

CEI 2020 Corporate Equality Index



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



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	93 %	100%	75 %
Gender Identity in U.S. Non-Discrimination Policy	91 [%]	98 %	70 %
Domestic Partner Benefits	53 %	71 %	0%
Transgender-Inclusive Benefits	65 %	88 %	0%
Organizational LGBTQ Competency	67 %	89 %	0%
Public Commitment to the LGBTQ Community	68 %	91 %	0%
Average 2020 CEI Score	71	90	15

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

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

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-inclusive¹ 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 Partner 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- Inclusive Benefits	2	9.6%	36.4%			34.0%	
	Of companies with an ERG, the	ERG program is available glo	bally:				
Employee Resource Groups		40.2%		35.0%		24.8%	
	Companies report engaging with the LGBTQ community outside of the U.S. through efforts such as marketing, advertising, recruitment efforts, philanthropic contributions, LGBTQ supplier diversity and public policy weigh-in:						
Public Commitment to the LGBTQ Community	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

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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^{*}:

- 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) To secure full credit for benefits criteria, each benefit must be available to all benefits-eligible U.S. employees. In areas where more than one health insurance plan is available, at least one inclusive plan must be available					
	a. Equivalency in same- and different-sex spousal medical and soft benefits	10 points				
	b. Equivalency in same- and different-sex domestic partner medical and soft benefits					
	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					
	 Insurance contract and/or policy documentation is based on the World Professional Association for Transgender Health (WPATH) Standards of Care 					
	 Plan documentation must be readily available to employees and must clearly communicate inclusive insurance options to employees and their eligible dependents. 					
	 Other benefits available for other medical conditions are also available to transgender individuals. Specifically, where available for employees, the following benefits should all extend to transgender individuals, including for transition-related services: 					
	Short term medical leave					
	Mental health benefits					
	 Pharmaceutical coverage (e.g., for hormone replacement therapies) 					
	 Coverage for medical visits or laboratory services 					
	 Coverage for reconstructive surgical procedures related to sex reassignment 					
Criteria 3	Supporting an Inclusive Culture & Corporate Social Responsibility (40 points possible)					
	a. Three LGBTQ Internal Training and Education Best Practices Businesses must demonstrate a firm-wide, sustained and accountable commitment to diversity and cultural competency, including at least three of the following elements:	10 points				
	 New hire training clearly states that the nondiscrimination policy includes gender identity and sexual orientation and provides definitions or scenarios illustrating the policy for each 					

	 Supervisors undergo training that includes gender identity and sexual orientation as discrete topics (may be part of a broader training), and provides definitions or scenarios illustrating the policy for each 		
	 Integration of gender identity and sexual orientation in professional development, skills-based or other leadership training that includes elements of diversity and/or cultural competency 		
	 Gender transition guidelines with supportive restroom, dress code and documentation guidance 		
	 Anonymous employee engagement or climate surveys conducted on an annual or biennial basis allow employees the option to identify as LGBTQ. 		
	 Data collection forms that include employee race, ethnicity, gender, military and disability status – typically recorded as part of employee records – include optional questions on sexual orientation and gender identity. 		
	 Senior management/executive performance measures include LGBTQ diversity metrics 		
	b. Employee group –or– Diversity council	10 points	
	c. Three Distinct Efforts of Outreach or Engagement to Broader LGBTQ Community Businesses must demonstrate ongoing LGBTQ-specific engagement that extends across the firm, including at least three of the following:	15 points	
	 LGBTQ employee recruitment efforts with demonstrated reach of LGBTQ applicants (required documentation may include a short summary of the event or an estimation of the number of candidates reached) 		
	 Supplier diversity program with demonstrated effort to include certified LGBTQ suppliers 		
	 Marketing or advertising to LGBTQ consumers (e.g.: advertising with LGBTQ content, advertising in LGBTQ media or sponsoring LGBTQ organizations and events) 		
	• Philanthropic support of at least one LGBTQ organization or event (e.g.: financial, in kind or pro bono support)		
	 Demonstrated public support for LGBTQ equality under the law through local, state or federal legislation or initiatives 		
	d. LGBTQ Corporate Social Responsibility		
	Contractor/supplier non-discrimination standards AND Philanthropic Giving Guidelines	5 points	
Criteria 4	Responsible citizenship (-25)		
	Employers will have 25 points deducted from their score for a large-scale official or public anti-LGBTQ blemish on their recent records. Scores on this criterion are based on information that has come to HRC's attention related to topics including but not limited to: undue influence by a significant shareholder calculated to undermine a business's employment policies or practices related to its LGBTQ employees; directing corporate charitable contributions to organizations whose primary mission includes advocacy against LGBTQ equality; opposing shareholder resolutions reasonably aimed at encouraging the adoption of inclusive workplace policies; revoking inclusive LGBTQ policies or practices; or engaging in proven practices that are contrary to the business's written LGBTQ employment policies.		
	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
CEI Rating | 2019
CEI Rating | Fortune 1000 |
| CEI Rating Criteria | Employer | Headquarters Location | State | 1a | 1b | 2a | 2b | 2c | 3a | 3b | 3c | 3d | 4 | 202
CEI | 201
CEI | For |
| 1a Prohibits discrimination based
on sexual orientation for all | 3M Co. | St. Paul | MN | • | • | • | • | • | • | • | • | • | | 100 | 100 | 97 |
| operations (15 points) | A.T. Kearney Inc. | Chicago | IL | • | • | • | • | • | • | • | • | • | | 100 | 100 | |
| 1b Prohibits discrimination
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
and soft benefits (10 points) | Accenture | New York | NY | • | • | • | • | • | • | • | • | • | | 100 | 100 | |
| 2b Equivalency in same- and different-
sex domestic partner medical | Activision Blizzard | Santa Monica | CA | • | • | • | • | • | • | • | • | • | | 100 | 100 | 401 |
| and soft benefits (10 points /
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
medically necessary care (10 points | ADP | Roseland | NJ | • | • | • | • | • | • | • | • | • | | 100 | 100 | 243 |
| / half credit for inclusive coverage,
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)
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
or engagement to broader LGBTQ | Air Products & Chemicals Inc. | Allentown | PA | ٠ | ٠ | • | ٠ | • | • | • | • | • | | 100 | 100 | 345 |
| community, and if supplier diversity
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
the Fortune 500 companies that have | Akin, Gump, Strauss, Hauer & Feld LLP | Washington | DC | • | • | • | • | • | • | • | • | • | | 100 | 100 | |
| not responded to repeated invitations
to the CEI survey. These ratings are
based on publicly available information | Alight Solutions | Lincolnshire | IL | ٠ | ٠ | • | ٠ | • | • | • | • | • | | 100 | 100 | |
| as well as information submitted to
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 CEI Rating	2019 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	Зb	3c	3d	4	202 CEI	201 CEI	For
1a Prohibits discrimination based 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 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 and soft benefits (10 points)	American Express Global Business Travel	Jersey City	NJ	•	•	•	•	•	•	•	•	•		100	100	
2b Equivalency in same- and different- sex domestic partner medical	American Family Mutual Insurance Company, S.I	Madison	WI	•	•	•	•	•	•	•	•	•		100	100	311
and soft benefits (10 points / 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 medically necessary care (10 points	Anheuser-Busch Companies Inc.	St. Louis	МО	•	•	•	•	•	•	•	•	•		100	100	149
/ half credit for inclusive coverage, but blanket exclusions for transition-	Anschutz Entertainment Group, Inc.	Los Angeles	CA	•	•	•	•	•	•	•	•	•		100	100	
related care remain in place) 3a Three LGBTQ internal training and	Anthem Inc.	Indianapolis	IN	•	•	•	•	•	•	•	•	•		100	100	29
education best practices (10 points) 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 or engagement to broader LGBTQ	Applied Materials Inc.	Santa Clara	CA	•	•	•	•	•	•	•	•	•		100	100	201
community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)	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 the Fortune 500 companies that have not responded to repeated invitations	Armstrong Teasdale LLP	St. Louis	МО	•	•	•	•	•	•	•	•	•		100	100	
to the CEI survey. These ratings are based on publicly available information	Arnold & Porter Kaye Scholer LLP	Washington	DC	•	٠	•	•	•	•	•	•	•		100	100	
as well as information submitted to 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 CEI Rating	2019 CEI Rating	Fortune 1000
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2 a	2b	2c	3a	Зb	3c	3d	4	202 CEI	CEI CEI	For
1a Prohibits discrimination based 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 based on gender identity for 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- sex domestic partner medical	Ballard Spahr LLP	Philadelphia	PA	•	•	•	•	•	٠	•	•	•		100	100	
and soft benefits (10 points / 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 medically necessary care (10 points	Barclays	New York	NY	•	•	•	•	•	٠	•	•	•		100	100	
/ half credit for inclusive coverage, but blanket exclusions for transition-	Barilla America Inc.	Northbrook	IL	•	•	•	•	•	٠	•	•	•		100	100	
3a Three LGBTQ internal training and	Barnes & Noble Inc.	New York	NY	•	•	•	•	•	•	•	•	•		100	100	613
education best practices (10 points) 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 or engagement to broader LGBTQ	Baxter International Inc.	Deerfield	IL	•	•	•	•	•	٠	•	•	•		100	100	283
community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)	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 the Fortune 500 companies that have	Ben & Jerry's Homemade Inc.	South Burlington	VT	•	•	•	•	•	٠	•	•	•		100	95	
not responded to repeated invitations to the CEI survey. These ratings are based on publicly available information	Best Buy Co. Inc.	Richfield	MN	•	•	•	٠	•	٠	•	•	•		100	100	72
as well as information submitted to 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 CEI Rating	2019 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	202 CEI	201 CEI	For
1a Prohibits discrimination based 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 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 and soft benefits (10 points)	BNP Paribas	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
2b Equivalency in same- and different- sex domestic partner medical	Boehringer Ingelheim USA Corp.	Ridgefield	СТ	•	•	•	•	•	•	•	•	•		100	100	
and soft benefits (10 points / 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 medically necessary care (10 points	Boston Consulting Group	Boston	MA	•	•	•	•	•	•	•	•	•		100	100	
/ half credit for inclusive coverage, but blanket exclusions for transition-	Boston Scientific Corp.	Marlborough	MA	•	•	•	•	•	•	•	•	•		100	100	328
3a Three LGBTQ internal training and	Box Inc.	Redwood City	CA	•	•	•	•	•	•	•	•	•		100	100	
education best practices (10 points) 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 or engagement to broader LGBTQ	Bristol-Myers Squibb Co.	New York	NY	•	•	•	•	•	•	•	•	•		100	100	145
community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)	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 the Fortune 500 companies that have not responded to repeated invitations	Brown Rudnick LLP	Boston	MA	•	•	•	•	•	•	•	•	•		100	100	
to the CEI survey. These ratings are based on publicly available information	Brown-Forman Corp.	Louisville	КY	•	•	•	٠	•	•	•	•	•		100	100	735
as well as information submitted to 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	

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Appendix A	Employers with Ratings of 100 Percent				••••••			Crite	erion						Rating	
				15 points	15 points	10 points	15 points	5 points	-25 points	2020 CEI Rating	9 Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	202 CEI	2019 CEI	For
1a Prohibits discrimination based 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	
1b Prohibits discrimination 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 and soft benefits (10 points)	CareFirst Inc.	Baltimore	MD	•	•	•	•	•	•	•	•	•		100	90	
2b Equivalency in same- and different- sex domestic partner medical	Cargill Inc.	Wayzata	MN	•	•	•	•	•	•	•	•	•		100	100	
and soft benefits (10 points / 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 medically necessary care (10 points	Carlton Fields P.A.	Tampa	FL	•	•	•	•	•	•	•	•	•		100	100	
/ half credit for inclusive coverage, but blanket exclusions for transition-	Carlyle Group LP, The	Washington	DC	•	•	•	٠	•	•	•	•	•		100	100	631
related care remain in place) 3a Three LGBTQ internal training and	CarMax Inc.	Richmond	VA	•	•	•	•	•	•	•	•	•		100	100	174
education best practices (10 points) 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 or engagement to broader LGBTQ	CBS Corp.	New York	NY	•	•	•	٠	•	•	•	•	•		100	100	197
community, and if supplier diversity 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 the Fortune 500 companies that have	CenturyLink Inc.	Monroe	LA	•	•	•	•	•	•	•	•	•		100	100	166
not responded to repeated invitations to the CEI survey. These ratings are based on publicly available information	Cerner Corp.	North Kansas City	мо	•	•	•	•	•	•	•	•	•		100	100	519
as well as information submitted to 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 CEI Rating	2019 CEI Rating	Fortune 1000
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2 b	2c	3a	3b	3c	3d	4	202 CEI	201 CEI	For
1a Prohibits discrimination based 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 based on gender identity for 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 and soft benefits (10 points)	Clorox Co., The	Oakland	CA	•	•	•	•	•	•	•	•	•		100	100	468
2b Equivalency in same- and different- sex domestic partner medical	CME Group Inc.	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	641
and soft benefits (10 points / 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 medically necessary care (10 points	Colgate-Palmolive Co.	New York	NY	•	•	•	•	•	•	•	•	•		100	100	184
/ half credit for inclusive coverage, but blanket exclusions for transition-	Comcast NBCUniversal	Philadelphia	PA	•	٠	•	•	•	•	•	•	•		100	90	33
related care remain in place) 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 council (10 points)	Conagra Brands Inc.	Chicago	IL	•	•	٠	•	•	•	•	•	•		100	100	321
3c Three distinct efforts of outreach or engagement to broader LGBTQ	ConocoPhillips	Houston	ТΧ	•	٠	٠	•	•	٠	•	•	•		100	90	95
community, and if supplier diversity program is in place, must include	Constellation Brands Inc.	Victor	NY	•	•	٠	•	•	٠	•	•	•		100	100	386
LGBTQ suppliers (15 points) 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 the Fortune 500 companies that have not responded to repeated invitations	Cosmopolitan of Las Vegas, The	Las Vegas	NV	•	•	•	•	•	•	•	•	•		100	100	
to the CEI survey. These ratings are based on publicly available information	Covington & Burling LLP	Washington	DC	•	٠	•	•	•	•	•	•	•		100	100	
as well as information submitted to 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	

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				15 points	15 points	10 points	15 points	5 points	-25 points	2020 CEI Rating	2019 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	CEI CEI	CE 3	For
1a Prohibits discrimination based 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 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 and soft benefits (10 points)	Deloitte LLP	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
2b Equivalency in same- and different- sex domestic partner medical	Dentons US LLP	Washington	DC	•	•	٠	•	•	•	•	•	•		100	100	
and soft benefits (10 points / half credit for parity across	Depository Trust & Clearing Corp., The	New York	NY	•	•	٠	•	•	•	•	•	•		100	100	
some, but not all benefits) 2c Equal health coverage for transgender	Designer Brands	Columbus	ОН	•	٠	٠	•	•	٠	•	•	•		100	90	771
individuals without exclusion for medically necessary care (10 points	Deutsche Bank	New York	NY	•	•	٠	•	•	•	•	•	•		100	100	
/ half credit for inclusive coverage, but blanket exclusions for transition-	Diageo North America	Norwalk	CT	•	٠	٠	•	•	٠	•	•	•		100	100	
related care remain in place) 3a Three LGBTQ internal training and	Dickinson Wright PLLC	Detroit	МІ	•	•	•	•	•	•	•	•	•		100	100	
education best practices (10 points) 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 or engagement to broader LGBTQ	DLA Piper	Baltimore	MD	•	•	•	•	•	•	•	•	•		100	100	
community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)	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 the Fortune 500 companies that have not responded to repeated invitations	Dropbox Inc.	San Francisco	CA	•	•	•	•	•	•	•	•	•		100	100	
to the CEI survey. These ratings are based on publicly available information	Duane Morris LLP	Philadelphia	PA	•	٠	•	•	•	•	•	•	•		100	100	
as well as information submitted to 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 CEI Rating	19 I Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	20 CE 30	2019 CEI	Fo
1a Prohibits discrimination based 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 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 and soft benefits (10 points)	Edison International	Rosemead	CA	•	•	•	•	•	•	•	•	•		100	100	244
2b Equivalency in same- and different- sex domestic partner medical	Edward Jones	Des Peres	МО	•	•	•	•	•	•	•	•	•		100	100	376
and soft benefits (10 points / 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 medically necessary care (10 points	Enbridge	Houston	тх	•	•	•	•	•	•	•	•	•		100	70	519
/ half credit for inclusive coverage, but blanket exclusions for transition-	Epsilon Data Management LLC	Irving	тх	•	٠	•	•	•	•	•	•	•		100		
related care remain in place) 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 council (10 points)	Estée Lauder Companies Inc., The	New York	NY	•	•	٠	•	•	٠	•	•	•		100	100	258
3c Three distinct efforts of outreach or engagement to broader LGBTQ	Etsy Inc.	Brooklyn	NY	•	٠	٠	•	•	٠	•	•	•		100		
community, and if supplier diversity program is in place, must include	Eversheds Sutherland (US) LLP	Atlanta	GA	•	•	٠	•	•	•	•	•	•		100	100	
LGBTQ suppliers (15 points) 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 the Fortune 500 companies that have	Facebook Inc.	Menlo Park	CA	•	•	•	•	•	•	•	•	•		100	100	76
not responded to repeated invitations to the CEI survey. These ratings are based on publicly available information	FactSet Research Systems Inc.	Norwalk	СТ	•	•	•	•	•	٠	•	•	•		100	100	
as well as information submitted to 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	

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				15 points	15 points	10 points	15 points	5 points	-25 points	2020 CEI Rating	2019 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	202 CEI	CEI CEI	For
1a Prohibits discrimination based 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	
1b Prohibits discrimination 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 and soft benefits (10 points)	Fenwick & West LLP	Mountain View	CA	•	•	•	•	•	•	•	•	•		100	100	
2b Equivalency in same- and different- sex domestic partner medical	Fidelity National Information Services Inc.	Jacksonville	FL	•	•	•	٠	•	•	•	•	•		100	100	326
and soft benefits (10 points / 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 medically necessary care (10 points	Finnegan, Henderson, Farabow, Garrett & Dunner LLP	Washington	DC	•	•	•	•	•	•	•	•	•		100	100	
/ half credit for inclusive coverage, but blanket exclusions for transition-	First American Financial Corp.	Santa Ana	CA	•	•	•	٠	•	•	•	•	•		100	100	483
3a Three LGBTQ internal training and	Fish & Richardson PC	Boston	MA	•	•	•	•	•	•	•	•	•		100	100	
education best practices (10 points) 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 or engagement to broader LGBTQ	Foley & Lardner LLP	Milwaukee	WI	•	•	•	٠	•	•	•	•	•		100	100	
community, and if supplier diversity 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 the Fortune 500 companies that have not responded to repeated invitations	Fox Corporation	New York	NY	•	•	•	•	•	•	•	•	•		100	100	109
to the CEI survey. These ratings are based on publicly available information	Fox Rothschild LLP	Philadelphia	PA	•	•	•	•	•	•	•	•	•		100	100	
as well as information submitted to 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

