            |           |           |           |           |           |          |            |                    |                    |              |
|                                                                                                                         | AllianceBernstein LP                  | Nashville             | TN    | •         | •         | ٠          | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Ally Financial Inc.                   | Detroit               | МІ    | •         | •         | •          | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 299          |
|                                                                                                                         | American Express Company              | New York              | NY    | ٠         | ٠         | •          | ٠         | ٠         | ٠         | ٠         | ٠         | ٠        |            | 100                | 100                | 86           |

101

| Appendix C                                                                                                               | Ratings by Industry, Descending Score  |                              |       |           |           |            |           | Crite     | erion     |           |           |          |            |                    | Rating             |              |
|--------------------------------------------------------------------------------------------------------------------------|----------------------------------------|------------------------------|-------|-----------|-----------|------------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                          |                                        |                              |       | 15 points | 15 points | 10 points  | 10 points | 10 points | 10 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                      | Employer                               | <b>Headquarters</b> Location | State | <b>1a</b> | 1b        | <b>2</b> a | <b>2b</b> | 2c        | 3a        | 3b        | 3c        | 3d       | 4          | 202<br>CEI         | 201<br>CEI         | For          |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                       | AQR Capital Management LLC             | Greenwich                    | СТ    | •         | •         | •          | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| operations (15 points)                                                                                                   | Bank of New York Mellon Corp., The     | New York                     | NY    | •         | •         | •          | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 175          |
| <b>1b</b> Prohibits discrimination<br>based on gender identity for                                                       | Bank of the West                       | San Francisco                | CA    | •         | •         | •          | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| all operations (15 points) 2a Equivalency in same- and                                                                   | Barclays                               | New York                     | NY    | •         | •         | •          | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| different-sex spousal medical<br>and soft benefits (10 points)                                                           | BB&T Corp.                             | Winston-Salem                | NC    | •         | •         | •          | •         | •         | •         | •         | •         | •        |            | 100                | 90                 | 250          |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                   | BBVA USA                               | Birmingham                   | AL    | •         | •         | •          | ٠         | •         | •         | •         | •         | •        |            | 100                | 100                | 686          |
| and soft benefits (10 points /<br>half credit for parity across                                                          | BlackRock                              | New York                     | NY    | •         | •         | •          | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 237          |
| 2c Equal health coverage for transgender                                                                                 | Blackstone Group LP, The               | New York                     | NY    | •         | •         | •          | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 398          |
| individuals without exclusion for<br>medically necessary care (10 points                                                 | Bloomberg LP                           | New York                     | NY    | •         | •         | •          | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                          | BMO Bankcorp Inc.                      | Chicago                      | IL    | ٠         | ٠         | ٠          | ٠         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| related care remain in place) 3a Three LGBTQ internal training and                                                       | BNP Paribas                            | New York                     | NY    | •         | •         | •          | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| education best practices (10 points)<br>3b Employee group or diversity                                                   | Bridgewater Associates LP              | Westport                     | СТ    | ٠         | •         | ٠          | •         | •         | •         | •         | •         | •        |            | 100                |                    |              |
| council (10 points)                                                                                                      | Broadridge Financial Solutions Inc.    | Lake Success                 | NY    | •         | •         | •          | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 592          |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                                  | Brown Advisory                         | Baltimore                    | MD    | ٠         | •         | ٠          | •         | •         | •         | •         | •         | •        |            | 100                |                    |              |
| community, and if supplier diversity<br>program is in place, must include<br>LGBTQ suppliers <b>(15 points)</b>          | Brown Brothers Harriman & Co.          | New York                     | NY    | •         | •         | •          | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 3d Contractor/supplier non-discrimination                                                                                | Capital Group Companies Inc., The      | Los Angeles                  | CA    | •         | ٠         | ٠          | ٠         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| standards and philanthropic giving guidelines (5 points)                                                                 | Capital One Financial Corp.            | McLean                       | VA    | •         | •         | •          | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 101          |
|                                                                                                                          | Carlyle Group LP, The                  | Washington                   | DC    | •         | ٠         | ٠          | ٠         | •         | •         | •         | •         | •        |            | 100                | 100                | 631          |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have                                           | Charles Schwab & Co. Inc.              | San Francisco                | CA    | •         | •         | •          | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 330          |
| not responded to repeated invitations<br>to the CEI survey. These ratings are<br>based on publicly available information | CIT Group Inc.                         | New York                     | NY    | •         | ٠         | ٠          | ٠         | •         | •         | •         | •         | •        |            | 100                | 95                 | 658          |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                                | Citigroup Inc.                         | New York                     | NY    | •         | •         | •          | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 32           |
| groups or individual employees.                                                                                          | Citizens Financial Group               | Providence                   | RI    | •         | ٠         | ٠          | ٠         | •         | •         | •         | •         | •        |            | 100                | 20                 | 435          |
|                                                                                                                          | CME Group Inc.                         | Chicago                      | IL    | •         | •         | •          | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 641          |
|                                                                                                                          | Comerica Inc.                          | Dallas                       | тх    | •         | ٠         | ٠          | ٠         | •         | •         | •         | •         | •        |            | 100                | 100                | 702          |
|                                                                                                                          | Credit Suisse USA Inc.                 | New York                     | NY    | •         | •         | •          | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                          | Depository Trust & Clearing Corp., The | New York                     | NY    | •         | •         | •          | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                          | Deutsche Bank                          | New York                     | NY    | •         | •         | •          | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                          | Discover Financial Services            | Riverwoods                   | IL    | ٠         | •         | ٠          | ٠         | ٠         | •         | •         | •         | ٠        |            | 100                | 100                | 263          |
|                                                                                                                          | E*TRADE Financial Corp.                | New York                     | NY    | •         | •         | •          | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 841          |
|                                                                                                                          | Eastern Bank Corp.                     | Boston                       | МА    | •         | •         | •          | •         | •         | •         | ٠         | •         | •        |            | 100                | 100                |              |

102

| Appendix C                                                                                                              | Ratings by Industry, Descending Score              |                       |       |           |           |            |            | Crite     | erion     |           |           |          |            |                    | Rating             |              |
|-------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------|-----------------------|-------|-----------|-----------|------------|------------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                         |                                                    |                       |       | 15 points | 15 points | 10 points  | 10 points  | 10 points | 10 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                     | Employer                                           | Headquarters Location | State | <b>1a</b> | 1b        | <b>2</b> a | <b>2</b> b | 2c        | <b>3a</b> | 3b        | 3c        | 3d       | 4          | 202<br>CEI         | 201<br>CEI         | For          |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                      | Eaton Vance                                        | Boston                | MA    | •         | •         | •          | •          | •         | •         | •         | •         | •        |            | 100                | 90                 |              |
| operations (15 points)                                                                                                  | Edward Jones                                       | Des Peres             | MO    | •         | •         | •          | •          | •         | •         | •         | •         | •        |            | 100                | 100                | 376          |
| 1b Prohibits discrimination<br>based on gender identity for                                                             | Federal Home Loan Mortgage Corp. (Freddie Mac)     | McLean                | VA    | •         | •         | •          | •          | •         | ٠         | •         | •         | •        |            | 100                | 100                | 38           |
| all operations (15 points) 2a Equivalency in same- and                                                                  | Federal National Mortgage Association (Fannie Mae) | Washington            | DC    | •         | •         | •          | ٠          | •         | ٠         | •         | •         | •        |            | 100                | 100                | 21           |
| different-sex spousal medical<br>and soft benefits (10 points)                                                          | Federal Reserve Bank of Atlanta                    | Atlanta               | GA    | •         | •         | •          | •          | •         | ٠         | •         | •         | •        |            | 100                | 95                 |              |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                  | Federal Reserve Bank of Boston                     | Boston                | MA    | •         | •         | •          | ٠          | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
| and soft benefits (10 points /<br>half credit for parity across                                                         | Federal Reserve Bank of Chicago                    | Chicago               | IL    | •         | •         | •          | •          | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
| some, but not all benefits) 2c Equal health coverage for transgender                                                    | Federal Reserve Bank of Cleveland                  | Cleveland             | ОН    | •         | •         | •          | ٠          | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
| individuals without exclusion for<br>medically necessary care (10 points                                                | Federal Reserve Bank of Minneapolis                | Minneapolis           | MN    | •         | •         | •          | •          | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                         | Federal Reserve Bank of New York                   | New York              | NY    | •         | •         | •          | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 3a Three LGBTQ internal training and                                                                                    | Federal Reserve Bank of Philadelphia               | Philadelphia          | PA    | •         | •         | •          | ٠          | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
| education best practices (10 points)<br>3b Employee group or diversity                                                  | Federal Reserve Bank of Richmond                   | Richmond              | VA    | •         | •         | •          | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| council (10 points)                                                                                                     | Federal Reserve Bank of San Francisco              | San Francisco         | CA    | •         | •         | •          | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                                 | Federal Reserve Bank of St Louis                   | Saint Louis           | МО    | •         | •         | •          | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| community, and if supplier diversity<br>program is in place, must include<br>LGBTQ suppliers <b>(15 points)</b>         | Fidelity National Information Services Inc.        | Jacksonville          | FL    | •         | •         | •          | •          | •         | •         | •         | •         | •        |            | 100                | 100                | 326          |
| 3d Contractor/supplier non-discrimination                                                                               | Fifth Third Bancorp                                | Cincinnati            | ОН    | •         | •         | •          | •          | •         | •         | •         | •         | •        |            | 100                | 100                | 366          |
| standards and philanthropic giving guidelines (5 points)                                                                | Financial Industry Regulatory Authority Inc.       | Washington            | DC    | •         | •         | •          | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| Polingo in Crew (11, efficiel estimate of                                                                               | First American Financial Corp.                     | Santa Ana             | CA    | •         | •         | •          | •          | •         | •         | •         | •         | •        |            | 100                | 100                | 483          |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have<br>not responded to repeated invitations | Franklin Templeton Investments                     | San Mateo             | CA    | •         | •         | •          | •          | •         | •         | •         | •         | •        |            | 100                | 100                | 441          |
| to the CEI survey. These ratings are<br>based on publicly available information                                         | Global Payments Inc.                               | Atlanta               | GA    | •         | •         | •          | ٠          | •         | ٠         | •         | •         | •        |            | 100                | 85                 | 605          |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                               | Goldman Sachs Group Inc., The                      | New York              | NY    | •         | •         | •          | ٠          | •         | ٠         | •         | •         | •        |            | 100                | 100                | 70           |
| groups or individual employees.                                                                                         | H&R Block Inc.                                     | Kansas City           | МО    | •         | •         | •          | •          | •         | •         | •         | •         | •        |            | 100                | 85                 | 726          |
|                                                                                                                         | HSBC USA                                           | New York              | NY    | •         | •         | •          | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Huntington Bancshares Inc.                         | Columbus              | ОН    | •         | •         | •          | •          | •         | •         | •         | •         | •        |            | 100                | 100                | 544          |
|                                                                                                                         | Janus Henderson Investors                          | Chicago               | IL    | •         | •         | •          | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | John Hancock Financial Services Inc.               | Boston                | MA    | •         | •         | •          | •          | •         | •         | •         | •         | •        |            | 100                | 100                | 192          |
|                                                                                                                         | JPMorgan Chase & Co.                               | New York              | NY    | ٠         | •         | •          | •          | •         | •         | •         | •         | •        |            | 100                | 100                | 20           |
|                                                                                                                         | Kabbage Inc.                                       | Atlanta               | GA    | ٠         | •         | •          | •          | ٠         | •         | •         | •         | •        |            | 100                |                    |              |
|                                                                                                                         | KeyCorp                                            | Cleveland             | ОН    | ٠         | •         | •          | •          | •         | ٠         | •         | •         | •        |            | 100                | 100                | 412          |
|                                                                                                                         | KKR & Co. LP                                       | New York              | NY    | ٠         | •         | ٠          | •          | ٠         | ٠         | ٠         | •         | •        |            | 100                | 100                | 470          |

| Appendix C                                                                                                           | Ratings by Industry, Descending Score  |                       |       |           |           |           |            | Crite     | erion     |           |           |          |            |                    | Rating             |              |
|----------------------------------------------------------------------------------------------------------------------|----------------------------------------|-----------------------|-------|-----------|-----------|-----------|------------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                      |                                        |                       |       | 15 points | 15 points | 10 points | 10 points  | 10 points | 10 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                  | Employer                               | Headquarters Location | State | <b>1a</b> | 1b        | <b>2a</b> | <b>2</b> b | 2c        | 3a        | 3b        | 3c        | 3d       | 4          | 202<br>CEI         | 201<br>CEI         | For          |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                   | Legg Mason Inc.                        | Baltimore             | MD    | •         | •         | •         | •          | •         | ٠         | •         | •         | •        |            | 100                | 100                | 750          |
| operations (15 points)                                                                                               | LPL Financial Holdings Inc.            | Boston                | MA    | ٠         | ٠         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                | 582          |
| 1b Prohibits discrimination<br>based on gender identity for                                                          | M&T Bank Corp.                         | Buffalo               | NY    | ٠         | •         | •         | •          | •         | ٠         | •         | •         | •        |            | 100                | 100                | 467          |
| all operations (15 points) 2a Equivalency in same- and                                                               | Macquarie Group Ltd.                   | New York              | NY    | ٠         | ٠         | ٠         | •          | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
| different-sex spousal medical<br>and soft benefits (10 points)                                                       | Mastercard                             | Purchase              | NY    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                | 236          |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                               | Mesirow Financial Holdings Inc.        | Chicago               | IL    | •         | •         | ٠         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| and soft benefits (10 points /<br>half credit for parity across                                                      | Moody's Corp.                          | New York              | NY    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                | 585          |
| some, but not all benefits)<br>2c Equal health coverage for transgender                                              | Morgan Stanley                         | New York              | NY    | •         | ٠         | ٠         | •          | •         | ٠         | •         | •         | •        |            | 100                | 100                | 67           |
| individuals without exclusion for<br>medically necessary care (10 points                                             | Morningstar Inc.                       | Chicago               | IL    | ٠         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                      | MUFG Union Bank, N.A.                  | New York              | NY    | ٠         | •         | ٠         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| related care remain in place) 3a Three LGBTQ internal training and                                                   | NASDAQ Inc.                            | New York              | NY    | •         | •         | •         | •          | •         | ٠         | •         | •         | •        |            | 100                | 100                | 608          |
| education best practices (10 points)                                                                                 | Nomura Holding America Inc.            | New York              | NY    | •         | ٠         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 95                 |              |
| 3b Employee group or diversity<br>council (10 points)                                                                | Northern Trust Corp.                   | Chicago               | IL    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                | 486          |
| <b>3c</b> Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                       | Northwestern Mutual Life Insurance     | Milwaukee             | WI    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                | 104          |
| community, and if supplier diversity<br>program is in place, must include                                            | OppenheimerFunds Inc.                  | New York              | NY    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| LGBTQ suppliers (15 points)<br>3d Contractor/supplier non-discrimination                                             | PIMCO LLC                              | Newport Beach         | CA    | •         | •         | •         | •          | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
| standards and philanthropic giving guidelines (5 points)                                                             | PNC Financial Services Group Inc., The | Pittsburgh            | PA    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                | 165          |
|                                                                                                                      | Prudential Financial Inc.              | Newark                | NJ    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                | 52           |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have                                       | Raymond James Financial Inc.           | St. Petersburg        | FL    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 90                 | 431          |
| not responded to repeated invitations<br>to the CEI survey. These ratings are                                        | RBC Capital Markets LLC                | New York              | NY    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| based on publicly available information<br>as well as information submitted to<br>HRC from unofficial LGBTQ employee | RBC Wealth Management                  | Minneapolis           | MN    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| groups or individual employees.                                                                                      | Regions Financial Corp.                | Birmingham            | AL    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 85                 | 460          |
|                                                                                                                      | Robert W. Baird & Co. Incorporated     | Milwaukee             | WI    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                      | Rockland Trust Co.                     | Rockland              | MA    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                      | S&P Global Inc.                        | New York              | NY    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                | 463          |
|                                                                                                                      | Seacoast National Bank                 | Stuart                | FL    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                |                    |              |
|                                                                                                                      | Société Générale                       | New York              | NY    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                      | Standard Chartered                     | New York              | NY    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                      | State Street Corp.                     | Boston                | MA    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                | 259          |
|                                                                                                                      | Sumitomo Mitsui Banking Corporation    | New York              | NY    | ٠         | ٠         | ٠         | •          | •         | •         | ٠         | •         | •        |            | 100                | 100                |              |

| Appendix C                                                                                                               | Ratings by Industry, Descending Score           |                       |       |           |           |           |           | Crite     | erion     |           |           |          |            |                    | Rating             |              |
|--------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------|-----------------------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                          |                                                 |                       |       | 15 points | 15 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                      | Employer                                        | Headquarters Location | State | <b>1a</b> | 1b        | <b>2a</b> | <b>2b</b> | 2c        | 3a        | 3b        | <b>3c</b> | 3d       | 4          | 202<br>CEI         | CEI 3              | For          |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                       | SunTrust Banks Inc.                             | Atlanta               | GA    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                | 303          |
| operations (15 points)                                                                                                   | Synchrony                                       | Stamford              | СТ    | •         | ٠         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                | 173          |
| 1b Prohibits discrimination<br>based on gender identity for                                                              | T. Rowe Price Associates Inc.                   | Baltimore             | MD    | •         | ٠         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                | 540          |
| all operations (15 points) 2a Equivalency in same- and                                                                   | TD Ameritrade                                   | Omaha                 | NE    | •         | ٠         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                | 630          |
| different-sex spousal medical and soft benefits (10 points)                                                              | TD Bank, N.A.                                   | Cherry Hill           | NJ    | •         | ٠         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                | 889          |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                   | TD Securities (USA) LLC                         | New York              | NY    | ٠         | ٠         | •         | •         | ٠         | ٠         | •         | •         | •        |            | 100                | 100                |              |
| and soft benefits (10 points /<br>half credit for parity across                                                          | TIAA                                            | New York              | NY    | •         | ٠         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                | 84           |
| some, but not all benefits)<br>2c Equal health coverage for transgender                                                  | TPG Global LLC                                  | Fort Worth            | тх    | •         | ٠         | •         | •         | •         | ٠         | •         | •         | ٠        |            | 100                | 100                |              |
| individuals without exclusion for<br>medically necessary care (10 points                                                 | TransUnion                                      | Chicago               | IL    | •         | ٠         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                | 973          |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                          | U.S. Bancorp                                    | Minneapolis           | MN    | •         | ٠         | •         | •         | •         | ٠         | •         | •         | ٠        |            | 100                | 100                | 122          |
| related care remain in place)<br>3a Three LGBTQ internal training and                                                    | UBS AG                                          | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| education best practices (10 points)<br>3b Employee group or diversity                                                   | United Services Automobile Association          | San Antonio           | тх    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 100          |
| council (10 points)                                                                                                      | Vanguard Group Inc.                             | Malvern               | PA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                                  | Visa                                            | San Francisco         | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 161          |
| community, and if supplier diversity<br>program is in place, must include<br>LGBTQ suppliers <b>(15 points)</b>          | Voya Financial                                  | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 307          |
| 3d Contractor/supplier non-discrimination                                                                                | Wells Fargo & Co.                               | San Francisco         | CA    | •         | •         | •         | •         | •         | •         | •         | •         | ٠        |            | 100                | 100                | 26           |
| standards and philanthropic giving guidelines (5 points)                                                                 | Federal Reserve Bank of Kansas City             | Kansas City           | мо    | •         | •         | •         | •         | •         | •         | •         | ٩         | •        |            | 95                 |                    |              |
|                                                                                                                          | Waddell & Reed Financial Inc.                   | Overland Park         | KS    | •         | •         | •         | •         | •         | •         | •         | •         |          |            | 95                 | 45                 |              |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have                                           | William Blair & Company LLC                     | Chicago               | IL    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 95                 |                    |              |
| not responded to repeated invitations<br>to the CEI survey. These ratings are<br>based on publicly available information | Ameriprise Financial Inc.                       | Minneapolis           | MN    | •         | •         | •         |           | •         | •         | •         | •         | ٠        |            | 90                 | 90                 | 252          |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                                | Navient                                         | Wilmington            | DE    | •         | •         | •         |           | •         | ٠         | •         | •         | •        |            | 90                 | 85                 | 515          |
| groups or individual employees.                                                                                          | Old National Bank                               | Evansville            | IN    | •         | ٠         | ٠         | •         | ٠         | ٠         | •         | ٩         | •        |            | 90                 |                    |              |
|                                                                                                                          | CNO Financial Group Inc.                        | Carmel                | IN    | •         | •         | •         |           | •         | ٠         | •         | ٩         | •        |            | 85                 |                    | 580          |
|                                                                                                                          | Empower Retirement                              | Greenwood Village     | со    | ٠         | •         | ٠         | •         | •         | •         | •         |           | •        |            | 85                 |                    |              |
|                                                                                                                          | Fidelity Investments                            | Boston                | МА    | •         | •         | •         |           | •         | ٠         | •         | •         |          |            | 85                 | 90                 |              |
|                                                                                                                          | Invesco Ltd.                                    | Atlanta               | GA    | •         | ٠         | ٠         | •         |           | ٠         | •         | •         |          |            | 85                 | 45                 |              |
|                                                                                                                          | Mercedes-Benz Financial Services USA LLC (MBFS) | Farmington Hills      | МІ    | •         | •         | •         |           | •         | ٠         | •         | •         |          |            | 85                 | 75                 |              |
|                                                                                                                          | Pacific Life Insurance Co.                      | Newport Beach         | CA    | ٠         | •         | ٠         | •         | ٠         | ٠         |           | ٩         | ٠        |            | 85                 | 80                 | 313          |
|                                                                                                                          | Securian Financial Group Inc.                   | St. Paul              | MN    | •         | •         | •         |           | •         | •         | •         | •         |          |            | 85                 |                    | 462          |
|                                                                                                                          | Lord, Abbett & Co. LLC                          | Jersey City           | NJ    | •         | ٠         | •         | ●         |           | •         | ٠         | ٠         |          |            | 80                 |                    |              |

| Appendix C                                                                                                      | Ratings by Industry, Descending Score                     |                       |       |           |           |            |           | Crite     | erion     |           |           |          |            |                    | Rating             |              |
|-----------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------|-----------------------|-------|-----------|-----------|------------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                 |                                                           |                       |       | 15 points | 15 points | 10 points  | 10 points | 10 points | 10 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                             | Employer                                                  | Headquarters Location | State | 1a        | 1b        | <b>2</b> a | <b>2b</b> | 2c        | 3a        | 3b        | 3c        | 3d       | 4          | 202<br>CEI         | CEI<br>CEI         | For          |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                              | Western Union Co., The                                    | Englewood             | со    | •         | •         | ٠          | •         |           | •         | •         | ٩         |          |            | 80                 | 50                 | 494          |
| operations (15 points)                                                                                          | Bank of America Corp.                                     | Charlotte             | NC    | •         | ٠         | ٠          | •         | ٠         | ٠         | •         | ٠         | ٠        | ٠          | 75                 | 75                 | 24           |
| 1b Prohibits discrimination<br>based on gender identity for                                                     | First Horizon National Corp.                              | Memphis               | TN    | •         | •         | ٠          |           | •         | ٠         | •         | ٩         |          |            | 75                 | 75                 | 927          |
| all operations (15 points) 2a Equivalency in same- and                                                          | Alliance Data Systems Corp.                               | Columbus              | ОН    | •         | •         | ٠          | ●         |           |           | •         | ۵         |          |            | 65                 | 85                 | 365          |
| different-sex spousal medical<br>and soft benefits (10 points)                                                  | CIBC Bank USA                                             | New York              | NY    | •         | •         |            | •         |           | •         | •         |           |          |            | 60                 | 65                 |              |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                          | Loews Corp.                                               | New York              | NY    | •         | •         | •          |           |           |           |           | ۵         | ٠        |            | 55                 | 55                 | 217          |
| and soft benefits (10 points /<br>half credit for parity across                                                 | SLM Corp. (Sallie Mae)                                    | Newark                | DE    | •         | •         | •          | ٢         |           | •         |           |           |          |            | 55                 | 55                 | 417          |
| 2c Equal health coverage for transgender                                                                        | CoreLogic                                                 | Irvine                | CA    | ٩         | ٩         | •          |           |           | •         | •         |           |          |            | 50                 | 50                 | 998          |
| individuals without exclusion for<br>medically necessary care (10 points                                        | Fidelity National Financial Corp.                         | Jacksonville          | FL    | ۵         | ۲         |            |           |           |           |           |           |          |            | 20                 | 20                 | 302          |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                 | Intercontinental Exchange                                 | Atlanta               | GA    |           | ۵         |            |           |           |           |           |           |          |            | 20                 | 0                  | 477          |
| related care remain in place)<br>3a Three LGBTQ internal training and                                           | INTL FCStone Inc.                                         | New York              | NY    | ۵         | ۵         |            |           |           |           |           |           |          |            | 20                 | 10                 | 103          |
| education best practices (10 points)<br>3b Employee group or diversity                                          | A-Mark Precious Metals                                    | El Segundo            | CA    |           |           |            |           |           |           |           |           |          |            | 0                  | 0                  | 404          |
| council (10 points)                                                                                             | HRG Group                                                 | New York              | NY    |           |           |            |           |           |           |           |           |          |            | 0                  | 10                 | 422          |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ<br>community, and if supplier diversity | Leucadia National Corporation                             | New York              | NY    |           |           |            |           |           |           |           |           |          |            | 0                  | 0                  | 241          |
| program is in place, must include<br>LGBTQ suppliers (15 points)                                                | CHEMICALS AND BIOTECHNOLOGY                               |                       |       |           |           |            |           |           |           |           |           |          |            |                    |                    |              |
| 3d Contractor/supplier non-discrimination                                                                       | BASF Corp.                                                | Florham Park          | NJ    | •         | •         | ٠          | •         | •         | •         | •         | ٠         | ٠        |            | 100                | 100                |              |
| standards and philanthropic giving guidelines (5 points)                                                        | Biogen                                                    | Cambridge             | MA    | •         | •         | •          | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 245          |
| Ratings in Gray / Unofficial ratings of                                                                         | Celanese Corp.                                            | Irving                | ТΧ    | •         | •         | •          | •         | ٠         | •         | •         | ٠         | ٠        |            | 100                | 100                | 455          |
| the Fortune 500 companies that have<br>not responded to repeated invitations                                    | Corteva Agriscience                                       | Wilmington            | DE    | •         | •         | •          | •         | •         | •         | •         | •         | •        |            | 100                |                    |              |
| to the CEI survey. These ratings are based on publicly available information                                    | Dow                                                       | Midland               | МІ    | •         | •         | •          | •         | ٠         | •         | •         | ٠         | ٠        |            | 100                | 100                | 62           |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                       | Ecolab Inc.                                               | St. Paul              | MN    | •         | •         | •          | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 215          |
| groups or individual employees.                                                                                 | FMC Corp.                                                 | Philadelphia          | PA    | •         | •         | ٠          | •         | ٠         | •         | •         | ٠         | ٠        |            | 100                |                    | 673          |
|                                                                                                                 | Genentech Inc.                                            | South San Francisco   | CA    | •         | •         | •          | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                 | Illumina                                                  | San Diego             | CA    | •         | •         | ٠          | •         | ٠         | •         | •         | ٠         | ٠        |            | 100                |                    | 781          |
|                                                                                                                 | PolyOne Corporation                                       | Avon Lake             | ОН    | •         | •         | •          | •         | ٠         | •         | •         | ٠         | •        |            | 100                | 90                 | 672          |
|                                                                                                                 | Roche Diagnostics Corp.                                   | Indianapolis          | IN    | •         | •         | ٠          | •         | ٠         | •         | •         | ٠         | ٠        |            | 100                |                    |              |
|                                                                                                                 | Thermo Fisher Scientific Inc.                             | Waltham               | MA    | •         | •         | ٠          | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 144          |
|                                                                                                                 | Sherwin-Williams Co., The                                 | Cleveland             | он    | •         | •         | ٠          | ٠         | •         | ٠         | ٠         | •         |          |            | 95                 | 80                 | 190          |
|                                                                                                                 | Eastman Chemical Co.                                      | Kingsport             | TN    | •         | •         | •          |           | •         | •         | •         | •         | •        |            | 90                 | 90                 | 310          |
|                                                                                                                 | EMD Serono, MilliporeSigma, and EMD Performance Materials | Burlington            | MA    | •         | •         | •          | •         | •         |           | ٠         | •         | •        |            | 90                 | l                  |              |