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Appendix A	Employers with Ratings of 100 Percent							Crite	erion						Rating	
				15 points	15 points	10 points	15 points	5 points	-25 points	2020 CEI Rating	2019 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	202 CEI	CEI CEI	For
1a Prohibits discrimination based 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 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 and soft benefits (10 points)	Genworth Financial Inc.	Richmond	VA	•	•	•	•	٠	٠	•	•	•		100	100	348
2b Equivalency in same- and different- sex domestic partner medical	GIANT Food Stores LLC	Carlisle	PA	•	•	•	•	٠	٠	•	•	•		100	100	
and soft benefits (10 points / 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 medically necessary care (10 points	Gilead Sciences Inc.	Foster City	CA	•	•	•	•	•	٠	•	•	•		100	100	116
/ half credit for inclusive coverage, but blanket exclusions for transition-	GlaxoSmithKline LLC	Research Triangle Park	NC	•	•	•	•	•	•	•	•	•		100	100	
related care remain in place) 3a Three LGBTQ internal training and	Global Payments Inc.	Atlanta	GA	•	•	•	•	•	٠	•	•	•		100	85	605
education best practices (10 points) 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 or engagement to broader LGBTQ	Goodwin Procter LLP	Boston	MA	•	٠	•	•	٠	٠	•	•	•		100	100	
community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)	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 the Fortune 500 companies that have not responded to repeated invitations	Greenberg Traurig LLP	New York	NY	•	•	•	•	•	•	•	•	•		100	90	
to the CEI survey. These ratings are based on publicly available information	Groupon Inc.	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	756
as well as information submitted to 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

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				15 points	15 points	10 points	15 points	5 points	-25 points	2020 CEI Rating	2019 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	Зb	3c	3d	4	CE S	C 20	Ē
1a Prohibits discrimination based 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 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 and soft benefits (10 points)	Herman Miller Inc.	Zeeland	MI	•	•	•	•	•	•	•	•	•		100	100	883
2b Equivalency in same- and different- sex domestic partner medical	Hershey Co., The	Hershey	PA	•	٠	•	•	•	٠	•	•	•		100	100	379
and soft benefits (10 points / 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 individuals without exclusion for medically necessary care (10 points)	Highmark Blue Cross Blue Shield Delaware	Wilmington	DE	•	•	•	•	•	•	•	•	•		100		
/ half credit for inclusive coverage, 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 council (10 points)	Hinshaw & Culbertson LLP	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	
3c Three distinct efforts of outreach or engagement to broader LGBTQ	Hogan Lovells US LLP	Washington	DC	•	•	•	•	•	•	•	•	•		100	100	
community, and if supplier diversity program is in place, must include	Holland & Hart LLP	Denver	со	•	•	•	•	•	•	•	•	•		100	35	
LGBTQ suppliers (15 points) 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 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 as well as information submitted to	Huntington Bancshares Inc.	Columbus	ОН	•	•	•	•	•	•	•	•	•		100	100	544
HRC from unofficial LGBTQ employee 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	

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				15 points	15 points	10 points	15 points	5 points	-25 points	2020 CEI Rating	2019 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1 a	1b	2a	2b	2c	3a	3b	3c	3d	4	203 CE 30	CE 30	Foi
1a Prohibits discrimination based 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 based on gender identity for 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- sex domestic partner medical	InterContinental Hotels Group Americas	Atlanta	GA	•	٠	•	٠	•	٠	•	•	•		100	100	
and soft benefits (10 points / half credit for parity across	International Flavors & Fragrances	New York	NY	•	•	•	•	•	•	•	•	•		100	100	680
2c Equal health coverage for transgender	Interpublic Group of Companies Inc.	New York	NY	•	٠	•	•	•	٠	•	•	•		100	100	359
individuals without exclusion for medically necessary care (10 points	Intuit Inc.	Mountain View	CA	•	•	•	•	•	٠	•	•	•		100	100	516
 / half credit for inclusive coverage, but blanket exclusions for transition- related even semala in place) 	Iron Mountain Inc.	Boston	MA	•	٠	•	•	•	٠	•	•	•		100	100	619
related care remain in place) 3a Three LGBTQ internal training and	J. Crew Group Inc.	New York	NY	•	•	•	•	•	٠	•	•	•		100	100	857
education best practices (10 points) 3b Employee group or diversity	Jacobs Engineering Group Inc.	Dallas	ТΧ	•	٠	•	•	•	٠	•	•	•		100	100	297
council (10 points) 3c Three distinct efforts of outreach	Janus Henderson Investors	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	
or engagement to broader LGBTQ community, and if supplier diversity	Jenner & Block LLP	Chicago	IL	•	٠	•	•	•	٠	•	•	•		100	100	
program is in place, must include 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 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 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	

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				15 points	15 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	-25 points	2020 CEI Rating	2019 CEI Rating	Fortune 1000
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2 c	3a	3b	3c	3d	4	20; CE	CE 30	Foi
1a Prohibits discrimination based on sexual orientation for all	Kirkland & Ellis LLP	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	
operations (15 points)	KKR & Co. LP	New York	NY	•	•	•	•	•	•	•	•	•		100	100	470
1b Prohibits discrimination 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- sex domestic partner medical	KPMG LLP	New York	NY	•	٠	•	٠	•	٠	•	•	•		100	100	
and soft benefits (10 points / 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 medically necessary care (10 points	Kutak Rock LLP	Omaha	NE	•	•	•	٠	•	•	•	•	•		100	100	
/ half credit for inclusive coverage, but blanket exclusions for transition-	L Brands Inc.	Columbus	ОН	•	٠	•	٠	•	٠	•	•	•		100	100	231
related care remain in place) 3a Three LGBTQ internal training and	L3 Harris Technologies	Melbourne	FL	•	•	•	•	•	•	•	•	•		100	100	407
education best practices (10 points) 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 or engagement to broader LGBTQ community and if our place diversity	Lane Powell PC	Seattle	WA	•	٠	•	٠	•	٠	•	•	•		100	100	
community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)	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 the Fortune 500 companies that have not responded to repeated invitations	LENOVO (UNITED STATES) INC.	Morrisville	NC	•	•	•	•	•	•	•	•	•		100	100	
to the CEI survey. These ratings are based on publicly available information	Leo Burnett Company Inc.	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	
as well as information submitted to 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 CEI Rating	2019 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	202 CEI	CE 3	For
1a Prohibits discrimination based 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 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 and soft benefits (10 points)	LPL Financial Holdings Inc.	Boston	MA	•	•	•	•	•	•	•	•	•		100	100	582
2b Equivalency in same- and different- sex domestic partner medical	Lyft Inc.	San Francisco	CA	•	•	•	٠	•	•	•	•	•		100	100	
and soft benefits (10 points / 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 medically necessary care (10 points	Macmillan Publishing Group	New York	NY	•	•	•	•	•	•	•	•	•		100		
/ half credit for inclusive coverage, but blanket exclusions for transition-	Macquarie Group Ltd.	New York	NY	•	•	•	٠	•	•	•	•	•		100	100	
related care remain in place) 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 council (10 points)	Manatt, Phelps & Phillips LLP	Los Angeles	CA	•	•	•	•	•	•	•	•	•		100	100	
3c Three distinct efforts of outreach or engagement to broader LGBTQ	ManpowerGroup	Milwaukee	WI	•	•	•	٠	•	•	•	•	•		100	100	143
community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)	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 the Fortune 500 companies that have not responded to repeated invitations	Mastercard	Purchase	NY	•	•	•	•	•	•	•	•	•		100	100	236
to the CEI survey. These ratings are based on publicly available information	Mathematica Policy Research	Princeton	NJ	•	•	•	•	•	•	•	•	•		100		
as well as information submitted to 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 CEI Rating	19 I Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	202 CEI	2019 CEI	For
1a Prohibits discrimination based 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	
1b Prohibits discrimination 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 and soft benefits (10 points)	Michael Best & Friedrich LLP	Milwaukee	WI	•	•	•	•	•	•	•	•	•		100	100	
2b Equivalency in same- and different- sex domestic partner medical	Michael Page International Inc	New York	NY	•	•	•	•	•	٠	•	•	•		100		
and soft benefits (10 points / 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 medically necessary care (10 points	Mitchell Gold + Bob Williams	Taylorsville	NC	•	•	•	•	•	•	•	•	•		100	100	
/ half credit for inclusive coverage, 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 council (10 points)	Moody's Corp.	New York	NY	•	•	•	•	•	•	•	•	•		100	100	585
3c Three distinct efforts of outreach or engagement to broader LGBTQ	Moore & Van Allen PLLC	Charlotte	NC	•	•	•	•	•	•	•	•	•		100	100	
community, and if supplier diversity 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 to the CEI survey. These ratings are based on publicly available information	Motorola Solutions Inc.	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	443
as well as information submitted to 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 CEI Rating	2019 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	203 CEI	201 CEI	For
1a Prohibits discrimination based 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 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- sex domestic partner medical	Nike Inc.	Beaverton	OR	•	•	•	•	•	•	•	•	•		100	100	89
and soft benefits (10 points / 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 medically necessary care (10 points	Nordstrom Inc.	Seattle	WA	•	•	•	•	•	•	•	•	•		100	100	183
/ half credit for inclusive coverage, but blanket exclusions for transition-	Northern Trust Corp.	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	486
related care remain in place) 3a Three LGBTQ internal training and	Northrop Grumman Corp.	Falls Church	VA	•	•	•	•	•	•	•	•	•		100	100	118
education best practices (10 points) 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 or engagement to broader LGBTQ	NortonLifeLock	Mountain View	CA	•	•	•	•	•	٠	•	•	•		100	100	586
community, and if supplier diversity program is in place, must include	Novartis Pharmaceuticals Corp.	East Hanover	NJ	•	•	•	•	•	•	•	•	•		100	100	
LGBTQ suppliers (15 points) 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 the Fortune 500 companies that have	Office Depot Inc.	Boca Raton	FL	•	•	•	•	•	•	•	•	•		100	100	281
not responded to repeated invitations to the CEI survey. These ratings are based on publicly available information	Ogilvy Group Inc., The	New York	NY	•	•	٠	•	•	٠	•	•	•		100	100	
as well as information submitted to 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 CEI Rating	19 I Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	202 CEI	2019 CEI	For
1a Prohibits discrimination based on sexual orientation for all	PayPal Holdings Inc.	San Jose	CA	•	•	•	•	•	•	•	•	•		100	100	222
operations (15 points)	Peapod Digital Labs LLC	Chicago	IL	•	•	•	•	•	•	•	•	•		100		
1b Prohibits discrimination 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 and soft benefits (10 points)	Pepper Hamilton LLP	Philadelphia	PA	•	•	•	•	•	•	•	•	•		100	85	
2b Equivalency in same- and different- sex domestic partner medical	PepsiCo Inc.	Purchase	NY	•	•	•	٠	•	•	•	•	•		100	100	45
and soft benefits (10 points / 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 medically necessary care (10 points	Pernod Ricard USA LLC	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
/ half credit for inclusive coverage, 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 council (10 points)	PIMCO LLC	Newport Beach	CA	•	•	•	•	•	•	•	•	•		100	100	
3c Three distinct efforts of outreach or engagement to broader LGBTQ	Pinterest Inc.	San Francisco	CA	•	•	•	•	•	•	•	•	•		100	100	
community, and if supplier diversity program is in place, must include	PNC Financial Services Group Inc., The	Pittsburgh	PA	•	•	•	•	•	•	•	•	•		100	100	165
LGBTQ suppliers (15 points) 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 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 as well as information submitted to	Principal Financial Group	Des Moines	IA	•	•	•	•	•	•	•	•	•		100	100	210
HRC from unofficial LGBTQ employee 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 CEI Rating	2019 CEI Rating	Fortune 1000
CEI Rating Criteria	Employer	Headquarters Location	State	1 a	1b	2 a	2 b	2c	3a	3b	3c	3d	4	202 CEI	CEI 3	For
1a Prohibits discrimination based on sexual orientation for all	Quantcast Corp.	San Francisco	CA	•	•	•	•	•	•	•	•	•		100	100	
operations (15 points)	Quarles & Brady LLP	Milwaukee	WI	•	•	•	•	•	•	•	•	•		100	100	
1b Prohibits discrimination 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 and soft benefits (10 points)	Qurate Retail Group, Inc.	West Chester	PA	•	•	•	•	•	•	•	•	•		100		
2b Equivalency in same- and different- sex domestic partner medical	Rackspace	San Antonio	тх	•	•	•	•	•	•	•	•	•		100	100	970
and soft benefits (10 points / 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 medically necessary care (10 points	RBC Capital Markets LLC	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
/ half credit for inclusive coverage, but blanket exclusions for transition-	RBC Wealth Management	Minneapolis	MN	•	٠	•	•	•	•	•	•	•		100	100	
related care remain in place) 3a Three LGBTQ internal training and	Re:Sources USA Inc.	Long Island City	NY	•	•	•	•	•	•	•	•	•		100	100	
education best practices (10 points) 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 or engagement to broader LGBTQ	Replacements Ltd.	McLeansville	NC	•	•	•	•	•	•	•	•	•		100	100	
community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)	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 the Fortune 500 companies that have not responded to repeated invitations	Robert Half	Menlo Park	CA	•	•	•	•	•	•	•	•	•		100	100	511
to the CEI survey. These ratings are based on publicly available information	Robert W. Baird & Co. Incorporated	Milwaukee	WI	•	•	•	•	•	•	•	•	•		100	100	
as well as information submitted to 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	

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Appendix A	Employers with Ratings of 100 Percent				,			Crite	rion						Rating	
				15 points	15 points	10 points	15 points	5 points	-25 points	2020 CEI Rating	2019 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	202 CEI	201 CEI	For
1a Prohibits discrimination based 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
1b Prohibits discrimination 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 and soft benefits (10 points)	SAP America Inc.	Newtown Square	PA	•	•	•	•	•	•	•	•	•		100	100	
2b Equivalency in same- and different- sex domestic partner medical	Saul Ewing Arnstein & Lehr LLP	Philadelphia	PA	•	•	•	•	•	•	•	•	•		100	100	
and soft benefits (10 points / half credit for parity across	Schiff Hardin LLP	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	
2c Equal health coverage for transgender	Schneider Electric	Andover	MA	•	•	•	•	•	٠	•	•	•		100	100	
individuals without exclusion for medically necessary care (10 points	Schulte, Roth & Zabel LLP	New York	NY	•	•	•	•	•	•	•	•	•		100	95	
/ half credit for inclusive coverage, but blanket exclusions for transition-	Science Applications International Corp.	Reston	VA	•	•	•	•	•	٠	•	•	•		100	100	559
related care remain in place) 3a Three LGBTQ internal training and	Seacoast National Bank	Stuart	FL	•	•	•	•	•	•	•	•	•		100		
education best practices (10 points) 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 or engagement to broader LGBTQ	Sephora	San Francisco	CA	•	•	•	•	•	•	•	•	•		100	100	
community, and if supplier diversity 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 the Fortune 500 companies that have not responded to repeated invitations	Sheppard, Mullin, Richter & Hampton LLP	Los Angeles	CA	•	•	•	•	•	٠	•	•	•		100	100	
to the CEI survey. These ratings are based on publicly available information	Shook, Hardy & Bacon LLP	Kansas City	мо	•	•	•	•	•	•	•	•	•		100	100	
as well as information submitted to 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	

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Appendix A	Employers with Ratings of 100 Percent							Crite	rion						Rating	
				15 points	15 points	10 points	15 points	5 points	-25 points	2020 CEI Rating	2019 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1 a	1b	2a	2b	2c	3a	3b	3c	3d	4	202 CEI	201 CEI	For
1a Prohibits discrimination based 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 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 and soft benefits (10 points)	Southern Co.	Atlanta	GA	•	•	•	•	•	•	•	•	•		100	100	126
2b Equivalency in same- and different- sex domestic partner medical	Southwest Airlines Co.	Dallas	ТΧ	•	•	٠	•	•	•	•	•	•		100	100	142
and soft benefits (10 points / 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 medically necessary care (10 points	Standard Chartered	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
/ half credit for inclusive coverage, but blanket exclusions for transition-	Standard Insurance Co.	Portland	OR	•	•	•	•	•	•	•	•	•		100	100	
related care remain in place) 3a Three LGBTQ internal training and	Stanley Black & Decker Inc.	New Britain	СТ	•	•	•	•	•	•	•	•	•		100	100	228
education best practices (10 points) 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 or engagement to broader LGBTQ	State Farm Group	Bloomington	IL	•	•	•	•	•	•	•	•	•		100	100	36
community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)	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 the Fortune 500 companies that have not responded to repeated invitations	Stoel Rives LLP	Portland	OR	•	•	•	•	•	•	•	•	•		100	100	
to the CEI survey. These ratings are based on publicly available information	Stop & Shop	Quincy	MA	•	٠	٠	•	•	•	•	•	•		100		
as well as information submitted to 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 CEI Rating	2019 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	202 CEI	201 CEI	For
1a Prohibits discrimination based 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 based on gender identity for 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 and soft benefits (10 points)	Tech Data Corp.	Clearwater	FL	•	•	•	٠	•	•	•	•	•		100	100	83
2b Equivalency in same- and different- sex domestic partner medical	TEGNA Inc.	McLean	VA	•	•	•	٠	٠	•	•	•	•		100	100	820
and soft benefits (10 points / 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 medically necessary care (10 points	Texas Instruments Inc.	Dallas	ТΧ	•	•	•	٠	•	•	•	•	•		100	100	192
/ half credit for inclusive coverage, but blanket exclusions for transition-	The Knot Worldwide	Chevy Chase	MD	•	•	•	٠	•	٠	•	•	•		100	100	
3a Three LGBTQ internal training and	Thermo Fisher Scientific Inc.	Waltham	MA	•	•	•	٠	•	٠	•	•	•		100	100	144
education best practices (10 points) 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 or engagement to broader LGBTQ	Thomson Reuters	Stamford	СТ	•	•	•	•	•	•	•	•	•		100	100	
community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)	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 the Fortune 500 companies that have not responded to repeated invitations	TPG Global LLC	Fort Worth	ТΧ	•	•	•	•	•	•	•	•	•		100	100	
to the CEI survey. These ratings are based on publicly available information	Transamerica Corp., The	Cedar Rapids	IA	•	•	•	•	٠	•	•	•	•		100	100	
as well as information submitted to 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 CEI Rating	2019 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	202 CEI	CEI 3	For
1a Prohibits discrimination based 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 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- sex domestic partner medical	United Services Automobile Association	San Antonio	ТΧ	•	•	•	•	•	•	•	•	•		100	100	100
and soft benefits (10 points / 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 medically necessary care (10 points	UnitedHealth Group Inc.	Minnetonka	MN	•	•	•	•	•	•	•	•	•		100	100	5
/ half credit for inclusive coverage, but blanket exclusions for transition-	University of Phoenix	Phoenix	AZ	•	•	•	•	•	•	•	•	•		100	100	
related care remain in place) 3a Three LGBTQ internal training and	Univision Communications Inc.	Miami	FL	•	•	•	•	•	•	•	•	•		100	100	729
education best practices (10 points) 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 or engagement to broader LGBTQ	Vanguard Group Inc.	Malvern	PA	•	•	•	•	•	•	•	•	•		100	100	
community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)	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 the Fortune 500 companies that have not responded to repeated invitations	Viacom Inc.	New York	NY	•	•	•	•	•	•	•	•	•		100	100	221
to the CEI survey. These ratings are based on publicly available information	Vinson & Elkins LLP	Houston	ТΧ	•	•	•	•	•	•	•	•	•		100	100	
as well as information submitted to 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 15 points 10 points 10 points 10 points 5 points 5 points	 25 points 2020 CEI Rating 2019 	CEI Rating Fortune 1000
CEI Rating Criteria Employer Headquarters Location State 1a 1b 2a 2b 2c 3a 3b 3c 3d	202 CEI 2019	E CEI
1a Prohibits discrimination based 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- sex domestic partner medical WellCare Health Plans Inc. Tampa FL FL FL	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, 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 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 to the CEI survey. These ratings are based on publicly available information	100 10	0 925
as well as information submitted to 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 CEI Rating	2019 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	C S	20 CE	R
1a Prohibits discrimination based 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 based on gender identity for 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 and soft benefits (10 points)	AbbVie Inc.	North Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	110
2b Equivalency in same- and different- sex domestic partner medical	Abercrombie & Fitch Co.	New Albany	он	•	•	•	•	•	•	•	•	•		100	100	666
and soft benefits (10 points / 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 medically necessary care (10 points	Activision Blizzard	Santa Monica	CA	•	•	•	•	•	•	•	•	•		100	100	401
/ half credit for inclusive coverage, but blanket exclusions for transition-	Adidas North America Inc.	Portland	OR	•	•	•	•	•	•	•	•	•		100	100	
related care remain in place) 3a Three LGBTQ internal training and	Adobe Systems Inc.	San Jose	CA	•	•	•	•	•	•	•	•	•		100	100	389
education best practices (10 points) 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 or engagement to broader LGBTQ	Advanced Micro Devices Inc.	Santa Clara	CA	•	٠	٠	•	•	٠	•	•	•		100	100	506
community, and if supplier diversity program is in place, must include	AECOM	Los Angeles	CA	•	•	٠	•	•	•	•	•	•		100	100	164
LGBTQ suppliers (15 points) 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 to the CEI survey. These ratings are based on publicly available information	Agilent Technologies Inc.	Santa Clara	CA	•	•	•	•	•	•			•		75	85	558
as well as information submitted to 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 CEI Rating	2019 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	CE 30	C 3	5 E
1a Prohibits discrimination based 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 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 and soft benefits (10 points)	Alight Solutions	Lincolnshire	IL	•	•	•	•	•	•	•	•	•		100		
2b Equivalency in same- and different- sex domestic partner medical	AlixPartners LLP	New York	NY	٠	•	•	•	•	•	•	•	•		100	100	
and soft benefits (10 points / 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 medically necessary care (10 points	Alliance One International	Morrisville	NC	•	•									30	o	963
/ half credit for inclusive coverage, 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 council (10 points)	Allscripts-Misys Healthcare Solutions Inc.	Chicago	IL	٩	٩	•								30	20	
3c Three distinct efforts of outreach or engagement to broader LGBTQ	Allstate Insurance Co.	Northbrook	IL	•	•	•	•	•	•	•	•	•		95	95	79
community, and if supplier diversity program is in place, must include	Ally Financial Inc.	Detroit	MI	•	•	•	•	•	•	•	•	•		100	100	299
LGBTQ suppliers (15 points) 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 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 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 CEI Rating	2019 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	20 CE 30	CE 20	R
1a Prohibits discrimination based 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 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 and soft benefits (10 points)	Amgen Inc.	Thousand Oaks	CA	•	•	•	•	•	•	•	•	•		100	100	130
2b Equivalency in same- and different- sex domestic partner medical	AMN Healthcare Services Inc.	San Diego	CA	•	•	•	•	O	•	•	•	•		95	90	957
and soft benefits (10 points / 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 medically necessary care (10 points	Anadarko Petroleum	The Woodlands	ТΧ	•	•	•	•				٩	•		65	65	257
/ half credit for inclusive coverage, 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 council (10 points)	Anthem Inc.	Indianapolis	IN	•	•	•	•	•	•	•	•	•		100	100	29
3c Three distinct efforts of outreach or engagement to broader LGBTQ	Aon Corp.	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	235
community, and if supplier diversity program is in place, must include	Apache Corp.	Houston	ΤX	٠	•	٠				•				50	20	438
LGBTQ suppliers (15 points) 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 to the CEI survey. These ratings are	Arcadis U.S. Inc.	Highlands Ranch	со	•	٩	•	•	•	•	•	•	•		95		
based on publicly available information as well as information submitted to 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 CEI Rating	2019 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	20: CE	C 20.	Fo
1a Prohibits discrimination based 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 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 and soft benefits (10 points)	Asurion LLC	Nashville	TN	•	•	٠	•	•	•	•	•	•		100	100	
2b Equivalency in same- and different- sex domestic partner medical	AT&T Inc.	Dallas	ТΧ	•	•	٠	•	•	•	•	•	•		100	100	9
and soft benefits (10 points / 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 medically necessary care (10 points	Autodesk Inc.	San Rafael	CA	•	•	٠	•	•	•	•	•	•		100	100	945
/ half credit for inclusive coverage, but blanket exclusions for transition-	Autoliv Inc.	Auburn Hills	MI	۲										20	10	289
related care remain in place) 3a Three LGBTQ internal training and	Auto-Owners Insurance Group	Lansing	MI											0	0	375
education best practices (10 points) 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 or engagement to broader LGBTQ community and if ourplies diversity	Avery Dennison	Glendale	CA	•	•	٠		•	•	•	•			85	20	427
community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)	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 the Fortune 500 companies that have not responded to repeated invitations	Axiom Global Inc.	New York	NY	•	•	•	•	•	•	•	•	•		100		
to the CEI survey. These ratings are based on publicly available information	B J's Wholesale Club	Westborough	MA	•	•	•		•	•	•	•	•		90	85	221
as well as information submitted to 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

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Appendix B	Ratings and Criteria Breakdowns							Crite	erion						Rating	
				15 points	15 points	10 points	15 points	5 points	-25 points	2020 CEI Rating	2019 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	CE 30	CE 3	Ē
1a Prohibits discrimination based 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 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 and soft benefits (10 points)	Barnes & Thornburg LLP	Indianapolis	IN	٠	•	٠		•	•	•	٩			80	80	
2b Equivalency in same- and different- sex domestic partner medical	BASF Corp.	Florham Park	NJ	٠	•	٠	•	•	•	•	•	•		100	100	
and soft benefits (10 points / 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 medically necessary care (10 points	Battelle Memorial Institute Inc.	Columbus	ОН	•	•	•		•		•	٩	•		75		
/ half credit for inclusive coverage, 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) 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 or engagement to broader LGBTQ	Becton, Dickinson and Co.	Franklin Lakes	NJ	•	٠	•	•	•	•	•	•	•		100	100	251
community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)	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 the Fortune 500 companies that have not responded to repeated invitations	Best Buy Co. Inc.	Richfield	MN	•	•	٠	•	•	•	•	•	•		100	100	72
to the CEI survey. These ratings are based on publicly available information	Big Lots	Columbus	ОН	•	•	•		•	•	•	•	•		90	20	510
as well as information submitted to 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 CEI Rating	2019 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	CE 20	2 5	ß
1a Prohibits discrimination based 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 based on gender identity for 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- sex domestic partner medical	Blue Shield of California	San Francisco	CA	•	•	•	•	•	٠	•	•	•		100	100	
and soft benefits (10 points / 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 medically necessary care (10 points	BMO Bankcorp Inc.	Chicago	IL	•	•	•	•	•	٠	•	•	•		100	100	
/ half credit for inclusive coverage, but blanket exclusions for transition-	BNP Paribas	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
related care remain in place) 3a Three LGBTQ internal training and	Bob Evans Farms Inc.	New Albany	ОН	•	•	•			•	•				60	75	962
education best practices (10 points) 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 or engagement to broader LGBTQ	Boies Schiller Flexner LLP	New York	NY	•	٠	•	•	•	٠	•	•	•		100	100	
community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)	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 the Fortune 500 companies that have not responded to repeated invitations	Boston Scientific Corp.	Marlborough	MA	•	•	•	•	•	٠	•	•	•		100	100	328
to the CEI survey. These ratings are based on publicly available information	Box Inc.	Redwood City	CA	•	٠	•	•	•	٠	•	•	•		100	100	
as well as information submitted to 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 CEI Rating	2019 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	CE 20	CE 3	Ē
1a Prohibits discrimination based 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 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 and soft benefits (10 points)	Brownstein Hyatt Farber Schreck LLP	Denver	со	•	•	•	•	•	•	•	•			95		
2b Equivalency in same- and different- sex domestic partner medical	Bryan Cave Leighton Paisner LLP	St. Louis	МО	٠	٠	٠	•	•	٠	•	•	•		100	100	
and soft benefits (10 points / 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 medically necessary care (10 points	Builders FirstSource Inc.	Dallas	ТΧ	٢	•									20	0	400
/ half credit for inclusive coverage, but blanket exclusions for transition-	Burlington Northern Santa Fe Corp.	Fort Worth	ТΧ	٩	٩	٠								30	20	167
3a 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 council (10 points)	Buzzfeed	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
3c Three distinct efforts of outreach or engagement to broader LGBTQ	C&S Wholesale Grocers Inc.	Keene	NH	•	٠	•	•		•	•	•	•		90	80	
community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)	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 the Fortune 500 companies that have not responded to repeated invitations	Cahill Gordon & Reindel	New York	NY	•	•	•	•	•	•	•	•	•		95	95	
to the CEI survey. These ratings are based on publicly available information	Caleres	St. Louis	МО	•	٠	•	•	•	•	•	•	•		95	100	778
as well as information submitted to 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 CEI Rating	2019 CEI Rating	Fortune 1000
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2 c	3a	3b	3c	3d	4	CE 20	CE 30	Ē
1a Prohibits discrimination based 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 based on gender identity for 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 and soft benefits (10 points)	Carlton Fields P.A.	Tampa	FL	•	•	•	•	•	•	•	•	•		100	100	
2b Equivalency in same- and different- sex domestic partner medical	Carlyle Group LP, The	Washington	DC	٠	•	•	•	•	٠	•	•	•		100	100	631
and soft benefits (10 points / half credit for parity across	CarMax Inc.	Richmond	VA	•	•	•	•	•	٠	•	•	•		100	100	174
2c Equal health coverage for transgender	Carnival Corp.	Miami	FL	•	•	٠	•	•	•	•	•	•		100	100	
individuals without exclusion for medically necessary care (10 points	Casey's General Stores Inc.	Ankeny	IA											0	0	425
/ half credit for inclusive coverage, 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) 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 or engagement to broader LGBTQ community, and if supplier diversity	Celanese Corp.	Irving	тх	٠	•	•	•	•	٠	•	•	•		100	100	455
program is in place, must include 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 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 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	

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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 CEI Rating	2019 CEI Rating	Fortune 1000
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	CE 20	C S	Ē
1a Prohibits discrimination based on sexual orientation for all	Chobani	Norwich	NY	•	•	•	•	•	•	•	•	•		100	100	
operations (15 points)	Choice Hotels International Inc.	Rockville	MD	•	•	•	•	•	•	•	•	•		100	100	
1b Prohibits discrimination based on gender identity for 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 and soft benefits (10 points)	CIBC Bank USA	New York	NY	•	•		•		•	•				60	65	
2b Equivalency in same- and different- sex domestic partner medical	CIGNA Corp.	Bloomfield	СТ	•	٠	٠	•	•	•	•	•	•		100	100	73
and soft benefits (10 points / half credit for parity across	Cimpress USA Inc	Waltham	MA	•	•	٠	•	•		•	•	•		90		
2c Equal health coverage for transgender	Cincinnati Financial Corp.	Fairfield	ОН	٢										10	0	484
individuals without exclusion for medically necessary care (10 points	Cintas Corp.	Cincinnati	ОН	۲	۵									20		500
/ half credit for inclusive coverage, 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) 3b Employee group or diversity	Citigroup Inc.	New York	NY	•	•	٠	•	•	•	•	•	•		100	100	32
council (10 points) 3c Three distinct efforts of outreach	Citizens Financial Group	Providence	RI	•	•	•	•	•	•	•	•	•		100	20	435
or engagement to broader LGBTQ community, and if supplier diversity	Citrix Systems Inc.	Fort Lauderdale	FL	•	•	٠	•	•	•	•	•	•		100	100	753
program is in place, must include 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 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 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				••••••	.		Crite	erion						Rating	
				15 points	15 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	-25 points	2020 CEI Rating	2019 CEI Rating	Fortune 1000
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	CE 20	20 C E 30	Ē
 Prohibits discrimination based on sexual orientation for all 	Conduent Inc.	Florham Park	NJ	٠	•	•	•			•	•	•		80	60	466
operations (15 points)	ConocoPhillips	Houston	ТΧ	٠	•	•	•	•	•	•	•	•		100	90	95
Prohibits discrimination based on gender identity for all operations (15 points)	Consolidated Edison Co.	New York	NY	٠	•	•		•	•	•				65	65	255
all operations (15 points) a Equivalency in same- and	Constellation Brands Inc.	Victor	NY	•	•	•	•	•	•	•	•	•		100	100	386
different-sex spousal medical and soft benefits (10 points)	CONSUMER REPORTS INC.	Yonkers	NY	•	•	•	•	●	•	•				75	75	
Equivalency in same- and different- sex domestic partner medical	Consumers Energy	Jackson	МІ	٠	•	•		•		•	•			75	90	429
and soft benefits (10 points / 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 medically necessary care (10 points	Cooper Tire & Rubber Co.	Findlay	ОН	٠	•	•	•	•	•	•	•	•		100	75	759
/ half credit for inclusive coverage, but blanket exclusions for transition-	CoreLogic	Irvine	CA	٩	٩	•			•	•				50	50	998
related care remain in place) Three LGBTQ internal training and	Core-Mark Holding Company Inc.	Westlake	ТΧ	٠	•	•		•						45	20	247
education best practices (10 points) 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 or engagement to broader LGBTQ	Cosmopolitan of Las Vegas, The	Las Vegas	NV	•	•	•	•	•	•	•	•	•		100	100	
community, and if supplier diversity program is in place, must include	Costco Wholesale Corp.	Issaquah	WA	٠	•	•			•	•				60	60	15
LGBTQ suppliers (15 points) 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 the Fortune 500 companies that have	Cozen O'Connor	Philadelphia	PA	•	•	•	•	•	•	•	•	•		100	75	
not responded to repeated invitations to the CEI survey. These ratings are based on publicly available information	Cracker Barrel Old Country Store Inc.	Lebanon	TN	•	•	•			•	•	•	•		80	80	742
as well as information submitted to 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 CEI Rating	2019 CEI Rating	Fortune 1000
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	20: CE	CE 0	ē
1a Prohibits discrimination based 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 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 and soft benefits (10 points)	Daniel J. Edelman Inc.	New York	NY	•	•	•		•	•	•	•	•		90	90	
2b Equivalency in same- and different- sex domestic partner medical	Danone North America	White Plains	NY	•	•	•	•	•	•	•	•	•		100	100	
and soft benefits (10 points / 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 medically necessary care (10 points	Davis Wright Tremaine LLP	Seattle	WA	•	•	•	•	•	•	•	•	•		100	100	
/ half credit for inclusive coverage, but blanket exclusions for transition-	Day & Zimmermann LLC	Philadelphia	PA	٠	•	•	•	•	•	•	•			95		
related care remain in place) 3a Three LGBTQ internal training and	Day Pitney LLP	Parsippany	NJ	•	•	•	•	•	•	•	•	•		100	100	
education best practices (10 points) 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 or engagement to broader LGBTQ	Dechert LLP	Philadelphia	PA	•	•	•	•	•	•	•	•	•		100	100	
community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)	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 the Fortune 500 companies that have not responded to repeated invitations	Delta Air Lines Inc.	Atlanta	GA	•	•	•		0	•	•	•	•		85	85	75
to the CEI survey. These ratings are based on publicly available information	Denny's Corp.	Spartanburg	SC	•	•	•	•			•	•			75	90	
as well as information submitted to 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