# Appendix C Ratings by Industry, Descending Score

| <b>1a</b> | Prohibits discrimination based<br>on sexual orientation for all<br>operations (15 points) |
|-----------|-------------------------------------------------------------------------------------------|
| <b>1b</b> | Prohibits discrimination<br>based on gender identity for                                  |

all operations (15 points) 2a Equivalency in same- and different-sex spousal medical and soft benefits (10 points)

**CEI Rating Criteria** 

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

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

| Ratings by Industry, Descending Score |                              |       |           |           |           |           | Crite     | erion     |           |           |          |                                 |                    | Rating             |              |  |
|---------------------------------------|------------------------------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|---------------------------------|--------------------|--------------------|--------------|--|
|                                       |                              |       | 15 points | 15 points | 10 points | 15 points | 5 points | -25 points                      | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |  |
| Employer                              | <b>Headquarters</b> Location | State | 1a        | 1b        | <b>2a</b> | <b>2b</b> | 2c        | <b>3a</b> | 3b        | 3c        | 3d       | 4                               | 202<br>CEI         | 201<br>CEI         | For          |  |
| Lubrizol Corp.                        | Wickliffe                    | ОН    | •         | •         | •         | ●         | •         | •         | •         | ٩         | •        |                                 | 90                 | 85                 | 423          |  |
| PPG Industries Inc.                   | Pittsburgh                   | PA    | •         | ٠         | ٠         |           | •         | •         | •         | •         | ٠        |                                 | 90                 | 90                 | 191          |  |
| Univar Solutions Inc.                 | Downers Grove                | IL    | •         | •         | •         | •         | O         |           | •         | •         | •        |                                 | 85                 | 60                 | 349          |  |
| Firmenich Inc.                        | Plainsboro                   | NJ    | •         | •         | •         | ●         | •         |           | •         | •         |          |                                 | 80                 |                    |              |  |
| The Chemours Company                  | Wilmington                   | DE    | •         | •         | •         |           | •         | •         | •         | ٥         | •        | a<br>1<br>1<br>1<br>1<br>1<br>1 | 80                 | 75                 | 451          |  |
| Agilent Technologies Inc.             | Santa Clara                  | CA    | •         | •         | •         | •         | •         | •         |           |           | •        |                                 | 75                 | 85                 | 558          |  |
| Ashland Inc.                          | Covington                    | KY    | •         | •         | •         |           |           |           |           |           |          | a<br>1<br>1<br>1<br>1<br>1<br>1 | 40                 | 40                 | 705          |  |
| Huntsman Corp.                        | The Woodlands                | тх    | •         | •         | •         |           |           |           |           |           |          |                                 | 40                 | 45                 | 282          |  |
| Westlake Chemical                     | Houston                      | ТХ    | ۵         | ۵         |           |           |           |           |           |           |          | a<br>1<br>1<br>1<br>1<br>1<br>1 | 20                 |                    | 352          |  |
| Quintiles Transnational               | Durham                       | NC    |           |           |           |           |           |           |           |           |          |                                 | 0                  | 20                 | 304          |  |
| COLLEGES AND UNIVERSITIES             |                              |       |           |           |           |           |           |           |           |           |          |                                 |                    |                    |              |  |
| University of Phoenix                 | Phoenix                      | AZ    | ٠         | ٠         | ٠         | ٠         | ٠         | •         | •         | •         | •        |                                 | 100                | 100                |              |  |
| COMPUTER AND DATA SERVICES            |                              |       |           |           |           |           |           |           |           |           |          |                                 |                    |                    |              |  |
| Arrow Electronics                     | Centennial                   | СО    | •         | •         | •         | •         | •         | •         | •         | •         | ٠        |                                 | 100                | 100                | 113          |  |
| Black Knight Inc.                     | Jacksonville                 | FL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |                                 | 100                | 70                 |              |  |
| Citrix Systems Inc.                   | Fort Lauderdale              | FL    | •         | •         | •         | •         | •         | •         | •         | •         | ٠        |                                 | 100                | 100                | 753          |  |
| Dell Technologies Inc.                | Round Rock                   | ТХ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |                                 | 100                | 100                | 35           |  |
| Dropbox Inc.                          | San Francisco                | CA    | •         | •         | •         | ٠         | •         | •         | •         | •         | ٠        |                                 | 100                | 100                |              |  |
| xperian North America                 | Costa Mesa                   | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |                                 | 100                | 100                |              |  |
| FactSet Research Systems Inc.         | Norwalk                      | СТ    | •         | •         | •         | •         | •         | •         | •         | •         | ٠        |                                 | 100                | 100                |              |  |
| HERE North America LLC                | Chicago                      | IL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |                                 | 100                | 90                 |              |  |
| Hewlett Packard Enterprise Co.        | San Jose                     | CA    | •         | •         | •         | •         | •         | •         | •         | •         | ٠        |                                 | 100                | 80                 | 107          |  |
| nformation Resources Inc.             | Chicago                      | IL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |                                 | 100                |                    |              |  |
| ENOVO (UNITED STATES) INC.            | Morrisville                  | NC    | •         | •         | •         | •         | •         | •         | •         | •         | ٠        |                                 | 100                | 100                |              |  |
| Medidata Solutions Inc.               | New York                     | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |                                 | 100                | 100                |              |  |
| Palo Alto Networks                    | Santa Clara                  | CA    | •         | ٠         | •         | ٠         | •         | •         | •         | •         | ٠        |                                 | 100                | 95                 |              |  |
| Rackspace                             | San Antonio                  | ТХ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |                                 | 100                | 100                | 970          |  |
| ech Data Corp.                        | Clearwater                   | FL    | ٠         | •         | ٠         | •         | •         | •         | •         | •         | •        |                                 | 100                | 100                | 83           |  |
| Western Digital Corp.                 | San Jose                     | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |                                 | 100                | 100                | 158          |  |
| NetApp Inc.                           | Sunnyvale                    | CA    | •         | ٠         | •         | ٠         | ●         | •         | •         | ٩         | ٠        |                                 | 90                 | 85                 | 495          |  |
|                                       |                              |       |           |           | -         |           |           | -         |           |           |          | -                               |                    |                    |              |  |

| Appendix C                                                                                                              | Ratings by Industry, Descending Score  |                       |       |           |           |           |           | Crite     | erion     |           |           |          |            |                    | Rating             |              |
|-------------------------------------------------------------------------------------------------------------------------|----------------------------------------|-----------------------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                         |                                        |                       |       | 15 points | 15 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                     | Employer                               | Headquarters Location | State | <b>1a</b> | 1b        | <b>2a</b> | <b>2b</b> | 2c        | 3a        | 3b        | 3c        | 3d       | 4          | CEI<br>CEI         | 20.<br>CEI 20.     | For          |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                      | Infosys Limited Inc.                   | Plano                 | тх    | •         | •         | •         | •         | •         |           | •         | •         |          |            | 85                 | 50                 |              |
| operations (15 points)                                                                                                  | Insight Enterprises Inc.               | Tempe                 | AZ    | •         | ٠         | ٠         |           | •         | •         | •         |           |          |            | 70                 | 60                 | 417          |
| 1b Prohibits discrimination<br>based on gender identity for<br>all operations (15 points)                               | DXC Technology                         | Tysons                | VA    | •         | ٠         | ٠         | •         |           |           | •         |           |          |            | 60                 | 60                 | 374          |
| 2a Equivalency in same- and                                                                                             | Travelport Ltd.                        | Atlanta               | GA    | •         | ٠         | ٠         | •         |           |           |           |           |          |            | 50                 | 45                 |              |
| different-sex spousal medical<br>and soft benefits (10 points)                                                          | GlassBridge Enterprises, Inc.          | Oakdale               | MN    | ٠         | •         |           |           |           |           |           |           |          |            | 30                 | 30                 | 923          |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                  | COMPUTER HARDWARE AND OFFICE EQUIPMENT |                       |       |           |           |           |           |           |           |           |           |          |            |                    |                    |              |
| and soft benefits (10 points /<br>half credit for parity across                                                         | Apple Inc.                             | Cupertino             | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 4            |
| some, but not all benefits) 2c Equal health coverage for transgender                                                    | CDW Corp.                              | Lincolnshire          | IL    | •         | ٠         | ٠         | •         | ٠         | •         | •         | •         | •        |            | 100                | 100                | 189          |
| individuals without exclusion for medically necessary care (10 points                                                   | Cisco Systems Inc.                     | San Jose              | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 62           |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                         | HP Inc.                                | Palo Alto             | CA    | •         | ٠         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 90                 | 58           |
| related care remain in place)<br>3a Three LGBTQ internal training and                                                   | Ingram Micro                           | Irvine                | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 90                 | 64           |
| education best practices (10 points)<br>3b Employee group or diversity                                                  | Lexmark International Inc.             | Lexington             | КY    | •         | ٠         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 638          |
| council (10 points)                                                                                                     | Seagate Technology plc                 | Cupertino             | CA    | •         | •         | ٠         | •         | ٠         | •         | •         | •         | •        |            | 100                | 100                |              |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ<br>community, and if supplier diversity         | Xerox Corp.                            | Norwalk               | СТ    | •         | ٠         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 291          |
| program is in place, must include<br>LGBTQ suppliers (15 points)                                                        | SYNNEX Corp.                           | Fremont               | CA    | •         | •         | ٠         | •         | ●         | •         | •         | •         | •        |            | 95                 | 95                 | 169          |
| 3d Contractor/supplier non-discrimination                                                                               | Avnet Inc.                             | Phoenix               | AZ    | •         | •         | ٠         |           | ٠         | •         |           | •         | •        |            | 80                 | 65                 | 128          |
| standards and philanthropic giving guidelines (5 points)                                                                | WESCO International Inc.               | Pittsburgh            | PA    | •         | •         | ٠         | •         |           |           |           |           |          |            | 45                 | 40                 | 370          |
| Defines in Com (11- (finit ation of                                                                                     | Software House International           | Somerset              | NJ    | ٩         | ٩         | •         |           |           |           |           |           |          |            | 30                 | 10                 |              |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have<br>not responded to repeated invitations | Anixter International Inc.             | Glenview              | IL    | ٩         | ۵         |           |           |           |           |           |           |          |            | 20                 | 20                 | 357          |
| to the CEI survey. These ratings are<br>based on publicly available information                                         | COMPUTER SOFTWARE                      |                       |       |           |           |           |           |           |           |           |           |          |            |                    |                    |              |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                               | Adobe Systems Inc.                     | San Jose              | CA    | •         | •         | ٠         | •         | ٠         | •         | •         | •         | •        |            | 100                | 100                | 389          |
| groups or individual employees.                                                                                         | Atlassian                              | San Francisco         | CA    | •         | •         | ٠         | •         | ٠         | •         | •         | •         | •        |            | 100                | 95                 |              |
|                                                                                                                         | Autodesk Inc.                          | San Rafael            | CA    | •         | •         | ٠         | •         | ٠         | •         | •         | •         | •        |            | 100                | 100                | 945          |
|                                                                                                                         | Box Inc.                               | Redwood City          | CA    | •         | •         | ٠         | •         | ٠         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | CA Technologies Inc.                   | New York              | NY    | •         | ٠         | ٠         | •         | ٠         | •         | •         | •         | •        |            | 100                |                    | 598          |
|                                                                                                                         | Intuit Inc.                            | Mountain View         | CA    | •         | ٠         | ٠         | •         | ٠         | •         | •         | •         | •        |            | 100                | 100                | 516          |
|                                                                                                                         | Medallia Inc.                          | San Francisco         | CA    | •         | •         | ٠         | •         | ٠         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Microsoft Corp.                        | Redmond               | WA    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 30           |
|                                                                                                                         | NCR Corp.                              | Atlanta               | GA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 432          |
|                                                                                                                         | NortonLifeLock                         | Mountain View         | CA    | •         | •         | •         | ٠         | ٠         | ٠         | •         | •         | •        |            | 100                | 100                | 586          |

| Appendix C                                                                                                              | Ratings by Industry, Descending Score      |                       |       |            |           |           |           | Crite     | erion     |           |           |          |                                 |                    | Rating       |              |
|-------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|-----------------------|-------|------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|---------------------------------|--------------------|--------------|--------------|
|                                                                                                                         |                                            |                       |       | 15 points  | 15 points | 10 points | 15 points | 5 points | -25 points                      | 2020<br>CEI Rating | 19<br>Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                     | Employer                                   | Headquarters Location | State | <b>1</b> a | 1b        | <b>2a</b> | <b>2b</b> | 2c        | 3a        | 3b        | 3c        | 3d       | 4                               | 203<br>CEI         | 2013<br>CEI  | For          |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                      | Nuance Communications                      | Burlington            | MA    | •          | •         | •         | •         | •         | ٠         | •         | •         | •        |                                 | 100                | 100          | 971          |
| operations (15 points)                                                                                                  | Oracle Corp.                               | Redwood City          | CA    | ٠          | ٠         | ٠         | •         | •         | ٠         | •         | •         | •        |                                 | 100                | 100          | 82           |
| 1b Prohibits discrimination<br>based on gender identity for                                                             | Salesforce                                 | San Francisco         | CA    | •          | •         | •         | •         | •         | •         | •         | •         | •        | a<br>1<br>1<br>1<br>1<br>1<br>1 | 100                | 100          | 285          |
| all operations (15 points) 2a Equivalency in same- and                                                                  | SAP America Inc.                           | Newtown Square        | PA    | ٠          | ٠         | ٠         | •         | •         | ٠         | •         | •         | •        |                                 | 100                | 100          |              |
| different-sex spousal medical and soft benefits (10 points)                                                             | Uber Technologies Inc.                     | San Francisco         | CA    | ٠          | ٠         | ٠         | •         | •         | ٠         | •         | •         | •        |                                 | 100                | 100          |              |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                  | VERMEG SARL                                | New York              | NY    | ٠          | ٠         | ٠         | ٠         | •         | ٠         | •         | •         | •        |                                 | 100                | 100          |              |
| and soft benefits (10 points /<br>half credit for parity across                                                         | VMware Inc.                                | Palo Alto             | CA    | ٠          | ٠         | ٠         | •         | •         | ٠         | •         | •         | •        |                                 | 100                | 100          |              |
| some, but not all benefits)<br>2c Equal health coverage for transgender                                                 | Workday Inc.                               | Pleasanton            | CA    | ٠          | ٠         | ٠         | •         | •         | ٠         | •         | •         | ٠        |                                 | 100                | 100          | 925          |
| individuals without exclusion for<br>medically necessary care (10 points                                                | Zendesk Inc                                | San Francisco         | CA    | ٠          | ٠         | ٠         | •         | •         | ٠         | •         | •         | •        |                                 | 100                |              |              |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                         | Mozilla Corporation                        | Mountain View         | CA    | ٠          | ٠         | ٠         | •         | •         | ٠         | •         | •         |          |                                 | 95                 | 95           |              |
| related care remain in place)<br>3a Three LGBTQ internal training and                                                   | New Relic Inc.                             | San Francisco         | CA    | ٠          | ٠         | ٠         | •         | •         | ٠         | •         | •         |          |                                 | 95                 | 95           |              |
| education best practices (10 points)<br>3b Employee group or diversity                                                  | PROS                                       | Houston               | тх    | •          | •         | •         | •         | •         | •         | •         | •         |          |                                 | 95                 | 75           |              |
| council (10 points)                                                                                                     | AthenaHealth Inc.                          | Watertown             | MA    | •          | •         | •         | •         | •         | •         | •         | •         |          | a<br>1<br>1<br>1<br>1<br>1<br>1 | 90                 | 100          |              |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                                 | PTC Inc                                    | Boston                | MA    | •          | •         | ٠         |           | •         | •         | •         | •         | •        |                                 | 90                 |              |              |
| community, and if supplier diversity<br>program is in place, must include<br>LGBTQ suppliers <b>(15 points)</b>         | Ultimate Software                          | Weston                | FL    | •          | •         | •         |           | •         | •         | •         | •         | •        |                                 | 90                 | 90           |              |
| 3d Contractor/supplier non-discrimination                                                                               | Relias LLC                                 | Morrisville           | NC    | •          | •         | ٠         | •         | •         | •         | •         |           |          |                                 | 80                 |              |              |
| standards and philanthropic giving guidelines (5 points)                                                                | Cloudera Inc.                              | Palo Alto             | CA    | •          | •         | •         |           | •         | •         | •         |           | •        |                                 | 70                 | 70           |              |
|                                                                                                                         | Avaya Inc.                                 | Santa Clara           | CA    | •          | •         | ٠         | •         |           |           | •         |           |          |                                 | 60                 | 60           | 704          |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have<br>not responded to repeated invitations | Veritas Technologies LLC                   | Mountain View         | CA    | •          | •         |           |           | •         |           | •         | ٩         | •        |                                 | 60                 | 60           |              |
| to the CEI survey. These ratings are<br>based on publicly available information                                         | BMC Software Inc.                          | Houston               | тх    | •          | •         | ٠         |           |           |           |           |           | ٠        |                                 | 45                 | 45           | 915          |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                               | Software AG USA Inc.                       | Reston                | VA    | ٩          | ٥         | •         |           |           |           | •         |           |          |                                 | 40                 | 40           |              |
| groups or individual employees.                                                                                         | McAfee LLC                                 | Santa Clara           | CA    | ٩          | ٥         | ٠         |           |           |           | ٠         |           |          |                                 | 35                 |              | 853          |
|                                                                                                                         | Allscripts-Misys Healthcare Solutions Inc. | Chicago               | IL    | ٩          | ٥         | •         |           |           |           |           |           |          |                                 | 30                 | 20           |              |
|                                                                                                                         | CONSULTING AND BUSINESS SERVICES           |                       |       |            |           |           |           |           |           |           |           |          |                                 |                    |              |              |
|                                                                                                                         | A.T. Kearney Inc.                          | Chicago               | IL    | •          | •         | •         | •         | •         | •         | •         | •         | •        |                                 | 100                | 100          |              |
|                                                                                                                         | Accenture                                  | New York              | NY    | •          | •         | ٠         | •         | •         | •         | •         | •         | •        |                                 | 100                | 100          |              |
|                                                                                                                         | ADP                                        | Roseland              | NJ    | ٠          | •         | ٠         | •         | ٠         | ٠         | •         | •         | •        |                                 | 100                | 100          | 243          |
|                                                                                                                         | Alight Solutions                           | Lincolnshire          | IL    | ٠          | •         | ٠         | •         | ٠         | •         | •         | ٠         | ٠        |                                 | 100                |              |              |
|                                                                                                                         | AlixPartners LLP                           | New York              | NY    | ٠          | •         | ٠         | •         | •         | ٠         | •         | •         | •        |                                 | 100                | 100          |              |
|                                                                                                                         | Aon Corp.                                  | Chicago               | IL    | ٠          | •         | ٠         | •         | ٠         | •         | •         | •         | •        |                                 | 100                | 100          | 235          |
|                                                                                                                         |                                            |                       |       |            |           |           |           |           |           |           |           |          |                                 |                    |              |              |

109

| Appendix C                                                                                                      | Ratings by Industry, Descending Score      |                       |       |           |           |           |           | Crite     | erion     |           |           |          |            |                    | Rating             |              |
|-----------------------------------------------------------------------------------------------------------------|--------------------------------------------|-----------------------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                 |                                            |                       |       | 15 points | 15 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                             | Employer                                   | Headquarters Location | State | <b>1a</b> | 1b        | 2a        | <b>2b</b> | <b>2c</b> | <b>3a</b> | 3b        | <b>3c</b> | 3d       | 4          | CEI<br>CEI         | CEI 3              | For          |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                              | Axiom Global Inc.                          | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                |                    |              |
| operations (15 points)                                                                                          | Bain & Co. Inc./ Bridgespan Group          | Boston                | MA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 1b Prohibits discrimination<br>based on gender identity for                                                     | Booz Allen Hamilton Inc.                   | McLean                | VA    | ٠         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 482          |
| all operations (15 points) 2a Equivalency in same- and                                                          | Boston Consulting Group                    | Boston                | MA    | •         | ٠         | ٠         | ٠         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| different-sex spousal medical and soft benefits (10 points)                                                     | Capgemini America, INC                     | Chicago               | IL    | ٠         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                          | Capital Area Services Company, LLC (CASCI) | Charleston            | wv    | ٠         | ٠         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 90                 |              |
| and soft benefits (10 points /<br>half credit for parity across                                                 | Capital Markets Company NV, The            | New York              | NY    | •         | •         | ٠         | ٠         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| some, but not all benefits)<br>2c Equal health coverage for transgender                                         | Deloitte LLP                               | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | ٠        |            | 100                | 100                |              |
| individuals without exclusion for medically necessary care (10 points                                           | Dun & Bradstreet Corp., The                | Short Hills           | NJ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 996          |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                 | EAB                                        | Washington            | DC    | •         | ٠         | ٠         | ٠         | •         | •         | •         | ٠         | ٠        |            | 100                | 100                |              |
| related care remain in place) 3a Three LGBTQ internal training and                                              | Ernst & Young LLP                          | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| education best practices (10 points)<br>3b Employee group or diversity                                          | Fujitsu America Inc.                       | Richardson            | тх    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 85                 |              |
| council (10 points)                                                                                             | Gartner Inc.                               | Stamford              | СТ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 697          |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ<br>community, and if supplier diversity | Grant Thornton LLP                         | Chicago               | IL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| program is in place, must include<br>LGBTQ suppliers (15 points)                                                | Guidehouse Inc.                            | Washington            | DC    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 3d Contractor/supplier non-discrimination standards and philanthropic                                           | Huron Consulting Group Inc.                | Chicago               | IL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| giving guidelines (5 points)                                                                                    | IBM Corp.                                  | Armonk                | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 34           |
| Ratings in Gray / Unofficial ratings of                                                                         | IHS Markit Ltd.                            | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| the Fortune 500 companies that have<br>not responded to repeated invitations                                    | Iron Mountain Inc.                         | Boston                | MA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 619          |
| to the CEI survey. These ratings are<br>based on publicly available information                                 | Kelly Services Inc.                        | Тгоу                  | МІ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 503          |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                       | Korn Ferry                                 | Los Angeles           | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| groups or individual employees.                                                                                 | KPMG LLP                                   | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                 | ManpowerGroup                              | Milwaukee             | WI    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 143          |
|                                                                                                                 | Marsh & McLennan Companies Inc.            | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 212          |
|                                                                                                                 | Mathematica Policy Research                | Princeton             | NJ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                |                    |              |
|                                                                                                                 | McKinsey & Co. Inc.                        | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                 | Michael Page International Inc             | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                |                    |              |
|                                                                                                                 | PricewaterhouseCoopers LLP                 | New York              | NY    | •         | ٠         | ٠         | ٠         | ٠         | •         | •         | ٠         | ٠        |            | 100                | 100                |              |
|                                                                                                                 | Robert Half                                | Menlo Park            | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 511          |
|                                                                                                                 | RSM US LLP                                 | Chicago               | IL    | •         | ٠         | •         | ٠         | ٠         | •         | ٠         | ٠         | •        | -          | 100                | 100                |              |

| Appendix C                                                                                                               | Ratings by Industry, Descending Score     |                       |       |           |           |           |           | Crite     | erion     |           |           |          |            |                    | Rating             |              |
|--------------------------------------------------------------------------------------------------------------------------|-------------------------------------------|-----------------------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                          |                                           |                       |       | 15 points | 15 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                      | Employer                                  | Headquarters Location | State | <b>1a</b> | 1b        | <b>2a</b> | <b>2b</b> | 2c        | 3a        | 3b        | 3c        | 3d       | 4          | 203<br>CEI         | CEI 3              | For          |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                       | Slalom                                    | Seattle               | WA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| operations (15 points)                                                                                                   | Thomson Reuters                           | Stamford              | СТ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 1b Prohibits discrimination<br>based on gender identity for                                                              | Willis Towers Watson                      | Arlington             | VA    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                | 626          |
| all operations (15 points) 2a Equivalency in same- and                                                                   | ZS Associates Inc.                        | Evanston              | IL    | •         | ٠         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| different-sex spousal medical<br>and soft benefits (10 points)                                                           | Pariveda Solutions Inc.                   | Dallas                | тх    | •         | •         | •         | •         | •         | ٠         | •         | •         |          |            | 95                 | 50                 |              |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                   | Softchoice Corp.                          | Toronto               | ON    | •         | ٠         | •         | ٠         | •         | ٠         | •         | ٩         | •        |            | 95                 | 80                 |              |
| and soft benefits (10 points /<br>half credit for parity across                                                          | West Monroe Partners LLC                  | Chicago               | IL    | •         | •         | •         | •         | •         | ٠         | •         | •         |          |            | 95                 | 75                 |              |
| some, but not all benefits)<br>2c Equal health coverage for transgender                                                  | Convergys Corp.                           | Cincinnati            | он    | •         | ٠         | ٠         | •         | •         | •         | •         | ٩         | •        |            | 90                 | 90                 | 772          |
| individuals without exclusion for<br>medically necessary care (10 points                                                 | Hitachi Consulting Corp.                  | Dallas                | тх    | •         | •         | •         | •         | •         |           | •         | •         | •        |            | 90                 | 90                 |              |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                          | Randstad USA                              | Atlanta               | GA    | •         | ٠         | •         | 0         | •         | ٠         | •         | •         |          |            | 90                 |                    |              |
| related care remain in place) 3a Three LGBTQ internal training and                                                       | Wipro Ltd.                                | East Brunswick        | NJ    | •         | •         | •         | 0         | •         | ٠         | •         | •         |          |            | 90                 | 95                 |              |
| education best practices (10 points)                                                                                     | CHG Healthcare Inc.                       | Midvale               | UT    | •         | •         | •         | •         | •         |           | •         | •         |          |            | 85                 | 85                 |              |
| 3b Employee group or diversity council (10 points)                                                                       | Cognizant Technology Solutions Corp.      | Teaneck               | NJ    | •         | •         | •         |           |           |           | •         | •         | •        |            | 70                 | 20                 | 195          |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                                  | Unisys Corp.                              | Blue Bell             | PA    | •         | •         | •         | •         | •         | •         |           |           |          |            | 70                 | 60                 | 784          |
| community, and if supplier diversity<br>program is in place, must include                                                | ABM Industries Inc.                       | New York              | NY    | ٩         | ٢         |           |           |           |           |           |           |          |            | 20                 | 10                 | 498          |
| LGBTQ suppliers (15 points)<br>3d Contractor/supplier non-discrimination                                                 | DIVERSIFIED OUTSOURCING SERVICES          |                       |       |           |           | i.        |           |           |           |           |           |          |            |                    |                    |              |
| standards and philanthropic giving guidelines (5 points)                                                                 | Conduent Inc.                             | Florham Park          | NJ    | •         | •         | •         | •         |           |           | •         | •         | •        |            | 80                 | 60                 | 466          |
|                                                                                                                          | Cintas Corp.                              | Cincinnati            | ОН    | ۵         | ۵         |           |           |           |           |           |           |          |            | 20                 |                    | 500          |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have                                           | EDUCATION AND CHILD CARE                  |                       |       |           |           | ì         |           |           | İ         |           |           |          |            |                    |                    |              |
| not responded to repeated invitations<br>to the CEI survey. These ratings are<br>based on publicly available information | Macmillan Learning                        | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                |                    |              |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                                | Pearson Inc.                              | Hoboken               | NJ    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 90                 |              |
| groups or individual employees.                                                                                          | McGraw-Hill Global Education Holdings LLC | New York              | NY    | •         | ٠         | ٠         | ٠         | •         | ٠         | •         | ٩         | •        |            | 95                 | 70                 |              |
|                                                                                                                          | Bright Horizons                           | Watertown             | MA    | •         | •         | •         |           | •         | ٠         | •         | •         | •        |            | 90                 | 90                 |              |
|                                                                                                                          | Houghton Mifflin Harcourt Co.             | Boston                | MA    | •         | •         | •         | •         | •         | •         |           | ٩         | •        |            | 85                 | 85                 |              |
|                                                                                                                          | ENERGY AND UTILITIES                      |                       |       |           |           |           |           |           |           |           |           |          |            |                    |                    |              |
|                                                                                                                          | Alliant Energy Corp.                      | Madison               | WI    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 682          |
|                                                                                                                          | Ameren Corp.                              | St. Louis             | МО    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 453          |
|                                                                                                                          | American Electric Power Co. Inc.          | Columbus              | ОН    | ٠         | •         | ٠         | •         | •         | ٠         | •         | •         | •        |            | 100                | 85                 | 185          |
|                                                                                                                          | Dominion Energy                           | Richmond              | VA    | ٠         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 233          |
|                                                                                                                          | Duke Energy Corp.                         | Charlotte             | NC    | ٠         | ٠         | •         | ٠         | ٠         | •         | •         | •         | •        |            | 100                | 100                | 125          |