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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 CEI Rating	2019 CEI Rating	Fortune 1000	
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2 c	<u>3a</u>	3b	3c	3d	4	20 CE	C 30	Ē	
1a Prohibits discrimination based 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 based on gender identity for 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 and soft benefits (10 points)	DISH Network Corp.	Englewood	CO	٢	۵									20	10	203	
2b Equivalency in same- and different- sex domestic partner medical	DLA Piper	Baltimore	MD	•	•	•	•	•	•	•	•	•		100	100		
and soft benefits (10 points / 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 medically necessary care (10 points	Dollar Tree Stores Inc.	Chesapeake	VA	٢	۵									20	20	134	
/ half credit for inclusive coverage, 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) 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 or engagement to broader LGBTQ	Dow	Midland	МІ	•	•	•	•	•	•	•	•	•		100	100	62	
community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)	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 the Fortune 500 companies that have not responded to repeated invitations	Duane Morris LLP	Philadelphia	PA	•	•	•	•	•	•	•	•	•		100	100		
to the CEI survey. These ratings are based on publicly available information	Duke Energy Corp.	Charlotte	NC	•	•	•	•	•	•	•	•	•		100	100	125	
as well as information submitted to 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	
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Image: Second					15 points	15 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	-25 points	20 I Rating	19 I Rating	tune 1000
a production of basis Ease Conception of basis Conception of	CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2 c	3a	3b	3c	3d	4	CE 20	C S	Ē
19 Point decimants 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 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 0		Electronic Arts Inc.	Redwood City	CA	•	•	•	•	•	•	•	•	•		100	100	537
bit blankt ackelsion for transition- 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	3d Contractor/supplier non-discrimination	Encova Insurance	Columbus	ОН	•	•	•			٠	•	•	•		80		
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have so the sponded to repeated invitations 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 not responded to repair of the CEI survey. These ratings are based on publicly available information as well as information submitted to HRC from unofficial LGBTO employes groups or individual employees. Enterprise Products Partners LP Houston TX Image: Companies that have 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 </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	as well as information submitted to	Envision Healthcare Holdings Inc.	Nashville	ΤN	•	•									20		198
Firstein Becker & Green PCNew YorkNY6666807083EQT CorporationPittsburghPA66		EOG Resources	Houston	ТΧ	۵	۵									20	20	270
FunctionPittsburghPA<		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 GroupEriePA<		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 CEI Rating	2019 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	CE 30	20 CE	Fo
1a Prohibits discrimination based on sexual orientation for all	Ethan Allen Interiors Inc.	Danbury	СТ	•	•	•	•	•	•			•		75	75	
operations (15 points)	Etsy Inc.	Brooklyn	NY	•	•	•	•	•	•	•	•	•		100		
1b Prohibits discrimination 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 and soft benefits (10 points)	Evolent Health Inc.	Arlington	VA	•	•	٠	•	•	•	•	•			95		
2b Equivalency in same- and different- sex domestic partner medical	Excellus Health Plan Inc.	Rochester	NY	•	٠	٠		٠	•	•	•	•		90	90	
and soft benefits (10 points / 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 medically necessary care (10 points	Expeditors International of Washington Inc.	Seattle	WA	•	۵									20	10	408
/ half credit for inclusive coverage, but blanket exclusions for transition-	Experian North America	Costa Mesa	CA	•	٠	٠	•	•	•	•	•	•		100	100	
related care remain in place) 3a Three LGBTQ internal training and	Exxon Mobil Corp.	Irving	ТХ	•	•	•		•	•	•	•			85	85	2
education best practices (10 points) 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 or engagement to broader LGBTQ	Faegre Baker Daniels	Chicago	IL	•	٠	٠	•	•	•	•	•	•		100	100	
community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)	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 the Fortune 500 companies that have not responded to repeated invitations	Federal Reserve Bank of Atlanta	Atlanta	GA	•	•	•	•	•	•	•	•	•		100	95	
to the CEI survey. These ratings are based on publicly available information	Federal Reserve Bank of Boston	Boston	MA	•	•	٠	•	•	•	•	•	•		100	100	
as well as information submitted to 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 CEI Rating	2019 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	CE 20	CE 20	£
1a Prohibits discrimination based 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 based on gender identity for 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 and soft benefits (10 points)	Fifth Third Bancorp	Cincinnati	ОН	•	•	•	•	•	•	•	•	•		100	100	366
2b Equivalency in same- and different- sex domestic partner medical	Financial Industry Regulatory Authority Inc.	Washington	DC	٠	٠	•	•	•	•	•	•	•		100	100	
and soft benefits (10 points / half credit for parity across	Finnegan, Henderson, Farabow, Garrett & Dunner LLP	Washington	DC	•	•	•	•	•	•	•	•	•		100	100	
2c Equal health coverage for transgender	Firmenich Inc.	Plainsboro	NJ	٠	٠	•	●	•		•	•			80		
individuals without exclusion for medically necessary care (10 points	First American Financial Corp.	Santa Ana	CA	•	•	•	•	•	•	•	•	•		100	100	483
/ half credit for inclusive coverage, but blanket exclusions for transition-	First Horizon National Corp.	Memphis	TN	•	٠	•		•	•	•	٩			75	75	927
related care remain in place) 3a Three LGBTQ internal training and	FirstEnergy Corp.	Akron	ОН	•	•	٠	•		•	•	•			80	20	219
education best practices (10 points) 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 or engagement to broader LGBTQ community, and if supplier diversity	Fleishman-Hillard Inc.	St. Louis	МО	•	•	•	•	•	•	•	•	•		100	100	
program is in place, must include 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 not responded to repeated invitations	Food Lion	Salisbury	NC	•	•	٠	•	•	•	•	•	•		100	100	
to the CEI survey. These ratings are based on publicly available information	Foot Locker Inc.	New York	NY	۵	۵									20	10	363
as well as information submitted to 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 CEI Rating	2019 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	20 CE 30	CE 20	Ē
1a Prohibits discrimination based 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 based on gender identity for 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 and soft benefits (10 points)	Gannett Co. Inc.	McLean	VA	•	•	•	•	•	٠	•	•	•		100	100	716
2b Equivalency in same- and different- sex domestic partner medical	Gap Inc.	San Francisco	CA	٠	•	٠	•	•	٠	•	•	•		100	100	181
and soft benefits (10 points / 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 medically necessary care (10 points	GE Appliances	Louisville	KY	•	•	•	•	•	٠	•	•	•		100	100	
/ half credit for inclusive coverage, but blanket exclusions for transition-	Genentech Inc.	South San Francisco	CA	•	•	•	•	•	٠	•	•	•		100	100	
related care remain in place) 3a Three LGBTQ internal training and	General Dynamics Corp.	Falls Church	VA	•	•	•			٠	•				60	75	99
education best practices (10 points) 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 or engagement to broader LGBTQ	General Motors Co.	Detroit	МІ	٠	٠	٠		•	٠	•	•	٠		90	90	10
community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)	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 the Fortune 500 companies that have not responded to repeated invitations	GIANT Food Stores LLC	Carlisle	PA	•	•	•	•	•	•	•	•	•		100	100	
to the CEI survey. These ratings are 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 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 CEI Rating	2019 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	20; CE	CE 50	Б
1a Prohibits discrimination based 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	
1b Prohibits discrimination 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 and soft benefits (10 points)	Graybar Electric Company Inc.	St. Louis	МО	•	۵									20	20	426
2b Equivalency in same- and different- sex domestic partner medical	Great River Energy	Maple Grove	MN	•	•	•	•	•		•	•	•		90	85	
and soft benefits (10 points / 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 medically necessary care (10 points	Groupon Inc.	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	756
/ half credit for inclusive coverage, 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 council (10 points)	H&R Block Inc.	Kansas City	МО	•	•	•	•	•	•	•	•	•		100	85	726
3c Three distinct efforts of outreach or engagement to broader LGBTQ	Hachette Book Group	New York	NY	٩	٩	•								30	40	
community, and if supplier diversity program is in place, must include	Hain Celestial Group Inc., The	Lake Success	NY	•	•	•		•	•	•	٩	•		80	80	760
LGBTQ suppliers (15 points) 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 the Fortune 500 companies that have not responded to repeated invitations	Hanover Insurance Group, The	Worcester	MA	•	•	•	•	•	•	•	•	•		100	100	514
to the CEI survey. These ratings are based on publicly available information	Harley-Davidson Inc.	Milwaukee	WI	•	•	•		•	•	•	•	•		90	90	488
as well as information submitted to 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 Foundation became aware of an app distributed in	Hasbro Inc.	Pawtucket	RI	•	•	•	•	•	•	•	•	•		100	85	513
Google's Play Store that supports the practice of so-called "conversion therapy." Sometimes known	Haven Behavioral Healthcare	Nashville	TN	•	•	•	•	•	•	•	•	•		100		
as "reparative therapy," so-called "conversion therapy" includes a range of dangerous and discredited practices that falsely claim to change	Hawaiian Airlines Inc.	Honolulu	н	•	•	•	•	•		•	•			85	85	794
a person's sexual orientation or gender identity or expression. Such practices have been rejected	Haynes and Boone LLP	Dallas	ТΧ	•	•	•	•	•	•	•	•	•		100	100	
by every mainstream medical and mental health organization for decades. Minors are especially vulnerable, and conversion therapy can lead to	HCA - Hospital Corporation of America	Nashville	TN	•	•	•		•	•		٩			70	70	63
depression, anxiety, drug use, homelessness, and 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		:			.	•••••	Crite	erion	••••••					Rating	
				15 points	15 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	-25 points	2020 CEI Rating	2019 CEI Rating	Fortune 1000
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	CE 20	C S	Ē
1a Prohibits discrimination based 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 based on gender identity for 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- sex domestic partner medical	Hess Corp.	New York	NY	٠	٠	٠	•	•	•	•		•		85	65	501
and soft benefits (10 points / 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 medically necessary care (10 points	Highmark Inc.	Pittsburgh	PA	•	•	•	•	•	•	•	•	•		100	100	
/ half credit for inclusive coverage, but blanket exclusions for transition-	Highmark West Virginia	Parkersburg	wv	•	٠	٠	•	•	•	•	•	•		100		
related care remain in place) 3a Three LGBTQ internal training and	Hilti Inc.	Planto	тх	•	•	•	•	•	•	•	•			90	65	
education best practices (10 points) 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 community, and if supplier diversity	Hiscox USA	New York	NY	•	٠	٠	•	•	•	•	•			95		
program is in place, must include 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 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 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 CEI Rating	2019 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	20: CE	CE 0.	Ē
1a Prohibits discrimination based 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 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 and soft benefits (10 points)	Hunton Andrews Kurth LLP	Washington	DC	•	•	٠	•	•	•	•	•			95	95	
2b Equivalency in same- and different- sex domestic partner medical	Huntsman Corp.	The Woodlands	ТΧ	•	٠	٠								40	45	282
and soft benefits (10 points / 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 medically necessary care (10 points	Hyatt Hotels Corp.	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	549
/ half credit for inclusive coverage, 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) 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 or engagement to broader LGBTQ	Ice Miller LLP	Indianapolis	IN	•	•	٠	•	•	•	•	•	•		100	100	
community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)	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 the Fortune 500 companies that have	Illumina	San Diego	CA	•	•	•	•	•	•	•	•	•		100		781
not responded to repeated invitations to the CEI survey. These ratings are based on publicly available information	Indeed Inc.	Austin	ТΧ	•	٠	•	•	٠	•	•	•	٠		100	100	
as well as information submitted to 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	

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				15 points	15 points	10 points	15 points	5 points	-25 points	2020 CEI Rating	2019 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	CE 20	CE 3	Ē
1a Prohibits discrimination based 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 based on gender identity for 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 and soft benefits (10 points)	Intrado	Omaha	NE	•	•	•	•	•	•	•		•		85	80	864
2b Equivalency in same- and different- sex domestic partner medical	Intuit Inc.	Mountain View	CA	•	٠	•	•	•	•	•	•	•		100	100	516
and soft benefits (10 points / half credit for parity across	Invesco Ltd.	Atlanta	GA	•	•	•	•		•	•	•			85	45	
2c Equal health coverage for transgender	Iron Mountain Inc.	Boston	MA	•	•	•	•	٠	٠	•	•	•		100	100	619
individuals without exclusion for medically necessary care (10 points	J. B. Hunt Transport Services Inc.	Lowell	AR	۲	۲				*					20	20	395
/ half credit for inclusive coverage, 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) 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 community, and if supplier diversity	Jackson Lewis PC	New York	NY	•	٠	•	•	•	•	•	•			95		
program is in place, must include 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 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 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	

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				15 points	15 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	-25 points	2020 CEI Rating	2019 CEI Rating	Fortune 1000
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2 a	2b	2c	3a	3b	3c	3d	4	20 CE	C 30	Ē
1a Prohibits discrimination based 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 based on gender identity for 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 and soft benefits (10 points)	Kenneth Cole Productions Inc.	New York	NY	•	•	•	•		•	•	•	•		90	90	
2b Equivalency in same- and different- sex domestic partner medical	Kering Americas Inc.	New York	NY	٠	•	•	•	•		•	•	•		90	85	
and soft benefits (10 points / 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 medically necessary care (10 points	Kilpatrick Townsend & Stockton LLP	Atlanta	GA	•	•	•	•	•	•	•	•	•		100	100	
/ half credit for inclusive coverage, 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) 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 community, and if supplier diversity	King & Spalding LLP	Atlanta	GA	٠	•	٠	•	•	•	•	•	•		100	100	
program is in place, must include 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 not responded to repeated invitations	Kohler Co.	Kohler	WI	•	•	•		•	•	•	•	•		90	90	
to the CEI survey. These ratings are based on publicly available information	Kohl's Corp.	Menomonee Falls	WI	•	•	•	•	•	•	•	•	•		100	80	157
as well as information submitted to 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					.		Crite	erion						Rating	
				15 points	15 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	-25 points	2020 CEI Rating	2019 CEI Rating	Fortune 1000
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2 c	3a	3b	3c	3d	4	200 CE 200	C 30	Ē
1a Prohibits discrimination based 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 based on gender identity for 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- sex domestic partner medical	Las Vegas Sands Corp.	Las Vegas	NV											ο	20	227
and soft benefits (10 points / 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, but blanket exclusions for transition-	LeClairRyan	Richmond	VA	٠	٠	٠	•	•	•	•	•			95	95	
related care remain in place) 3a Three LGBTQ internal training and	Legg Mason Inc.	Baltimore	MD	•	•	٠	•	•	•	•	•	•		100	100	750
education best practices (10 points) 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 or engagement to broader LGBTQ community, and if supplier diversity	Lennar Corp.	Miami	FL	۵	۵									20	20	230
program is in place, must include 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 the Fortune 500 companies that have not responded to repeated invitations	LexisNexis Legal & Professional	New York	NY	•	•	•	•	•	•	•	٩	•		95	80	
to the CEI survey. These ratings are based on publicly available information	Lexmark International Inc.	Lexington	КY	•	•	•	•	•	•	•	•	•		100	100	638
as well as information submitted to 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					.	••••••	Crite	erion						Rating	
				15 points	15 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	-25 points	2020 CEI Rating	2019 CEI Rating	Fortune 1000
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	CE 30	20 CE	Ē
1a Prohibits discrimination based 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 based on gender identity for 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 and soft benefits (10 points)	Loews Corp.	New York	NY	•	•	•					٩	•		55	55	217
2b Equivalency in same- and different- sex domestic partner medical	Lord, Abbett & Co. LLC	Jersey City	NJ	•	•	•	•		•	•	•			80		
and soft benefits (10 points / 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 medically necessary care (10 points	Lowe's Companies Inc.	Mooresville	NC	•	•	•	•	•	•	•	•	•		100	100	40
/ half credit for inclusive coverage, 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) 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 or engagement to broader LGBTQ	Macmillan Learning	New York	NY	•	•	•	•	•	•	•	•	•		100		
community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)	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 the Fortune 500 companies that have not responded to repeated invitations	Mallinckrodt LLC	Hazelwood	MO	•	•	•	•	•	•	•	•	•		100	100	
to the CEI survey. These ratings are based on publicly available information	Manatt, Phelps & Phillips LLP	Los Angeles	CA	•	•	٠	•	٠	•	•	•	•		100	100	
as well as information submitted to 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 CEI Rating	2019 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	CE 20	CE 20	£
1a Prohibits discrimination based on sexual orientation for all	Mastercard	Purchase	NY	•	•	•	•	•	•	•	•	•		100	100	236
operations (15 points)	Mathematica Policy Research	Princeton	IJ	•	•	•	•	•	•	•	•	•		100		
1b Prohibits discrimination based on gender identity for 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 and soft benefits (10 points)	McAfee LLC	Santa Clara	CA	٥	٩	•				●				35		853
2b Equivalency in same- and different- sex domestic partner medical	McCarter & English LLP	Newark	NJ	•	•	•		0	•	•	•			80	75	
and soft benefits (10 points / 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, but blanket exclusions for transition-	McGraw-Hill Global Education Holdings LLC	New York	NY	٠	•	•	•	•	•	•	٩	•		95	70	
related care remain in place) 3a Three LGBTQ internal training and	McGuireWoods LLP	Richmond	VA	•	•	•		•	•	•	•	•		95	80	
education best practices (10 points) 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 or engagement to broader LGBTQ community, and if supplier diversity	Medallia Inc.	San Francisco	CA	٠	•	•	•	•	•	•	•	•		100	100	
program is in place, must include 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 not responded to repeated invitations	Merck	Kenilworth	NJ	•	•	•	•	•	•	•	•	•		100	100	78
to the CEI survey. These ratings are based on publicly available information	Meredith Corp.	Des Moines	IA	٠	•	•	•	0	•	•	•			90		993
as well as information submitted to 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 on sexual orientation for all operations (15 points) Mohawk Industries Inc. Calhoun GA 3 3 0 315 1b Prohibits discrimination based on gender identity for all operations (15 points) Molina Healthcare Inc. Long Beach CA 0 0 0 275 2a Equivalency in same- and different-sex spousal medical and soft benefits (10 points) Mondelez International Inc. Deerfield IL 0 0 0 275 2b Equivalency in same- and different-sex spousal medical and soft benefits (10 points) Montgomery McCracken Walker & Rhoads LLP Philadelphia PA 0 0 0 00 100
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 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) 2c Equal health coverage for transgender 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, but blanket exclusions for transition-
related care remain in place) 3a Three LGBTQ internal training and Morris, Manning & Martin LLP Atlanta GA • • • • • • • • • • • • • • • • • •
education best practices (10 points) 3b Employee group or diversity
council (10 points) Motorola Solutions Inc. Chicago IL • • • • • • 100 100 443
3c Three distinct efforts of outreach or engagement to broader LGBTQ Mozilla Corporation Mountain View CA •
community, and if supplier diversity program is in place, must include 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

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Appendix B	Ratings and Criteria Breakdowns							Crite	erion						Rating	
				15 points	15 points	10 points	15 points	5 points	-25 points	2020 CEI Rating	2019 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	20: CE	CE 30	Ē
1a Prohibits discrimination based on sexual orientation for all	Nestlé USA Inc.	Arlington	VA	•	•	•	•	•	•	•	•	•		100	100	
operations (15 points)	Nestle Waters North America Inc.	Stamford	СТ	•	•	•	•	•	•	•	•	•		100	95	
1b Prohibits discrimination 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 and soft benefits (10 points)	New Relic Inc.	San Francisco	CA	•	•	•	•	•	•	•	•			95	95	
2b Equivalency in same- and different- sex domestic partner medical	New York Life Insurance Company	New York	NY	•	•	•	•	•	•	•	•	•		100	100	69
and soft benefits (10 points / 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 medically necessary care (10 points	Newmont Goldcorp Corporation	Greenwood Village	со	•		•	•	•	•	•	٩	•		75	90	385
/ half credit for inclusive coverage, but blanket exclusions for transition-	News Corp.	New York	NY	۵	۵									20	0	350
related care remain in place) 3a Three LGBTQ internal training and	NextEra Energy Inc.	Juno Beach	FL	٩	٩	•			•	•				50	50	167
education best practices (10 points) 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 or engagement to broader LGBTQ	Nielsen	New York City	NY	•	•	•	•	•	•	•	•	•		100	100	
community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)	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 the Fortune 500 companies that have not responded to repeated invitations	Nokia Inc.	Irving	ТΧ	•	•	•	•	•	•	•	•	•		95	100	
to the CEI survey. These ratings are based on publicly available information	Nomura Holding America Inc.	New York	NY	•	٠	•	•	•	•	•	•	•		100	95	
as well as information submitted to 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

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2019 CEI Rating

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80 313

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Fortune 1000

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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 CEI Rating	2019 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	CE 20	C S	Ē
1a Prohibits discrimination based 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	
1b Prohibits discrimination 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 and soft benefits (10 points)	Parexel International Corp.	Billerica	MA	•	•	•		•	•	•	•			80		846
2b Equivalency in same- and different- sex domestic partner medical	Pariveda Solutions Inc.	Dallas	ТΧ	•	•	•	•	•	•	•	•			95	50	
and soft benefits (10 points / 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 medically necessary care (10 points	Patagonia Inc.	Ventura	CA	•	•	•	•	•	•	•	•			95	30	
/ half credit for inclusive coverage, but blanket exclusions for transition-	Patterson Belknap Webb & Tyler LLP	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
3a Three LGBTQ internal training and	Patterson Companies (Patterson Dental Supply)	St. Paul	MN	•	•	•								40	40	490
education best practices (10 points) 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 or engagement to broader LGBTQ	PayPal Holdings Inc.	San Jose	CA	•	•	•	٠	•	٠	•	•	•		100	100	222
community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)	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 the Fortune 500 companies that have not responded to repeated invitations	Peloton Interactive Inc.	New York	NY	•	•	•	•	•	•	•	•	•		100		
to the CEI survey. These ratings are based on publicly available information	Penske Automotive Group Inc.	Bloomfield Hills	MI	٢	•									20	0	139
as well as information submitted to 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 CEI Rating	2019 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	CE 20	20 CE 30	R
1a Prohibits discrimination based on sexual orientation for all	Philips	Andover	MA	•	•	•	•	•	•	•	•			90	75	
operations (15 points)	Phillips 66	Houston	ТΧ	•	•	•	•	•	•	•	•			95	95	28
1b Prohibits discrimination based on gender identity for 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 and soft benefits (10 points)	Pinnacle West Capital	Phoenix	AZ	•	•	•		•		•	٩	•		70	70	654
2b Equivalency in same- and different- sex domestic partner medical	Pinterest Inc.	San Francisco	CA	•	•	•	•	•	•	•	•	•		100	100	
and soft benefits (10 points / 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 medically necessary care (10 points	Plains Exploration and Production Co.	Houston	ТΧ	٠	۵									20		489
/ half credit for inclusive coverage, 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 council (10 points)	Polaris Industries Inc.	Medina	MN	•	•									20		496
3c Three distinct efforts of outreach or engagement to broader LGBTQ	Polsinelli	Kansas City	мо	•	•	•	•	•	•	•	•	•		100	100	
community, and if supplier diversity program is in place, must include	PolyOne Corporation	Avon Lake	ОН	•	•	•	•	•	•	•	•	•		100	90	672
LGBTQ suppliers (15 points) 3d Contractor/supplier non-discrimination	Porter Wright Morris & Arthur LLP	Columbus	ОН	•	•	•		•	•	•	•	•		90		
standards and philanthropic giving guidelines (5 points)	Portland General Electric Co.	Portland	OR	•	•	•	•	•	•	•	•	•		100	100	953
	PPG Industries Inc.	Pittsburgh	PA	•	•	•		•	•	•	•	•		90	90	191
Ratings in Gray / Unofficial ratings of 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 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 CEI Rating	2019 CEI Rating	
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2 b	2c	3a	3b	3c	3d	4	20: CEI	201 CEI	
1a Prohibits discrimination based on sexual orientation for all	Publicis Media	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
operations (15 points)	Publicis Sapient	Boston	MA	•	•	•	•	•	•	•	•	•		100	100	
1b Prohibits discrimination based on gender identity for 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 and soft benefits (10 points)	PVH Corp.	New York	NY	•	•	•	•	•	•	•	•	•		100	100	3
2b Equivalency in same- and different- sex domestic partner medical	Quaintance-Weaver Management, LLC	Greensboro	NC	•	•	•	•	•	•	•	•	•		100	100	
and soft benefits (10 points / 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 medically necessary care (10 points	Quantcast Corp.	San Francisco	CA	•	•	•	•	•	•	•	•	•		100	100	
/ half credit for inclusive coverage, but blanket exclusions for transition-	Quarles & Brady LLP	Milwaukee	WI	•	•	•	•	•	•	•	•	•		100	100	
related care remain in place) 3a Three LGBTQ internal training and	Quest Diagnostics Inc.	Secaucus	NJ	•	•	•	•	•	•	•	•	•		100	100	3
education best practices (10 points) 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 or engagement to broader LGBTQ	Qurate Retail Group, Inc.	West Chester	PA	•	٠	٠	•	•	•	•	•	•		100		
community, and if supplier diversity program is in place, must include	R.R. Donnelley & Sons Co.	Chicago	IL	•	•	•	•	•	•	•	•	•		95	90	4
LGBTQ suppliers (15 points) 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 the Fortune 500 companies that have	Raymond James Financial Inc.	St. Petersburg	FL	•	•	•	•	•	•	•	•	•		100	90	4
not responded to repeated invitations to the CEI survey. These ratings are based on publicly available information	Raytheon Co.	Waltham	МА	•	٠	•		•	•	•	•	•		90	90	1
as well as information submitted to 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
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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 CEI Rating	19 I Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	CE 30	2019 CEI R	Ē
1a Prohibits discrimination based 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 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- sex domestic partner medical	Republic Services Inc.	Phoenix	AZ	•	•	•		•	•	•	•	•		85	85	296
and soft benefits (10 points / 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 medically necessary care (10 points	Reynolds American Inc.	Winston-Salem	NC	•	•	•	•	•	•	•	•	•		100	90	223
/ half credit for inclusive coverage, 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) 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 or engagement to broader LGBTQ	Robert W. Baird & Co. Incorporated	Milwaukee	WI	•	•	•	•	•	•	•	•	•		100	100	
community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)	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 the Fortune 500 companies that have not responded to repeated invitations	Rolls-Royce North America (USA) Holdings Co.	Reston	VA	•	•	•	•	•	•	•	•	•		100	100	
to the CEI survey. These ratings are based on publicly available information	Ropes & Gray LLP	Boston	MA	•	•	•	•	•	•	•	•	•		100	100	
as well as information submitted to 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 CEI Rating	2019 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	CE 20	CE 20	£
1a Prohibits discrimination based 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 based on gender identity for 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 and soft benefits (10 points)	Sanofi	Bridgewater	IJ	•	•	•	•	•	•	•	•	•		100	100	
2b Equivalency in same- and different- sex domestic partner medical	SAP America Inc.	Newtown Square	PA	•	٠	٠	•	•	•	•	•	•		100	100	
and soft benefits (10 points / 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 medically necessary care (10 points	Schiff Hardin LLP	Chicago	IL	•	•	٠	•	•	•	•	•	•		100	100	
/ half credit for inclusive coverage, but blanket exclusions for transition-	Schneider Electric	Andover	МА	•	٠	٠	•	•	•	•	•	•		100	100	
related care remain in place) 3a Three LGBTQ internal training and	Scholastic Corp.	New York	NY	•	•	•				•	٩	•		65	65	900
education best practices (10 points) 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 or engagement to broader LGBTQ	Seaboard Corp.	Merriam	KS											0	20	481
community, and if supplier diversity program is in place, must include	Seacoast National Bank	Stuart	FL	•	•	٠	•	•	•	•	•	•		100		
LGBTQ suppliers (15 points) 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 the Fortune 500 companies that have	Selective Insurance Group	Branchville	IJ	٩	٩	٠				•				40	35	833
not responded to repeated invitations to the CEI survey. These ratings are based on publicly available information	Sempra Energy	San Diego	CA	•	٠	•	•	•	•	•	•	•		100	100	271
as well as information submitted to 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					.		Crite	rion						Rating	
				15 points	15 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	-25 points	2020 CEI Rating	2019 CEI Rating	Fortune 1000
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2 c	3a	3b	3c	3d	4	CE 50	C 2	£
1a Prohibits discrimination based 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 based on gender identity for 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 and soft benefits (10 points)	SkyWest Inc.	St. George	UT	•	•	٠			•	•	٥			70	70	707
2b Equivalency in same- and different- sex domestic partner medical	Slalom	Seattle	WA	•	•	•	•	•	•	•	•	•		100	100	
and soft benefits (10 points / 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 medically necessary care (10 points	Snell & Wilmer	Phoenix	AZ	•	•	٠	•	•	•	•	•	•		100	100	
/ half credit for inclusive coverage, 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 council (10 points)	Software AG USA Inc.	Reston	VA	٩	٩	•				•				40	40	
3c Three distinct efforts of outreach or engagement to broader LGBTQ	Software House International	Somerset	NJ	٩	٩	٠								30	10	
community, and if supplier diversity 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 the Fortune 500 companies that have	Sony Interactive Entertainment LLC	San Mateo	CA	•	•	•	•	•	•	•	•	•		100	65	
not responded to repeated invitations to the CEI survey. These ratings are based on publicly available information	Sony Pictures Entertainment Inc.	Culver City	CA	•	•	٠	•	•	•	•	•	•		100	100	
as well as information submitted to 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 CEI Rating	2019 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	CE 20	20 CE	ß
1a Prohibits discrimination based 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 based on gender identity for 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 and soft benefits (10 points)	Steel Dynamics Inc.	Fort Wayne	IN	•	•	•			•			•		55	55	312
2b Equivalency in same- and different- sex domestic partner medical	Steelcase Inc.	Grand Rapids	МІ	•	•	•	•	•	•	•	•	•		100	95	728
and soft benefits (10 points / 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 medically necessary care (10 points	Stoel Rives LLP	Portland	OR	•	•	•	•	•	•	•	•	•		100	100	
/ half credit for inclusive coverage, but blanket exclusions for transition-	Stop & Shop	Quincy	МА	•	•	•	•	•	•	•	•	•		100		
related care remain in place) 3a Three LGBTQ internal training and	Stryker Corp.	Kalamazoo	MI	•	•	•	•	•	•	•	•	•		100	100	240
education best practices (10 points) 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 or engagement to broader LGBTQ community, and if supplier diversity	Sumitomo Mitsui Banking Corporation	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
program is in place, must include 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 the Fortune 500 companies that have not responded to repeated invitations	Synchrony	Stamford	СТ	•	•	•	•	•	•	•	•	•		100	100	173
to the CEI survey. These ratings are based on publicly available information	SYNNEX Corp.	Fremont	CA	•	•	•	•	•	•	•	•	•		95	95	169
as well as information submitted to 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 CEI Rating	2019 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	CE 30	CE 3	Fo
1a Prohibits discrimination based 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 based on gender identity for 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 and soft benefits (10 points)	Teva Pharmaceutical USA Inc.	North Wales	PA	•	•	•	•	•	•	•	•	•		100	95	
2b Equivalency in same- and different- sex domestic partner medical	Texas Instruments Inc.	Dallas	ТΧ	•	•	•	•	•	•	•	•	•		100	100	192
and soft benefits (10 points / 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 medically necessary care (10 points	The Bama Companies Inc.	Tulsa	ОК	•	٠	•	•	٠	•	•				80	95	
/ half credit for inclusive coverage, 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 council (10 points)	Thermo Fisher Scientific Inc.	Waltham	MA	•	•	•	•	•	•	•	•	•		100	100	144
3c Three distinct efforts of outreach or engagement to broader LGBTQ	Thompson & Knight LLP	Dallas	ТΧ	•	•	•		•	•	•	•		- - - - - - - -	85		
community, and if supplier diversity 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										- - - - - - - -	ο		392
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	Thrivent Financial	Minneapolis	MN	•	•	•	Ð	•		•	•			80	80	343
not responded to repeated invitations to the CEI survey. These ratings are based on publicly available information	ΤΙΑΑ	New York	NY	•	•	•	•	•	•	•	•	•	- - - - - - - -	100	100	84
as well as information submitted to HRC from unofficial LGBTQ employee	Tiffany & Co.	New York	NY	•	•	•	•	•	•	•	•	•		100	100	590
groups or individual employees.	TJX Companies Inc., The	Framingham	MA	•	•	•		•	•	•	•	•	- - - - - - - -	90	90	85
	T-Mobile USA Inc.	Bellevue	WA	•	•	•	•	•	•	•	•	•		100	100	
	Toll Brothers Inc.	Horsham	PA	•	•	•			•	•				60	20	480
	Toyota Motor North America Inc.	Plano	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	•	•	•	•	•	•	•	•	•	- - - - - - - -	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

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Appendix B	Ratings and Criteria Breakdowns							Crite	erion						Rating	
				15 points	15 points	10 points	15 points	5 points	-25 points	2020 CEI Rating	2019 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	C 2	CE 20	£
1a Prohibits discrimination based 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 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- sex domestic partner medical	Tufts Health Plan	Watertown	MA	٠	٠	•	•	•	•	•	•	•		100	100	
and soft benefits (10 points / 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 medically necessary care (10 points	Tyson Foods Inc.	Springdale	AR	•	•	•		•	•	•	•			85	90	80
/ half credit for inclusive coverage, but blanket exclusions for transition-	U.S. Bancorp	Minneapolis	MN	•	•	•	•	•	•	•	•	•		100	100	122
related care remain in place) 3a Three LGBTQ internal training and	U.S. Cellular	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	
education best practices (10 points) 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 or engagement to broader LGBTQ	UGI Corp.	King of Prussia	PA	٩	۵									20	20	457
community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)	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 the Fortune 500 companies that have not responded to repeated invitations	Union Pacific Corp.	Omaha	NE	•	•	•	•	•	•	•	•	•		95	80	141
to the CEI survey. These ratings are based on publicly available information	Unisys Corp.	Blue Bell	PA	•	٠	•	•	•	•					70	60	784
as well as information submitted to 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	

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				15 points	15 points	10 points	15 points	5 points	-25 points	2020 CEI Rating	2019 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	CE 30	20 CE 30	ß
1a Prohibits discrimination based 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 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 and soft benefits (10 points)	US Foods Inc.	Rosemont	IL	٩	٩	•								30	45	121
2b Equivalency in same- and different- sex domestic partner medical	USG Corp.	Chicago	IL	•	•	•								40	40	708
and soft benefits (10 points / 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 medically necessary care (10 points	Veritas Technologies LLC	Mountain View	CA	•	•			0		•	٩	•		60	60	
/ half credit for inclusive coverage, 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 council (10 points)	Vertex Pharmaceuticals Inc.	Boston	MA	•	•	•	•	•	•	•	•	•		100		831
3c Three distinct efforts of outreach or engagement to broader LGBTQ	VF Corp.	Greensboro	NC	•	•	•	•	•	•	•	•	•		100	100	242
community, and if supplier diversity program is in place, must include	Viacom Inc.	New York	NY	•	•	•	•	•	•	•	•	•		100	100	221
LGBTQ suppliers (15 points) 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 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 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 CEI Rating	2019 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	CE 5	C 2	Ŗ
1a Prohibits discrimination based 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 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 and soft benefits (10 points)	Warner Music Group	New York	NY	•	•	•	•	•	•	•	•	•		100		
2b Equivalency in same- and different- 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 medically necessary care (10 points	Wayfair	Boston	MA	•	•	٠	•	•		•	•	•		85		545
/ half credit for inclusive coverage, but blanket exclusions for transition-	WE Communications	Bellevue	WA	•	٠	•	•	•	•	•	٠	•		100	100	
related care remain in place) 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 council (10 points)	WellCare Health Plans Inc.	Tampa	FL	•	•	•	•	•	•	•	•	•		100	100	170
3c Three distinct efforts of outreach or engagement to broader LGBTQ	Wellmark Inc.	Des Moines	IA	•	•	•	•	•	•	•	•	•		100	100	
community, and if supplier diversity program is in place, must include	Wells Fargo & Co.	San Francisco	CA	•	•	•	•	•	•	•	•	•		100	100	26
LGBTQ suppliers (15 points) 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 to the CEI survey. These ratings are	Western Digital Corp.	San Jose	CA	•	•	•	•	•	•	•	•	•		100	100	158
based on publicly available information as well as information submitted to 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 CEI Rating	2019 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	CE 50	CE 3	Ē
1a Prohibits discrimination based 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 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- sex domestic partner medical	Winn-Dixie Stores Inc.	Jacksonville	FL	٩		•				•				30	35	363
and soft benefits (10 points / 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 medically necessary care (10 points	Womble Bond Dickinson (US) LLP	Winston-Salem	NC	٠	•	•	•	•	٠	•	•	•		100	100	
/ half credit for inclusive coverage, but blanket exclusions for transition-	Workday Inc.	Pleasanton	CA	•	•	•	•	•	•	•	•	•		100	100	925
related care remain in place) 3a Three LGBTQ internal training and	World Fuel Services	Miami	FL	•	۵									20	20	91
education best practices (10 points) 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 or engagement to broader LGBTQ community, and if supplier diversity	Wyndham Hotels & Resorts Inc.	Parsippany	NJ	•	•	•	•	•	•	•	•	•		100	100	
program is in place, must include 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 not responded to repeated invitations	Xylem Inc.	Rye Brook	NY	•	•	•	•	٠	•	•	•	•		100	75	547
to the CEI survey. These ratings are based on publicly available information	Yelp Inc.	San Francisco	CA	•	•	•	•	•	•	•	•	•		100	100	
as well as information submitted to 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	