| Appendix C                                                                                                              | Ratings by Industry, Descending Score                |                       | :     |           |           |           |           | Crite     | erion     |           |           |          |            |                    | Rating       | J            |
|-------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------|-----------------------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------|--------------|
|                                                                                                                         |                                                      |                       |       | 15 points | 15 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 19<br>Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                     | Employer                                             | Headquarters Location | State | <b>1a</b> | 1b        | <b>2a</b> | <b>2b</b> | 2c        | <b>3a</b> | 3b        | 3c        | 3d       | 4          | 202<br>CEI         | 2019<br>CEI  | For          |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                      | Edison International                                 | Rosemead              | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100          | 244          |
| operations (15 points)                                                                                                  | Enbridge                                             | Houston               | тх    | •         | ٠         | •         | •         | •         | •         | •         | •         | ٠        |            | 100                | 70           | 519          |
| 1b Prohibits discrimination<br>based on gender identity for<br>all operations (15 points)                               | Exelon Corp.                                         | Chicago               | IL    | •         | •         | •         | •         | •         | •         | •         | ٠         | •        |            | 100                | 100          | 92           |
| 2a Equivalency in same- and                                                                                             | National Grid USA                                    | Waltham               | MA    | •         | •         | •         | •         | •         | •         | •         | •         | ٠        |            | 100                | 85           |              |
| different-sex spousal medical<br>and soft benefits (10 points)                                                          | PG&E Corp.                                           | San Francisco         | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100          | 168          |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                  | Portland General Electric Co.                        | Portland              | OR    | •         | •         | •         | •         | •         | •         | •         | ٠         | ٠        |            | 100                | 100          | 953          |
| and soft benefits (10 points /<br>half credit for parity across                                                         | PPL Corp.                                            | Allentown             | PA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100          | 380          |
| 2c Equal health coverage for transgender                                                                                | Sempra Energy                                        | San Diego             | CA    | •         | •         | •         | •         | •         | •         | •         | •         | ٠        |            | 100                | 100          | 271          |
| individuals without exclusion for<br>medically necessary care (10 points                                                | Schneider Electric                                   | Andover               | MA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100          |              |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                         | Southern Co.                                         | Atlanta               | GA    | •         | •         | •         | •         | •         | •         | •         | •         | ٠        |            | 100                | 100          | 126          |
| related care remain in place)<br>3a Three LGBTQ internal training and                                                   | Xcel Energy Inc.                                     | Minneapolis           | MN    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100          | 266          |
| education best practices (10 points)<br>3b Employee group or diversity                                                  | Battelle Energy Alliance (Idaho National Laboratory) | Idaho Falls           | ID    | •         | •         | •         | •         | •         | •         | •         | •         | ٠        |            | 95                 | 90           |              |
| council (10 points)                                                                                                     | EQT Corporation                                      | Pittsburgh            | PA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 95                 |              | 683          |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ<br>community, and if supplier diversity         | ONEOK Inc.                                           | Tulsa                 | ок    | •         | •         | •         | •         | •         | •         | •         | •         |          |            | 95                 | 95           | 249          |
| program is in place, must include<br>LGBTQ suppliers (15 points)                                                        | Direct Energy                                        | Houston               | тх    | •         | •         | •         | •         | •         | •         | •         | •         |          |            | 90                 |              |              |
| 3d Contractor/supplier non-discrimination                                                                               | Great River Energy                                   | Maple Grove           | MN    | •         | ٠         | •         | •         | •         |           | •         | ٠         | •        |            | 90                 | 85           |              |
| standards and philanthropic giving guidelines (5 points)                                                                | NiSource Inc.                                        | Merrillville          | IN    | ٠         | ٠         | •         |           | •         | •         | •         | •         | •        |            | 90                 | 90           | 535          |
| Defines in Grow / Unofficial ratings of                                                                                 | Williams Companies Inc.                              | Tulsa                 | ОК    | ٠         | ٠         | •         | •         |           | ٠         | •         | •         | ٠        |            | 90                 | 70           | 353          |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have<br>not responded to repeated invitations | AES Corp., The                                       | Arlington             | VA    | ٠         | ٠         | •         |           | •         | •         | •         | •         |          |            | 85                 | 0            | 214          |
| to the CEI survey. These ratings are<br>based on publicly available information                                         | Entergy Corp.                                        | New Orleans           | LA    | ٠         | ٠         | •         |           | •         | ٠         | •         | •         |          |            | 85                 | 85           | 274          |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                               | Eversource Energy                                    | Springfield           | MA    | ٠         | ٠         | •         |           | •         | •         | •         | •         |          |            | 85                 | 75           | 364          |
| groups or individual employees.                                                                                         | Public Service Enterprise Group                      | Newark                | NJ    | •         | •         | •         |           | •         | •         | •         | •         |          |            | 85                 | 90           | 327          |
|                                                                                                                         | FirstEnergy Corp.                                    | Akron                 | ОН    | ٠         | ٠         | •         |           |           | •         | •         | •         |          |            | 80                 | 20           | 219          |
|                                                                                                                         | Consumers Energy                                     | Jackson               | мі    | ٠         | ٠         | •         |           | •         |           | •         | •         |          |            | 75                 | 90           | 429          |
|                                                                                                                         | DTE Energy Co.                                       | Detroit               | МІ    | ٠         | ٠         | •         |           |           | •         | •         | ٩         | •        |            | 75                 | 85           | 232          |
|                                                                                                                         | Pinnacle West Capital                                | Phoenix               | AZ    | ٠         | ٠         | •         |           | •         |           | •         | ٩         | ٠        |            | 70                 | 70           | 654          |
|                                                                                                                         | Sunrun Inc.                                          | San Francisco         | CA    | •         | •         | •         | •         |           | •         | •         |           |          |            | 70                 | 70           |              |
|                                                                                                                         | Consolidated Edison Co.                              | New York              | NY    | •         | •         | ٠         |           | O         | ٠         | •         |           |          |            | 65                 | 65           | 255          |
|                                                                                                                         | NRG Energy Inc.                                      | Princeton             | NJ    | •         | •         | •         | •         |           |           | •         |           | •        |            | 65                 | 40           | 269          |
|                                                                                                                         | Laclede Group Inc., The                              | St. Louis             | МО    | ٠         | ٠         | •         | ٠         |           |           |           | ٩         |          |            | 60                 | 60           | 959          |

## Appendix C Ratings by Industry, Descending Score

|    | on sexual orientation for all |
|----|-------------------------------|
|    | operations (15 points)        |
| 1b | Prohibits discrimination      |
|    | based on gender identity for  |
|    | all operations (15 points)    |

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

CEI Rating Criteria 1a Prohibits discrimination based

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

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

| Ratings by Industry, Descending Score |                              |       |           |           |           |            | Crite     | erion           |           |           |          |                  |                    | Rating             |              |
|---------------------------------------|------------------------------|-------|-----------|-----------|-----------|------------|-----------|-----------------|-----------|-----------|----------|------------------|--------------------|--------------------|--------------|
|                                       |                              |       | 15 points | 15 points | 10 points | 10 points  | 10 points | 10 points       | 10 points | 15 points | 5 points | -25 points       | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| Employer                              | <b>Headquarters</b> Location | State | 1a        | 1b        | <b>2a</b> | <b>2</b> b | 2c        | <mark>3a</mark> | 3b        | 3c        | 3d       | 4                | 202<br>CEI         | 201<br>CEI         | For          |
| NextEra Energy Inc.                   | Juno Beach                   | FL    | ٩         | ٩         | ٠         |            |           | •               | •         |           |          |                  | 50                 | 50                 | 167          |
| PNM Resources Inc.                    | Albuquerque                  | NM    | ٠         | ٠         | •         |            |           |                 |           |           | ٠        |                  | 45                 | 45                 | 983          |
| WEC Energy Group                      | Milwaukee                    | WI    | ٥         | ٩         | •         |            |           |                 | •         |           |          |                  | 40                 | 40                 | 372          |
| Calpine Corp.                         | Houston                      | тх    | ٥         |           | •         |            |           |                 |           |           |          |                  | 20                 | 20                 | 336          |
| CenterPoint Energy Inc.               | Houston                      | ТХ    | ٩         | ۵         |           |            |           |                 |           |           |          |                  | 20                 | 20                 | 308          |
| Energy Transfer Equity L.P.           | Dallas                       | ТХ    | ٩         | ۵         |           |            |           |                 |           |           |          |                  | 20                 | 20                 | 64           |
| Global Partners                       | Waltham                      | MA    | ٩         | ۵         |           |            |           |                 |           |           |          |                  | 20                 | 10                 | 331          |
| Plains Exploration and Production Co. | Houston                      | ТХ    | ٩         | ۵         |           |            |           |                 |           |           |          |                  | 20                 |                    | 489          |
| JGI Corp.                             | King of Prussia              | PA    | ٩         | ۵         |           |            |           |                 |           |           |          |                  | 20                 | 20                 | 457          |
| /istra Energy                         | Irving                       | ТХ    | ٩         | ۵         |           |            |           |                 |           |           |          |                  | 20                 | 20                 | 499          |
| arga Resources Corp.                  | Houston                      | ТХ    |           |           |           |            |           |                 |           |           |          |                  | 0                  | 0                  | 334          |
| ENGINEERING AND CONSTRUCTION          |                              |       |           |           |           |            |           |                 |           |           |          |                  |                    |                    |              |
| ECOM                                  | Los Angeles                  | CA    | •         | •         | •         | •          | •         | •               | •         | •         | •        |                  | 100                | 100                | 164          |
| Black & Veatch Holding Inc.           | Overland Park                | KS    | ٠         | •         | •         | •          | •         | •               | •         | •         | •        |                  | 100                | 100                |              |
| acobs Engineering Group Inc.          | Dallas                       | ТХ    | •         | •         | •         | •          | •         | •               | •         | •         | •        |                  | 100                | 100                | 297          |
| Perkins and Will Inc.                 | Chicago                      | IL    | ٠         | •         | •         | •          | •         | •               | •         | •         | •        |                  | 100                | 100                |              |
| urner Construction Co.                | New York                     | NY    | •         | •         | •         | •          | •         | •               | •         | •         | •        |                  | 100                | 100                |              |
| Arcadis U.S. Inc.                     | Highlands Ranch              | со    | ٠         | ٩         | •         | •          | •         | •               | •         | •         | •        |                  | 95                 |                    |              |
| Day & Zimmermann LLC                  | Philadelphia                 | PA    | •         | •         | •         | •          | •         | •               | •         | •         |          | *<br>*<br>*<br>* | 95                 |                    |              |
| Arup USA Inc                          | New York                     | NY    | ٠         | •         | •         |            | •         | •               | •         | •         | •        |                  | 90                 | 90                 |              |
| tilti Inc.                            | Planto                       | ТХ    | •         | •         | •         | •          |           | •               | •         | •         |          | *<br>*<br>*<br>* | 90                 | 65                 |              |
| Parsons                               | Pasadena                     | CA    | ٠         | •         | •         | •          | ●         | •               | •         |           | •        |                  | 80                 |                    |              |
| Fluor Corp.                           | Irving                       | ТХ    | •         | •         | •         |            |           | •               | •         |           |          |                  | 60                 | 60                 | 153          |
| Toll Brothers Inc.                    | Horsham                      | PA    | ٠         | •         | •         |            |           | •               | •         |           |          |                  | 60                 | 20                 | 480          |
| United Rentals Inc.                   | Stamford                     | СТ    | ٠         | •         | •         | •          |           |                 |           |           |          |                  | 50                 | 50                 | 424          |
| KB Home                               | Los Angeles                  | CA    | ٥         | ٩         | •         |            |           |                 |           |           |          |                  | 30                 | 35                 | 570          |
| DR Horton Inc.                        | Arlington                    | ТХ    | ٩         | ۵         |           |            |           |                 |           |           |          |                  | 20                 | 20                 | 211          |
| EMCOR Group Inc.                      | Norwalk                      | CT    | ٩         | ۵         |           |            |           |                 |           |           |          |                  | 20                 | 10                 | 368          |
| Lennar Corp.                          | Miami                        | FL    | ٩         | ٢         |           |            |           |                 |           |           |          |                  | 20                 | 20                 | 230          |
| PulteGroup Inc.                       | Atlanta                      | GA    | ٢         |           |           |            |           | 1               |           |           |          |                  | 20                 | 10                 | 341          |

| Appendix C                                                                                                              | Ratings by Industry, Descending Score |                       |       |           |           |           |           | Crite     | erion     |           |           |          |                                 |                    | Rating             |              |
|-------------------------------------------------------------------------------------------------------------------------|---------------------------------------|-----------------------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|---------------------------------|--------------------|--------------------|--------------|
|                                                                                                                         |                                       |                       |       | 15 points | 15 points | 10 points | 15 points | 5 points | -25 points                      | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                     | Employer                              | Headquarters Location | State | <b>1a</b> | 1b        | <b>2a</b> | <b>2b</b> | 2c        | 3a        | 3b        | 3c        | 3d       | 4                               | 202<br>CEI         | 201<br>CEI         | For          |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                      | Quanta Services                       | Houston               | ТХ    | •         | ۵         |           |           |           |           |           |           |          |                                 | 20                 | 10                 | 316          |
| operations (15 points)                                                                                                  | MasTec Inc.                           | Coral Gables          | FL    | ۵         |           |           |           |           |           |           |           |          |                                 | 10                 |                    | 428          |
| 1b Prohibits discrimination<br>based on gender identity for                                                             | Peter Kiewit Sons' Inc.               | Omaha                 | NE    | •         |           |           |           |           |           |           |           |          |                                 | 10                 | 10                 | 339          |
| all operations (15 points) 2a Equivalency in same- and                                                                  | NVR Inc.                              | Reston                | VA    |           |           |           |           |           |           |           |           |          |                                 | 0                  | 0                  | 444          |
| different-sex spousal medical<br>and soft benefits (10 points)                                                          | ENTERTAINMENT AND ELECTRONIC MEDIA    |                       |       |           |           |           |           |           |           |           |           |          |                                 |                    |                    |              |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                  | Activision Blizzard                   | Santa Monica          | CA    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |                                 | 100                | 100                | 401          |
| and soft benefits (10 points /<br>half credit for parity across                                                         | AMC Entertainment Inc.                | Leawood               | KS    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |                                 | 100                | 100                | 787          |
| some, but not all benefits) 2c Equal health coverage for transgender                                                    | Anschutz Entertainment Group, Inc.    | Los Angeles           | CA    | ٠         | ٠         | •         | •         | •         | ٠         | •         | •         | •        |                                 | 100                | 100                |              |
| individuals without exclusion for<br>medically necessary care (10 points                                                | Buzzfeed                              | New York              | NY    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |                                 | 100                | 100                |              |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                         | CBS Corp.                             | New York              | NY    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |                                 | 100                | 100                | 197          |
| related care remain in place)<br>3a Three LGBTQ internal training and                                                   | Comcast NBCUniversal                  | Philadelphia          | PA    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |                                 | 100                | 90                 | 33           |
| education best practices (10 points)<br>3b Employee group or diversity                                                  | Electronic Arts Inc.                  | Redwood City          | CA    | ٠         | ٠         | •         | •         | •         | ٠         | •         | •         | •        |                                 | 100                | 100                | 537          |
| council (10 points)                                                                                                     | Fox Corporation                       | New York              | NY    | ٠         | ٠         | •         | •         | •         | ٠         | •         | •         | •        |                                 | 100                | 100                | 109          |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ<br>community, and if supplier diversity         | Lions Gate Entertainment Corp.        | Santa Monica          | CA    | ٠         | ٠         | •         | •         | •         | ٠         | •         | •         | •        |                                 | 100                | 100                |              |
| program is in place, must include<br>LGBTQ suppliers (15 points)                                                        | Live Nation Entertainment Inc.        | Beverly Hills         | CA    | ٠         | ٠         | •         | •         | •         | ٠         | •         | •         | •        |                                 | 100                | 100                | 290          |
| 3d Contractor/supplier non-discrimination                                                                               | Netflix Inc.                          | Los Gatos             | CA    | ٠         | ٠         | •         | •         | •         | ٠         | •         | •         | •        |                                 | 100                | 100                | 261          |
| standards and philanthropic giving guidelines (5 points)                                                                | SIRIUS XM + Pandora                   | New York              | NY    | ٠         | ٠         | •         | •         | •         | ٠         | •         | •         | •        |                                 | 100                | 100                | 652          |
| Polingo in Crev (11, effected estimate of                                                                               | Sony Corporation of America           | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |                                 | 100                | 100                |              |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have<br>not responded to repeated invitations | Sony Interactive Entertainment LLC    | San Mateo             | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        | a<br>1<br>1<br>1<br>1<br>1<br>1 | 100                | 65                 |              |
| to the CEI survey. These ratings are<br>based on publicly available information                                         | Sony Pictures Entertainment Inc.      | Culver City           | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |                                 | 100                | 100                |              |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                               | TEGNA Inc.                            | McLean                | VA    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |                                 | 100                | 100                | 820          |
| groups or individual employees.                                                                                         | Univision Communications Inc.         | Miami                 | FL    | ٠         | ٠         | ٠         | •         | •         | ٠         | •         | •         | •        |                                 | 100                | 100                | 729          |
|                                                                                                                         | Viacom Inc.                           | New York              | NY    | ٠         | ٠         | •         | •         | •         | ٠         | •         | •         | •        |                                 | 100                | 100                | 221          |
|                                                                                                                         | Vox Media Inc.                        | Washington            | DC    | ٠         | ٠         | ٠         | •         | •         | ٠         | •         | •         | •        |                                 | 100                | 100                |              |
|                                                                                                                         | Walt Disney Co., The                  | Burbank               | CA    | ٠         | ٠         | •         | •         | •         | ٠         | •         | •         | •        |                                 | 100                | 100                | 55           |
|                                                                                                                         | Warner Media                          | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |                                 | 100                | 100                | 98           |
|                                                                                                                         | Warner Music Group                    | New York              | NY    | •         | •         | ٠         | •         | •         | ٠         | •         | •         | •        |                                 | 100                |                    |              |
|                                                                                                                         | iHeartMedia Inc.                      | San Antonio           | ТΧ    | •         | •         | ٠         | •         | •         | •         | •         | •         |          |                                 | 95                 | 60                 | 452          |
|                                                                                                                         | Spotify USA Inc.                      | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         |          |                                 | 95                 |                    |              |
|                                                                                                                         | Informa PLC                           | New York              | NY    | •         | •         | ٠         | ٠         | ٠         |           | •         | ٠         | •        |                                 | 90                 | 90                 |              |

| Appendix C                                                                                                               | Ratings by Industry, Descending Score |                       |       |           |           |           |            | Crite     | erion     |           |           |          |                                                                                             |                    | Rating             |              |
|--------------------------------------------------------------------------------------------------------------------------|---------------------------------------|-----------------------|-------|-----------|-----------|-----------|------------|-----------|-----------|-----------|-----------|----------|---------------------------------------------------------------------------------------------|--------------------|--------------------|--------------|
|                                                                                                                          |                                       |                       |       | 15 points | 15 points | 10 points | 10 points  | 10 points | 10 points | 10 points | 15 points | 5 points | -25 points                                                                                  | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                      | Employer                              | Headquarters Location | State | <b>1a</b> | 1b        | <b>2a</b> | <b>2</b> b | 2c        | 3a        | 3b        | 3c        | 3d       | 4                                                                                           | 202<br>CEI         | 201<br>CEI         | For          |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                       | Regal Entertainment Group             | Knoxville             | TN    | •         | •         | ٠         |            |           | •         | •         |           |          |                                                                                             | 60                 | 60                 | 711          |
| operations (15 points)                                                                                                   | Discovery Communications Inc.         | Silver Spring         | MD    | ٩         | ۵         |           |            |           |           |           |           |          |                                                                                             | 20                 | 20                 | 409          |
| 1b Prohibits discrimination<br>based on gender identity for<br>all operations (15 points)                                | FOOD, BEVERAGES AND GROCERIES         |                       |       |           |           |           |            |           |           |           |           |          |                                                                                             |                    |                    |              |
| 2a Equivalency in same- and                                                                                              | Anheuser-Busch Companies Inc.         | St. Louis             | МО    | ٠         | ٠         | •         | ٠          | •         | ٠         | •         | •         | •        |                                                                                             | 100                | 100                | 149          |
| different-sex spousal medical and soft benefits (10 points)                                                              | Aramark Corp.                         | Philadelphia          | PA    | •         | •         | •         | •          | •         | •         | •         | •         | •        |                                                                                             | 100                | 100                | 200          |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                   | Barilla America Inc.                  | Northbrook            | IL    | •         | ٠         | •         | •          | •         | •         | •         | •         | •        |                                                                                             | 100                | 100                |              |
| and soft benefits (10 points /<br>half credit for parity across                                                          | Ben & Jerry's Homemade Inc.           | South Burlington      | VT    | •         | •         | •         | •          | •         | •         | •         | •         | •        |                                                                                             | 100                | 95                 |              |
| some, but not all benefits) 2c Equal health coverage for transgender                                                     | Brown-Forman Corp.                    | Louisville            | КY    | ٠         | ٠         | ٠         | •          | •         | ٠         | •         | •         | •        |                                                                                             | 100                | 100                | 735          |
| individuals without exclusion for<br>medically necessary care (10 points                                                 | Cargill Inc.                          | Wayzata               | MN    | •         | •         | •         | •          | •         | •         | •         | •         | •        |                                                                                             | 100                | 100                |              |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                          | Chobani                               | Norwich               | NY    | •         | •         | •         | •          | •         | ٠         | •         | •         | •        |                                                                                             | 100                | 100                |              |
| related care remain in place) 3a Three LGBTQ internal training and                                                       | Coca-Cola Co., The                    | Atlanta               | GA    | •         | •         | •         | •          | •         | ٠         | •         | •         | •        |                                                                                             | 100                | 100                | 87           |
| education best practices (10 points)<br>3b Employee group or diversity                                                   | Constellation Brands Inc.             | Victor                | NY    | •         | •         | ٠         | •          | •         | •         | •         | •         | •        |                                                                                             | 100                | 100                | 386          |
| council (10 points)                                                                                                      | Danone North America                  | White Plains          | NY    | •         | •         | •         | •          | •         | •         | •         | •         | •        |                                                                                             | 100                | 100                |              |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                                  | Dunkin' Brands Group Inc.             | Canton                | МА    | ٠         | ٠         | ٠         | ٠          | •         | ٠         | •         | •         | •        |                                                                                             | 100                | 100                |              |
| community, and if supplier diversity<br>program is in place, must include                                                | E&J Gallo Winery                      | Modesto               | CA    | •         | •         | ٠         | •          | •         | ٠         | •         | •         | •        |                                                                                             | 100                | 100                |              |
| LGBTQ suppliers (15 points)<br>3d Contractor/supplier non-discrimination                                                 | Food Lion                             | Salisbury             | NC    | ٠         | ٠         | ٠         | ٠          | •         | ٠         | •         | •         | •        |                                                                                             | 100                | 100                |              |
| standards and philanthropic giving guidelines (5 points)                                                                 | General Mills Inc.                    | Minneapolis           | MN    | •         | •         | •         | •          | •         | ٠         | •         | •         | •        | -<br>                                                                                       | 100                | 100                | 182          |
|                                                                                                                          | GIANT Food Stores LLC                 | Carlisle              | PA    | •         | •         | •         | •          | •         | •         | •         | •         | •        |                                                                                             | 100                | 100                |              |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have                                           | Giant of Maryland LLC                 | Landover              | MD    | •         | •         | •         | •          | •         | •         | •         | •         | •        | 2<br>2<br>2<br>2<br>2<br>2<br>2<br>2<br>2<br>2<br>2<br>2<br>2<br>2<br>2<br>2<br>2<br>2<br>2 | 100                | 100                |              |
| not responded to repeated invitations<br>to the CEI survey. These ratings are<br>based on publicly available information | Hannaford Supermarkets                | Scarborough           | ME    | •         | ٠         | •         | ٠          | •         | •         | •         | •         | •        |                                                                                             | 100                | 100                |              |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                                | Hershey Co., The                      | Hershey               | PA    | •         | •         | •         | •          | •         | •         | •         | •         | •        |                                                                                             | 100                | 100                | 379          |
| groups or individual employees.                                                                                          | Kellogg Co.                           | Battle Creek          | МІ    | •         | •         | ٠         | •          | •         | •         | •         | •         | •        |                                                                                             | 100                | 100                | 226          |
|                                                                                                                          | Kraft Heinz Company, The              | Chicago               | IL    | •         | •         | •         | •          | •         | •         | •         | •         | •        | 2<br>2<br>2<br>2<br>2<br>2<br>2<br>2<br>2<br>2<br>2<br>2<br>2<br>2<br>2<br>2<br>2<br>2<br>2 | 100                | 100                | 114          |
|                                                                                                                          | Kroger Co., The                       | Cincinnati            | ОН    | •         | ٠         | •         | ٠          | •         | •         | •         | •         | •        |                                                                                             | 100                | 100                | 17           |
|                                                                                                                          | McDonald's Corp.                      | Oak Brook             | IL    | •         | •         | •         | •          | •         | •         | •         | •         | •        |                                                                                             | 100                | 100                | 131          |
|                                                                                                                          | Molson Coors Brewing                  | Denver                | со    | •         | •         | ٠         | •          | •         | •         | •         | •         | •        |                                                                                             | 100                | 100                | 275          |
|                                                                                                                          | Nestlé USA Inc.                       | Arlington             | VA    | •         | •         | ٠         | •          | •         | •         | •         | •         | •        |                                                                                             | 100                | 100                |              |
|                                                                                                                          | Nestlé Waters North America Inc.      | Stamford              | СТ    | ٠         | •         | ٠         | ٠          | ٠         | •         | •         | •         | •        |                                                                                             | 100                | 95                 |              |
|                                                                                                                          | Ocean Spray Cranberries Inc.          | Lakeville-Middleboro  | MA    | •         | •         | ٠         | •          | •         | •         | •         | •         | •        |                                                                                             | 100                | 90                 |              |
|                                                                                                                          | Peapod Digital Labs LLC               | Chicago               | IL    | •         | ٠         | •         | ٠          | ٠         | •         | ٠         | ٠         | •        |                                                                                             | 100                |                    |              |