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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 CEI Rating	2019 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	202 CEI	201 CEI	For
1a Prohibits discrimination based on sexual orientation for all	ADVERTISING AND MARKETING															
operations (15 points)	Digitas	Boston	MA	•	•	•	•	•	•	•	•	•		100	100	
1b Prohibits discrimination 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 and soft benefits (10 points)	Interpublic Group of Companies Inc.	New York	NY	•	•	•	•	•	•	•	•	•		100	100	359
2b Equivalency in same- and different- sex domestic partner medical	Leo Burnett Company Inc.	Chicago	IL	٠	•	٠	•	•	•	•	•	•		100	100	
and soft benefits (10 points / 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 medically necessary care (10 points	Nielsen	New York City	NY	•	•	•	•	•	•	•	•	•		100	100	
/ half credit for inclusive coverage, 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 or engagement to broader LGBTQ	Publicis Media	New York	NY	٠	٠	٠	•	•	٠	•	•	•		100	100	
community, and if supplier diversity 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 the Fortune 500 companies that have	WE Communications	Bellevue	WA	٠	•	٠	•	•	٠	•	•	•		100	100	
not responded to repeated invitations to the CEI survey. These ratings are based on publicly available information	Daniel J. Edelman Inc.	New York	NY	٠	٠	٠		•	•	•	•	•		90	90	
as well as information submitted to 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 CEI Rating	2019 CEI Rating	Fortune 1000				
Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	202 CEI	201 CEI	For
crimination based entation for all	Science Applications International Corp.	Reston	VA	٠	•	•	•	•	•	•	•	•		100	100	559
5 points)	Virgin Orbit	Long Beach	CA	٠	•	•	•	•	•	•	•			95	50	
crimination nder identity for s (15 points)	Huntington Ingalls Industries	Newport News	VA	•	•	•	•	•	•	•	٩	•		90	90	381
in same- and	Raytheon Co.	Waltham	MA	٠	•	٠		•	•	•	•	•		90	90	119
spousal medical efits (10 points)	Battelle Memorial Institute Inc.	Columbus	ОН	•	•	•		•		•	٩	•		75		
in same- and different- partner medical	General Dynamics Corp.	Falls Church	VA	٠	•	•			٠	٠				60	75	99
efits (10 points / r parity across	Honeywell International Inc.	Morris Plains	NJ	•	•	•			•	•				60	55	77
coverage for transgender	Textron Inc.	Providence	RI	•		•						•		30	30	
ithout exclusion for cessary care (10 points	AIRLINES															
for inclusive coverage, exclusions for transition-	American Airlines	Fort Worth	ТХ	•	•	•	•	•	•	•	•	•		100	100	71
remain in place) 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 oints)	Alaska Airlines	Seattle	WA	٠	•	•		•	٠	•	•	•		90	90	355
t efforts of outreach ent to broader LGBTQ	JetBlue Airways Corp.	Long Island City	NY	٠	٠	٠		•	•	•	•	•		90	90	402
nd if supplier diversity place, must include pliers (15 points)	Delta Air Lines Inc.	Atlanta	GA	•	•	•		•	•	•	•	•		85	85	75
upplier non-discrimination	Hawaiian Airlines Inc.	Honolulu	н	٠	•	•	•	•		•	•			85	85	794
d philanthropic ines (5 points)	SkyWest Inc.	St. George	UT	•	•	•			•	•	٩			70	70	707
Trou / Un official rational of	APPAREL, FASHION, TEXTILES, DEPT. STORES															
Gray / Unofficial ratings of 500 companies that have ed to repeated invitations	Adidas North America Inc.	Portland	OR	•	•	•	•	•	•	•	•	•		100	100	
rvey. These ratings are blicly available information	Levi Strauss & Co.	San Francisco	CA	•	•	•	•	•	•	•	•	•		100	100	530
ormation submitted to 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

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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 CEI Rating	2019 CEI Rating	Fortune 1000
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2 a	2b	2c	3a	3b	3c	3d	4	202 CEI	201 CEI	For
1a Prohibits discrimination based 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 based on gender identity for all operations (15 points)	L.L. Bean Inc.	Freeport	ME	•	•	•			•					50	40	
2a Equivalency in same- and	AUTOMOTIVE															
different-sex spousal medical and soft benefits (10 points)	Cooper Tire & Rubber Co.	Findlay	ОН	•	•	•	•	•	•	•	•	•		100	75	759
2b Equivalency in same- and different- sex domestic partner medical	Hyundai Motor America	Fountain Valley	CA	•	•	•	•	•	•	•	•	•		100	100	
and soft benefits (10 points / 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 medically necessary care (10 points	Toyota Motor North America Inc.	Plano	тх	•	•	•	•	•	•	•	•	•		100	100	
/ half credit for inclusive coverage, 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) 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 or engagement to broader LGBTQ	Lear Corp.	Southfield	МІ	•	•	•		•	•	•	•	•		90	90	148
community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)	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 the Fortune 500 companies that have not responded to repeated invitations	Asbury Automotive Group	Duluth	GA	۵	۵									20	20	434
to the CEI survey. These ratings are based on publicly available information	Autoliv Inc.	Auburn Hills	MI	•	۵									20	10	289
as well as information submitted to 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

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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 CEI Rating	2019 CEI Rating	Fortune 1000
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2 a	2b	2c	3a	3b	3c	3d	4	202 CEI	201 CEI	For
1a Prohibits discrimination based 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
1b Prohibits discrimination 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 and soft benefits (10 points)	BB&T Corp.	Winston-Salem	NC	•	•	•	•	•	•	•	•	•		100	90	250
2b Equivalency in same- and different- sex domestic partner medical	BBVA USA	Birmingham	AL	•	•	•	٠	•	•	•	•	•		100	100	686
and soft benefits (10 points / 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 medically necessary care (10 points	Bloomberg LP	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
/ half credit for inclusive coverage, 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) 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 or engagement to broader LGBTQ	Brown Advisory	Baltimore	MD	٠	•	٠	•	•	•	•	•	•		100		
community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)	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 the Fortune 500 companies that have	Charles Schwab & Co. Inc.	San Francisco	CA	•	•	•	•	•	•	•	•	•		100	100	330
not responded to repeated invitations to the CEI survey. These ratings are based on publicly available information	CIT Group Inc.	New York	NY	•	٠	٠	٠	•	•	•	•	•		100	95	658
as well as information submitted to 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	

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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 CEI Rating	2019 CEI Rating	Fortune 1000
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2 a	2 b	2c	3a	3b	3c	3d	4	202 CEI	201 CEI	For
1a Prohibits discrimination based 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 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 and soft benefits (10 points)	Federal Reserve Bank of Atlanta	Atlanta	GA	•	•	•	•	•	٠	•	•	•		100	95	
2b Equivalency in same- and different- sex domestic partner medical	Federal Reserve Bank of Boston	Boston	MA	•	•	•	٠	•	٠	•	•	•		100	100	
and soft benefits (10 points / 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 medically necessary care (10 points	Federal Reserve Bank of Minneapolis	Minneapolis	MN	•	•	•	•	•	٠	•	•	•		100	100	
/ half credit for inclusive coverage, 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) 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 or engagement to broader LGBTQ	Federal Reserve Bank of St Louis	Saint Louis	МО	•	•	•	•	•	•	•	•	•		100	100	
community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)	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 the Fortune 500 companies that have not responded to repeated invitations	Franklin Templeton Investments	San Mateo	CA	•	•	•	•	•	•	•	•	•		100	100	441
to the CEI survey. These ratings are based on publicly available information	Global Payments Inc.	Atlanta	GA	•	•	•	٠	•	٠	•	•	•		100	85	605
as well as information submitted to 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 CEI Rating	2019 CEI Rating	Fortune 1000
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2 b	2c	3a	3b	3c	3d	4	202 CEI	201 CEI	For
1a Prohibits discrimination based 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 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 and soft benefits (10 points)	Mastercard	Purchase	NY	•	•	•	•	•	•	•	•	•		100	100	236
2b Equivalency in same- and different- sex domestic partner medical	Mesirow Financial Holdings Inc.	Chicago	IL	•	•	٠	•	•	•	•	•	•		100	100	
and soft benefits (10 points / half credit for parity across	Moody's Corp.	New York	NY	•	•	•	•	•	•	•	•	•		100	100	585
some, but not all benefits) 2c Equal health coverage for transgender	Morgan Stanley	New York	NY	•	٠	٠	•	•	٠	•	•	•		100	100	67
individuals without exclusion for medically necessary care (10 points	Morningstar Inc.	Chicago	IL	٠	•	•	•	•	•	•	•	•		100	100	
/ half credit for inclusive coverage, 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 council (10 points)	Northern Trust Corp.	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	486
3c Three distinct efforts of outreach or engagement to broader LGBTQ	Northwestern Mutual Life Insurance	Milwaukee	WI	•	•	•	•	•	•	•	•	•		100	100	104
community, and if supplier diversity program is in place, must include	OppenheimerFunds Inc.	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
LGBTQ suppliers (15 points) 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 the Fortune 500 companies that have	Raymond James Financial Inc.	St. Petersburg	FL	•	•	•	•	•	•	•	•	•		100	90	431
not responded to repeated invitations to the CEI survey. These ratings are	RBC Capital Markets LLC	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
based on publicly available information as well as information submitted to 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 CEI Rating	2019 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	202 CEI	CEI 3	For
1a Prohibits discrimination based 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 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- sex domestic partner medical	TD Securities (USA) LLC	New York	NY	٠	٠	•	•	٠	٠	•	•	•		100	100	
and soft benefits (10 points / half credit for parity across	TIAA	New York	NY	•	٠	•	•	•	٠	•	•	•		100	100	84
some, but not all benefits) 2c Equal health coverage for transgender	TPG Global LLC	Fort Worth	тх	•	٠	•	•	•	٠	•	•	٠		100	100	
individuals without exclusion for medically necessary care (10 points	TransUnion	Chicago	IL	•	٠	•	•	•	٠	•	•	•		100	100	973
/ half credit for inclusive coverage, but blanket exclusions for transition-	U.S. Bancorp	Minneapolis	MN	•	٠	•	•	•	٠	•	•	٠		100	100	122
related care remain in place) 3a Three LGBTQ internal training and	UBS AG	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
education best practices (10 points) 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 or engagement to broader LGBTQ	Visa	San Francisco	CA	•	•	•	•	•	•	•	•	•		100	100	161
community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)	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 the Fortune 500 companies that have	William Blair & Company LLC	Chicago	IL	•	•	•	•	•	٠	•	•	•		95		
not responded to repeated invitations to the CEI survey. These ratings are based on publicly available information	Ameriprise Financial Inc.	Minneapolis	MN	•	•	•		•	•	•	•	٠		90	90	252
as well as information submitted to 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 CEI Rating	2019 CEI Rating	Fortune 1000
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2 a	2b	2c	3a	3b	3c	3d	4	202 CEI	CEI CEI	For
1a Prohibits discrimination based 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 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 and soft benefits (10 points)	CIBC Bank USA	New York	NY	•	•		•		•	•				60	65	
2b Equivalency in same- and different- sex domestic partner medical	Loews Corp.	New York	NY	•	•	•					۵	٠		55	55	217
and soft benefits (10 points / 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 medically necessary care (10 points	Fidelity National Financial Corp.	Jacksonville	FL	۵	۲									20	20	302
/ half credit for inclusive coverage, but blanket exclusions for transition-	Intercontinental Exchange	Atlanta	GA		۵									20	0	477
related care remain in place) 3a Three LGBTQ internal training and	INTL FCStone Inc.	New York	NY	۵	۵									20	10	103
education best practices (10 points) 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 or engagement to broader LGBTQ community, and if supplier diversity	Leucadia National Corporation	New York	NY											0	0	241
program is in place, must include 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 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 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

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)

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 CEI Rating	2019 CEI Rating	Fortune 1000					
Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	202 CEI	201 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 1 1 1 1 1 1	80	75	451	
Agilent Technologies Inc.	Santa Clara	CA	•	•	•	•	•	•			•		75	85	558	
Ashland Inc.	Covington	KY	•	•	•							a 1 1 1 1 1 1	40	40	705	
Huntsman Corp.	The Woodlands	тх	•	•	•								40	45	282	
Westlake Chemical	Houston	ТХ	۵	۵								a 1 1 1 1 1 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 CEI Rating	2019 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	CEI CEI	20. CEI 20.	For
1a Prohibits discrimination based 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 based on gender identity for 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 and soft benefits (10 points)	GlassBridge Enterprises, Inc.	Oakdale	MN	٠	•									30	30	923
2b Equivalency in same- and different- sex domestic partner medical	COMPUTER HARDWARE AND OFFICE EQUIPMENT															
and soft benefits (10 points / 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, but blanket exclusions for transition-	HP Inc.	Palo Alto	CA	•	٠	•	•	•	•	•	•	•		100	90	58
related care remain in place) 3a Three LGBTQ internal training and	Ingram Micro	Irvine	CA	•	•	•	•	•	•	•	•	•		100	90	64
education best practices (10 points) 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 or engagement to broader LGBTQ community, and if supplier diversity	Xerox Corp.	Norwalk	СТ	•	٠	•	•	•	•	•	•	•		100	100	291
program is in place, must include 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 the Fortune 500 companies that have not responded to repeated invitations	Anixter International Inc.	Glenview	IL	٩	۵									20	20	357
to the CEI survey. These ratings are based on publicly available information	COMPUTER SOFTWARE															
as well as information submitted to 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 CEI Rating	19 Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1 a	1b	2a	2b	2c	3a	3b	3c	3d	4	203 CEI	2013 CEI	For
1a Prohibits discrimination based 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 based on gender identity for	Salesforce	San Francisco	CA	•	•	•	•	•	•	•	•	•	a 1 1 1 1 1 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- sex domestic partner medical	VERMEG SARL	New York	NY	٠	٠	٠	٠	•	٠	•	•	•		100	100	
and soft benefits (10 points / half credit for parity across	VMware Inc.	Palo Alto	CA	٠	٠	٠	•	•	٠	•	•	•		100	100	
some, but not all benefits) 2c Equal health coverage for transgender	Workday Inc.	Pleasanton	CA	٠	٠	٠	•	•	٠	•	•	٠		100	100	925
individuals without exclusion for medically necessary care (10 points	Zendesk Inc	San Francisco	CA	٠	٠	٠	•	•	٠	•	•	•		100		
/ half credit for inclusive coverage, but blanket exclusions for transition-	Mozilla Corporation	Mountain View	CA	٠	٠	٠	•	•	٠	•	•			95	95	
related care remain in place) 3a Three LGBTQ internal training and	New Relic Inc.	San Francisco	CA	٠	٠	٠	•	•	٠	•	•			95	95	
education best practices (10 points) 3b Employee group or diversity	PROS	Houston	тх	•	•	•	•	•	•	•	•			95	75	
council (10 points)	AthenaHealth Inc.	Watertown	MA	•	•	•	•	•	•	•	•		a 1 1 1 1 1 1	90	100	
3c Three distinct efforts of outreach or engagement to broader LGBTQ	PTC Inc	Boston	MA	•	•	٠		•	•	•	•	•		90		
community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)	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 the Fortune 500 companies that have not responded to repeated invitations	Veritas Technologies LLC	Mountain View	CA	•	•			•		•	٩	•		60	60	
to the CEI survey. These ratings are based on publicly available information	BMC Software Inc.	Houston	тх	•	•	٠						٠		45	45	915
as well as information submitted to 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