| Appendix C                                                                                                               | Ratings by Industry, Descending Score |                       |       |           |           |            |           | Crite     | erion     |           |           |          |            |                    | Rating             |              |
|--------------------------------------------------------------------------------------------------------------------------|---------------------------------------|-----------------------|-------|-----------|-----------|------------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                          |                                       |                       |       | 15 points | 15 points | 10 points  | 10 points | 10 points | 10 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                      | Employer                              | Headquarters Location | State | 1a        | 1b        | <b>2</b> a | <b>2b</b> | 2c        | 3a        | 3b        | 3c        | 3d       | 4          | 202<br>CEI         | 201<br>CEI         | For          |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                       | PepsiCo Inc.                          | Purchase              | NY    | •         | •         | •          | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 45           |
| operations (15 points)                                                                                                   | Restaurant Brands International       | Miami                 | FL    | •         | •         | •          | •         | •         | •         | •         | •         | •        |            | 100                |                    |              |
| <b>1b</b> Prohibits discrimination<br>based on gender identity for                                                       | Retail Business Services              | Salisbury             | NC    | •         | •         | •          | •         | •         | •         | •         | •         | •        |            | 100                | 90                 |              |
| all operations (15 points) 2a Equivalency in same- and                                                                   | Shake Shack Inc.                      | New York              | NY    | •         | •         | •          | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| different-sex spousal medical<br>and soft benefits (10 points)                                                           | Sodexo Inc.                           | Gaithersburg          | MD    | •         | •         | •          | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                   | Stop & Shop                           | Quincy                | MA    | •         | ٠         | •          | ٠         | •         | •         | •         | •         | •        |            | 100                |                    |              |
| and soft benefits (10 points /<br>half credit for parity across                                                          | Wendy's Co., The                      | Dublin                | ОН    | •         | •         | •          | •         | •         | •         | •         | •         | •        |            | 100                | 80                 | 999          |
| 2c Equal health coverage for transgender                                                                                 | Hormel Foods Corp.                    | Austin                | MN    | •         | •         | ٠          | ●         | •         | •         | •         | •         | •        |            | 95                 | 95                 | 323          |
| individuals without exclusion for<br>medically necessary care (10 points                                                 | C&S Wholesale Grocers Inc.            | Keene                 | NH    | •         | •         | •          | •         |           | •         | •         | •         | •        |            | 90                 | 80                 |              |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                          | Chipotle Mexican Grill Inc.           | Newport Beach         | CA    | •         | •         | ٠          | •         | •         |           | •         | •         | •        |            | 90                 | 70                 | 557          |
| related care remain in place) 3a Three LGBTQ internal training and                                                       | Darden Restaurants Inc.               | Orlando               | FL    | •         | •         | ٠          |           | •         | •         | •         | •         | •        |            | 90                 | 90                 | 396          |
| education best practices (10 points)                                                                                     | Giant Eagle Inc.                      | Pittsburgh            | PA    | ٠         | ٠         | ٠          |           | •         | •         | •         | •         | •        |            | 90                 | 60                 |              |
| 3b Employee group or diversity<br>council (10 points)                                                                    | Land O'Lakes Inc.                     | Arden Hills           | MN    | •         | •         | •          |           | •         | •         | •         | •         | •        |            | 90                 | 90                 | 216          |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                                  | Mars Inc.                             | Mt. Olive             | NJ    | •         | •         | ٠          | ٠         | •         |           | •         | •         | •        |            | 90                 | 90                 |              |
| community, and if supplier diversity<br>program is in place, must include                                                | McCormick & Company Inc.              | Hunt Valley           | MD    | •         | •         | •          |           | •         | •         | •         | •         | •        |            | 90                 | 90                 | 539          |
| LGBTQ suppliers (15 points)<br>3d Contractor/supplier non-discrimination                                                 | Panera Bread Co.                      | St. Louis             | МО    | •         | ٠         | ٠          |           | •         | •         | •         | •         | •        |            | 90                 | 90                 | 760          |
| standards and philanthropic giving guidelines (5 points)                                                                 | Papa John's International Inc.        | Louisville            | KY    | •         | •         | •          |           | •         | •         | •         | •         | •        |            | 90                 |                    |              |
|                                                                                                                          | Campbell Soup Co.                     | Camden                | NJ    | •         | •         | ٠          | •         | •         |           | •         | ٩         | •        |            | 85                 | 100                | 358          |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have                                           | Tyson Foods Inc.                      | Springdale            | AR    | •         | •         | •          |           | •         | •         | •         | •         |          |            | 85                 | 90                 | 80           |
| not responded to repeated invitations<br>to the CEI survey. These ratings are<br>based on publicly available information | Compass Group USA Inc.                | Charlotte             | NC    | •         | ٠         | ٠          |           |           | •         | •         | •         | •        |            | 80                 | 80                 |              |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                                | Cracker Barrel Old Country Store Inc. | Lebanon               | TN    | •         | •         | •          |           |           | •         | •         | •         | •        |            | 80                 | 80                 | 742          |
| groups or individual employees.                                                                                          | Hain Celestial Group Inc., The        | Lake Success          | NY    | •         | ٠         | •          |           | •         | •         | •         | ٩         | •        |            | 80                 | 80                 | 760          |
|                                                                                                                          | Yum! Brands Inc.                      | Louisville            | KY    | •         | •         | •          |           |           | •         | •         | •         | •        |            | 80                 | 70                 | 472          |
|                                                                                                                          | Young's Market Co.                    | Tustin                | CA    | •         | ٠         | •          |           |           | •         | •         | •         |          |            | 75                 | 75                 |              |
|                                                                                                                          | Keurig Dr Pepper Inc.                 | Plano                 | ТΧ    | •         | •         | •          |           | •         | •         | •         |           |          |            | 70                 | 45                 | 418          |
|                                                                                                                          | SYSCO Corp.                           | Houston               | ТΧ    | •         | ٠         | •          |           | •         | •         | •         |           |          |            | 70                 | 65                 | 54           |
|                                                                                                                          | Brinker International Inc.            | Dallas                | ТΧ    | •         | •         | •          | •         | 0         |           | •         |           |          |            | 65                 | 65                 | 714          |
|                                                                                                                          | Domino's Pizza Inc.                   | Ann Arbor             | МІ    | ٠         | •         | ٠          |           | ٠         |           |           | •         |          |            | 65                 | 50                 | 776          |
|                                                                                                                          | SpartanNash                           | Byron Center          | MI    | •         | •         | •          |           | •         | •         |           |           | •        |            | 65                 | 80                 | 351          |
|                                                                                                                          | Bob Evans Farms Inc.                  | New Albany            | ОН    | ٠         | ٠         | •          |           |           | •         | •         |           |          |            | 60                 | 75                 | 962          |

| Appendix C                                                                      | Ratings by Industry, Descending Score |                       |       |           |           |            |           | Crite     | erion     |           |           |          |            |                    | Rating             |              |
|---------------------------------------------------------------------------------|---------------------------------------|-----------------------|-------|-----------|-----------|------------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                 |                                       |                       |       | 15 points | 15 points | 10 points  | 10 points | 10 points | 10 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                             | Employer                              | Headquarters Location | State | 1a        | 1b        | <b>2</b> a | 2b        | 2c        | 3a        | 3b        | 3c        | 3d       | 4          | 202<br>CEI         | 201<br>CEI         | For          |
| 1a Prohibits discrimination based<br>on sexual orientation for all              | J. M. Smucker Co.                     | Orrville              | он    | •         | •         | •          |           | ●         | •         |           |           |          |            | 55                 | 55                 | 383          |
| operations (15 points)                                                          | Bloomin' Brands Inc.                  | Tampa                 | FL    | •         | •         | •          |           |           | •         |           |           |          |            | 50                 | 50                 | 584          |
| 1b Prohibits discrimination<br>based on gender identity for                     | Caribou Coffee Company Inc.           | Minneapolis           | MN    | •         | •         | •          |           |           |           |           |           | •        |            | 45                 | 55                 |              |
| all operations (15 points) 2a Equivalency in same- and                          | Sanderson Farms Inc.                  | Laurel                | MS    | •         | •         | •          |           |           |           |           |           |          |            | 40                 | 30                 | 695          |
| different-sex spousal medical and soft benefits (10 points)                     | Supervalu Inc.                        | Eden Prairie          | MN    | ٥         | ٩         | •          |           |           |           | •         |           |          |            | 40                 | 60                 | 180          |
| 2b Equivalency in same- and different-<br>sex domestic partner medical          | Dole Food Co. Inc.                    | Westlake Village      | CA    | ٩         | ٩         | •          |           |           |           |           |           |          |            | 30                 | 0                  | 372          |
| and soft benefits (10 points /<br>half credit for parity across                 | Gastronomy Inc.                       | Salt Lake City        | UT    | ٩         | ۹         | •          |           |           |           |           |           |          |            | 30                 | 25                 |              |
| 2c Equal health coverage for transgender                                        | US Foods Inc.                         | Rosemont              | IL    | ٩         | ٩         | •          |           |           |           |           |           |          |            | 30                 | 45                 | 121          |
| individuals without exclusion for medically necessary care (10 points           | Winn-Dixie Stores Inc.                | Jacksonville          | FL    | ٩         |           | •          |           |           |           | •         |           |          |            | 30                 | 35                 | 363          |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition- | Yum China Holdings                    | Plano                 | ТΧ    | •         | ٠         |            |           |           |           |           |           |          |            | 30                 | 15                 | 397          |
| related care remain in place) 3a Three LGBTQ internal training and              | CHS Inc.                              | Inver Grove Heights   | MN    | •         | ۵         |            |           |           |           |           |           |          |            | 20                 | 20                 | 96           |
| education best practices (10 points)<br>3b Employee group or diversity          | Performance Food Group Co.            | Richmond              | VA    | •         | ۲         |            |           |           |           |           |           |          |            | 20                 | 20                 | 171          |
| council (10 points)<br>3c Three distinct efforts of outreach                    | TreeHouse Foods Inc.                  | Oak Brook             | IL    | •         | ۵         |            |           |           |           |           |           |          |            | 20                 | 20                 | 446          |
| or engagement to broader LGBTQ<br>community, and if supplier diversity          | United Natural Foods Inc.             | Providence            | RI    | •         | ۵         |            |           |           |           |           |           |          |            | 20                 | 20                 | 319          |
| program is in place, must include<br>LGBTQ suppliers (15 points)                | Publix Super Markets Inc.             | Lakeland              | FL    |           |           |            |           |           |           |           |           |          |            | 0                  | 0                  | 88           |
| 3d Contractor/supplier non-discrimination<br>standards and philanthropic        | Seaboard Corp.                        | Merriam               | KS    |           |           |            |           |           |           |           |           |          |            | 0                  | 20                 | 481          |
| giving guidelines (5 points)                                                    | FOREST AND PAPER PRODUCTS             |                       |       |           |           |            |           |           |           |           |           |          |            |                    |                    |              |
| Ratings in Gray / Unofficial ratings of                                         | Weyerhaeuser Co.                      | Seattle               | WA    | •         | ٠         | ٠          | •         | ٠         | •         | •         | •         |          |            | 95                 | 95                 | 394          |
| the Fortune 500 companies that have<br>not responded to repeated invitations    | International Paper Co.               | Memphis               | TN    | ٥         |           | •          |           |           |           | •         |           |          |            | 30                 | 20                 | 124          |
| to the CEI survey. These ratings are<br>based on publicly available information | Veritiv                               | Atlanta               | GA    | 9         | ۲         |            |           |           |           |           |           |          |            | 20                 | 20                 | 346          |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee       | HEALTHCARE                            |                       |       |           |           |            |           |           |           |           |           |          |            |                    |                    |              |
| groups or individual employees.                                                 | AmerisourceBergen Corp.               | Chesterbrook          | PA    | •         | ٠         | ٠          | •         | ٠         | •         | •         | •         | •        |            | 100                | 100                | 12           |
|                                                                                 | Anthem Inc.                           | Indianapolis          | IN    | •         | •         | •          | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 29           |
|                                                                                 | Baxter International Inc.             | Deerfield             | IL    | •         | •         | ٠          | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 283          |
|                                                                                 | Blue Shield of California             | San Francisco         | CA    | •         | •         | •          | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                 | Boston Scientific Corp.               | Marlborough           | MA    | •         | •         | ٠          | •         | ٠         | •         | •         | •         | •        |            | 100                | 100                | 328          |
|                                                                                 | Cardinal Health Inc.                  | Dublin                | ОН    | •         | •         | •          | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 14           |
|                                                                                 | Centene Corp.                         | St. Louis             | MO    | ٠         | •         | ٠          | ٠         | ٠         | ٠         | ٠         | ٠         | •        |            | 100                | 95                 | 61           |
|                                                                                 | Cerner Corp.                          | North Kansas City     | MO    | •         | •         | •          | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 519          |
|                                                                                 | CIGNA Corp.                           | Bloomfield            | СТ    | •         | •         | •          | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 73           |

117

| Appendix C                                                                                                              | Ratings by Industry, Descending Score         |                       |       |           |           |           |           | Crite     | erion     |           |           |          |            |                    | Rating             |              |
|-------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------|-----------------------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                         |                                               |                       |       | 15 points | 15 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                     | Employer                                      | Headquarters Location | State | <b>1a</b> | 1b        | <b>2a</b> | <b>2b</b> | 2c        | 3a        | 3b        | 3c        | 3d       | 4          | 202<br>CEI         | CEI<br>CEI         | For          |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                      | Community Care Behavioral Health Organization | Pittsburgh            | PA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                |                    |              |
| operations (15 points)                                                                                                  | Harvard Pilgrim Health Care Inc.              | Wellesley             | MA    | ٠         | ٠         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 1b Prohibits discrimination<br>based on gender identity for<br>all operations (15 points)                               | Henry Schein Inc.                             | Melville              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 238          |
| 2a Equivalency in same- and                                                                                             | Highmark Blue Cross Blue Shield Delaware      | Wilmington            | DE    | •         | ٠         | •         | •         | •         | •         | •         | •         | •        |            | 100                |                    |              |
| different-sex spousal medical and soft benefits (10 points)                                                             | Highmark Inc.                                 | Pittsburgh            | PA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                  | Highmark West Virginia                        | Parkersburg           | wv    | ٠         | ٠         | •         | •         | •         | •         | •         | •         | •        |            | 100                |                    |              |
| and soft benefits (10 points /<br>half credit for parity across                                                         | Humana Inc.                                   | Louisville            | КY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 56           |
| 2c Equal health coverage for transgender                                                                                | Kaiser Permanente                             | Oakland               | CA    | ٠         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| individuals without exclusion for medically necessary care (10 points                                                   | Laboratory Corporation of America Holdings    | Burlington            | NC    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 286          |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                         | Nestlé Health Science                         | Bridgewater           | NJ    | ٠         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 80                 |              |
| related care remain in place)<br>3a Three LGBTQ internal training and                                                   | Quest Diagnostics Inc.                        | Secaucus              | NJ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 367          |
| education best practices (10 points)<br>3b Employee group or diversity                                                  | Siemens Healthineers USA                      | Tarrytown             | NY    | ٠         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                |                    |              |
| council (10 points)                                                                                                     | UnitedHealth Group Inc.                       | Minnetonka            | MN    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 5            |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                                 | UPMC Health Plan                              | Pittsburgh            | PA    | ٠         | ٠         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| community, and if supplier diversity<br>program is in place, must include<br>LGBTQ suppliers <b>(15 points)</b>         | WellCare Health Plans Inc.                    | Tampa                 | FL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 170          |
| 3d Contractor/supplier non-discrimination                                                                               | AMN Healthcare Services Inc.                  | San Diego             | CA    | ٠         | ٠         | ٠         | •         | •         | •         | •         | •         | •        |            | 95                 | 90                 | 957          |
| standards and philanthropic giving guidelines (5 points)                                                                | Evolent Health Inc.                           | Arlington             | VA    | ٠         | •         | ٠         | •         | •         | •         | •         | •         |          |            | 95                 |                    |              |
| Potings in Grow / Unofficial ratings of                                                                                 | Washington Permanente Medical Group           | Renton                | WA    | ٠         | ٠         | ٠         | •         | •         | •         | •         | ٩         | •        |            | 95                 | 95                 |              |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have<br>not responded to repeated invitations | Abbott Laboratories                           | Abbott Park           | IL    | •         | •         | •         | ●         | •         | •         | •         | •         |          |            | 90                 | 90                 | 111          |
| to the CEI survey. These ratings are<br>based on publicly available information                                         | Alcon Inc                                     | Fort Worth            | тх    | ٠         | ٠         | ٠         | •         | •         |           | •         | •         | •        |            | 90                 |                    |              |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                               | Change Healthcare                             | Nashville             | TN    | ٠         | •         | ٠         |           | •         | •         | •         | •         | •        |            | 90                 | 85                 |              |
| groups or individual employees.                                                                                         | CVS Health Corp.                              | Woonsocket            | RI    | ٠         | ٠         | ٠         |           | •         | •         | •         | •         | •        |            | 90                 | 90                 | 7            |
|                                                                                                                         | Philips                                       | Andover               | MA    | •         | •         | •         | ●         | •         | •         | •         | •         |          |            | 90                 | 75                 |              |
|                                                                                                                         | TENET Healthcare Corporation                  | Dallas                | тх    | •         | •         | •         | •         | •         |           |           | •         | •        |            | 80                 | 80                 | 147          |
|                                                                                                                         | HCA - Hospital Corporation of America         | Nashville             | TN    | ٠         | •         | ٠         |           | •         | •         |           | ٩         |          |            | 70                 | 70                 | 63           |
|                                                                                                                         | Blue Cross Blue Shield of North Carolina      | Durham                | NC    | •         | •         | •         |           | •         | •         | •         |           | •        | •          | 45                 | 55                 |              |
|                                                                                                                         | Molina Healthcare Inc.                        | Long Beach            | CA    | ٠         | •         | •         |           |           |           |           |           |          |            | 40                 | 40                 | 152          |
|                                                                                                                         | Patterson Companies (Patterson Dental Supply) | St. Paul              | MN    | •         | •         | ٠         |           |           |           |           |           |          |            | 40                 | 40                 | 490          |
|                                                                                                                         | Vision Service Plan                           | Rancho Cordova        | CA    | ٩         | ٩         | •         |           |           |           | •         |           |          |            | 40                 | 45                 |              |
|                                                                                                                         | Community Health Systems, Inc.                | Franklin              | ΤN    | •         | ۵         |           |           |           |           |           |           |          |            | 20                 | 20                 | 160          |
|                                                                                                                         | Envision Healthcare Holdings Inc.             | Nashville             | TN    | •         | ۵         |           |           |           |           |           |           |          |            | 20                 |                    | 198          |
|                                                                                                                         |                                               |                       |       |           |           |           |           |           |           |           |           |          |            |                    |                    |              |

| Appendix C                                                                                                               | Ratings by Industry, Descending Score     |                       |       |           |           |           |           | Crite     | erion     |           |           |          |            |                    | Rating             |              |
|--------------------------------------------------------------------------------------------------------------------------|-------------------------------------------|-----------------------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                          |                                           |                       |       | 15 points | 15 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                      | Employer                                  | Headquarters Location | State | <b>1a</b> | 1b        | <b>2a</b> | <b>2b</b> | <b>2c</b> | <b>3a</b> | 3b        | <b>3c</b> | 3d       | 4          | 6 2                | 8 5                | ß            |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                       | Universal Health Services, Inc.           | King of Prussia       | PA    | ۵         | ۵         |           |           |           |           |           |           |          |            | 20                 | 10                 | 268          |
| operations (15 points)                                                                                                   | LifePoint Health                          | Brentwood             | TN    |           |           |           |           |           |           |           |           |          |            | 0                  | 10                 | 390          |
| <b>1b</b> Prohibits discrimination<br>based on gender identity for                                                       | Magellan Health Services Inc.             | Scottsdale            | AZ    |           |           |           |           |           |           |           |           |          |            | 0                  |                    | 475          |
| all operations (15 points) 2a Equivalency in same- and                                                                   | HEALTHCARE MEDICAL FACILITIES             |                       |       |           |           |           |           |           |           |           |           |          |            |                    |                    |              |
| different-sex spousal medical and soft benefits <b>(10 points)</b>                                                       | Haven Behavioral Healthcare               | Nashville             | TN    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                |                    |              |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                   | North Memorial Health                     | Robbinsdale           | MN    | •         | •         | •         |           | •         | •         | •         | •         | •        |            | 90                 | 90                 |              |
| and soft benefits (10 points / half credit for parity across                                                             | Kindred Healthcare                        | Louisville            | КY    | •         | •         | ٠         | •         |           |           | •         | ٩         |          |            | 70                 | 70                 | 416          |
| 2c Equal health coverage for transgender                                                                                 | HIGH-TECH/PHOTO/SCIENCE EQUIP.            |                       |       |           |           |           |           |           |           |           |           |          |            |                    |                    |              |
| individuals without exclusion for<br>medically necessary care (10 points                                                 | Advanced Micro Devices Inc.               | Santa Clara           | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 506          |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                          | Applied Materials Inc.                    | Santa Clara           | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 201          |
| related care remain in place) 3a Three LGBTQ internal training and                                                       | Becton, Dickinson and Co.                 | Franklin Lakes        | NJ    | ٠         | ٠         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 251          |
| education best practices (10 points)                                                                                     | E. I. du Pont de Nemours and Co. (DuPont) | Wilmington            | DE    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 47           |
| 3b Employee group or diversity<br>council (10 points)                                                                    | Eastman Kodak Co.                         | Rochester             | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 966          |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                                  | Intel Corp.                               | Santa Clara           | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 46           |
| community, and if supplier diversity<br>program is in place, must include                                                | Lam Research Corp.                        | Fremont               | CA    | •         | •         | •         | •         | ٠         | •         | •         | •         | •        |            | 100                |                    | 354          |
| LGBTQ suppliers (15 points) 3d Contractor/supplier non-discrimination                                                    | Medtronic PLC                             | Minneapolis           | MN    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 90                 | 173          |
| standards and philanthropic giving guidelines (5 points)                                                                 | NVIDIA Corp.                              | Santa Clara           | CA    | •         | •         | •         | •         | ٠         | •         | •         | •         | •        |            | 100                | 100                | 306          |
|                                                                                                                          | Texas Instruments Inc.                    | Dallas                | тх    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 192          |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have                                           | Vivint Smart Home Inc.                    | Provo                 | UT    | •         | ٠         | •         |           | ٠         | •         | •         | •         |          |            | 85                 |                    |              |
| not responded to repeated invitations<br>to the CEI survey. These ratings are<br>based on publicly available information | KLA-Tencor Corp.                          | Milpitas              | CA    | ٩         | ٩         | •         |           |           |           |           |           |          |            | 30                 | 20                 | 667          |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                                | Amphenol Corp.                            | Wallingford           | СТ    | •         | ۲         |           |           |           |           |           |           |          |            | 20                 | 20                 | 403          |
| groups or individual employees.                                                                                          | Graybar Electric Company Inc.             | St. Louis             | MO    | •         | ۵         |           |           |           |           |           |           |          |            | 20                 | 20                 | 426          |
|                                                                                                                          | Parker Hannifin Corp.                     | Cleveland             | ОН    | ۵         | ۵         |           |           |           |           |           |           |          |            | 20                 | 20                 | 256          |
|                                                                                                                          | Sanmina-SCI                               | San Jose              | CA    | ۵         | ۵         |           |           |           |           |           |           |          |            | 20                 | 0                  | 411          |
|                                                                                                                          | Zimmer Biomet Holdings Inc.               | Warsaw                | IN    | ۵         | ۵         |           |           |           |           |           |           |          |            | 20                 | 20                 | 361          |
|                                                                                                                          | Agco                                      | Duluth                | GA    | •         |           |           |           |           |           |           |           |          |            | 10                 | 10                 | 347          |
|                                                                                                                          | Dover Corp.                               | Downers Grove         | IL    |           |           |           |           |           |           |           |           |          |            | 0                  | 10                 | 360          |
|                                                                                                                          | HOME FURNISHING                           |                       |       |           |           |           |           |           |           |           |           |          |            |                    |                    |              |
|                                                                                                                          | Mitchell Gold + Bob Williams              | Taylorsville          | NC    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                          | Williams-Sonoma Inc.                      | San Francisco         | CA    | •         | •         | ٠         |           | •         | •         | •         | •         | •        |            | 90                 | 90                 | 508          |
|                                                                                                                          | Ethan Allen Interiors Inc.                | Danbury               | СТ    | ٠         | ٠         | ٠         | ٠         | ٠         | ٠         |           |           | •        |            | 75                 | 75                 |              |

119

| Appendix C                                                                                                              | Ratings by Industry, Descending Score         |                       |       |           |           |           |           | Crite     | erion     |           |           |          |                                 |                    | Rating             |              |
|-------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------|-----------------------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|---------------------------------|--------------------|--------------------|--------------|
|                                                                                                                         |                                               |                       |       | 15 points | 15 points | 10 points | 15 points | 5 points | -25 points                      | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                     | Employer                                      | Headquarters Location | State | <b>1a</b> | 1b        | <b>2a</b> | <b>2b</b> | 2c        | 3a        | 3b        | 3c        | 3d       | 4                               | 202<br>CEI         | CEI 3              | For          |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                      | HOTELS, RESORTS AND CASINOS                   |                       |       |           |           |           |           |           |           |           |           |          |                                 |                    |                    |              |
| operations (15 points)                                                                                                  | Caesars Entertainment Corp.                   | Las Vegas             | NV    | •         | ٠         | ٠         | •         | •         | ٠         | •         | •         | •        |                                 | 100                | 100                | 536          |
| 1b Prohibits discrimination<br>based on gender identity for<br>all operations (15 points)                               | Choice Hotels International Inc.              | Rockville             | MD    | •         | ٠         | ٠         | ٠         | ٠         | ٠         | •         | •         | •        |                                 | 100                | 100                |              |
| 2a Equivalency in same- and                                                                                             | Cosmopolitan of Las Vegas, The                | Las Vegas             | NV    | •         | ٠         | ٠         | •         | •         | ٠         | •         | •         | •        |                                 | 100                | 100                |              |
| different-sex spousal medical<br>and soft benefits (10 points)                                                          | HILTON                                        | McLean                | VA    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |                                 | 100                | 100                | 324          |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                  | Hyatt Hotels Corp.                            | Chicago               | IL    | •         | ٠         | ٠         | •         | •         | ٠         | •         | •         | •        |                                 | 100                | 100                | 549          |
| and soft benefits (10 points /<br>half credit for parity across                                                         | InterContinental Hotels Group Americas        | Atlanta               | GA    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |                                 | 100                | 100                |              |
| 2c Equal health coverage for transgender                                                                                | Kimpton Hotel & Restaurant Group LLC          | San Francisco         | CA    | •         | ٠         | ٠         | •         | •         | ٠         | •         | •         | •        |                                 | 100                | 100                |              |
| individuals without exclusion for<br>medically necessary care (10 points                                                | Marriott International Inc.                   | Bethesda              | MD    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |                                 | 100                | 100                | 127          |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                         | MGM Resorts International                     | Las Vegas             | NV    | •         | ٠         | ٠         | •         | •         | ٠         | •         | •         | •        |                                 | 100                | 100                | 280          |
| related care remain in place)<br>3a Three LGBTQ internal training and                                                   | Quaintance-Weaver Management, LLC             | Greensboro            | NC    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |                                 | 100                | 100                |              |
| education best practices (10 points)<br>3b Employee group or diversity                                                  | Wyndham Destinations                          | Orlando               | FL    | •         | ٠         | ٠         | •         | •         | ٠         | •         | •         | •        |                                 | 100                | 95                 | 479          |
| council (10 points)                                                                                                     | Wyndham Hotels & Resorts Inc.                 | Parsippany            | NJ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |                                 | 100                | 100                |              |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                                 | Wynn Resorts Ltd.                             | Las Vegas             | NV    | •         | •         | •         |           | •         | •         | •         | •         | •        |                                 | 90                 | 90                 | 447          |
| community, and if supplier diversity<br>program is in place, must include<br>LGBTQ suppliers <b>(15 points)</b>         | Host Hotels & Resorts Inc.                    | Bethesda              | MD    | •         | •         | •         | •         | •         |           |           | •         | •        |                                 | 80                 | 80                 | 502          |
| 3d Contractor/supplier non-discrimination                                                                               | Northfield Park Associates, LLC               | Northfield            | ОН    | ٠         | ٠         | ٠         |           |           |           |           | ٩         |          |                                 | 55                 | 55                 |              |
| standards and philanthropic giving guidelines (5 points)                                                                | SBE                                           | Los Angeles           | CA    | ٩         | ٩         | •         |           |           | •         |           |           |          |                                 | 40                 | 50                 |              |
|                                                                                                                         | Las Vegas Sands Corp.                         | Las Vegas             | NV    |           |           |           |           |           |           |           |           |          |                                 | ο                  | 20                 | 227          |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have<br>not responded to repeated invitations | INSURANCE                                     |                       |       |           |           |           |           |           |           |           |           |          |                                 |                    |                    |              |
| to the CEI survey. These ratings are<br>based on publicly available information                                         | AIG                                           | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |                                 | 100                | 100                | 60           |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                               | Allianz Life Insurance Co. of North America   | Minneapolis           | MN    | •         | •         | •         | •         | •         | •         | •         | •         | •        | a<br>1<br>1<br>1<br>1<br>1<br>1 | 100                | 100                |              |
| groups or individual employees.                                                                                         | American Family Mutual Insurance Company, S.I | Madison               | WI    | •         | •         | •         | •         | •         | •         | •         | •         | •        |                                 | 100                | 100                | 311          |
|                                                                                                                         | Arthur J. Gallagher & Co.                     | Rolling Meadows       | IL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |                                 | 100                | 100                | 454          |
|                                                                                                                         | Assurant                                      | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |                                 | 100                | 100                | 440          |
|                                                                                                                         | Asurion LLC                                   | Nashville             | TN    | •         | •         | •         | •         | •         | •         | •         | •         | •        |                                 | 100                | 100                |              |
|                                                                                                                         | AXA Equitable Life                            | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |                                 | 100                | 100                |              |
|                                                                                                                         | Blue Cross & Blue Shield of Rhode Island      | Providence            | RI    | •         | •         | •         | •         | •         | •         | •         | •         | •        |                                 | 100                | 100                |              |
|                                                                                                                         | Blue Cross Blue Shield of Florida Inc.        | Jacksonville          | FL    | •         | •         | ٠         | •         | ٠         | ٠         | •         | •         | •        |                                 | 100                | 85                 |              |
|                                                                                                                         | Blue Cross Blue Shield of Massachusetts       | Boston                | MA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |                                 | 100                | 100                |              |
|                                                                                                                         | Blue Cross Blue Shield of Minnesota           | Eagan                 | MN    | ٠         | ٠         | ٠         | ٠         | ٠         | •         | ٠         | •         | ٠        |                                 | 100                | 90                 |              |