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Appendix C	Ratings by Industry, Descending Score							Crite	erion						Rating	
				15 points	15 points	10 points	15 points	5 points	-25 points	2020 CEI Rating	2019 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	CEI CEI	CEI 3	For
1a Prohibits discrimination based 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 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- sex domestic partner medical	Capital Area Services Company, LLC (CASCI)	Charleston	wv	٠	٠	•	•	•	•	•	•	•		100	90	
and soft benefits (10 points / half credit for parity across	Capital Markets Company NV, The	New York	NY	•	•	٠	٠	•	•	•	•	•		100	100	
some, but not all benefits) 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, 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) 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 or engagement to broader LGBTQ community, and if supplier diversity	Grant Thornton LLP	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	
program is in place, must include 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 not responded to repeated invitations	Iron Mountain Inc.	Boston	MA	•	•	•	•	•	•	•	•	•		100	100	619
to the CEI survey. These ratings are based on publicly available information	Kelly Services Inc.	Тгоу	МІ	•	•	•	•	•	•	•	•	•		100	100	503
as well as information submitted to 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 CEI Rating	2019 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	203 CEI	CEI 3	For
1a Prohibits discrimination based on sexual orientation for all	Slalom	Seattle	WA	•	•	•	•	•	•	•	•	•		100	100	
operations (15 points)	Thomson Reuters	Stamford	СТ	•	•	•	•	•	•	•	•	•		100	100	
1b Prohibits discrimination 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 and soft benefits (10 points)	Pariveda Solutions Inc.	Dallas	тх	•	•	•	•	•	٠	•	•			95	50	
2b Equivalency in same- and different- sex domestic partner medical	Softchoice Corp.	Toronto	ON	•	٠	•	٠	•	٠	•	٩	•		95	80	
and soft benefits (10 points / half credit for parity across	West Monroe Partners LLC	Chicago	IL	•	•	•	•	•	٠	•	•			95	75	
some, but not all benefits) 2c Equal health coverage for transgender	Convergys Corp.	Cincinnati	он	•	٠	٠	•	•	•	•	٩	•		90	90	772
individuals without exclusion for medically necessary care (10 points	Hitachi Consulting Corp.	Dallas	тх	•	•	•	•	•		•	•	•		90	90	
/ half credit for inclusive coverage, 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 or engagement to broader LGBTQ	Unisys Corp.	Blue Bell	PA	•	•	•	•	•	•					70	60	784
community, and if supplier diversity program is in place, must include	ABM Industries Inc.	New York	NY	٩	٢									20	10	498
LGBTQ suppliers (15 points) 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 the Fortune 500 companies that have	EDUCATION AND CHILD CARE					ì			İ							
not responded to repeated invitations to the CEI survey. These ratings are based on publicly available information	Macmillan Learning	New York	NY	•	•	•	•	•	•	•	•	•		100		
as well as information submitted to 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 CEI Rating	19 Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	202 CEI	2019 CEI	For
1a Prohibits discrimination based 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 based on gender identity for 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 and soft benefits (10 points)	PG&E Corp.	San Francisco	CA	•	•	•	•	•	•	•	•	•		100	100	168
2b Equivalency in same- and different- sex domestic partner medical	Portland General Electric Co.	Portland	OR	•	•	•	•	•	•	•	٠	٠		100	100	953
and soft benefits (10 points / 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 medically necessary care (10 points	Schneider Electric	Andover	MA	•	•	•	•	•	•	•	•	•		100	100	
/ half credit for inclusive coverage, but blanket exclusions for transition-	Southern Co.	Atlanta	GA	•	•	•	•	•	•	•	•	٠		100	100	126
related care remain in place) 3a Three LGBTQ internal training and	Xcel Energy Inc.	Minneapolis	MN	•	•	•	•	•	•	•	•	•		100	100	266
education best practices (10 points) 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 or engagement to broader LGBTQ community, and if supplier diversity	ONEOK Inc.	Tulsa	ок	•	•	•	•	•	•	•	•			95	95	249
program is in place, must include 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 the Fortune 500 companies that have not responded to repeated invitations	AES Corp., The	Arlington	VA	٠	٠	•		•	•	•	•			85	0	214
to the CEI survey. These ratings are based on publicly available information	Entergy Corp.	New Orleans	LA	٠	٠	•		•	٠	•	•			85	85	274
as well as information submitted to 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 CEI Rating	2019 CEI Rating	Fortune 1000
Employer	Headquarters Location	State	1a	1b	2a	2 b	2c	<mark>3a</mark>	3b	3c	3d	4	202 CEI	201 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	•	•	•	•	•	•	•	•		* * * *	95		
Arup USA Inc	New York	NY	٠	•	•		•	•	•	•	•		90	90	
tilti Inc.	Planto	ТХ	•	•	•	•		•	•	•		* * * *	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 CEI Rating	2019 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	202 CEI	201 CEI	For
1a Prohibits discrimination based 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 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 and soft benefits (10 points)	ENTERTAINMENT AND ELECTRONIC MEDIA															
2b Equivalency in same- and different- sex domestic partner medical	Activision Blizzard	Santa Monica	CA	•	•	•	•	•	٠	•	•	•		100	100	401
and soft benefits (10 points / 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 medically necessary care (10 points	Buzzfeed	New York	NY	•	•	•	•	•	٠	•	•	•		100	100	
/ half credit for inclusive coverage, but blanket exclusions for transition-	CBS Corp.	New York	NY	•	•	•	•	•	٠	•	•	•		100	100	197
related care remain in place) 3a Three LGBTQ internal training and	Comcast NBCUniversal	Philadelphia	PA	•	•	•	•	•	٠	•	•	•		100	90	33
education best practices (10 points) 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 or engagement to broader LGBTQ community, and if supplier diversity	Lions Gate Entertainment Corp.	Santa Monica	CA	٠	٠	•	•	•	٠	•	•	•		100	100	
program is in place, must include 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 the Fortune 500 companies that have not responded to repeated invitations	Sony Interactive Entertainment LLC	San Mateo	CA	•	•	•	•	•	•	•	•	•	a 1 1 1 1 1 1	100	65	
to the CEI survey. These ratings are based on publicly available information	Sony Pictures Entertainment Inc.	Culver City	CA	•	•	•	•	•	•	•	•	•		100	100	
as well as information submitted to 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 CEI Rating	2019 CEI Rating	Fortune 1000
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2 b	2c	3a	3b	3c	3d	4	202 CEI	201 CEI	For
1a Prohibits discrimination based 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 based on gender identity for 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- sex domestic partner medical	Barilla America Inc.	Northbrook	IL	•	٠	•	•	•	•	•	•	•		100	100	
and soft benefits (10 points / 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 medically necessary care (10 points	Cargill Inc.	Wayzata	MN	•	•	•	•	•	•	•	•	•		100	100	
/ half credit for inclusive coverage, 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) 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 or engagement to broader LGBTQ	Dunkin' Brands Group Inc.	Canton	МА	٠	٠	٠	٠	•	٠	•	•	•		100	100	
community, and if supplier diversity program is in place, must include	E&J Gallo Winery	Modesto	CA	•	•	٠	•	•	٠	•	•	•		100	100	
LGBTQ suppliers (15 points) 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	•	•	•	- 	100	100	182
	GIANT Food Stores LLC	Carlisle	PA	•	•	•	•	•	•	•	•	•		100	100	
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	Giant of Maryland LLC	Landover	MD	•	•	•	•	•	•	•	•	•	2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	100	100	
not responded to repeated invitations to the CEI survey. These ratings are based on publicly available information	Hannaford Supermarkets	Scarborough	ME	•	٠	•	٠	•	•	•	•	•		100	100	
as well as information submitted to 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 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 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 CEI Rating	2019 CEI Rating	Fortune 1000
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2 a	2b	2c	3a	3b	3c	3d	4	202 CEI	201 CEI	For
1a Prohibits discrimination based on sexual orientation for all	PepsiCo Inc.	Purchase	NY	•	•	•	•	•	•	•	•	•		100	100	45
operations (15 points)	Restaurant Brands International	Miami	FL	•	•	•	•	•	•	•	•	•		100		
1b Prohibits discrimination 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 and soft benefits (10 points)	Sodexo Inc.	Gaithersburg	MD	•	•	•	•	•	•	•	•	•		100	100	
2b Equivalency in same- and different- sex domestic partner medical	Stop & Shop	Quincy	MA	•	٠	•	٠	•	•	•	•	•		100		
and soft benefits (10 points / 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 medically necessary care (10 points	C&S Wholesale Grocers Inc.	Keene	NH	•	•	•	•		•	•	•	•		90	80	
/ half credit for inclusive coverage, 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 council (10 points)	Land O'Lakes Inc.	Arden Hills	MN	•	•	•		•	•	•	•	•		90	90	216
3c Three distinct efforts of outreach or engagement to broader LGBTQ	Mars Inc.	Mt. Olive	NJ	•	•	٠	٠	•		•	•	•		90	90	
community, and if supplier diversity program is in place, must include	McCormick & Company Inc.	Hunt Valley	MD	•	•	•		•	•	•	•	•		90	90	539
LGBTQ suppliers (15 points) 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 the Fortune 500 companies that have	Tyson Foods Inc.	Springdale	AR	•	•	•		•	•	•	•			85	90	80
not responded to repeated invitations to the CEI survey. These ratings are based on publicly available information	Compass Group USA Inc.	Charlotte	NC	•	٠	٠			•	•	•	•		80	80	
as well as information submitted to 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 CEI Rating	2019 CEI Rating	Fortune 1000
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2 a	2b	2c	3a	3b	3c	3d	4	202 CEI	201 CEI	For
1a Prohibits discrimination based 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 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- sex domestic partner medical	Dole Food Co. Inc.	Westlake Village	CA	٩	٩	•								30	0	372
and soft benefits (10 points / 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, 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) 3b Employee group or diversity	Performance Food Group Co.	Richmond	VA	•	۲									20	20	171
council (10 points) 3c Three distinct efforts of outreach	TreeHouse Foods Inc.	Oak Brook	IL	•	۵									20	20	446
or engagement to broader LGBTQ community, and if supplier diversity	United Natural Foods Inc.	Providence	RI	•	۵									20	20	319
program is in place, must include LGBTQ suppliers (15 points)	Publix Super Markets Inc.	Lakeland	FL											0	0	88
3d Contractor/supplier non-discrimination 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 not responded to repeated invitations	International Paper Co.	Memphis	TN	٥		•				•				30	20	124
to the CEI survey. These ratings are based on publicly available information	Veritiv	Atlanta	GA	9	۲									20	20	346
as well as information submitted to 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

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Appendix C	Ratings by Industry, Descending Score							Crite	erion						Rating	
				15 points	15 points	10 points	15 points	5 points	-25 points	2020 CEI Rating	2019 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	202 CEI	CEI CEI	For
1a Prohibits discrimination based 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 based on gender identity for 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- sex domestic partner medical	Highmark West Virginia	Parkersburg	wv	٠	٠	•	•	•	•	•	•	•		100		
and soft benefits (10 points / 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, but blanket exclusions for transition-	Nestlé Health Science	Bridgewater	NJ	٠	•	•	•	•	•	•	•	•		100	80	
related care remain in place) 3a Three LGBTQ internal training and	Quest Diagnostics Inc.	Secaucus	NJ	•	•	•	•	•	•	•	•	•		100	100	367
education best practices (10 points) 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 or engagement to broader LGBTQ	UPMC Health Plan	Pittsburgh	PA	٠	٠	٠	•	•	•	•	•	•		100	100	
community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)	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 the Fortune 500 companies that have not responded to repeated invitations	Abbott Laboratories	Abbott Park	IL	•	•	•	●	•	•	•	•			90	90	111
to the CEI survey. These ratings are based on publicly available information	Alcon Inc	Fort Worth	тх	٠	٠	٠	•	•		•	•	•		90		
as well as information submitted to 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 CEI Rating	2019 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	6 2	8 5	ß
1a Prohibits discrimination based 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
1b Prohibits discrimination 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 (10 points)	Haven Behavioral Healthcare	Nashville	TN	•	•	•	•	•	•	•	•	•		100		
2b Equivalency in same- and different- 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 medically necessary care (10 points	Advanced Micro Devices Inc.	Santa Clara	CA	•	•	•	•	•	•	•	•	•		100	100	506
/ half credit for inclusive coverage, 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 council (10 points)	Eastman Kodak Co.	Rochester	NY	•	•	•	•	•	•	•	•	•		100	100	966
3c Three distinct efforts of outreach or engagement to broader LGBTQ	Intel Corp.	Santa Clara	CA	•	•	•	•	•	•	•	•	•		100	100	46
community, and if supplier diversity 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 the Fortune 500 companies that have	Vivint Smart Home Inc.	Provo	UT	•	٠	•		٠	•	•	•			85		
not responded to repeated invitations to the CEI survey. These ratings are based on publicly available information	KLA-Tencor Corp.	Milpitas	CA	٩	٩	•								30	20	667
as well as information submitted to 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	

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Appendix C	Ratings by Industry, Descending Score							Crite	erion						Rating	
				15 points	15 points	10 points	15 points	5 points	-25 points	2020 CEI Rating	2019 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	202 CEI	CEI 3	For
1a Prohibits discrimination based 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 based on gender identity for 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 and soft benefits (10 points)	HILTON	McLean	VA	•	•	•	•	•	٠	•	•	•		100	100	324
2b Equivalency in same- and different- sex domestic partner medical	Hyatt Hotels Corp.	Chicago	IL	•	٠	٠	•	•	٠	•	•	•		100	100	549
and soft benefits (10 points / 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 medically necessary care (10 points	Marriott International Inc.	Bethesda	MD	•	•	•	•	•	٠	•	•	•		100	100	127
/ half credit for inclusive coverage, but blanket exclusions for transition-	MGM Resorts International	Las Vegas	NV	•	٠	٠	•	•	٠	•	•	•		100	100	280
related care remain in place) 3a Three LGBTQ internal training and	Quaintance-Weaver Management, LLC	Greensboro	NC	•	•	•	•	•	٠	•	•	•		100	100	
education best practices (10 points) 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 or engagement to broader LGBTQ	Wynn Resorts Ltd.	Las Vegas	NV	•	•	•		•	•	•	•	•		90	90	447
community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)	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 the Fortune 500 companies that have not responded to repeated invitations	INSURANCE															
to the CEI survey. These ratings are based on publicly available information	AIG	New York	NY	•	•	•	•	•	•	•	•	•		100	100	60
as well as information submitted to HRC from unofficial LGBTQ employee	Allianz Life Insurance Co. of North America	Minneapolis	MN	•	•	•	•	•	•	•	•	•	a 1 1 1 1 1 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	

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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 CEI Rating	2019 CEI Rating	Fortune 1000
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	<mark>3a</mark>	3b	3c	3d	4	202 CEI	201 CEI	For
1a Prohibits discrimination based on sexual orientation for all	BlueCross BlueShield of Tennessee	Chattanooga	TN	•	•	•	•	•	•	•	•	•		100	100	
operations (15 points)	Cambia Health Solutions Inc.	Portland	OR	•	•	•	•	•	•	•	•	•		100	100	
1b Prohibits discrimination 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 and soft benefits (10 points)	CNA Financial Corporation	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	
2b Equivalency in same- and different- sex domestic partner medical	CSAA Insurance Group	Walnut Creek	CA	•	•	•	•	•	•	•	•	•		100	100	
and soft benefits (10 points / 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 medically necessary care (10 points	Genworth Financial Inc.	Richmond	VA	•	•	•	•	•	•	•	•	•		100	100	348
/ half credit for inclusive coverage, 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) 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 or engagement to broader LGBTQ	Horizon Blue Cross Blue Shield of New Jersey	Newark	NJ	•	•	•	•	•	•	•	•	•		100	100	
community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)	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 the Fortune 500 companies that have not responded to repeated invitations	Nationwide	Columbus	ОН	•	•	•	•	•	•	•	•	•		100	100	66
to the CEI survey. These ratings are based on publicly available information	New York Life Insurance Company	New York	NY	•	•	•	٠	•	•	•	•	•		100	100	69
as well as information submitted to 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 CEI Rating	2019 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	202 CEI	201 CEI	For
1a Prohibits discrimination based on sexual orientation for all	Hiscox USA	New York	NY	•	•	•	•	•	•	•	•			95		
operations (15 points)	Oscar Insurance Corporation	New York	NY	•	•	•	•	•	•	•	•			95	95	
1b Prohibits discrimination 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 and soft benefits (10 points)	Mutual of Omaha Insurance	Omaha	NE	•	•	•		•	٠	•	•	•		90	90	337
2b Equivalency in same- and different- sex domestic partner medical	Zurich North America	Schaumburg	IL	•	•	•	•	•	٠	•	٠			90	80	
and soft benefits (10 points / half credit for parity across	Blue Cross Blue Shield of Michigan	Detroit	МІ	•	•	•		•	•	•	•			85	85	
2c Equal health coverage for transgender	Encova Insurance	Columbus	ОН	•	٠	•			•	•	٠	٠		80		
individuals without exclusion for medically necessary care (10 points	Progressive Corp., The	Mayfield Village	ОН	•	•	•		0	•	•	•			80	80	112
/ half credit for inclusive coverage, 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) 3b Employee group or diversity	Esurance Inc.	San Francisco	CA	•	•	٠			•	•	٩	٠		75	75	
council (10 points) 3c Three distinct efforts of outreach	Aflac Inc.	Columbus	GA	•	•	•		•	•	•				70	80	137
or engagement to broader LGBTQ community, and if supplier diversity	Blue Cross and Blue Shield of Louisiana	Baton Rouge	LA	•	•	٠			•	•	٩			70		
program is in place, must include 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 not responded to repeated invitations	American Financial Group	Cincinnati	ОН	•	۲									20	20	413
to the CEI survey. These ratings are based on publicly available information	AmTrust Financial Services	New York	NY	•	۵									20	20	469
as well as information submitted to 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 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 so-called "conversion therapy." Sometimes known as "reparative therapy." so-called "conversion	Auto-Owners Insurance Group	Lansing	MI											0	0	375
therapy" includes a range of dangerous and discredited practices that falsely claim to change	Berkshire Hathaway	Omaha	NE											0	0	3
a person's sexual orientation or gender identity or expression. Such practices have been rejected by every mainstream medical and mental health	Markel Corporation	Glen Allen	VA											0	0	464
organization for decades. Minors are especially vulnerable, and conversion therapy can lead to	Western & Southern Financial Group	Cincinnati	ОН											0	0	476
depression, anxiety, drug use, homelessness, and suicide. Pending remedial steps by the company 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	

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Appendix C	Ratings by Industry, Descending Score							Crite	erion						Rating	
				15 points	15 points	10 points	15 points	5 points	-25 points	2020 CEI Rating	2019 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	CEI CEI	201 CEI	For
1a Prohibits discrimination based 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 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 and soft benefits (10 points)	Instacart	San Francisco	CA	•	•	•	•	•		•	•			85	65	
2b Equivalency in same- and different- sex domestic partner medical	INTERNET SERVICES AND RETAILING															
and soft benefits (10 points / 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 individuals without exclusion for	Etsy Inc.	Brooklyn	NY	•	•	•	•	•	•	•	•	•		100		
medically necessary care (10 points / half credit for inclusive coverage, 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 education best practices (10 points)	Google Inc.	Mountainview	CA	•	•	•	•	•	•	•	•	•		100	100	22
3b Employee group or diversity council (10 points)	IAC/InterActiveCorp.	New York	NY	•	•	•	•	•	•	•	•	•		100		698
3c Three distinct efforts of outreach or engagement to broader LGBTQ	PayPal Holdings Inc.	San Jose	CA	•	•	•		•	•	•		•		100		222
community, and if supplier diversity 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 standards and philanthropic	TripAdvisor Inc.	Needham	MA									•		100	100	
giving guidelines (5 points)	•											•	*			
Ratings in Gray / Unofficial ratings of the Fortune 500 companies that have	Yelp Inc.	San Francisco	CA	•	•	•			•		•	•		100	100	
not responded to repeated invitations to the CEI survey. These ratings are	Snagajob.com Inc.	Glen Allen	VA	•	•	•	•	•	-	•	•	-		95	80	
based on publicly available information 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 8 9 8 8 8 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 CEI Rating	2019 CEI Rating	Fortune 1000
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2 b	2c	3a	3b	3c	3d	4	202 CEI	201 CEI	For
1a Prohibits discrimination based 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 based on gender identity for 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 and soft benefits (10 points)	Brown Rudnick LLP	Boston	MA	•	•	•	•	•	•	•	•	•		100	100	
2b Equivalency in same- and different- sex domestic partner medical	Bryan Cave Leighton Paisner LLP	St. Louis	МО	•	•	•	•	•	•	•	•	•		100	100	
and soft benefits (10 points / 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 medically necessary care (10 points	Cadwalader, Wickersham & Taft LLP	New York	NY	٠	•	٠	•	•	•	•	•	•		100	100	
/ half credit for inclusive coverage, 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) 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 or engagement to broader LGBTQ	Cooley LLP	Palo Alto	CA	٠	٠	٠	•	•	•	•	•	•		100	95	
community, and if supplier diversity program is in place, must include	Covington & Burling LLP	Washington	DC	•	•	٠	•	•	•	•	•	•		100	100	
LGBTQ suppliers (15 points) 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 the Fortune 500 companies that have not responded to repeated invitations	Day Pitney LLP	Parsippany	NJ	•	•	٠	•	•	•	•	•	•		100	100	
to the CEI survey. These ratings are based on publicly available information	Dechert LLP	Philadelphia	PA	•	٠	٠	•	•	•	•	•	•		100	100	
as well as information submitted to 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 CEI Rating	2019 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	202 CEI	201 CEI	For
1a Prohibits discrimination based 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 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 and soft benefits (10 points)	Fox Rothschild LLP	Philadelphia	PA	•	•	•	•	•	•	•	•	•		100	100	
2b Equivalency in same- and different- sex domestic partner medical	Fredrikson & Byron	Minneapolis	MN	•	•	٠	•	•	•	•	•	•		100	100	
and soft benefits (10 points / 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 medically necessary care (10 points	Galloway, Johnson, Tompkins, Burr & Smith PLC	New Orleans	LA	•	•	•	•	•	•	•	•	•		100	100	
/ half credit for inclusive coverage, but blanket exclusions for transition-	Gibson, Dunn & Crutcher LLP	Los Angeles	CA	٠	٠	٠	•	•	•	•	•	٠		100	85	
related care remain in place) 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 council (10 points)	Goulston & Storrs	Boston	MA	•	•	٠	•	•	•	•	•	•		100	90	
3c Three distinct efforts of outreach or engagement to broader LGBTQ	Greenberg Traurig LLP	New York	NY	٠	٠	٠	•	•	•	•	•	٠		100	90	
community, and if supplier diversity program is in place, must include	Haynes and Boone LLP	Dallas	ТΧ	•	•	٠	•	•	•	•	•	•		100	100	
LGBTQ suppliers (15 points) 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 the Fortune 500 companies that have	Holland & Knight LLP	Brandon	FL	•	•	٠	•	•	•	•	•	•		100	100	
not responded to repeated invitations to the CEI survey. These ratings are based on publicly available information	Husch Blackwell LLP	St. Louis	МО	٠	٠	٠	•	•	•	•	•	٠		100	100	
as well as information submitted to 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 CEI Rating	2019 CEI Rating	Fortune 1000
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2 b	2c	3a	3b	3c	3d	4	202 CEI	201 CEI	For
1a Prohibits discrimination based 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 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 and soft benefits (10 points)	Loeb & Loeb LLP	Los Angeles	CA	•	•	•	•	•	•	•	•	•		100	100	
2b Equivalency in same- and different- sex domestic partner medical	Lowenstein Sandler LLP	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
and soft benefits (10 points / 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 medically necessary care (10 points	McDermott Will & Emery LLP	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	
/ half credit for inclusive coverage, but blanket exclusions for transition-	Michael Best & Friedrich LLP	Milwaukee	WI	•	٠	٠	•	•	•	•	•	•		100	100	
related care remain in place) 3a Three LGBTQ internal training and	Mintz, Levin, Cohn, Ferris, Glovsky & Popeo PC	Boston	MA	•	•	•	•	•	•	•	•	•		100	100	
education best practices (10 points) 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 or engagement to broader LGBTQ	Morgan, Lewis & Bockius LLP	Philadelphia	PA	•	٠	٠	•	•	•	•	•	•		100	95	
community, and if supplier diversity 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 the Fortune 500 companies that have not responded to repeated invitations	Norton Rose Fulbright	Houston	тх	•	•	٠	•	•	•	•	•	•		100	100	
to the CEI survey. These ratings are based on publicly available information	Ogletree, Deakins, Nash, Smoak & Stewart	Greenville	sc	•	٠	٠	•	•	•	•	•	•		100	100	
as well as information submitted to 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 CEI Rating	2019 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	202 CEI	201 CEI	For
1a Prohibits discrimination based 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	
1b Prohibits discrimination 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 and soft benefits (10 points)	Saul Ewing Arnstein & Lehr LLP	Philadelphia	PA	•	•	•	•	•	•	•	•	•		100	100	
2b Equivalency in same- and different- sex domestic partner medical	Schiff Hardin LLP	Chicago	IL	•	•	٠	•	•	•	•	•	•		100	100	
and soft benefits (10 points / 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 medically necessary care (10 points	Shearman & Sterling LLP	New York	NY	•	•	•	•	•	•	•	•	•		100	100	
/ half credit for inclusive coverage, 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) 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 or engagement to broader LGBTQ	Skadden, Arps, Slate, Meagher & Flom LLP	New York	NY	•	٠	٠	•	•	•	•	•	•		100	100	
community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)	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 the Fortune 500 companies that have not responded to repeated invitations	Stoel Rives LLP	Portland	OR	•	•	•	•	•	•	•	•	•		100	100	
to the CEI survey. These ratings are based on publicly available information	Thompson Coburn LLP	St. Louis	МО	•	•	٠	•	•	•	•	•	•		100	100	
as well as information submitted to 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	