CORPORATE EQUALITY INDEX 2020 120

| Appendix C                                                                                                              | Ratings by Industry, Descending Score        |                       | -     |           |           |           |           | Crite     | erion           |           |           |          |            |                    | Rating             |              |
|-------------------------------------------------------------------------------------------------------------------------|----------------------------------------------|-----------------------|-------|-----------|-----------|-----------|-----------|-----------|-----------------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                         |                                              |                       |       | 15 points | 15 points | 10 points | 10 points | 10 points | 10 points       | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                     | Employer                                     | Headquarters Location | State | <b>1a</b> | 1b        | <b>2a</b> | 2b        | 2c        | <mark>3a</mark> | 3b        | 3c        | 3d       | 4          | 202<br>CEI         | 201<br>CEI         | For          |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                      | BlueCross BlueShield of Tennessee            | Chattanooga           | TN    | •         | •         | •         | •         | •         | •               | •         | •         | •        |            | 100                | 100                |              |
| operations (15 points)                                                                                                  | Cambia Health Solutions Inc.                 | Portland              | OR    | •         | •         | •         | •         | •         | •               | •         | •         | •        |            | 100                | 100                |              |
| <b>1b</b> Prohibits discrimination<br>based on gender identity for                                                      | CareFirst Inc.                               | Baltimore             | MD    | •         | •         | •         | •         | •         | •               | •         | •         | •        |            | 100                | 90                 |              |
| all operations (15 points) 2a Equivalency in same- and                                                                  | Chubb Ltd.                                   | Philadelphia          | PA    | •         | ٠         | •         | ٠         | •         | •               | •         | •         | •        |            | 100                | 100                | 215          |
| different-sex spousal medical<br>and soft benefits (10 points)                                                          | CNA Financial Corporation                    | Chicago               | IL    | •         | •         | •         | •         | •         | •               | •         | •         | •        |            | 100                | 100                |              |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                  | CSAA Insurance Group                         | Walnut Creek          | CA    | •         | •         | •         | •         | •         | •               | •         | •         | •        |            | 100                | 100                |              |
| and soft benefits (10 points /<br>half credit for parity across                                                         | CUNA Mutual Group                            | Madison               | WI    | •         | •         | •         | •         | •         | •               | •         | •         | •        |            | 100                | 100                | 660          |
| some, but not all benefits) 2c Equal health coverage for transgender                                                    | Farmers Insurance Group                      | Woodland Hills        | CA    | •         | •         | •         | •         | •         | •               | •         | •         | •        |            | 100                | 100                | 253          |
| individuals without exclusion for<br>medically necessary care (10 points                                                | Genworth Financial Inc.                      | Richmond              | VA    | •         | •         | •         | •         | •         | •               | •         | •         | •        |            | 100                | 100                | 348          |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                         | Guardian Life Insurance Co. of America, The  | New York              | NY    | •         | •         | •         | •         | •         | •               | •         | •         | •        |            | 100                | 100                | 239          |
| related care remain in place) 3a Three LGBTQ internal training and                                                      | Hanover Insurance Group, The                 | Worcester             | MA    | •         | •         | •         | •         | •         | •               | •         | •         | •        |            | 100                | 100                | 514          |
| education best practices (10 points)<br>3b Employee group or diversity                                                  | Hartford Financial Services Group Inc., The  | Hartford              | СТ    | •         | •         | •         | •         | •         | •               | •         | •         | •        |            | 100                | 100                | 156          |
| council (10 points)                                                                                                     | Health Care Service Corp.                    | Chicago               | IL    | •         | •         | •         | •         | •         | •               | •         | •         | •        |            | 100                | 100                |              |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                                 | Horizon Blue Cross Blue Shield of New Jersey | Newark                | NJ    | •         | •         | •         | •         | •         | •               | •         | •         | •        |            | 100                | 100                |              |
| community, and if supplier diversity<br>program is in place, must include<br>LGBTQ suppliers <b>(15 points)</b>         | Liberty Mutual Group                         | Boston                | MA    | •         | •         | •         | •         | •         | •               | •         | •         | •        |            | 100                | 100                | 68           |
| 3d Contractor/supplier non-discrimination                                                                               | Lincoln National Corp.                       | Radnor                | PA    | •         | •         | •         | •         | •         | •               | •         | •         | •        |            | 100                | 100                | 205          |
| standards and philanthropic giving guidelines (5 points)                                                                | Massachusetts Mutual Life Insurance Co.      | Springfield           | MA    | •         | •         | •         | •         | •         | •               | •         | •         | •        |            | 100                | 100                | 93           |
| Polingo in Correct I in official actions of                                                                             | MetLife Inc.                                 | New York              | NY    | •         | •         | •         | •         | •         | •               | •         | •         | •        |            | 100                | 100                | 43           |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have<br>not responded to repeated invitations | Nationwide                                   | Columbus              | ОН    | •         | •         | •         | •         | •         | •               | •         | •         | •        |            | 100                | 100                | 66           |
| to the CEI survey. These ratings are<br>based on publicly available information                                         | New York Life Insurance Company              | New York              | NY    | •         | •         | •         | ٠         | •         | •               | •         | •         | •        |            | 100                | 100                | 69           |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                               | Principal Financial Group                    | Des Moines            | IA    | •         | •         | •         | •         | •         | •               | •         | •         | •        |            | 100                | 100                | 210          |
| groups or individual employees.                                                                                         | Standard Insurance Co.                       | Portland              | OR    | •         | •         | •         | •         | •         | •               | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | State Farm Group                             | Bloomington           | IL    | •         | •         | •         | •         | •         | •               | •         | •         | •        |            | 100                | 100                | 36           |
|                                                                                                                         | Sun Life Financial Inc. (US)                 | Wellesley Hills       | MA    | •         | •         | •         | •         | •         | •               | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Transamerica Corp., The                      | Cedar Rapids          | IA    | •         | •         | •         | •         | •         | •               | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Travelers Companies Inc., The                | New York              | NY    | •         | ٠         | ٠         | •         | •         | •               | •         | •         | •        |            | 100                | 100                | 106          |
|                                                                                                                         | Tufts Health Plan                            | Watertown             | MA    | •         | •         | •         | •         | •         | •               | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Unum Group                                   | Chattanooga           | TN    | ٠         | •         | ٠         | •         | ٠         | ٠               | •         | •         | •        |            | 100                | 100                | 267          |
|                                                                                                                         | Wellmark Inc.                                | Des Moines            | IA    | •         | •         | •         | •         | •         | •               | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Allstate Insurance Co.                       | Northbrook            | IL    | ٠         | •         | •         | ۲         | •         | ٠               | •         | •         | •        |            | 95                 | 95                 | 79           |

| Appendix C                                                                                                                                             | Ratings by Industry, Descending Score   |                       |       |           |           |           |           | Crite     | erion     |           |           |          |            |                    | Rating             |              |
|--------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------|-----------------------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                                                        |                                         |                       |       | 15 points | 15 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                                                    | Employer                                | Headquarters Location | State | 1a        | 1b        | <b>2a</b> | 2b        | 2c        | 3a        | 3b        | 3c        | 3d       | 4          | 202<br>CEI         | 201<br>CEI         | For          |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                                                     | Hiscox USA                              | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         |          |            | 95                 |                    |              |
| operations (15 points)                                                                                                                                 | Oscar Insurance Corporation             | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         |          |            | 95                 | 95                 |              |
| <b>1b</b> Prohibits discrimination<br>based on gender identity for                                                                                     | Erie Insurance Group                    | Erie                  | PA    | •         | •         | •         |           | •         | •         | •         | •         | •        |            | 90                 | 80                 | 378          |
| all operations (15 points) 2a Equivalency in same- and                                                                                                 | Excellus Health Plan Inc.               | Rochester             | NY    | •         | •         | •         |           | ٠         | ٠         | •         | •         | ٠        |            | 90                 | 90                 |              |
| different-sex spousal medical<br>and soft benefits (10 points)                                                                                         | Mutual of Omaha Insurance               | Omaha                 | NE    | •         | •         | •         |           | •         | ٠         | •         | •         | •        |            | 90                 | 90                 | 337          |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                                                 | Zurich North America                    | Schaumburg            | IL    | •         | •         | •         | •         | •         | ٠         | •         | ٠         |          |            | 90                 | 80                 |              |
| and soft benefits (10 points /<br>half credit for parity across                                                                                        | Blue Cross Blue Shield of Michigan      | Detroit               | МІ    | •         | •         | •         |           | •         | •         | •         | •         |          |            | 85                 | 85                 |              |
| <b>2c</b> Equal health coverage for transgender                                                                                                        | Encova Insurance                        | Columbus              | ОН    | •         | ٠         | •         |           |           | •         | •         | ٠         | ٠        |            | 80                 |                    |              |
| individuals without exclusion for<br>medically necessary care (10 points                                                                               | Progressive Corp., The                  | Mayfield Village      | ОН    | •         | •         | •         |           | 0         | •         | •         | •         |          |            | 80                 | 80                 | 112          |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                                                        | Reinsurance Group of America Inc.       | Chesterfield          | МО    | •         | ٠         | •         |           |           | •         | •         | ٠         | ٠        |            | 80                 | 80                 | 234          |
| related care remain in place) 3a Three LGBTQ internal training and                                                                                     | Thrivent Financial                      | Minneapolis           | MN    | •         | •         | •         | •         | •         |           | •         | •         |          |            | 80                 | 80                 | 343          |
| education best practices (10 points)<br>3b Employee group or diversity                                                                                 | Esurance Inc.                           | San Francisco         | CA    | •         | •         | ٠         |           |           | •         | •         | ٩         | ٠        |            | 75                 | 75                 |              |
| council (10 points)<br>3c Three distinct efforts of outreach                                                                                           | Aflac Inc.                              | Columbus              | GA    | •         | •         | •         |           | •         | •         | •         |           |          |            | 70                 | 80                 | 137          |
| or engagement to broader LGBTQ<br>community, and if supplier diversity                                                                                 | Blue Cross and Blue Shield of Louisiana | Baton Rouge           | LA    | •         | •         | ٠         |           |           | •         | •         | ٩         |          |            | 70                 |                    |              |
| program is in place, must include<br>LGBTQ suppliers (15 points)                                                                                       | NFP                                     | New York              | NY    | •         | •         | •         | •         | •         |           | •         |           |          |            | 70                 |                    |              |
| 3d Contractor/supplier non-discrimination standards and philanthropic                                                                                  | The Auto Club Group                     | Dearborn              | МІ    | •         | •         | •         |           |           |           | •         | ٩         |          |            | 60                 | 60                 |              |
| giving guidelines (5 points)                                                                                                                           | Selective Insurance Group               | Branchville           | NJ    | ٩         | ۹         | •         |           |           |           | •         |           |          |            | 40                 | 35                 | 833          |
| Ratings in Gray / Unofficial ratings of                                                                                                                | Alleghany Corp.                         | New York              | NY    | 9         | ۵         |           |           |           |           |           |           |          |            | 20                 | 20                 | 437          |
| the Fortune 500 companies that have<br>not responded to repeated invitations                                                                           | American Financial Group                | Cincinnati            | ОН    | •         | ۲         |           |           |           |           |           |           |          |            | 20                 | 20                 | 413          |
| to the CEI survey. These ratings are<br>based on publicly available information                                                                        | AmTrust Financial Services              | New York              | NY    | •         | ۵         |           |           |           |           |           |           |          |            | 20                 | 20                 | 469          |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                                                              | Old Republic International              | Chicago               | IL    | ۵         | •         |           |           |           |           |           |           |          |            | 20                 | 20                 | 450          |
| groups or individual employees.                                                                                                                        | W.R. Berkley                            | Greenwich             | СТ    | 9         | ٩         |           |           |           |           |           |           |          |            | 20                 | 10                 | 369          |
| * During the CEI survey cycle, the HRC<br>Foundation became aware of an app distributed in                                                             | Cincinnati Financial Corp.              | Fairfield             | ОН    | ۵         |           |           |           |           |           |           |           |          |            | 10                 | 0                  | 484          |
| Google's Play Store that supports the practice of<br>so-called "conversion therapy." Sometimes known<br>as "reparative therapy." so-called "conversion | Auto-Owners Insurance Group             | Lansing               | MI    |           |           |           |           |           |           |           |           |          |            | 0                  | 0                  | 375          |
| therapy" includes a range of dangerous and<br>discredited practices that falsely claim to change                                                       | Berkshire Hathaway                      | Omaha                 | NE    |           |           |           |           |           |           |           |           |          |            | 0                  | 0                  | 3            |
| a person's sexual orientation or gender identity or<br>expression. Such practices have been rejected<br>by every mainstream medical and mental health  | Markel Corporation                      | Glen Allen            | VA    |           |           |           |           |           |           |           |           |          |            | 0                  | 0                  | 464          |
| organization for decades. Minors are especially<br>vulnerable, and conversion therapy can lead to                                                      | Western & Southern Financial Group      | Cincinnati            | ОН    |           |           |           |           |           |           |           |           |          |            | 0                  | 0                  | 476          |
| depression, anxiety, drug use, homelessness, and<br>suicide. Pending remedial steps by the company<br>to address this app that can cause harm to the   | INTERNET                                |                       |       |           |           |           |           |           |           |           |           |          |            |                    |                    |              |
| LGBTQ community, the CEI rating is suspended.                                                                                                          | Akamai Technologies Inc.                | Cambridge             | MA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 829          |
|                                                                                                                                                        | GODADDY Inc.                            | Scottsdale            | AZ    | •         | •         | •         | •         | ٠         | ٠         | •         | ٠         | •        |            | 100                | 100                | 898          |
|                                                                                                                                                        | Indeed Inc.                             | Austin                | ТΧ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |

122

| Appendix C                                                                                                             | Ratings by Industry, Descending Score |                       |       |           |           |           |           | Crite     | erion     |           |           |          |                                 |                    | Rating             |              |
|------------------------------------------------------------------------------------------------------------------------|---------------------------------------|-----------------------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|---------------------------------|--------------------|--------------------|--------------|
|                                                                                                                        |                                       |                       |       | 15 points | 15 points | 10 points | 15 points | 5 points | -25 points                      | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                    | Employer                              | Headquarters Location | State | <b>1a</b> | 1b        | <b>2a</b> | <b>2b</b> | <b>2c</b> | <b>3a</b> | 3b        | 3c        | 3d       | 4                               | CEI<br>CEI         | 201<br>CEI         | For          |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                     | LinkedIn                              | Sunnyvale             | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |                                 | 100                | 100                | 733          |
| operations (15 points)                                                                                                 | Twitter Inc.                          | San Francisco         | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |                                 | 100                | 100                | 844          |
| 1b Prohibits discrimination<br>based on gender identity for                                                            | Yext Inc.                             | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |                                 | 100                |                    |              |
| all operations (15 points) 2a Equivalency in same- and                                                                 | Squarespace                           | New York              | NY    | •         | •         | •         | •         |           | •         | •         | •         |          |                                 | 90                 | 90                 |              |
| different-sex spousal medical<br>and soft benefits (10 points)                                                         | Instacart                             | San Francisco         | CA    | •         | •         | •         | •         | •         |           | •         | •         |          |                                 | 85                 | 65                 |              |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                 | INTERNET SERVICES AND RETAILING       |                       |       |           |           |           |           |           |           |           |           |          |                                 |                    |                    |              |
| and soft benefits (10 points /<br>half credit for parity across                                                        | Airbnb Inc.                           | San Francisco         | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |                                 | 100                | 100                |              |
| some, but not all benefits)                                                                                            | eBay Inc.                             | San Jose              | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |                                 | 100                | 100                | 309          |
| 2c Equal health coverage for transgender<br>individuals without exclusion for                                          | Etsy Inc.                             | Brooklyn              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |                                 | 100                |                    |              |
| medically necessary care (10 points<br>/ half credit for inclusive coverage,<br>but blanket exclusions for transition- | Expedia Group                         | Bellevue              | WA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |                                 | 100                | 100                | 295          |
| related care remain in place)                                                                                          | Facebook Inc.                         | Menlo Park            | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |                                 | 100                | 100                | 76           |
| 3a Three LGBTQ internal training and<br>education best practices (10 points)                                           | Google Inc.                           | Mountainview          | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |                                 | 100                | 100                | 22           |
| 3b Employee group or diversity<br>council (10 points)                                                                  | IAC/InterActiveCorp.                  | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |                                 | 100                |                    | 698          |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                                | PayPal Holdings Inc.                  | San Jose              | CA    | •         | •         | •         |           | •         | •         | •         |           | •        |                                 | 100                |                    | 222          |
| community, and if supplier diversity<br>program is in place, must include                                              | Pinterest Inc.                        | San Francisco         | CA    |           |           |           |           |           | •         |           |           | •        |                                 | 100                | 100                |              |
| LGBTQ suppliers (15 points)                                                                                            | The Knot Worldwide                    | Chevy Chase           | MD    |           |           |           |           |           |           |           |           | •        |                                 | 100                | 100                |              |
| 3d Contractor/supplier non-discrimination<br>standards and philanthropic                                               | TripAdvisor Inc.                      | Needham               | MA    |           |           |           |           |           |           |           |           | •        |                                 | 100                | 100                |              |
| giving guidelines (5 points)                                                                                           | •                                     |                       |       |           |           |           |           |           |           |           |           | •        | *                               |                    |                    |              |
| <b>Ratings in Gray</b> / Unofficial ratings of the Fortune 500 companies that have                                     | Yelp Inc.                             | San Francisco         | CA    | •         | •         | •         |           |           | •         |           | •         | •        |                                 | 100                | 100                |              |
| not responded to repeated invitations<br>to the CEI survey. These ratings are                                          | Snagajob.com Inc.                     | Glen Allen            | VA    | •         | •         | •         | •         | •         | -         | •         | •         | -        |                                 | 95                 | 80                 |              |
| based on publicly available information<br>as well as information submitted to                                         | Wayfair                               | Boston                | MA    | •         | •         | •         | •         | •         |           | •         | •         | •        |                                 | 85                 |                    | 545          |
| HRC from unofficial LGBTQ employee groups or individual employees.                                                     | priceline.com LLC                     | Norwalk               | СТ    | •         | •         | •         |           | •         | •         |           |           |          |                                 | 55                 |                    | 229          |
| groups of individual employees.                                                                                        | Liberty Interactive Corp.             | Englewood             | CO    |           |           |           | _         | _         |           |           |           |          |                                 | 0                  | 0                  | 288          |
|                                                                                                                        | LAW FIRMS                             |                       |       | _         |           | :         |           | -         | :         |           |           |          | :                               |                    | -                  |              |
|                                                                                                                        | Akerman LLP                           | Miami                 | FL    | •         | •         | •         | •         | •         | •         | •         | •         | •        | -                               | 100                | 100                |              |
|                                                                                                                        | Akin, Gump, Strauss, Hauer & Feld LLP | Washington            | DC    | •         | •         | •         | •         | •         | •         | •         | •         | •        |                                 | 100                | 100                |              |
|                                                                                                                        | Alston & Bird LLP                     | Atlanta               | GA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |                                 | 100                | 100                |              |
|                                                                                                                        | Arent Fox LLP                         | Washington            | DC    | ٠         | •         | •         | •         | •         | •         | •         | •         | •        |                                 | 100                | 100                |              |
|                                                                                                                        | Armstrong Teasdale LLP                | St. Louis             | МО    | •         | •         | •         | •         | •         | •         | •         | •         | •        |                                 | 100                | 100                |              |
|                                                                                                                        | Arnold & Porter Kaye Scholer LLP      | Washington            | DC    | ٠         | ٠         | ٠         | •         | ٠         | •         | •         | •         | •        |                                 | 100                | 100                |              |
|                                                                                                                        | Baker & Hostetler LLP                 | Cleveland             | он    | •         | •         | •         | •         | •         | •         | •         | •         | •        |                                 | 100                | 85                 |              |
|                                                                                                                        | Baker & McKenzie LLP                  | Chicago               | IL    | •         | •         | •         | •         | •         | •         | •         | •         | •        | 8<br>8<br>9<br>8<br>8<br>8<br>8 | 100                | 100                |              |

- 3a Three LGBTQ internal trainin education best practices (10
- 3b Employee group or diversity council (10 points)

- 3c Three distinct efforts of outre or engagement to broader LG community, and if supplier div program is in place, must incl LGBTQ suppliers (15 points)
- 3d Contractor/supplier non-disc standards and philanthropic giving guidelines (5 points)

| Appendix C                                                                                                              | Ratings by Industry, Descending Score |                       | :     |           |           |           |            | Crite     | rion      |           |           |          |            |                    | Rating             |              |
|-------------------------------------------------------------------------------------------------------------------------|---------------------------------------|-----------------------|-------|-----------|-----------|-----------|------------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                         |                                       |                       |       | 15 points | 15 points | 10 points | 10 points  | 10 points | 10 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                     | Employer                              | Headquarters Location | State | <b>1a</b> | 1b        | <b>2a</b> | <b>2</b> b | 2c        | 3a        | 3b        | 3c        | 3d       | 4          | 202<br>CEI         | 201<br>CEI         | For          |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                      | Ballard Spahr LLP                     | Philadelphia          | PA    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| operations (15 points)                                                                                                  | Bass, Berry & Sims PLC                | Nashville             | TN    | ٠         | ٠         | ٠         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 1b Prohibits discrimination<br>based on gender identity for<br>all operations (15 points)                               | Blank Rome LLP                        | Philadelphia          | PA    | ٠         | •         | ٠         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 2a Equivalency in same- and                                                                                             | Boies Schiller Flexner LLP            | New York              | NY    | ٠         | ٠         | ٠         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| different-sex spousal medical<br>and soft benefits (10 points)                                                          | Brown Rudnick LLP                     | Boston                | MA    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                  | Bryan Cave Leighton Paisner LLP       | St. Louis             | МО    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| and soft benefits (10 points /<br>half credit for parity across                                                         | Buchanan Ingersoll & Rooney PC        | Pittsburgh            | PA    | ٠         | •         | ٠         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 2c Equal health coverage for transgender                                                                                | Buckley LLP                           | Washington            | DC    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| individuals without exclusion for<br>medically necessary care (10 points                                                | Cadwalader, Wickersham & Taft LLP     | New York              | NY    | ٠         | •         | ٠         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                         | Carlton Fields P.A.                   | Tampa                 | FL    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 3a Three LGBTQ internal training and                                                                                    | Chapman and Cutler LLP                | Chicago               | IL    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| education best practices (10 points)<br>3b Employee group or diversity                                                  | Choate, Hall & Stewart LLP            | Boston                | MA    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| council (10 points)                                                                                                     | Cleary Gottlieb Steen & Hamilton LLP  | New York              | NY    | •         | •         | ٠         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                                 | Cooley LLP                            | Palo Alto             | CA    | ٠         | ٠         | ٠         | •          | •         | •         | •         | •         | •        |            | 100                | 95                 |              |
| community, and if supplier diversity<br>program is in place, must include                                               | Covington & Burling LLP               | Washington            | DC    | •         | •         | ٠         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| LGBTQ suppliers (15 points)<br>3d Contractor/supplier non-discrimination                                                | Cozen O'Connor                        | Philadelphia          | PA    | ٠         | ٠         | ٠         | •          | •         | •         | •         | •         | •        |            | 100                | 75                 |              |
| standards and philanthropic giving guidelines (5 points)                                                                | Crowell & Moring LLP                  | Washington            | DC    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Davis Wright Tremaine LLP             | Seattle               | WA    | •         | ٠         | ٠         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have<br>not responded to repeated invitations | Day Pitney LLP                        | Parsippany            | NJ    | •         | •         | ٠         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| to the CEI survey. These ratings are<br>based on publicly available information                                         | Dechert LLP                           | Philadelphia          | PA    | •         | ٠         | ٠         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                               | Dentons US LLP                        | Washington            | DC    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| groups or individual employees.                                                                                         | Dickinson Wright PLLC                 | Detroit               | МІ    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | DLA Piper                             | Baltimore             | MD    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Dorsey & Whitney LLP                  | Minneapolis           | MN    | •         | •         | ٠         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Drinker Biddle & Reath LLP            | Philadelphia          | PA    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 95                 |              |
|                                                                                                                         | Duane Morris LLP                      | Philadelphia          | PA    | •         | ٠         | ٠         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Dykema Gossett PLLC                   | Detroit               | MI    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Eversheds Sutherland (US) LLP         | Atlanta               | GA    | •         | ٠         | ٠         | •          | •         | •         | •         | ٠         | •        |            | 100                | 100                |              |
|                                                                                                                         | Faegre Baker Daniels                  | Chicago               | IL    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Fenwick & West LLP                    | Mountain View         | CA    | •         | ٠         | •         | •          | •         | •         | ٠         | •         | •        |            | 100                | 100                |              |

| Appendix C                                                                                                               | Ratings by Industry, Descending Score              |                       |       |           |           |           |           | Crite     | erion     |           |           |          |            |                    | Rating             |              |
|--------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------|-----------------------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                          |                                                    |                       |       | 15 points | 15 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                      | Employer                                           | Headquarters Location | State | <b>1a</b> | 1b        | <b>2a</b> | 2b        | 2c        | 3a        | 3b        | 3c        | 3d       | 4          | 202<br>CEI         | 201<br>CEI         | For          |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                       | Finnegan, Henderson, Farabow, Garrett & Dunner LLP | Washington            | DC    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| operations (15 points)                                                                                                   | Fish & Richardson PC                               | Boston                | MA    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 1b Prohibits discrimination<br>based on gender identity for                                                              | Foley & Lardner LLP                                | Milwaukee             | WI    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| all operations (15 points) 2a Equivalency in same- and                                                                   | Foley Hoag LLP                                     | Boston                | MA    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| different-sex spousal medical<br>and soft benefits (10 points)                                                           | Fox Rothschild LLP                                 | Philadelphia          | PA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                   | Fredrikson & Byron                                 | Minneapolis           | MN    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| and soft benefits (10 points /<br>half credit for parity across                                                          | Fried, Frank, Harris, Shriver & Jacobson LLP       | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 2c Equal health coverage for transgender                                                                                 | Frost Brown Todd LLC                               | Cincinnati            | ОН    | •         | •         | ٠         | •         | •         | •         | •         | •         | ٠        |            | 100                | 100                |              |
| individuals without exclusion for<br>medically necessary care (10 points                                                 | Galloway, Johnson, Tompkins, Burr & Smith PLC      | New Orleans           | LA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                          | Gibson, Dunn & Crutcher LLP                        | Los Angeles           | CA    | ٠         | ٠         | ٠         | •         | •         | •         | •         | •         | ٠        |            | 100                | 85                 |              |
| related care remain in place)<br>3a Three LGBTQ internal training and                                                    | Goodwin Procter LLP                                | Boston                | MA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| education best practices (10 points)                                                                                     | Gordon Rees Scully Mansukhani, LLP                 | San Francisco         | CA    | ٠         | •         | ٠         | •         | •         | •         | •         | •         | ٠        |            | 100                | 100                |              |
| 3b Employee group or diversity<br>council (10 points)                                                                    | Goulston & Storrs                                  | Boston                | MA    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 90                 |              |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                                  | Greenberg Traurig LLP                              | New York              | NY    | ٠         | ٠         | ٠         | •         | •         | •         | •         | •         | ٠        |            | 100                | 90                 |              |
| community, and if supplier diversity<br>program is in place, must include                                                | Haynes and Boone LLP                               | Dallas                | ТΧ    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| LGBTQ suppliers (15 points)<br>3d Contractor/supplier non-discrimination                                                 | Hinshaw & Culbertson LLP                           | Chicago               | IL    | ٠         | ٠         | ٠         | •         | •         | •         | •         | •         | ٠        |            | 100                | 100                |              |
| standards and philanthropic giving guidelines (5 points)                                                                 | Hogan Lovells US LLP                               | Washington            | DC    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                          | Holland & Hart LLP                                 | Denver                | со    | ٠         | •         | ٠         | •         | •         | •         | •         | •         | ٠        |            | 100                | 35                 |              |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have                                           | Holland & Knight LLP                               | Brandon               | FL    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| not responded to repeated invitations<br>to the CEI survey. These ratings are<br>based on publicly available information | Husch Blackwell LLP                                | St. Louis             | МО    | ٠         | ٠         | ٠         | •         | •         | •         | •         | •         | ٠        |            | 100                | 100                |              |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                                | Ice Miller LLP                                     | Indianapolis          | IN    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| groups or individual employees.                                                                                          | Jenner & Block LLP                                 | Chicago               | IL    | ٠         | ٠         | ٠         | •         | •         | •         | •         | •         | ٠        |            | 100                | 100                |              |
|                                                                                                                          | K&L Gates LLP                                      | Pittsburgh            | PA    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                          | Katten Muchin Rosenman LLP                         | Chicago               | IL    | ٠         | ٠         | ٠         | •         | •         | •         | •         | •         | ٠        |            | 100                | 100                |              |
|                                                                                                                          | Kelley Drye & Warren LLP                           | New York              | NY    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                          | Kilpatrick Townsend & Stockton LLP                 | Atlanta               | GA    | ٠         | ٠         | ٠         | •         | •         | •         | •         | •         | ٠        |            | 100                | 100                |              |
|                                                                                                                          | King & Spalding LLP                                | Atlanta               | GA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                          | Kirkland & Ellis LLP                               | Chicago               | IL    | •         | ٠         | ٠         | •         | •         | •         | •         | •         | ٠        |            | 100                | 100                |              |
|                                                                                                                          | Kobre & Kim                                        | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                |                    |              |
|                                                                                                                          | Kutak Rock LLP                                     | Omaha                 | NE    | ٠         | ٠         | ٠         | •         | •         | ٠         | ٠         | •         | ٠        |            | 100                | 100                |              |

| Appendix C                                                                                                              | Ratings by Industry, Descending Score          |                       |       |           |           |           |            | Crite     | rion      |           |           |          |            |                    | Rating             |              |
|-------------------------------------------------------------------------------------------------------------------------|------------------------------------------------|-----------------------|-------|-----------|-----------|-----------|------------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                         |                                                |                       |       | 15 points | 15 points | 10 points | 10 points  | 10 points | 10 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                     | Employer                                       | Headquarters Location | State | 1a        | 1b        | <b>2a</b> | <b>2</b> b | 2c        | 3a        | 3b        | 3c        | 3d       | 4          | 202<br>CEI         | 201<br>CEI         | For          |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                      | Lane Powell PC                                 | Seattle               | WA    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| operations (15 points)                                                                                                  | Latham & Watkins LLP                           | New York              | NY    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 1b Prohibits discrimination<br>based on gender identity for                                                             | Littler Mendelson PC                           | San Francisco         | CA    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| all operations (15 points) 2a Equivalency in same- and                                                                  | Locke Lord LLP                                 | Dallas                | тх    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| different-sex spousal medical<br>and soft benefits (10 points)                                                          | Loeb & Loeb LLP                                | Los Angeles           | CA    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                  | Lowenstein Sandler LLP                         | New York              | NY    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| and soft benefits (10 points /<br>half credit for parity across                                                         | Manatt, Phelps & Phillips LLP                  | Los Angeles           | CA    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| some, but not all benefits) 2c Equal health coverage for transgender                                                    | Mayer Brown LLP                                | Chicago               | IL    | •         | ٠         | ٠         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| individuals without exclusion for<br>medically necessary care (10 points                                                | McDermott Will & Emery LLP                     | Chicago               | IL    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                         | Michael Best & Friedrich LLP                   | Milwaukee             | WI    | •         | ٠         | ٠         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| related care remain in place)<br>3a Three LGBTQ internal training and                                                   | Mintz, Levin, Cohn, Ferris, Glovsky & Popeo PC | Boston                | MA    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| education best practices (10 points)<br>3b Employee group or diversity                                                  | Montgomery McCracken Walker & Rhoads LLP       | Philadelphia          | PA    | •         | ٠         | ٠         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| council (10 points)                                                                                                     | Moore & Van Allen PLLC                         | Charlotte             | NC    | •         | •         | ٠         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                                 | Morgan, Lewis & Bockius LLP                    | Philadelphia          | PA    | •         | ٠         | ٠         | •          | •         | •         | •         | •         | •        |            | 100                | 95                 |              |
| community, and if supplier diversity<br>program is in place, must include                                               | Morris, Manning & Martin LLP                   | Atlanta               | GA    | •         | •         | ٠         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| LGBTQ suppliers (15 points) 3d Contractor/supplier non-discrimination                                                   | Morrison & Foerster LLP                        | San Francisco         | CA    | •         | ٠         | ٠         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| standards and philanthropic giving guidelines (5 points)                                                                | Munger, Tolles & Olson LLP                     | Los Angeles           | CA    | •         | •         | ٠         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Nixon Peabody LLP                              | Boston                | MA    | •         | ٠         | ٠         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have<br>not responded to repeated invitations | Norton Rose Fulbright                          | Houston               | тх    | •         | •         | ٠         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| to the CEI survey. These ratings are<br>based on publicly available information                                         | Ogletree, Deakins, Nash, Smoak & Stewart       | Greenville            | sc    | •         | ٠         | ٠         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                               | O'Melveny & Myers LLP                          | Los Angeles           | CA    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| groups or individual employees.                                                                                         | Orrick, Herrington & Sutcliffe LLP             | San Francisco         | CA    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Patterson Belknap Webb & Tyler LLP             | New York              | NY    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Paul Hastings LLP                              | Los Angeles           | CA    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Pepper Hamilton LLP                            | Philadelphia          | PA    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 85                 |              |
|                                                                                                                         | Perkins Coie LLP                               | Seattle               | WA    | •         | ٠         | ٠         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Pillsbury Winthrop Shaw Pittman LLP            | New York              | NY    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Polsinelli                                     | Kansas City           | мо    | •         | ٠         | ٠         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Proskauer Rose LLP                             | New York              | NY    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 90                 |              |
|                                                                                                                         | Quarles & Brady LLP                            | Milwaukee             | WI    | •         | ٠         | •         | •          | •         | ٠         | ٠         | •         | •        |            | 100                | 100                |              |

| Appendix C                                                                                                              | Ratings by Industry, Descending Score    |                       |       |           |           |           |           | Crite     | erion     |           |           |          |            |                    | Rating             |              |
|-------------------------------------------------------------------------------------------------------------------------|------------------------------------------|-----------------------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                         |                                          |                       |       | 15 points | 15 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                     | Employer                                 | Headquarters Location | State | 1a        | 1b        | <b>2a</b> | 2b        | 2c        | 3a        | 3b        | 3c        | 3d       | 4          | 202<br>CEI         | 201<br>CEI         | For          |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                      | Quinn Emanuel Urquhart & Sullivan LLP    | Los Angeles           | CA    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 90                 |              |
| operations (15 points)                                                                                                  | Reed Smith LLP                           | Pittsburgh            | PA    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| <b>1b</b> Prohibits discrimination<br>based on gender identity for                                                      | Robins Kaplan LLP                        | Minneapolis           | MN    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| all operations (15 points) 2a Equivalency in same- and                                                                  | Ropes & Gray LLP                         | Boston                | MA    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| different-sex spousal medical<br>and soft benefits (10 points)                                                          | Saul Ewing Arnstein & Lehr LLP           | Philadelphia          | PA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                  | Schiff Hardin LLP                        | Chicago               | IL    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| and soft benefits (10 points /<br>half credit for parity across                                                         | Schulte, Roth & Zabel LLP                | New York              | NY    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 95                 |              |
| 2c Equal health coverage for transgender                                                                                | Seyfarth Shaw LLP                        | Chicago               | IL    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| individuals without exclusion for<br>medically necessary care (10 points                                                | Shearman & Sterling LLP                  | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                         | Sheppard, Mullin, Richter & Hampton LLP  | Los Angeles           | CA    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 3a Three LGBTQ internal training and                                                                                    | Shook, Hardy & Bacon LLP                 | Kansas City           | МО    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| education best practices (10 points)<br>3b Employee group or diversity                                                  | Sidley Austin LLP                        | Chicago               | IL    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| council (10 points)                                                                                                     | Simpson Thacher & Bartlett LLP           | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                                 | Skadden, Arps, Slate, Meagher & Flom LLP | New York              | NY    | •         | ٠         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| community, and if supplier diversity<br>program is in place, must include<br>LGBTQ suppliers <b>(15 points)</b>         | Snell & Wilmer                           | Phoenix               | AZ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 3d Contractor/supplier non-discrimination                                                                               | Squire Patton Boggs                      | Cleveland             | ОН    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| standards and philanthropic giving guidelines (5 points)                                                                | Steptoe & Johnson LLP                    | Washington            | DC    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| Polingo in Crew (Unefficial setimore of                                                                                 | Stinson LLP                              | Kansas City           | МО    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have<br>not responded to repeated invitations | Stoel Rives LLP                          | Portland              | OR    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| to the CEI survey. These ratings are<br>based on publicly available information                                         | Thompson Coburn LLP                      | St. Louis             | МО    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                               | Thompson Hine LLP                        | Cleveland             | ОН    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| groups or individual employees.                                                                                         | Troutman Sanders LLP                     | Atlanta               | GA    | ٠         | ٠         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Vinson & Elkins LLP                      | Houston               | тх    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Vorys, Sater, Seymour and Pease LLP      | Columbus              | ОН    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Weil, Gotshal & Manges LLP               | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | White & Case LLP                         | New York              | NY    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Wiley Rein LLP                           | Washington            | DC    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Williams Mullen                          | Richmond              | VA    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Wilmer Cutler Pickering Hale & Dorr LLP  | Washington            | DC    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Wilson Sonsini Goodrich & Rosati PC      | Palo Alto             | CA    | ٠         | •         | ٠         | •         | •         | •         | •         | ٠         | •        |            | 100                | 95                 |              |

| Appendix C                                                                                                               | Ratings by Industry, Descending Score             |                       |       |           |           |           |            | Crite     | erion     |           |           |          |            |                    | Rating             |              |
|--------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------|-----------------------|-------|-----------|-----------|-----------|------------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                          |                                                   |                       |       | 15 points | 15 points | 10 points | 10 points  | 10 points | 10 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                      | Employer                                          | Headquarters Location | State | 1a        | 1b        | 2a        | <b>2</b> b | 2c        | 3a        | 3b        | 3c        | 3d       | 4          | 202<br>CEI         | 201<br>CEI         | For          |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                       | Winston & Strawn LLP                              | Chicago               | IL    | •         | •         | ٠         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| operations (15 points)                                                                                                   | Womble Bond Dickinson (US) LLP                    | Winston-Salem         | NC    | ٠         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 1b Prohibits discrimination<br>based on gender identity for                                                              | Bracewell LLP                                     | Houston               | тх    | ٠         | ٠         | ٠         | •          | •         | •         | •         | •         |          |            | 95                 | 85                 |              |
| all operations (15 points) 2a Equivalency in same- and                                                                   | Brownstein Hyatt Farber Schreck LLP               | Denver                | со    | ٠         | •         | •         | •          | •         | •         | •         | •         |          |            | 95                 |                    |              |
| different-sex spousal medical<br>and soft benefits (10 points)                                                           | Cahill Gordon & Reindel                           | New York              | NY    | ٠         | ٠         | ٠         | •          | •         | •         | •         | •         | •        |            | 95                 | 95                 |              |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                   | Davis Polk & Wardwell LLP                         | New York              | NY    | ٠         | ٠         | ٠         | •          | •         | •         | •         | •         |          |            | 95                 | 95                 |              |
| and soft benefits (10 points /<br>half credit for parity across                                                          | Hunton Andrews Kurth LLP                          | Washington            | DC    | •         | •         | •         | •          | •         | •         | •         | •         |          |            | 95                 | 95                 |              |
| 2c Equal health coverage for transgender                                                                                 | Jackson Lewis PC                                  | New York              | NY    | •         | •         | •         | •          | •         | •         | •         | •         |          |            | 95                 |                    |              |
| individuals without exclusion for<br>medically necessary care (10 points                                                 | Lathrop Gage LLP                                  | Kansas City           | MO    | •         | •         | •         | •          | •         | •         | •         | •         |          |            | 95                 | 90                 |              |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                          | LeClairRyan                                       | Richmond              | VA    | •         | •         | ٠         | •          | •         | •         | •         | •         |          |            | 95                 | 95                 |              |
| related care remain in place)<br>3a Three LGBTQ internal training and                                                    | McGuireWoods LLP                                  | Richmond              | VA    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 95                 | 80                 |              |
| education best practices (10 points)                                                                                     | Reinhart Boerner Van Deuren s.c.                  | Milwaukee             | WI    | ٠         | ٠         | ٠         | •          | •         | •         | •         | ٩         | •        |            | 95                 | 90                 |              |
| 3b Employee group or diversity<br>council (10 points)                                                                    | Baker Botts LLP                                   | Houston               | ТΧ    | ٠         | •         | •         | •          | •         | •         | •         | ٩         |          |            | 90                 | 65                 |              |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                                  | Baker, Donelson, Bearman, Caldwell & Berkowitz PC | Memphis               | TN    | •         | ٠         | ٠         |            | •         | •         | •         | •         | •        |            | 90                 | 90                 |              |
| community, and if supplier diversity<br>program is in place, must include                                                | Burr & Forman LLP                                 | Birmingham            | AL    | ٠         | •         | •         |            | •         | •         | •         | •         | •        |            | 90                 | 90                 |              |
| LGBTQ suppliers (15 points)<br>3d Contractor/supplier non-discrimination                                                 | Clifford Chance US LLP                            | New York              | NY    | ٠         | •         | ٠         |            | •         | •         | •         | •         | •        |            | 90                 | 90                 |              |
| standards and philanthropic giving guidelines (5 points)                                                                 | Cravath, Swaine & Moore LLP                       | New York              | NY    | ٠         | •         | •         |            | •         | •         | •         | •         | •        |            | 90                 | 90                 |              |
|                                                                                                                          | Dinsmore & Shohl LLP                              | Cincinnati            | он    | •         | ٠         | ٠         |            | •         | •         | •         | •         | •        |            | 90                 |                    |              |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have                                           | Hughes Hubbard & Reed LLP                         | New York              | NY    | •         | •         | ٠         |            | •         | •         | •         | •         | •        |            | 90                 | 90                 |              |
| not responded to repeated invitations<br>to the CEI survey. These ratings are<br>based on publicly available information | Milbank LLP                                       | New York              | NY    | •         | ٠         | ٠         |            | •         | •         | •         | •         | •        |            | 90                 | 90                 |              |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                                | Paul, Weiss, Rifkind, Wharton & Garrison LLP      | New York              | NY    | •         | •         | •         |            | •         | •         | •         | •         | •        |            | 90                 | 85                 |              |
| groups or individual employees.                                                                                          | Porter Wright Morris & Arthur LLP                 | Columbus              | он    | •         | ٠         | ٠         |            | •         | •         | •         | •         | •        |            | 90                 |                    |              |
|                                                                                                                          | Wachtell, Lipton, Rosen & Katz                    | New York              | NY    | •         | •         | ٠         |            | •         | •         | •         | •         | •        |            | 90                 | 90                 |              |
|                                                                                                                          | Debevoise & Plimpton LLP                          | New York              | NY    | •         | ٠         | ٠         |            | •         | •         | •         | •         | •        |            | 85                 | 85                 |              |
|                                                                                                                          | Herrick Feinstein LLP                             | New York              | NY    | •         | •         | ٠         | •          | •         | •         | •         |           | •        |            | 85                 | 80                 |              |
|                                                                                                                          | Kramer Levin Naftalis & Frankel LLP               | New York              | NY    | ٠         | •         | ٠         |            | •         | •         | •         | •         |          |            | 85                 | 85                 |              |
|                                                                                                                          | Sullivan & Cromwell LLP                           | New York              | NY    | •         | •         | ٠         |            | •         | •         | •         | •         |          |            | 85                 | 85                 |              |
|                                                                                                                          | Thompson & Knight LLP                             | Dallas                | тх    | •         | ٠         | ٠         |            | •         | •         | •         | ٠         |          |            | 85                 |                    |              |
|                                                                                                                          | Willkie Farr & Gallagher LLP                      | New York              | NY    | •         | •         | ٠         |            | •         | •         | •         | •         |          |            | 85                 | 85                 |              |
|                                                                                                                          | Barnes & Thornburg LLP                            | Indianapolis          | IN    | ٠         | ٠         | ٠         |            | •         | ٠         | •         | ٩         |          |            | 80                 | 80                 |              |

| Appendix C                                                                                                      | Ratings by Industry, Descending Score  |                       |       |           |           |           |            | Crite     | erion     |           |           |          |            |                    | Rating             |              |
|-----------------------------------------------------------------------------------------------------------------|----------------------------------------|-----------------------|-------|-----------|-----------|-----------|------------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                 |                                        |                       |       | 15 points | 15 points | 10 points | 10 points  | 10 points | 10 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                             | Employer                               | Headquarters Location | State | <b>1a</b> | 1b        | <b>2a</b> | <b>2</b> b | 2c        | <b>3a</b> | 3b        | 3c        | 3d       | 4          | 202<br>CEI         | 201<br>CEI         | For          |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                              | Epstein Becker & Green PC              | New York              | NY    | •         | •         | •         |            |           | •         | •         | •         | •        |            | 80                 | 70                 |              |
| operations (15 points)                                                                                          | McCarter & English LLP                 | Newark                | NJ    | ٠         | •         | •         |            | 0         | •         | •         | •         |          |            | 80                 | 75                 |              |
| 1b Prohibits discrimination<br>based on gender identity for                                                     | Jackson Walker LLP                     | Dallas                | ТΧ    | •         | •         | •         |            |           | •         | •         | •         |          |            | 75                 | 75                 |              |
| all operations (15 points) 2a Equivalency in same- and                                                          | Nelson Mullins Riley & Scarborough LLP | Columbia              | SC    | •         | •         | •         |            |           | •         | •         | •         |          |            | 75                 | 75                 |              |
| different-sex spousal medical<br>and soft benefits (10 points)                                                  | Fisher & Phillips LLP                  | Atlanta               | GA    | •         | •         | •         | ●          |           |           | •         | •         |          |            | 70                 | 70                 |              |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                          | Howard & Howard Attorneys PLLC         | Royal Oak             | MI    | •         | •         | •         |            | 0         |           |           | •         |          |            | 60                 | 65                 |              |
| and soft benefits (10 points /<br>half credit for parity across                                                 | MAIL AND FREIGHT DELIVERY              |                       |       |           |           |           |            |           |           |           |           |          |            |                    |                    |              |
| <b>2c</b> Equal health coverage for transgender                                                                 | United Parcel Service Inc.             | Atlanta               | GA    | •         | ٠         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                | 44           |
| individuals without exclusion for<br>medically necessary care (10 points                                        | Union Pacific Corp.                    | Omaha                 | NE    | •         | •         | •         | ●          | •         | •         | •         | •         | •        |            | 95                 | 80                 | 141          |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                 | FedEx Corp.                            | Memphis               | TN    | •         | •         | •         |            | •         | •         | •         | •         |          |            | 85                 | 90                 | 50           |
| related care remain in place)<br>3a Three LGBTQ internal training and                                           | Pitney Bowes Inc.                      | Stamford              | СТ    | •         | •         | •         | •          | 0         | •         | •         | •         |          |            | 85                 | 55                 | 657          |
| education best practices (10 points)<br>3b Employee group or diversity                                          | XPO Logistics                          | Greenwich             | СТ    | ٠         | ٠         | •         |            | •         | •         | •         | •         |          |            | 85                 | 20                 | 186          |
| council (10 points)                                                                                             | Norfolk Southern Corp.                 | Norfolk               | VA    | •         | •         | •         |            |           | •         | •         | ٩         | •        |            | 75                 | 65                 | 284          |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ<br>community, and if supplier diversity | Burlington Northern Santa Fe Corp.     | Fort Worth            | ТΧ    | ٩         | ٩         | •         |            |           |           |           |           |          |            | 30                 | 20                 | 167          |
| program is in place, must include<br>LGBTQ suppliers (15 points)                                                | YRC Worldwide Inc.                     | Overland Park         | KS    | ٩         |           | •         |            |           |           |           |           |          |            | 20                 | 10                 | 532          |
| 3d Contractor/supplier non-discrimination                                                                       | J. B. Hunt Transport Services Inc.     | Lowell                | AR    | ٩         | •         |           |            |           |           |           |           |          |            | 20                 | 20                 | 395          |
| standards and philanthropic giving guidelines (5 points)                                                        | MANUFACTURING                          |                       |       |           |           |           |            |           |           |           |           |          |            |                    |                    |              |
| Ratings in Gray / Unofficial ratings of                                                                         | 3M Co.                                 | St. Paul              | MN    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                | 97           |
| the Fortune 500 companies that have<br>not responded to repeated invitations                                    | Air Liquide                            | Houston               | ТΧ    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                |                    |              |
| to the CEI survey. These ratings are<br>based on publicly available information                                 | Arconic                                | New York              | NY    | •         | ٠         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                | 225          |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                       | Colgate-Palmolive Co.                  | New York              | NY    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                | 184          |
| groups or individual employees.                                                                                 | Cummins Inc.                           | Columbus              | IN    | •         | ٠         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                | 149          |
|                                                                                                                 | Danaher Corp.                          | Washington            | DC    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                | 162          |
|                                                                                                                 | Eaton Corp.                            | Cleveland             | ОН    | ٠         | ٠         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                | 163          |
|                                                                                                                 | Fortive Corp.                          | Everett               | WA    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                | 420          |
|                                                                                                                 | Herman Miller Inc.                     | Zeeland               | MI    | ٠         | ٠         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                | 883          |
|                                                                                                                 | International Flavors & Fragrances     | New York              | NY    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                | 680          |
|                                                                                                                 | L'Oréal USA Inc.                       | New York              | NY    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                 | Nestlé Purina PetCare Co.              | St. Louis             | МО    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                 | Owens Corning                          | Toledo                | ОН    | •         | •         | •         | •          | •         | •         | •         | •         | •        |            | 100                | 100                | 442          |

| Appendix C                                                                                                              | Ratings by Industry, Descending Score |                       |       |           |           |           |           | Crite      | erion     |           |           |          |            |                    | Rating             |              |
|-------------------------------------------------------------------------------------------------------------------------|---------------------------------------|-----------------------|-------|-----------|-----------|-----------|-----------|------------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                         |                                       |                       |       | 15 points | 15 points | 10 points | 10 points | 10 points  | 10 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                     | Employer                              | Headquarters Location | State | <b>1a</b> | 1b        | <b>2a</b> | <b>2b</b> | <b>2</b> c | <b>3a</b> | 3b        | <b>3c</b> | 3d       | 4          | 203<br>CE          | CE S               | Foi          |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                      | Rockwell Automation Inc.              | Milwaukee             | WI    | •         | ٠         | ٠         | •         | •          | •         | •         | •         | •        |            | 100                | 100                | 445          |
| operations (15 points)                                                                                                  | Siemens Corp.                         | Washington            | DC    | •         | ٠         | •         | •         | ٠          | •         | •         | •         | •        |            | 100                | 95                 |              |
| 1b Prohibits discrimination<br>based on gender identity for<br>all operations (15 points)                               | Stanley Black & Decker Inc.           | New Britain           | СТ    | •         | •         | •         | •         | ٠          | ٠         | •         | •         | •        |            | 100                | 100                | 228          |
| 2a Equivalency in same- and                                                                                             | Steelcase Inc.                        | Grand Rapids          | МІ    | •         | ٠         | •         | •         | •          | •         | •         | ٠         | ٠        |            | 100                | 95                 | 728          |
| different-sex spousal medical<br>and soft benefits (10 points)                                                          | Stryker Corp.                         | Kalamazoo             | МІ    | •         | •         | •         | •         | ٠          | ٠         | •         | •         | •        |            | 100                | 100                | 240          |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                  | TE Connectivity Inc.                  | Berwyn                | PA    | •         | •         | ٠         | •         | •          | ٠         | •         | •         | •        |            | 100                | 100                |              |
| and soft benefits (10 points /<br>half credit for parity across                                                         | United Technologies Corp.             | Farmington            | СТ    | •         | ٠         | •         | •         | •          | •         | •         | •         | •        |            | 100                | 100                | 51           |
| 2c Equal health coverage for transgender                                                                                | Whirlpool Corp.                       | Benton Harbor         | МІ    | •         | ٠         | •         | •         | ٠          | ٠         | •         | ٠         | ٠        |            | 100                | 100                | 140          |
| individuals without exclusion for<br>medically necessary care (10 points                                                | W.W. Grainger Inc.                    | Lake Forest           | IL    | •         | •         | •         | •         | •          | ٠         | •         | •         | •        |            | 100                | 100                | 287          |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                         | Xylem Inc.                            | Rye Brook             | NY    | •         | ٠         | •         | •         | ٠          | ٠         | •         | ٠         | ٠        |            | 100                | 75                 | 547          |
| related care remain in place)<br>3a Three LGBTQ internal training and                                                   | Ball Corp.                            | Broomfield            | со    | •         | •         | •         |           | •          | •         | •         | •         | •        |            | 95                 | 95                 | 277          |
| education best practices (10 points)<br>3b Employee group or diversity                                                  | Emerson Electric Co.                  | St. Louis             | мо    | •         | ٠         | •         |           | ٠          | ٠         | •         | ٠         | ٠        |            | 95                 | 100                | 178          |
| council (10 points)                                                                                                     | R.R. Donnelley & Sons Co.             | Chicago               | IL    | •         | •         | •         | ●         | •          | •         | •         | •         | •        |            | 95                 | 90                 | 406          |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                                 | Robert Bosch Corp.                    | Farmington Hills      | МІ    | •         | •         | •         | ●         | •          | •         | •         | •         | •        |            | 95                 | 85                 |              |
| community, and if supplier diversity<br>program is in place, must include<br>LGBTQ suppliers ( <b>15 points)</b>        | Spirit AeroSystems Inc.               | Wichita               | KS    | •         | •         | •         | •         | •          | •         | •         | ٩         | •        |            | 95                 | 85                 | 405          |
| 3d Contractor/supplier non-discrimination                                                                               | Boeing Co.                            | Chicago               | IL    | •         | •         | ٠         |           | •          | •         | •         | •         | •        |            | 90                 | 90                 | 27           |
| standards and philanthropic giving guidelines (5 points)                                                                | Corning                               | Corning               | NY    | •         | •         | •         |           | •          | •         | •         | •         | •        |            | 90                 | 90                 | 293          |
| Dettere in Craw (1) off sidesting of                                                                                    | Daimler Trucks North America LLC      | Portland              | OR    | •         | •         | •         |           | •          | •         | •         | •         | •        |            | 90                 | 90                 |              |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have<br>not responded to repeated invitations | Deere & Co.                           | Moline                | IL    | •         | •         | •         |           | •          | •         | •         | •         | •        |            | 90                 | 90                 | 102          |
| to the CEI survey. These ratings are<br>based on publicly available information                                         | FCA US LLC                            | Auburn Hills          | МІ    | •         | •         | •         |           | •          | •         | •         | •         | •        |            | 90                 | 90                 | 59           |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                               | General Electric Co.                  | Boston                | MA    | •         | •         | •         |           | •          | •         | •         | •         | •        |            | 90                 | 90                 | 18           |
| groups or individual employees.                                                                                         | General Motors Co.                    | Detroit               | МІ    | •         | ٠         | •         |           | ٠          | ٠         | •         | ٠         | ٠        |            | 90                 | 90                 | 10           |
|                                                                                                                         | Ingersoll-Rand Company                | Davidson              | NC    | •         | •         | •         |           | •          | •         | •         | •         | •        |            | 90                 | 90                 |              |
|                                                                                                                         | Johnson Controls Inc.                 | Milwaukee             | WI    | •         | •         | •         |           | •          | •         | •         | •         | •        |            | 90                 | 80                 | 70           |
|                                                                                                                         | Kohler Co.                            | Kohler                | WI    | •         | •         | •         |           | •          | •         | •         | •         | •        |            | 90                 | 90                 |              |
|                                                                                                                         | Saint-Gobain Corp.                    | Malvern               | PA    | •         | •         | •         |           | •          | •         | •         | •         | •        |            | 90                 | 90                 |              |
|                                                                                                                         | WestRock                              | Atlanta               | GA    | •         | •         | •         | •         | •          | •         |           | •         | •        |            | 90                 | 75                 | 194          |
|                                                                                                                         | Avery Dennison                        | Glendale              | CA    | •         | •         | ٠         |           | •          | •         | •         | •         |          |            | 85                 | 20                 | 427          |
|                                                                                                                         | Honda North America Inc.              | Marysville            | он    | •         | •         | •         |           | ●          | •         | •         | •         | •        |            | 85                 | 75                 |              |
|                                                                                                                         | Micron Technology Inc.                | Boise                 | ID    | ٠         | •         | ٠         |           | ٢          | ٠         | •         | •         | •        |            | 85                 | 20                 | 150          |