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				15 points	15 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	-25 points	2020 CEI Rating	2019 CEI Rating	Fortune 1000
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2 b	2c	3a	3b	3c	3d	4	202 CEI	201 CEI	For
1a Prohibits discrimination based 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 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 and soft benefits (10 points)	Cahill Gordon & Reindel	New York	NY	٠	٠	٠	•	•	•	•	•	•		95	95	
2b Equivalency in same- and different- sex domestic partner medical	Davis Polk & Wardwell LLP	New York	NY	٠	٠	٠	•	•	•	•	•			95	95	
and soft benefits (10 points / 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 medically necessary care (10 points	Lathrop Gage LLP	Kansas City	MO	•	•	•	•	•	•	•	•			95	90	
/ half credit for inclusive coverage, but blanket exclusions for transition-	LeClairRyan	Richmond	VA	•	•	٠	•	•	•	•	•			95	95	
related care remain in place) 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 council (10 points)	Baker Botts LLP	Houston	ТΧ	٠	•	•	•	•	•	•	٩			90	65	
3c Three distinct efforts of outreach or engagement to broader LGBTQ	Baker, Donelson, Bearman, Caldwell & Berkowitz PC	Memphis	TN	•	٠	٠		•	•	•	•	•		90	90	
community, and if supplier diversity program is in place, must include	Burr & Forman LLP	Birmingham	AL	٠	•	•		•	•	•	•	•		90	90	
LGBTQ suppliers (15 points) 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 the Fortune 500 companies that have	Hughes Hubbard & Reed LLP	New York	NY	•	•	٠		•	•	•	•	•		90	90	
not responded to repeated invitations to the CEI survey. These ratings are based on publicly available information	Milbank LLP	New York	NY	•	٠	٠		•	•	•	•	•		90	90	
as well as information submitted to 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	

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				15 points	15 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	-25 points	2020 CEI Rating	2019 CEI Rating	Fortune 1000
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2 b	2c	3a	3b	3c	3d	4	202 CEI	201 CEI	For
1a Prohibits discrimination based 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 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 and soft benefits (10 points)	Fisher & Phillips LLP	Atlanta	GA	•	•	•	●			•	•			70	70	
2b Equivalency in same- and different- sex domestic partner medical	Howard & Howard Attorneys PLLC	Royal Oak	MI	•	•	•		0			•			60	65	
and soft benefits (10 points / half credit for parity across	MAIL AND FREIGHT DELIVERY															
2c Equal health coverage for transgender	United Parcel Service Inc.	Atlanta	GA	•	٠	•	•	•	•	•	•	•		100	100	44
individuals without exclusion for medically necessary care (10 points	Union Pacific Corp.	Omaha	NE	•	•	•	●	•	•	•	•	•		95	80	141
/ half credit for inclusive coverage, but blanket exclusions for transition-	FedEx Corp.	Memphis	TN	•	•	•		•	•	•	•			85	90	50
related care remain in place) 3a Three LGBTQ internal training and	Pitney Bowes Inc.	Stamford	СТ	•	•	•	•	0	•	•	•			85	55	657
education best practices (10 points) 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 or engagement to broader LGBTQ community, and if supplier diversity	Burlington Northern Santa Fe Corp.	Fort Worth	ТΧ	٩	٩	•								30	20	167
program is in place, must include 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 not responded to repeated invitations	Air Liquide	Houston	ТΧ	•	•	•	•	•	•	•	•	•		100		
to the CEI survey. These ratings are based on publicly available information	Arconic	New York	NY	•	٠	•	•	•	•	•	•	•		100	100	225
as well as information submitted to 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 CEI Rating	2019 CEI Rating	Fortune 1000
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2 c	3a	3b	3c	3d	4	203 CE	CE S	Foi
1a Prohibits discrimination based 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 based on gender identity for 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 and soft benefits (10 points)	Stryker Corp.	Kalamazoo	МІ	•	•	•	•	٠	٠	•	•	•		100	100	240
2b Equivalency in same- and different- sex domestic partner medical	TE Connectivity Inc.	Berwyn	PA	•	•	٠	•	•	٠	•	•	•		100	100	
and soft benefits (10 points / 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 medically necessary care (10 points	W.W. Grainger Inc.	Lake Forest	IL	•	•	•	•	•	٠	•	•	•		100	100	287
/ half credit for inclusive coverage, but blanket exclusions for transition-	Xylem Inc.	Rye Brook	NY	•	٠	•	•	٠	٠	•	٠	٠		100	75	547
related care remain in place) 3a Three LGBTQ internal training and	Ball Corp.	Broomfield	со	•	•	•		•	•	•	•	•		95	95	277
education best practices (10 points) 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 or engagement to broader LGBTQ	Robert Bosch Corp.	Farmington Hills	МІ	•	•	•	●	•	•	•	•	•		95	85	
community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)	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 the Fortune 500 companies that have not responded to repeated invitations	Deere & Co.	Moline	IL	•	•	•		•	•	•	•	•		90	90	102
to the CEI survey. These ratings are based on publicly available information	FCA US LLC	Auburn Hills	МІ	•	•	•		•	•	•	•	•		90	90	59
as well as information submitted to 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 CEI Rating	2019 CEI Rating	Fortune 1000
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2 a	2b	2c	3a	3b	3c	3d	4	202 CEI	201 CEI	For
1a Prohibits discrimination based 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 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- sex domestic partner medical	BorgWarner Inc.	Auburn Hills	МІ	•	•	•			•	•		•		65	40	301
and soft benefits (10 points / 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 medically necessary care (10 points	Steel Dynamics Inc.	Fort Wayne	IN	•	•	٠			•			•		55	55	312
/ half credit for inclusive coverage, but blanket exclusions for transition-	Sonoco Products Company	Hartsville	SC	•	•					•		٠		45	55	523
3a Three LGBTQ internal training and	USG Corp.	Chicago	IL	•	•	٠								40	40	708
education best practices (10 points) 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 or engagement to broader LGBTQ	Builders FirstSource Inc.	Dallas	ТХ	٩	۵									20	0	400
community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)	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 the Fortune 500 companies that have not responded to repeated invitations	Packaging Corporation of America	Lake Forest	IL	۵										20	20	436
to the CEI survey. These ratings are based on publicly available information	Sealed Air Corp.	Charlotte	NC											ο	20	456
as well as information submitted to 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 CEI Rating	2019 CEI Rating	Fortune 1000
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2 a	2b	2c	3a	3b	3c	3d	4	202 CEI	CEI CEI	For
1a Prohibits discrimination based 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
1b Prohibits discrimination 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 and soft benefits (10 points)	Reliance Steel & Aluminum Co.	Los Angeles	CA						2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2					0	10	305
2b Equivalency in same- and different- sex domestic partner medical	OIL AND GAS															
and soft benefits (10 points / 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 medically necessary care (10 points	Chevron Corp.	San Ramon	CA	•	•	•	•	•	•	•	•	•		100	100	13
/ half credit for inclusive coverage, 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) 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 or engagement to broader LGBTQ	Linde	Danbury	СТ	•	•	•		•	•	•	•	•		90	90	264
community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)	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 the Fortune 500 companies that have not responded to repeated invitations	Devon Energy Corp.	Oklahoma City	ОК	•	•	•		•		•		•		65	50	213
to the CEI survey. These ratings are based on publicly available information	Marathon Oil Corp.	Houston	тх	•	٠	•			•	٠				60	60	518
as well as information submitted to 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

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- 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 CEI Rating	2019 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	202 CEI	CEI CEI	For
1a Prohibits discrimination based 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 based on gender identity for all operations (15 points)	NGL Energy Partners	Tulsa	OK	a 										0	20	223
2a Equivalency in same- and	Pioneer Natural Resources Company	Irving	ТХ											0		497
different-sex spousal medical and soft benefits (10 points)	Plains GP Holdings	Houston	ТХ											0	0	115
2b Equivalency in same- and different- sex domestic partner medical	PHARMACEUTICALS															
and soft benefits (10 points / 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 medically necessary care (10 points	Astellas Pharma US Inc.	Northbrook	IL	•	•	•	•	•	•	•	•	•		100	100	
/ half credit for inclusive coverage, but blanket exclusions for transition-	AstraZeneca PLC	Wilmington	DE	•	٠	•	•	•	•	•	•	•		100	95	
related care remain in place) 3a Three LGBTQ internal training and	Bayer U.S. LLC	Whippany	NJ	•	•	•	•	•	•	•	•	•		100	100	
education best practices (10 points) 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 or engagement to broader LGBTQ	Celgene Corp.	Summit	NJ	•	٠	•	•	•	•	•	•	•		100	100	224
community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)	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 the Fortune 500 companies that have not responded to repeated invitations	Mallinckrodt LLC	Hazelwood	MO	•	•	•	•	•	•	•	•	•		100	100	
to the CEI survey. These ratings are based on publicly available information	McKesson Corp.	San Francisco	CA	•	٠	•	•	•	•	•	•	•		100	100	6
as well as information submitted to 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 CEI Rating					
Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	202 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

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Rating

2019 CEI Rating

100 716

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Fortune 1000

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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

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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 CEI Rating	2019 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	202 CEI	201 CEI	For
1a Prohibits discrimination based 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 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 and soft benefits (10 points)	Fossil Group Inc.	Richardson	тх	•	•	٠	•	•	•	•	•	•		100	80	775
2b Equivalency in same- and different- sex domestic partner medical	GameStop Corp.	Grapevine	тх	•	•	•	•	•	•	•	•	•		100	100	322
and soft benefits (10 points / 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 medically necessary care (10 points	Genesco Inc.	Nashville	TN	•	•	•	•	•	•	•	•	•		100	90	747
/ half credit for inclusive coverage, but blanket exclusions for transition-	Groupon Inc.	Chicago	IL	•	•	•	•	•	•	•	•	•		100	100	756
related care remain in place) 3a Three LGBTQ internal training and	Hallmark Cards Inc.	Kansas City	МО	•	•	•	•	•	•	•	•	•		100	100	
education best practices (10 points) 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 or engagement to broader LGBTQ community, and if supplier diversity	J. Crew Group Inc.	New York	NY	•	•	•	•	•	٠	•	•	•		100	100	857
program is in place, must include 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 the Fortune 500 companies that have not responded to repeated invitations	Mattel Inc.	El Segundo	CA	•	•	•	•	•	•	•	•	•		100	65	533
to the CEI survey. These ratings are based on publicly available information	Meijer Inc.	Grand Rapids	МІ	•	•	•	•	•	•	•	•	•		100	90	
as well as information submitted to 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	

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Appendix C	Ratings by Industry, Descending Score							Crite	erion						Rating	J
				15 points	15 points	10 points	15 points	5 points	-25 points	2020 CEI Rating	2019 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	CEI CEI	CE 3	For
1a Prohibits discrimination based 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 based on gender identity for 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- sex domestic partner medical	Tiffany & Co.	New York	NY	•	٠	٠	•	•	•	•	•	•		100	100	590
and soft benefits (10 points / 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 medically necessary care (10 points	Walmart Inc.	Bentonville	AR	•	٠	•	•	•	•	•	•	•		100	100	1
/ half credit for inclusive coverage, but blanket exclusions for transition-	Wawa Inc.	Wawa	PA	•	•	•	•	•	•	•	•	•		100	95	
related care remain in place) 3a Three LGBTQ internal training and	Caleres	St. Louis	МО	•	•	•		•	•	•	•	•		95	100	778
education best practices (10 points) 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 or engagement to broader LGBTQ	American Eagle Outfitters Inc.	Pittsburgh	PA	•	•	•		•	•	•	•	•		90	85	622
community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)	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 the Fortune 500 companies that have	Home Depot Inc., The	Atlanta	GA	•	•	•		•	•	•	•	•		90	90	23
not responded to repeated invitations to the CEI survey. These ratings are based on publicly available information	Kenneth Cole Productions Inc.	New York	NY	•	٠	٠	•		•	•	•	•		90	90	
as well as information submitted to 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 CEI Rating	2019 CEI Rating	Fortune 1000
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2 a	2b	2c	3a	3b	3c	3d	4	202 CEI	201 CEI	For
1a Prohibits discrimination based 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 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 and soft benefits (10 points)	Denny's Corp.	Spartanburg	SC	•	•	٠	•			•	•			75	90	
2b Equivalency in same- and different- sex domestic partner medical	Sally Beauty Holdings Inc.	Denton	тх	•	•	٠			٠	•	•			75		611
and soft benefits (10 points / 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 medically necessary care (10 points	Newell Brands Inc.	Hoboken	NJ	•	•	٠			٠	•				60	80	196
/ half credit for inclusive coverage, but blanket exclusions for transition-	The Michaels Companies Inc.	Irving	ТΧ	•	•	٠	●			•				55	55	505
related care remain in place) 3a Three LGBTQ internal training and	A X Armani Exchange	New York	NY	٩	٩	•			•	•				50	55	
education best practices (10 points) 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 or engagement to broader LGBTQ community, and if supplier diversity	Core-Mark Holding Company Inc.	Westlake	ТΧ	•	•	٠		●						45	20	247
program is in place, must include 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 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 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

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Appendix C	Ratings by Industry, Descending Score							Crite	erion						Rating	
				15 points	15 points	10 points	15 points	5 points	-25 points	2020 CEI Rating	2019 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	202 CEI	201 CEI 30	For
1a Prohibits discrimination based on sexual orientation for all	CenturyLink Inc.	Monroe	LA	•	•	•	•	•	٠	•	•	•		100	100	166
operations (15 points)	Cox Enterprises Inc.	Atlanta	GA	•	•	•	•	•	٠	•	•	•		100	100	
1b Prohibits discrimination 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 and soft benefits (10 points)	RingCentral Inc.	Belmont	CA	•	•	•	•	•	•	•	•	•		100	100	
2b Equivalency in same- and different- sex domestic partner medical	Sprint Corp.	Overland Park	KS	•	•	•	•	•	•	•	•	•		100	100	87
and soft benefits (10 points / 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 medically necessary care (10 points	Verizon Communications Inc.	New York	NY	•	•	•	•	•	•	•	•	•		100	90	16
/ half credit for inclusive coverage, but blanket exclusions for transition-	Nokia Inc.	Irving	тх	•	•	•	●	•	•	•	•	•		95	100	
related care remain in place) 3a Three LGBTQ internal training and	Charter Communications	Stamford	СТ	•	•	•		•	•	•	•	•		90	90	74
education best practices (10 points) 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 or engagement to broader LGBTQ	Intrado	Omaha	NE	•	•	•	•	•	•	•		•		85	80	864
community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)	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 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 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	

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Appendix C	Ratings by Industry, Descending Score							Crite	erion						Rating	
				15 points	15 points	10 points	15 points	5 points	-25 points	2020 CEI Rating	2019 CEI Rating	Fortune 1000				
CEI Rating Criteria	Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	CE 20	8 5	R
1a Prohibits discrimination based 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		
1b Prohibits discrimination 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 and soft benefits (10 points)	Avis Budget Group Inc.	Parsippany	NJ	•	•	•	•	●	•	•	•	•		95	90	333
2b Equivalency in same- and different- sex domestic partner medical	Enterprise Holdings Inc.	St. Louis	MO	•	٠	•	٠	٠	•	•	•			95	95	
and soft benefits (10 points / 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 medically necessary care (10 points	Ryder System Inc.	Miami	FL	•	•	•	•		•	•	•			80	80	387
/ half credit for inclusive coverage, 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) 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 or engagement to broader LGBTQ	Waste Management Inc.	Houston	ΤХ	•	•	•		•	•	•	•	•		90	90	202
community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)	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.

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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*

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