| Appendix C                                                                                                              | Ratings by Industry, Descending Score |                       |       |           |           |            |           | Crite     | erion     |           |           |          |            |                    | Rating             | ı            |
|-------------------------------------------------------------------------------------------------------------------------|---------------------------------------|-----------------------|-------|-----------|-----------|------------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                         |                                       |                       |       | 15 points | 15 points | 10 points  | 10 points | 10 points | 10 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                     | Employer                              | Headquarters Location | State | 1a        | 1b        | <b>2</b> a | <b>2b</b> | 2c        | 3a        | 3b        | 3c        | 3d       | 4          | 202<br>CEI         | 201<br>CEI         | For          |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                      | Caterpillar Inc.                      | Deerfield             | IL    | •         | •         | •          |           | •         | •         | •         | ۵         |          |            | 80                 | 85                 | 65           |
| operations (15 points)                                                                                                  | Masco Corp.                           | Livonia               | МІ    | •         | ٠         | ٠          |           |           | •         | •         | ٠         | •        |            | 80                 | 85                 | 373          |
| 1b Prohibits discrimination<br>based on gender identity for                                                             | Navistar International Corp.          | Lisle                 | IL    | •         | •         | •          |           |           | •         | •         | •         | •        |            | 80                 | 70                 | 342          |
| all operations (15 points) 2a Equivalency in same- and                                                                  | The Bama Companies Inc.               | Tulsa                 | ок    | •         | •         | ٠          | •         | •         | •         | •         |           |          |            | 80                 | 95                 |              |
| different-sex spousal medical and soft benefits (10 points)                                                             | Archer Daniels Midland Co.            | Chicago               | IL    | •         | •         | •          | •         | •         |           | •         |           |          |            | 70                 | 60                 | 48           |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                  | BorgWarner Inc.                       | Auburn Hills          | МІ    | •         | •         | •          |           |           | •         | •         |           | •        |            | 65                 | 40                 | 301          |
| and soft benefits (10 points /<br>half credit for parity across                                                         | Oshkosh Corp.                         | Oshkosh               | WI    | •         | •         | ٠          |           | •         |           | •         |           |          |            | 65                 | 10                 | 414          |
| 2c Equal health coverage for transgender                                                                                | Illinois Tool Works Inc.              | Glenview              | IL    | •         | •         | ٠          |           | •         |           | •         |           |          |            | 60                 | 30                 | 204          |
| individuals without exclusion for<br>medically necessary care (10 points                                                | Steel Dynamics Inc.                   | Fort Wayne            | IN    | •         | •         | ٠          |           |           | •         |           |           | •        |            | 55                 | 55                 | 312          |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                         | Sonoco Products Company               | Hartsville            | SC    | •         | •         |            |           |           |           | •         |           | ٠        |            | 45                 | 55                 | 523          |
| <b>3a</b> Three LGBTQ internal training and                                                                             | USG Corp.                             | Chicago               | IL    | •         | •         | ٠          |           |           |           |           |           |          |            | 40                 | 40                 | 708          |
| education best practices (10 points)<br>3b Employee group or diversity                                                  | Mohawk Industries Inc.                | Calhoun               | GA    | ٩         | ٩         | •          |           |           |           |           |           |          |            | 30                 | 0                  | 315          |
| council (10 points)                                                                                                     | Berry Plastics Group Inc.             | Evansville            | IN    | ٩         | •         |            |           |           |           |           |           |          |            | 20                 | 20                 | 399          |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                                 | Builders FirstSource Inc.             | Dallas                | ТХ    | ٩         | ۵         |            |           |           |           |           |           |          |            | 20                 | 0                  | 400          |
| community, and if supplier diversity<br>program is in place, must include<br>LGBTQ suppliers <b>(15 points)</b>         | Crown Holdings                        | Philadelphia          | PA    | ۵         |           |            |           |           |           |           |           |          |            | 20                 | 10                 | 338          |
| 3d Contractor/supplier non-discrimination                                                                               | Jabil Circuit Inc.                    | St. Petersburg        | FL    | ۵         | ۵         |            |           |           |           |           |           |          |            | 20                 | 20                 | 159          |
| standards and philanthropic giving guidelines (5 points)                                                                | ON Semiconductor Corp.                | Phoenix               | AZ    | ۵         |           |            |           |           |           |           |           |          |            | 20                 |                    | 492          |
| Patings in Gray / Upofficial ratings of                                                                                 | Owens-Illinois Inc.                   | Perrysburg            | ОН    | ۵         | •         |            |           |           |           |           |           |          |            | 20                 | 20                 | 410          |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have<br>not responded to repeated invitations | Packaging Corporation of America      | Lake Forest           | IL    | ۵         |           |            |           |           |           |           |           |          |            | 20                 | 20                 | 436          |
| to the CEI survey. These ratings are<br>based on publicly available information                                         | Sealed Air Corp.                      | Charlotte             | NC    |           |           |            |           |           |           |           |           |          |            | ο                  | 20                 | 456          |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                               | MINING AND METALS                     |                       |       |           |           |            |           |           |           |           |           |          |            |                    |                    |              |
| groups or individual employees.                                                                                         | United States Steel Corp.             | Pittsburgh            | PA    | •         | ٠         | ٠          | •         | •         | •         | •         | ٠         | •        |            | 100                | 20                 | 246          |
|                                                                                                                         | Alcoa Corp.                           | Pittsburgh            | PA    | •         | •         | ٠          | •         | •         | •         | •         | •         | •        |            | 95                 | 95                 | 262          |
|                                                                                                                         | Komatsu Mining Corp.                  | Milwaukee             | WI    | •         | ٠         | ٠          | ●         | •         |           | •         | ٠         |          |            | 80                 | 75                 | 843          |
|                                                                                                                         | Newmont Goldcorp Corporation          | Greenwood Village     | со    | •         |           | •          | •         | •         | •         | •         | ۵         | •        |            | 75                 | 90                 | 385          |
|                                                                                                                         | Apache Corp.                          | Houston               | тх    | •         | ٠         | ٠          |           |           |           | •         |           |          |            | 50                 | 20                 | 438          |
|                                                                                                                         | Peabody                               | St. Louis             | МО    | •         | •         | •          |           | •         |           |           |           |          |            | 50                 | 50                 | 491          |
|                                                                                                                         | AK Steel Holding Corp.                | West Chester          | ОН    | ۲         | ۵         |            |           |           |           |           |           |          |            | 20                 | 20                 | 461          |
|                                                                                                                         | EOG Resources                         | Houston               | ТΧ    | ۲         | ۵         |            |           |           |           |           |           |          |            | 20                 | 20                 | 270          |
|                                                                                                                         | Freeport-McMoRan Copper & Gold Inc.   | Phoenix               | AZ    | ۵         | ٩         |            |           |           |           |           |           |          | -          | 20                 | 20                 | 176          |

| Appendix C                                                                                                              | Ratings by Industry, Descending Score |                       |       |           |           |            |           | Crite     | erion                                                                                       |           |           |          |            |                    | Rating             |              |
|-------------------------------------------------------------------------------------------------------------------------|---------------------------------------|-----------------------|-------|-----------|-----------|------------|-----------|-----------|---------------------------------------------------------------------------------------------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                         |                                       |                       |       | 15 points | 15 points | 10 points  | 10 points | 10 points | 10 points                                                                                   | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                     | Employer                              | Headquarters Location | State | <b>1a</b> | 1b        | <b>2</b> a | 2b        | 2c        | 3a                                                                                          | 3b        | 3c        | 3d       | 4          | 202<br>CEI         | CEI<br>CEI         | For          |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                      | Nucor Corp.                           | Charlotte             | NC    | •         | ۵         |            |           |           |                                                                                             |           |           |          |            | 20                 | 0                  | 151          |
| operations (15 points)                                                                                                  | Occidental Petroleum                  | Houston               | ТХ    | ۵         | ۵         |            |           |           |                                                                                             |           |           |          |            | 20                 | 20                 | 220          |
| <b>1b</b> Prohibits discrimination<br>based on gender identity for                                                      | Olin Corporation                      | Clayton               | MO    | •         | ۵         |            |           |           |                                                                                             |           |           |          |            | 20                 | 20                 | 448          |
| all operations (15 points) 2a Equivalency in same- and                                                                  | Icahn Enterprises LP                  | New York              | NY    |           |           |            |           |           |                                                                                             |           |           |          |            | 0                  | 0                  | 136          |
| different-sex spousal medical<br>and soft benefits (10 points)                                                          | Reliance Steel & Aluminum Co.         | Los Angeles           | CA    |           |           |            |           |           | 2<br>2<br>2<br>2<br>2<br>2<br>2<br>2<br>2<br>2<br>2<br>2<br>2<br>2<br>2<br>2<br>2<br>2<br>2 |           |           |          |            | 0                  | 10                 | 305          |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                  | OIL AND GAS                           |                       |       |           |           |            |           |           |                                                                                             |           |           |          |            |                    |                    |              |
| and soft benefits (10 points /<br>half credit for parity across                                                         | Air Products & Chemicals Inc.         | Allentown             | PA    | •         | •         | •          | •         | •         | •                                                                                           | •         | •         | •        |            | 100                | 100                | 345          |
| 2c Equal health coverage for transgender                                                                                | BP America Inc.                       | Houston               | тх    | •         | •         | •          | •         | •         | •                                                                                           | •         | •         | •        |            | 100                | 100                |              |
| individuals without exclusion for<br>medically necessary care (10 points                                                | Chevron Corp.                         | San Ramon             | CA    | •         | •         | •          | •         | •         | •                                                                                           | •         | •         | •        |            | 100                | 100                | 13           |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                         | ConocoPhillips                        | Houston               | тх    | •         | •         | •          | •         | •         | •                                                                                           | •         | •         | •        |            | 100                | 90                 | 95           |
| 3a Three LGBTQ internal training and                                                                                    | Marathon Petroleum Corp.              | Findlay               | ОН    | •         | •         | •          | •         | •         | •                                                                                           | •         | •         | •        |            | 100                | 95                 | 41           |
| education best practices (10 points)<br>3b Employee group or diversity                                                  | Shell Oil Co.                         | Houston               | тх    | •         | •         | •          | •         | •         | •                                                                                           | •         | •         | •        |            | 100                | 100                |              |
| council (10 points)                                                                                                     | Phillips 66                           | Houston               | ТХ    | •         | •         | •          | •         | •         | •                                                                                           | •         | •         |          |            | 95                 | 95                 | 28           |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                                 | Linde                                 | Danbury               | СТ    | •         | •         | •          |           | •         | •                                                                                           | •         | •         | •        |            | 90                 | 90                 | 264          |
| community, and if supplier diversity<br>program is in place, must include<br>LGBTQ suppliers <b>(15 points)</b>         | Exxon Mobil Corp.                     | Irving                | ТХ    | •         | •         | •          |           | •         | •                                                                                           | •         | •         |          |            | 85                 | 85                 | 2            |
| 3d Contractor/supplier non-discrimination                                                                               | Hess Corp.                            | New York              | NY    | •         | ٠         | ٠          | •         | •         | •                                                                                           | •         |           | •        |            | 85                 | 65                 | 501          |
| standards and philanthropic giving guidelines (5 points)                                                                | Chesapeake Energy Corp.               | Oklahoma City         | ОК    | •         | •         | •          |           | •         | •                                                                                           | •         |           |          |            | 70                 | 65                 | 314          |
|                                                                                                                         | Anadarko Petroleum                    | The Woodlands         | тх    | •         | ٠         | •          | •         |           |                                                                                             |           | ٩         | •        |            | 65                 | 65                 | 257          |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have<br>not responded to repeated invitations | Devon Energy Corp.                    | Oklahoma City         | ОК    | •         | •         | •          |           | •         |                                                                                             | •         |           | •        |            | 65                 | 50                 | 213          |
| to the CEI survey. These ratings are<br>based on publicly available information                                         | Marathon Oil Corp.                    | Houston               | тх    | •         | ٠         | •          |           |           | •                                                                                           | ٠         |           |          |            | 60                 | 60                 | 518          |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                               | ONE Gas Inc.                          | Tulsa                 | ОК    | •         | •         | •          |           |           |                                                                                             |           |           |          |            | 40                 | 40                 |              |
| groups or individual employees.                                                                                         | DCP Midstream Partners                | Denver                | CO    | ٩         | ۵         |            |           |           |                                                                                             |           |           |          |            | 20                 |                    | 344          |
|                                                                                                                         | Delek US Holdings                     | Brentwood             | TN    | ٩         | ۵         |            |           |           |                                                                                             |           |           |          |            | 20                 | 20                 | 384          |
|                                                                                                                         | Halliburton Co.                       | Houston               | ТХ    | •         | ۵         |            |           |           |                                                                                             |           |           |          |            | 20                 | 0                  | 146          |
|                                                                                                                         | HollyFrontier Corp.                   | Dallas                | ТХ    | •         | ۵         |            |           |           |                                                                                             |           |           |          |            | 20                 | 20                 | 206          |
|                                                                                                                         | Kinder Morgan Inc.                    | Houston               | ТХ    | ٩         | ۵         |            |           |           |                                                                                             |           |           |          |            | 20                 | 20                 | 218          |
|                                                                                                                         | Murphy USA                            | El Dorado             | AR    | •         | ۵         |            |           |           |                                                                                             |           |           |          |            | 20                 | 0                  | 279          |
|                                                                                                                         | PBF Energy                            | Parsippany            | NJ    | э         | ۵         |            |           |           |                                                                                             |           |           |          |            | 20                 | 20                 | 135          |
|                                                                                                                         | Valero Energy Corp.                   | San Antonio           | ТХ    | •         | ۵         |            |           |           |                                                                                             |           |           |          |            | 20                 | 20                 | 31           |
|                                                                                                                         | World Fuel Services                   | Miami                 | FL    | ۵         | ۵         |            |           |           |                                                                                             |           |           |          |            | 20                 | 20                 | 91           |

| - 1 | 0  | 0 |
|-----|----|---|
| - 1 | -3 | 2 |
|     |    |   |

| Appendix C                                                                                                              | Ratings by Industry, Descending Score |                        |       |           |           |           |           | Crite     | erion     |           |           |          |            |                    | Rating             |              |
|-------------------------------------------------------------------------------------------------------------------------|---------------------------------------|------------------------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                         |                                       |                        |       | 15 points | 15 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                     | Employer                              | Headquarters Location  | State | <b>1a</b> | 1b        | <b>2a</b> | <b>2b</b> | 2c        | 3a        | 3b        | 3c        | 3d       | 4          | 202<br>CEI         | CEI<br>CEI         | For          |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                      | National Oilwell Varco Inc.           | Houston                | ТХ    | ٩         |           |           |           |           |           |           |           |          |            | 10                 | 20                 | 388          |
| operations (15 points)                                                                                                  | Enterprise Products Partners LP       | Houston                | ТХ    |           |           |           |           |           |           |           |           |          |            | 0                  | 0                  | 105          |
| 1b Prohibits discrimination<br>based on gender identity for<br>all operations (15 points)                               | NGL Energy Partners                   | Tulsa                  | OK    | a<br>     |           |           |           |           |           |           |           |          |            | 0                  | 20                 | 223          |
| 2a Equivalency in same- and                                                                                             | Pioneer Natural Resources Company     | Irving                 | ТХ    |           |           |           |           |           |           |           |           |          |            | 0                  |                    | 497          |
| different-sex spousal medical<br>and soft benefits (10 points)                                                          | Plains GP Holdings                    | Houston                | ТХ    |           |           |           |           |           |           |           |           |          |            | 0                  | 0                  | 115          |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                  | PHARMACEUTICALS                       |                        |       |           |           |           |           |           |           |           |           |          |            |                    |                    |              |
| and soft benefits (10 points /<br>half credit for parity across                                                         | AbbVie Inc.                           | North Chicago          | IL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 110          |
| 2c Equal health coverage for transgender                                                                                | Amgen Inc.                            | Thousand Oaks          | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 130          |
| individuals without exclusion for<br>medically necessary care (10 points                                                | Astellas Pharma US Inc.               | Northbrook             | IL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                         | AstraZeneca PLC                       | Wilmington             | DE    | •         | ٠         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 95                 |              |
| related care remain in place)<br>3a Three LGBTQ internal training and                                                   | Bayer U.S. LLC                        | Whippany               | NJ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| education best practices (10 points)<br>3b Employee group or diversity                                                  | Boehringer Ingelheim USA Corp.        | Ridgefield             | СТ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| council (10 points)                                                                                                     | Bristol-Myers Squibb Co.              | New York               | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 145          |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                                 | Celgene Corp.                         | Summit                 | NJ    | •         | ٠         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 224          |
| community, and if supplier diversity<br>program is in place, must include<br>LGBTQ suppliers <b>(15 points)</b>         | Eli Lilly & Co.                       | Indianapolis           | IN    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 129          |
| 3d Contractor/supplier non-discrimination                                                                               | Gilead Sciences Inc.                  | Foster City            | CA    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 116          |
| standards and philanthropic giving guidelines (5 points)                                                                | GlaxoSmithKline LLC                   | Research Triangle Park | NC    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| Delines in Craw (1): off sidestings of                                                                                  | Johnson & Johnson                     | New Brunswick          | NJ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 37           |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have<br>not responded to repeated invitations | Mallinckrodt LLC                      | Hazelwood              | MO    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| to the CEI survey. These ratings are<br>based on publicly available information                                         | McKesson Corp.                        | San Francisco          | CA    | •         | ٠         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 6            |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                               | Merck                                 | Kenilworth             | NJ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 78           |
| groups or individual employees.                                                                                         | Novartis Pharmaceuticals Corp.        | East Hanover           | NJ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Pfizer Inc.                           | New York               | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 57           |
|                                                                                                                         | Sanofi                                | Bridgewater            | NJ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Takeda Pharmaceuticals USA Inc.       | Deerfield              | IL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Teva Pharmaceutical USA Inc.          | North Wales            | PA    | •         | ٠         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 95                 |              |
|                                                                                                                         | Vertex Pharmaceuticals Inc.           | Boston                 | MA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                |                    | 831          |
|                                                                                                                         | Novo Nordisk Inc.                     | Plainsboro             | NJ    | ٠         | ٠         | ٠         | •         | •         | •         | •         | ٩         | •        |            | 95                 | 95                 |              |
|                                                                                                                         | Parexel International Corp.           | Billerica              | MA    | •         | •         | ٠         |           | ●         | •         | •         | •         |          |            | 80                 |                    | 846          |
|                                                                                                                         | Regeneron Pharmaceuticals             | Tarrytown              | NY    | ٩         | ۵         |           |           |           |           |           |           |          |            | 20                 |                    | 473          |

| Ratings by Industry, Desce      | anding Score          |       |           |           |           |           | Crite     | erion     |           |           |          |            |                    | R |
|---------------------------------|-----------------------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|---|
|                                 |                       |       | 15 points | 15 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating |   |
| Employer                        | Headquarters Location | State | <b>1a</b> | 1b        | 2a        | 2b        | 2c        | <b>3a</b> | 3b        | 3c        | 3d       | 4          | 202<br>CEI         |   |
| PUBLISHING AND PRINTING         | 1                     |       |           |           | i.        |           |           |           |           |           |          |            |                    |   |
| Gannett Co. Inc.                | McLean                | VA    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                |   |
| Macmillan Publishing Group      | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                |   |
| LexisNexis Legal & Professional | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | ٩         | •        |            | 95                 |   |
| Cengage Learning Inc.           | Boston                | MA    | •         | •         | •         | •         |           | •         | •         | •         | •        |            | 90                 |   |
| Cimpress USA Inc                | Waltham               | MA    | •         | •         | ٠         | •         | •         |           | •         | •         | •        |            | 90                 |   |
| Meredith Corp.                  | Des Moines            | IA    | •         | •         | •         | •         |           | •         | •         | •         |          |            | 90                 |   |
| John Wiley & Sons Inc.          | Hoboken               | NJ    | •         | •         | •         | •         | •         |           | •         | •         |          |            | 85                 |   |
| CONSUMER REPORTS INC.           | Yonkers               | NY    | •         | •         | •         | •         | ●         | •         | •         |           |          |            | 75                 |   |
| New York Times Co.              | New York              | NY    | •         | •         | •         | O         |           | •         | •         |           |          |            | 65                 |   |
| Scholastic Corp.                | New York              | NY    | •         | •         | •         |           |           |           | •         | ٩         | •        |            | 65                 |   |
| Hachette Book Group             | New York              | NY    | 4         | ٩         | •         |           |           |           |           |           |          |            | 30                 |   |
| News Corp.                      | New York              | NY    | ٩         | ۲         |           |           |           |           |           |           |          |            | 20                 |   |
| REAL ESTATE, COMMERCIAL         |                       |       |           |           |           |           |           |           |           |           |          |            |                    |   |
| CBRE Inc.                       | Los Angeles           | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                |   |
| Cushman & Wakefield             | Chicago               | IL    | •         | •         | •         | •         | •         | •         | ٠         | •         | •        |            | 100                |   |
| JLL                             | Chicago               | IL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                |   |
| Lendlease Americas Inc.         | New York              | NY    | •         | •         | •         | •         | •         | •         | ٠         | •         | •        |            | 100                |   |
| Simon Property Group Inc.       | Indianapolis          | IN    | •         | ۲         |           |           |           |           |           |           |          |            | 20                 |   |
| REAL ESTATE, RESIDENTIAL        |                       |       |           |           |           |           |           |           |           |           |          |            |                    |   |
| Zillow Group                    | Seattle               | WA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                |   |
| Realogy Holdings Corp.          | Madison               | IJ    | •         | •         | •         |           | •         | •         | •         | •         | •        |            | 90                 |   |
| Redfin Corp.                    | Seattle               | WA    | •         | •         | •         |           |           | •         | •         |           |          |            | 65                 |   |
| RETAIL AND CONSUMER PRODUC      | rs                    |       | Ì         |           |           |           |           | i         |           |           |          |            |                    |   |
| Abercrombie & Fitch Co.         | New Albany            | ОН    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                |   |
| Amazon.com Inc.                 | Seattle               | WA    | ٠         | •         | ٠         | ٠         | •         | •         | ٠         | •         | •        |            | 100                |   |
| Barnes & Noble Inc.             | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                |   |
| Best Buy Co. Inc.               | Richfield             | MN    | ٠         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                |   |
|                                 |                       |       |           |           |           |           |           |           |           |           |          |            |                    |   |

Seattle

Richmond

Oakland

•

WA

VA

CA

.

.

.

Rating

2019 CEI Rating

100 716

80

Fortune 1000

993

85 973

75

85 923

65 900

40

0 350

100 207

100 356

100

100

95

85 458

65

100 666

100

100

100

95

100

100

100

100 100 468

.

٠

•

8

613

72

174

**CEI Rating Criteria** 

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

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

2a Equivalency in same- and different-sex spousal med and soft benefits (10 point

2b Equivalency in same- and sex domestic partner medi and soft benefits (10 point half credit for parity acros some, but not all benefits)

2c Equal health coverage for individuals without exclusion medically necessary care / half credit for inclusive c but blanket exclusions for related care remain in place

3a Three LGBTQ internal train education best practices (1

- 3b Employee group or diversit council (10 points)
- 3c Three distinct efforts of ou or engagement to broader community, and if supplier program is in place, must LGBTQ suppliers (15 poin
- 3d Contractor/supplier non-di standards and philanthropi giving guidelines (5 points

Ratings in Gray / Unoffici the Fortune 500 companie not responded to repeated to the CEI survey. These ra based on publicly available as well as information subi HRC from unofficial LGBT groups or individual emplo

> 134 CORPORATE EQUALITY INDEX 2020

Brooks Sports Inc.

CarMax Inc.

Clorox Co., The

| Appendix C                                                                                                              | Ratings by Industry, Descending Score |                       |       |           |           |           |           | Crite     | erion     |           |           |          |            |                    | Rating             |              |
|-------------------------------------------------------------------------------------------------------------------------|---------------------------------------|-----------------------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                         |                                       |                       |       | 15 points | 15 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                     | Employer                              | Headquarters Location | State | <b>1a</b> | 1b        | <b>2a</b> | <b>2b</b> | 2c        | <b>3a</b> | 3b        | 3c        | 3d       | 4          | 202<br>CEI         | 201<br>CEI         | For          |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                      | Conagra Brands Inc.                   | Chicago               | IL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 321          |
| operations (15 points)                                                                                                  | Designer Brands                       | Columbus              | ОН    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 90                 | 771          |
| 1b Prohibits discrimination<br>based on gender identity for                                                             | Diageo North America                  | Norwalk               | СТ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| all operations (15 points) 2a Equivalency in same- and                                                                  | Estée Lauder Companies Inc., The      | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 258          |
| different-sex spousal medical<br>and soft benefits (10 points)                                                          | Fossil Group Inc.                     | Richardson            | тх    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 80                 | 775          |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                  | GameStop Corp.                        | Grapevine             | тх    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 322          |
| and soft benefits (10 points /<br>half credit for parity across                                                         | Gap Inc.                              | San Francisco         | CA    | •         | •         | ٠         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                | 181          |
| 2c Equal health coverage for transgender                                                                                | GE Appliances                         | Louisville            | КY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| individuals without exclusion for<br>medically necessary care (10 points                                                | Genesco Inc.                          | Nashville             | TN    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 90                 | 747          |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                         | Groupon Inc.                          | Chicago               | IL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 756          |
| related care remain in place)<br>3a Three LGBTQ internal training and                                                   | Hallmark Cards Inc.                   | Kansas City           | МО    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| education best practices (10 points)<br>3b Employee group or diversity                                                  | Hasbro Inc.                           | Pawtucket             | RI    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 85                 | 513          |
| council (10 points)                                                                                                     | IKEA Holding US Inc.                  | Conshohocken          | PA    | •         | •         | ٠         | •         | ٠         | ٠         | •         | •         | •        |            | 100                | 100                |              |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ<br>community, and if supplier diversity         | J. Crew Group Inc.                    | New York              | NY    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                | 857          |
| program is in place, must include<br>LGBTQ suppliers (15 points)                                                        | Kohl's Corp.                          | Menomonee Falls       | WI    | •         | •         | ٠         | •         | ٠         | ٠         | •         | •         | •        |            | 100                | 80                 | 157          |
| 3d Contractor/supplier non-discrimination                                                                               | L Brands Inc.                         | Columbus              | ОН    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 231          |
| standards and philanthropic giving guidelines (5 points)                                                                | Lowe's Companies Inc.                 | Mooresville           | NC    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 40           |
|                                                                                                                         | Macy's Inc.                           | Cincinnati            | ОН    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 120          |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have<br>not responded to repeated invitations | Mattel Inc.                           | El Segundo            | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 65                 | 533          |
| to the CEI survey. These ratings are<br>based on publicly available information                                         | Meijer Inc.                           | Grand Rapids          | МІ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 90                 |              |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                               | Mondelez International Inc.           | Deerfield             | IL    | •         | •         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 80                 | 117          |
| groups or individual employees.                                                                                         | Nordstrom Inc.                        | Seattle               | WA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 183          |
|                                                                                                                         | Office Depot Inc.                     | Boca Raton            | FL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 281          |
|                                                                                                                         | Peloton Interactive Inc.              | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                |                    |              |
|                                                                                                                         | Pernod Ricard USA LLC                 | New York              | NY    | •         | ٠         | ٠         | •         | ٠         | ٠         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | Procter & Gamble Co.                  | Cincinnati            | он    | •         | •         | ٠         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                | 42           |
|                                                                                                                         | Qurate Retail Group, Inc.             | West Chester          | PA    | •         | ٠         | ٠         | •         | ٠         | ٠         | •         | •         | •        |            | 100                |                    |              |
|                                                                                                                         | Replacements Ltd.                     | McLeansville          | NC    | •         | •         | ٠         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                         | S.C. Johnson & Son Inc.               | Racine                | WI    | •         | ٠         | ٠         | ٠         | ٠         | •         | •         | ٠         | •        |            | 100                | 100                |              |
|                                                                                                                         | Samsung Electronics America Inc.      | Ridgefield Park       | NJ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                |                    |              |
|                                                                                                                         | Sephora                               | San Francisco         | CA    | ٠         | ٠         | •         | •         | ٠         | •         | ٠         | ٠         | •        |            | 100                | 100                |              |

135

| Appendix C                                                                                                               | Ratings by Industry, Descending Score |                       |       |           |           |           |           | Crite     | erion     |           |           |          |            |                    | Rating             | J            |
|--------------------------------------------------------------------------------------------------------------------------|---------------------------------------|-----------------------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                          |                                       |                       |       | 15 points | 15 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                                      | Employer                              | Headquarters Location | State | <b>1a</b> | 1b        | <b>2a</b> | <b>2b</b> | 2c        | <b>3a</b> | 3b        | <b>3c</b> | 3d       | 4          | CEI<br>CEI         | CE 3               | For          |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                                       | Sony Electronics Inc.                 | San Diego             | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| operations (15 points)                                                                                                   | Staples Inc.                          | Framingham            | MA    | •         | ٠         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 85                 | 140          |
| 1b Prohibits discrimination<br>based on gender identity for<br>all operations (15 points)                                | Starbucks Corp.                       | Seattle               | WA    | •         | ٠         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 132          |
| 2a Equivalency in same- and                                                                                              | Tapestry Inc.                         | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 555          |
| different-sex spousal medical and soft benefits (10 points)                                                              | Target Corp.                          | Minneapolis           | MN    | •         | ٠         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 39           |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                                   | Tiffany & Co.                         | New York              | NY    | •         | ٠         | ٠         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 590          |
| and soft benefits (10 points /<br>half credit for parity across                                                          | Unilever                              | Englewood Cliffs      | NJ    | •         | ٠         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 2c Equal health coverage for transgender                                                                                 | Walgreen Co.                          | Deerfield             | IL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 19           |
| individuals without exclusion for<br>medically necessary care (10 points                                                 | Walmart Inc.                          | Bentonville           | AR    | •         | ٠         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 1            |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                          | Wawa Inc.                             | Wawa                  | PA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 95                 |              |
| related care remain in place)<br>3a Three LGBTQ internal training and                                                    | Caleres                               | St. Louis             | МО    | •         | •         | •         |           | •         | •         | •         | •         | •        |            | 95                 | 100                | 778          |
| education best practices (10 points)<br>3b Employee group or diversity                                                   | Patagonia Inc.                        | Ventura               | CA    | •         | •         | •         | •         | •         | •         | •         | •         |          |            | 95                 | 30                 |              |
| council (10 points)                                                                                                      | Advance Auto Parts (Advance Holding)  | Raleigh               | NC    | •         | •         | •         |           | •         | •         | •         | •         | •        |            | 90                 | 85                 | 317          |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                                  | American Eagle Outfitters Inc.        | Pittsburgh            | PA    | •         | •         | •         |           | •         | •         | •         | •         | •        |            | 90                 | 85                 | 622          |
| community, and if supplier diversity<br>program is in place, must include<br>LGBTQ suppliers <b>(15 points)</b>          | B J's Wholesale Club                  | Westborough           | MA    | •         | •         | •         |           | •         | •         | •         | •         | •        |            | 90                 | 85                 | 221          |
| 3d Contractor/supplier non-discrimination                                                                                | Big Lots                              | Columbus              | ОН    | •         | •         | •         |           | •         | •         | •         | •         | •        |            | 90                 | 20                 | 510          |
| standards and philanthropic giving guidelines (5 points)                                                                 | Brooks Brothers Group Inc.            | New York              | NY    | •         | •         | •         | •         |           | •         | •         | •         | •        |            | 90                 | 85                 |              |
|                                                                                                                          | Dollar General Corp.                  | Goodlettsville        | TN    | •         | ٠         | ٠         |           | •         | •         | •         | •         | •        |            | 90                 | 90                 | 123          |
| Ratings in Gray / Unofficial ratings of<br>the Fortune 500 companies that have                                           | Home Depot Inc., The                  | Atlanta               | GA    | •         | •         | •         |           | •         | •         | •         | •         | •        |            | 90                 | 90                 | 23           |
| not responded to repeated invitations<br>to the CEI survey. These ratings are<br>based on publicly available information | Kenneth Cole Productions Inc.         | New York              | NY    | •         | ٠         | ٠         | •         |           | •         | •         | •         | •        |            | 90                 | 90                 |              |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                                | Kimberly-Clark Corp.                  | Irving                | ТΧ    | •         | •         | •         |           | •         | •         | •         | •         | •        |            | 90                 | 90                 | 163          |
| groups or individual employees.                                                                                          | PetSmart Inc.                         | Phoenix               | AZ    | •         | ٠         | ٠         |           | •         | •         | •         | •         | •        |            | 90                 | 90                 | 386          |
|                                                                                                                          | Recreational Equipment Inc.           | Kent                  | WA    | •         | •         | •         | •         |           | •         | •         | •         |          |            | 90                 | 90                 |              |
|                                                                                                                          | TJX Companies Inc., The               | Framingham            | MA    | •         | ٠         | ٠         |           | •         | •         | •         | •         | •        |            | 90                 | 90                 | 85           |
|                                                                                                                          | Ross Stores Inc.                      | Dublin                | CA    | •         | •         | •         |           | •         | •         | •         | ٩         | •        |            | 85                 | 75                 | 209          |
|                                                                                                                          | Avon Products Inc.                    | Rye                   | NY    | •         | ٠         | ٠         | •         | ٠         | •         | •         |           | •        |            | 80                 | 90                 | 485          |
|                                                                                                                          | Books-A-Million Inc.                  | Birmingham            | AL    | •         | •         | ٠         | 0         |           | •         | •         | •         |          |            | 80                 | 80                 |              |
|                                                                                                                          | Burlington Stores Inc.                | Burlington            | NJ    | ٠         | •         | ٠         | •         | 0         |           | •         | ٩         | •        |            | 80                 | 80                 | 459          |
|                                                                                                                          | Crate and Barrel / CB2                | Northbrook            | IL    | •         | •         | •         |           | •         | •         |           | •         | •        |            | 80                 | 80                 |              |
|                                                                                                                          | Dick's Sporting Goods Inc.            | Coraopolis            | PA    | •         | ٠         | •         |           |           | ٠         | •         | ٠         | ٠        |            | 80                 | 20                 | 340          |

| Appendix C                                                                                                      | Ratings by Industry, Descending Score |                       |       |           |           |            |           | Crite     | erion     |           |           |          |            |                    | Rating             |              |
|-----------------------------------------------------------------------------------------------------------------|---------------------------------------|-----------------------|-------|-----------|-----------|------------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                 |                                       |                       |       | 15 points | 15 points | 10 points  | 10 points | 10 points | 10 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                             | Employer                              | Headquarters Location | State | 1a        | 1b        | <b>2</b> a | <b>2b</b> | 2c        | 3a        | 3b        | 3c        | 3d       | 4          | 202<br>CEI         | 201<br>CEI         | For          |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                              | J.C. Penney Co. Inc.                  | Plano                 | ТΧ    | •         | •         | •          |           | ●         | •         | •         | ٩         | •        |            | 80                 | 80                 | 235          |
| operations (15 points)                                                                                          | Overstock.com Inc.                    | Midvale               | UT    | •         | •         | ٠          | •         |           | •         |           | •         | •        |            | 80                 | 70                 | 999          |
| 1b Prohibits discrimination<br>based on gender identity for                                                     | Albertsons Companies Inc.             | Boise                 | ID    | •         | •         | •          |           | •         |           | •         | •         | •        |            | 75                 | 0                  | 53           |
| all operations (15 points) 2a Equivalency in same- and                                                          | Chico's FAS Inc.                      | Fort Myers            | FL    | •         | •         | ٠          | •         |           |           | •         | •         |          |            | 75                 | 0                  | 881          |
| different-sex spousal medical<br>and soft benefits (10 points)                                                  | Denny's Corp.                         | Spartanburg           | SC    | •         | •         | ٠          | •         |           |           | •         | •         |          |            | 75                 | 90                 |              |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                          | Sally Beauty Holdings Inc.            | Denton                | тх    | •         | •         | ٠          |           |           | ٠         | •         | •         |          |            | 75                 |                    | 611          |
| and soft benefits (10 points /<br>half credit for parity across                                                 | True Value Co. LLC                    | Chicago               | IL    | •         | •         | ٠          |           |           | ٠         | •         | •         |          |            | 75                 | 80                 | 955          |
| 2c Equal health coverage for transgender                                                                        | Costco Wholesale Corp.                | Issaquah              | WA    | •         | •         | ٠          |           |           | ٠         | •         |           |          |            | 60                 | 60                 | 15           |
| individuals without exclusion for<br>medically necessary care (10 points                                        | Newell Brands Inc.                    | Hoboken               | NJ    | •         | •         | ٠          |           |           | ٠         | •         |           |          |            | 60                 | 80                 | 196          |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                 | The Michaels Companies Inc.           | Irving                | ТΧ    | •         | •         | ٠          | ●         |           |           | •         |           |          |            | 55                 | 55                 | 505          |
| related care remain in place)<br>3a Three LGBTQ internal training and                                           | A X Armani Exchange                   | New York              | NY    | ٩         | ٩         | •          |           |           | •         | •         |           |          |            | 50                 | 55                 |              |
| education best practices (10 points)<br>3b Employee group or diversity                                          | Rite Aid Corp.                        | Camp Hill             | PA    | •         | ٠         | ٠          |           |           |           | •         |           |          |            | 50                 | 50                 | 94           |
| council (10 points)                                                                                             | Saks Inc.                             | New York              | NY    | ٩         | ٩         | •          |           |           | •         | •         |           |          |            | 50                 | 50                 | 685          |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ<br>community, and if supplier diversity | Core-Mark Holding Company Inc.        | Westlake              | ТΧ    | •         | •         | ٠          |           | ●         |           |           |           |          |            | 45                 | 20                 | 247          |
| program is in place, must include<br>LGBTQ suppliers (15 points)                                                | AutoZone Inc.                         | Memphis               | TN    | •         | •         | •          |           |           |           |           |           |          |            | 40                 | 40                 | 278          |
| 3d Contractor/supplier non-discrimination                                                                       | Regis Corp.                           | Edina                 | MN    | ٩         |           | •          |           |           |           |           |           |          |            | 20                 | 15                 | 1000         |
| standards and philanthropic giving guidelines (5 points)                                                        | Bed Bath & Beyond Inc.                | Union                 | NJ    | ٢         | ۵         |            |           |           |           |           |           |          |            | 20                 | 20                 | 248          |
| Ratings in Gray / Unofficial ratings of                                                                         | Coty                                  | New York              | NY    | ٢         | ۵         |            |           |           |           |           |           |          |            | 20                 |                    | 371          |
| the Fortune 500 companies that have<br>not responded to repeated invitations                                    | Dillard's Inc.                        | Little Rock           | AR    | ٢         | ۵         |            |           |           |           |           |           |          |            | 20                 | 0                  | 439          |
| to the CEI survey. These ratings are based on publicly available information                                    | Dollar Tree Stores Inc.               | Chesapeake            | VA    | ٢         | ۵         |            |           |           |           |           |           |          |            | 20                 | 20                 | 134          |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                       | Foot Locker Inc.                      | New York              | NY    | ٢         | ۵         |            |           |           |           |           |           |          |            | 20                 | 10                 | 363          |
| groups or individual employees.                                                                                 | HD Supply                             | Atlanta               | GA    | ۵         |           |            |           |           |           |           |           |          |            | 20                 | 20                 | 430          |
|                                                                                                                 | O'Reilly Automotive Inc.              | Springfield           | MO    | ۵         | •         |            |           |           |           |           |           |          | *          | 20                 | 10                 | 329          |
|                                                                                                                 | Ulta Salon, Cosmetics & Fragrance     | Bolingbrook           | IL    | ۵         |           |            |           |           |           |           |           |          |            | 20                 |                    | 471          |
|                                                                                                                 | TravelCenters of America              | Westlake              | ОН    | ۵         |           |            |           |           |           |           |           |          | *          | 10                 | 10                 | 465          |
|                                                                                                                 | Casey's General Stores Inc.           | Ankeny                | IA    |           |           |            |           |           |           |           |           |          |            | 0                  | 0                  | 425          |
|                                                                                                                 | Tractor Supply Company                | Brentwood             | ΤN    |           |           |            |           |           |           |           |           |          |            | 0                  | 20                 | 391          |
|                                                                                                                 | TELECOMMUNICATIONS                    |                       |       |           |           |            |           |           |           |           |           |          |            |                    |                    |              |
|                                                                                                                 | Altice USA Inc.                       | Long Island City      | NY    | •         | •         | ٠          | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                 | AT&T Inc.                             | Dallas                | ТХ    | •         | •         | •          | •         | •         | •         | ٠         | •         | •        | -          | 100                | 100                | 9            |

137

| Appendix C                                                                                                      | Ratings by Industry, Descending Score   |                       |       |           |           |           |           | Crite     | erion     |           |           |          |            |                    | Rating             |              |
|-----------------------------------------------------------------------------------------------------------------|-----------------------------------------|-----------------------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                 |                                         |                       |       | 15 points | 15 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                             | Employer                                | Headquarters Location | State | <b>1a</b> | 1b        | <b>2a</b> | <b>2b</b> | 2c        | 3a        | 3b        | 3c        | 3d       | 4          | 202<br>CEI         | 201<br>CEI 30      | For          |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                              | CenturyLink Inc.                        | Monroe                | LA    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                | 166          |
| operations (15 points)                                                                                          | Cox Enterprises Inc.                    | Atlanta               | GA    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
| <b>1b</b> Prohibits discrimination<br>based on gender identity for                                              | Ericsson Inc                            | Plano                 | тх    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                |                    |              |
| all operations (15 points) 2a Equivalency in same- and                                                          | Motorola Solutions Inc.                 | Chicago               | IL    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                | 443          |
| different-sex spousal medical<br>and soft benefits (10 points)                                                  | RingCentral Inc.                        | Belmont               | CA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                          | Sprint Corp.                            | Overland Park         | KS    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 87           |
| and soft benefits (10 points /<br>half credit for parity across                                                 | T-Mobile USA Inc.                       | Bellevue              | WA    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| 2c Equal health coverage for transgender                                                                        | U.S. Cellular                           | Chicago               | IL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
| individuals without exclusion for<br>medically necessary care (10 points                                        | Verizon Communications Inc.             | New York              | NY    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 90                 | 16           |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                 | Nokia Inc.                              | Irving                | тх    | •         | •         | •         | ●         | •         | •         | •         | •         | •        |            | 95                 | 100                |              |
| related care remain in place)<br>3a Three LGBTQ internal training and                                           | Charter Communications                  | Stamford              | СТ    | •         | •         | •         |           | •         | •         | •         | •         | •        |            | 90                 | 90                 | 74           |
| education best practices (10 points)<br>3b Employee group or diversity                                          | QUALCOMM Inc.                           | San Diego             | CA    | •         | •         | •         |           | •         | •         | •         | •         | •        |            | 90                 | 90                 | 133          |
| council (10 points)                                                                                             | American Tower Corp.                    | Boston                | MA    | •         | •         | •         | •         |           | •         | •         | ٩         | •        |            | 85                 | 55                 | 419          |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                         | Intrado                                 | Omaha                 | NE    | •         | •         | •         | •         | •         | •         | •         |           | •        |            | 85                 | 80                 | 864          |
| community, and if supplier diversity<br>program is in place, must include<br>LGBTQ suppliers <b>(15 points)</b> | Windstream Corp.                        | Little Rock           | AR    | •         | •         | •         |           | •         | ٠         | •         |           |          |            | 70                 | 20                 | 474          |
| 3d Contractor/supplier non-discrimination                                                                       | DISH Network Corp.                      | Englewood             | со    | ۵         | ۵         |           |           |           |           |           |           |          |            | 20                 | 10                 | 203          |
| standards and philanthropic giving guidelines (5 points)                                                        | Frontier Communications                 | Norwalk               | СТ    | ۵         | ۵         |           |           |           |           |           |           |          |            | 20                 | 10                 | 325          |
| Ratings in Gray / Unofficial ratings of                                                                         | товассо                                 |                       |       |           |           |           |           |           |           |           |           |          |            |                    |                    |              |
| the Fortune 500 companies that have<br>not responded to repeated invitations                                    | Altria Group Inc.                       | Richmond              | VA    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                | 154          |
| to the CEI survey. These ratings are based on publicly available information                                    | Reynolds American Inc.                  | Winston-Salem         | NC    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 90                 | 223          |
| as well as information submitted to<br>HRC from unofficial LGBTQ employee                                       | Philip Morris International Inc.        | New York              | NY    | •         | •         | •         | •         | •         |           |           |           |          |            | 55                 | 10                 | 108          |
| groups or individual employees.                                                                                 | Alliance One International              | Morrisville           | NC    | •         | ٠         |           |           |           |           |           |           |          |            | 30                 | o                  | 963          |
|                                                                                                                 | TRANSPORTATION                          |                       |       |           |           |           |           |           |           |           |           |          |            |                    |                    |              |
|                                                                                                                 | Harley-Davidson Inc.                    | Milwaukee             | WI    | •         | •         | •         |           | •         | ٠         | •         | •         | •        |            | 90                 | 90                 | 488          |
|                                                                                                                 | Polaris Industries Inc.                 | Medina                | MN    | ٩         | ۵         |           |           |           |           |           |           |          |            | 20                 |                    | 496          |
|                                                                                                                 | TRANSPORTATION AND TRAVEL               |                       |       |           |           |           |           |           |           |           |           |          |            |                    |                    |              |
|                                                                                                                 | American Express Global Business Travel | Jersey City           | NJ    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                 | Cargo Transporters Inc.                 | Claremont             | NC    | ٠         | •         | ٠         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                 | Carlson Inc.                            | Minnetonka            | MN    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                |              |
|                                                                                                                 | Carnival Corp.                          | Miami                 | FL    | •         | •         | •         | ٠         | ٠         | •         | •         | ٠         | •        |            | 100                | 100                |              |
|                                                                                                                 |                                         |                       |       |           |           |           |           |           |           |           |           |          |            |                    |                    |              |

138

| Appendix C                                                                                                       | Ratings by Industry, Descending Score       |                              |       |           |           |           |           | Crite     | erion     |           |           |          |            |                    | Rating             |              |
|------------------------------------------------------------------------------------------------------------------|---------------------------------------------|------------------------------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|------------|--------------------|--------------------|--------------|
|                                                                                                                  |                                             |                              |       | 15 points | 15 points | 10 points | 15 points | 5 points | -25 points | 2020<br>CEI Rating | 2019<br>CEI Rating | Fortune 1000 |
| CEI Rating Criteria                                                                                              | Employer                                    | <b>Headquarters Location</b> | State | <b>1a</b> | <b>1b</b> | <b>2a</b> | <b>2b</b> | <b>2c</b> | <b>3a</b> | <b>3b</b> | <b>3c</b> | 3d       | 4          | CE 20              | 8 5                | R            |
| 1a Prohibits discrimination based<br>on sexual orientation for all                                               | Hertz Global Holdings Inc.                  | Estero                       | FL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 100                | 335          |
| operations (15 points)                                                                                           | JSX Corporation (JSX and JetSuite)          | Dallas                       | тх    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                |                    |              |
| <b>1b</b> Prohibits discrimination<br>based on gender identity for                                               | Lyft Inc.                                   | San Francisco                | CA    | •         | •         | •         | •         | •         | ٠         | •         | •         | •        |            | 100                | 100                |              |
| all operations (15 points) 2a Equivalency in same- and                                                           | Royal Caribbean Cruises Ltd.                | Miami                        | FL    | •         | •         | •         | •         | •         | •         | •         | •         | •        |            | 100                | 90                 |              |
| different-sex spousal medical<br>and soft benefits (10 points)                                                   | Avis Budget Group Inc.                      | Parsippany                   | NJ    | •         | •         | •         | •         | ●         | •         | •         | •         | •        |            | 95                 | 90                 | 333          |
| 2b Equivalency in same- and different-<br>sex domestic partner medical                                           | Enterprise Holdings Inc.                    | St. Louis                    | MO    | •         | ٠         | •         | ٠         | ٠         | •         | •         | •         |          |            | 95                 | 95                 |              |
| and soft benefits (10 points /<br>half credit for parity across                                                  | Airlines Reporting Corporation (ARC)        | Arlington                    | VA    | •         | •         | •         | •         | •         |           | •         | •         |          |            | 85                 |                    |              |
| some, but not all benefits) 2c Equal health coverage for transgender                                             | CSX Corp.                                   | Jacksonville                 | FL    | •         | •         | •         |           | •         | •         | •         | ٩         | •        |            | 80                 | 70                 | 265          |
| individuals without exclusion for<br>medically necessary care (10 points                                         | Ryder System Inc.                           | Miami                        | FL    | •         | •         | •         | •         |           | •         | •         | •         |          |            | 80                 | 80                 | 387          |
| / half credit for inclusive coverage,<br>but blanket exclusions for transition-                                  | Sabre Holdings Inc.                         | Southlake                    | ТΧ    | •         | ٠         | •         |           |           |           | •         |           |          |            | 50                 | 45                 | 647          |
| related care remain in place) 3a Three LGBTQ internal training and                                               | C. H. Robinson Worldwide                    | Eden Prairie                 | MN    | •         | ۵         |           |           |           |           |           |           |          |            | 20                 | 20                 | 193          |
| education best practices (10 points)<br>3b Employee group or diversity                                           | Expeditors International of Washington Inc. | Seattle                      | WA    | ۵         | ۲         |           |           |           |           |           |           |          |            | 20                 | 10                 | 408          |
| council (10 points)                                                                                              | WASTE MANAGEMENT                            |                              |       |           |           |           |           |           |           |           |           |          |            |                    |                    |              |
| 3c Three distinct efforts of outreach<br>or engagement to broader LGBTQ                                          | Waste Management Inc.                       | Houston                      | ΤХ    | •         | •         | •         |           | •         | •         | •         | •         | •        |            | 90                 | 90                 | 202          |
| community, and if supplier diversity<br>program is in place, must include<br>LGBTQ suppliers ( <b>15 points)</b> | Republic Services Inc.                      | Phoenix                      | AZ    | •         | •         | ٠         |           | •         | ٠         | •         | •         | •        |            | 85                 | 85                 | 296          |

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

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

#### The Workplace Equality Program Team, Authors

HRC Foundation's Workplace Equality Program is a

#### HRC Foundation's Workplace Equality Program

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

#### **Beck Bailey,** *Director,* Workplace Equality Program *he/him/his*

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

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

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

#### Isenberg School of Management at UMass Amherst. Milagros Chirinos, Associate Director, Global Business Programs she/her/hers

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

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

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

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

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

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

#### **Special Thanks**

Thank you to Jay Brown, Senior Vice President for Programs, Research and Training for his leadership and stewardship of the Workplace Equality Program.

A special thank you to our HRC Foundation colleagues Taylor Brown, Alison Delpercio, Lynnie Delpercio, Anela Galic, Marcos Garcia, Charlie Girard, Keo O'Neal and Sam Park for their assistance validating this year's survey submissions.

We appreciate the work of our intern, Bailey White, who meticulously proofread the Corporate Equality Index.

Thank you to HRC staff Liz Halloran, Elliott Kozuch, Hayley Miller, Chris Sgro, and Carolyn Simon for communication, press and media guidance.

Thank you to Alec Carrasco for his database expertise and always finding a way to make it all work.

Thank you to Robert Villaflor and Ashley Sudney for editorial and design guidance.

Thank you to Asia Arminio, Jennifer Pike Bailey, Nicole Greenidge-Hoskins, Andrea Levario, Robin Maril, Molly Meegan, Cathryn Oakley, David Stacy, Sarah Warbelow and JoDee Winterhof for legal and policy guidance.

The Corporate Equality Index 2020 was beautifully and efficiently designed by Tony Frye Design.

#### CEI 2020 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, Co-Chair Senior Manager, Diversity & Inclusion *Capital One* 

John Barry Vice President & Relationship Manager, Global Funds Services Northern Trust Corp.

Wyndolyn (Wendy) C. Bell, MD Senior Medical Director & Vice President, Health Care Strategies UnitedHealthcare

Richard Clark Chief Accounting Officer Accenture Ltd.

Lori Fox President & Founder Lori Fox Diversity Consulting

Lanaya Irvin, Co-Chair Consultant Self-Employed

Linda Jolly Vice President and Corporate Secretary Corning Incorporated

**Michael Lopez** Vice President and Chief Diversity Officer *Hewlett Packard Enterprise* 

Willard L. McCloud, III Global Lead- Diversity & Inclusion and Culture *Pfizer*  Karen Morgan Fleet Support Senior Operations Manager *GE* 

Carlos Orta Consultant Self-Employed

Michelle Phillips Partner Jackson Lewis PC

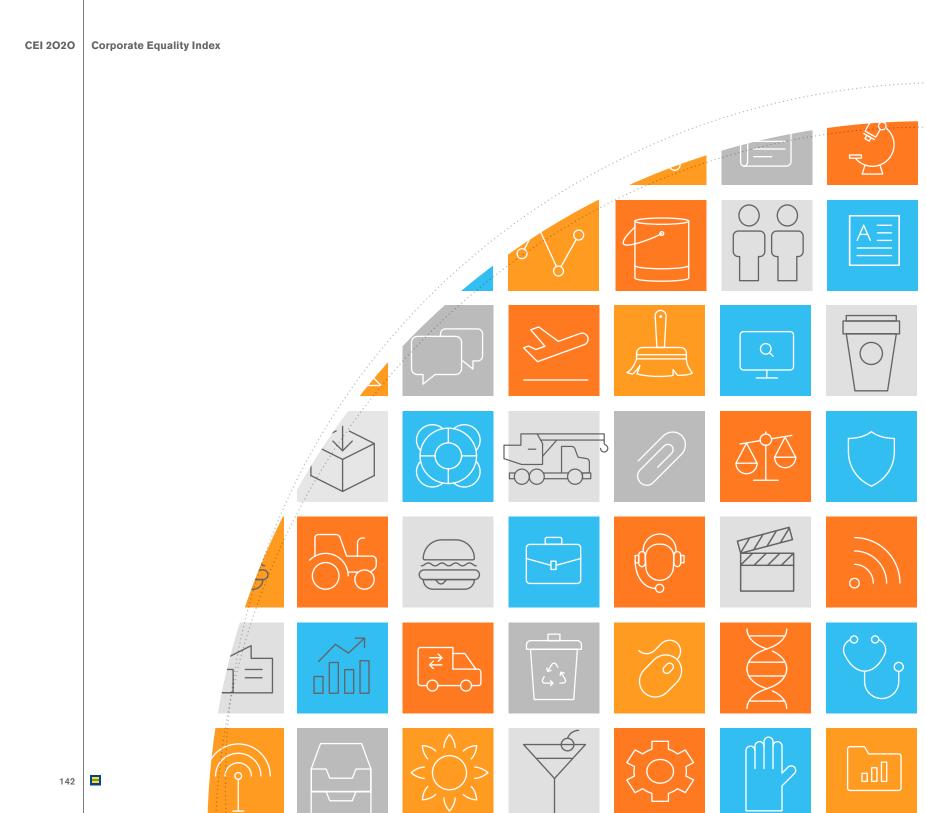
Scott Sapperstein Assistant Vice President, Public Affairs & Strategic Alliances *AT&T* 

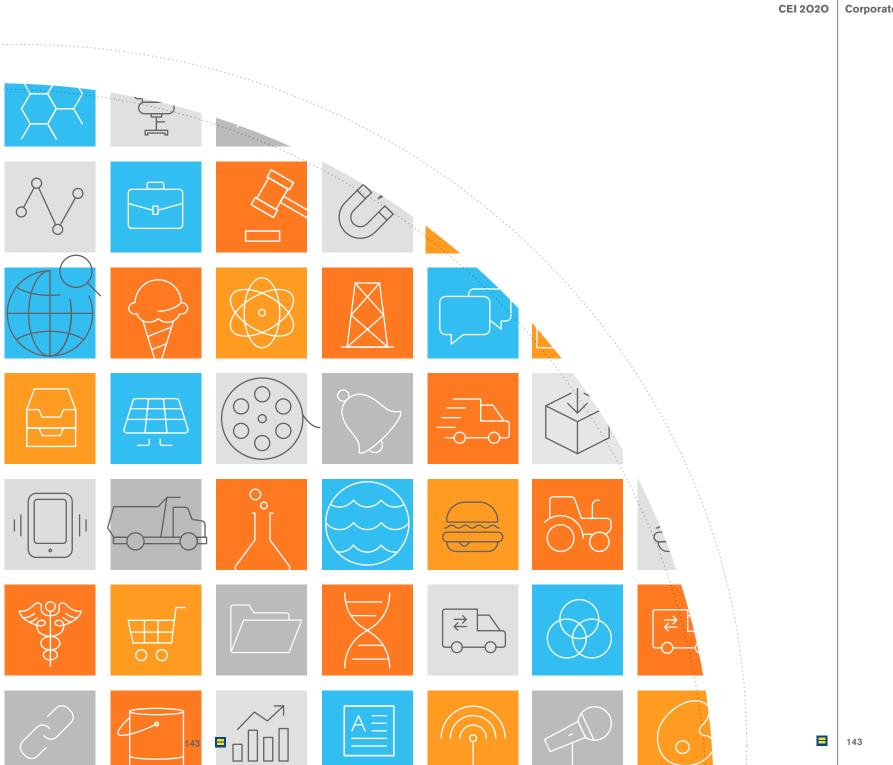
**Corey Smith** Director, Global Diversity & Inclusion *Nike* 

Steve Smotherman Management Training & Development *Cracker Barrel* 

Meghan Stabler Vice President, Global Product Marketing *BigCommerce* 

Bob Witeck President & Founder Witeck Communications, Inc.







1640 Rhode Island Ave., N.W. Washington, D.C. 20036

**TEL** 202-628-4160 **TTY** 202-216-1572

WEBSITE www.hrc.org/cei E-MAIL cei@hrc.org