



## INTRODUCTION

As recently as a decade ago, it was a struggle to find 100 “good” companies for lesbians or gay men to work for — and many companies were placed on such lists merely because they were making a small effort or weren’t overtly hostile.<sup>1</sup> Today, thousands of employers large and small, for-profit and non-profit, have instituted policies to protect lesbian and gay (and bisexual and transgender) workers from discrimination; thousands have implemented domestic partner health insurance and other benefits. Many sanction and even encourage GLBT employee resource groups and some actively seek ways to contribute money to GLBT organizations and events. The definition of workplace diversity has grown to encompass the GLBT community, and many workplaces now include sexual orientation and gender identity in their basic diversity and anti-harassment training.

Employers have taken these and other steps to attract and retain good employees and to market to the GLBT community (which is seen by some marketers as having a substantial amount of disposable income).<sup>2</sup> For these and other reasons, many GLBT employees, consumers and investors want to know what a company’s policies are before they accept a job, buy a product or invest their money. Many gay, lesbian and bisexual employees are understandably concerned about such policies since it is legal to fire, refuse to hire or otherwise discriminate based on sexual orientation in 38 states.

Transgender employees are only protected from discrimination in six states and the District of Columbia.<sup>3</sup> While heterosexual employees take for granted that their legal spouses will receive insurance coverage and other benefits, GLBT employees cannot assume their domestic partners will be similarly covered.



**HUMAN  
RIGHTS  
CAMPAIGN  
FOUNDATION**

The Human Rights Campaign Foundation's Corporate Equality Index is a simple and effective tool to rate large American businesses (and U.S. subsidiaries of some large foreign-based companies) on how they are treating their gay, lesbian, bisexual and transgender employees, consumers and investors.

The index rates a company on a scale of 0 percent to 100 percent on whether it:

- 1. Has a written non-discrimination policy covering sexual orientation in its employee handbook or manual.**
- 2. Has a written non-discrimination policy covering gender identity and/or expression in its employee handbook or manual.**
- 3. Offers health insurance coverage to employees' same-sex domestic partners.**
- 4. Officially recognizes and supports a lesbian, gay, bisexual and transgender employee resource group or council or has a company policy that gives employee groups equal standing regardless of sexual orientation and gender identity.**
- 5. Offers diversity training that includes sexual orientation and/or gender expression in the workplace.**
- 6. Engages in respectful and appropriate marketing to the lesbian, gay, bisexual and transgender community and/or provides support through its corporate foundation or otherwise to LGBT or AIDS-related organizations or events.**
- 7. Engages in corporate action that would undermine the goal of equal rights for lesbian, gay, bisexual and transgender people.<sup>4</sup>**

Each factor was given equal weight in calculating the score.<sup>5</sup> The HRC Corporate Equality Index grew out of the Gay and Lesbian Values Index (glvIndex), which was created by author Grant Lukenbill and financial adviser Howard Tharsing in 1993. HRC acquired the glvIndex in 2001, renamed it and slightly modified the system. Like the glvIndex before it, the HRC Corporate Equality Index is guided by the Equality Principles, 10 benchmarks for companies seeking to demonstrate a commitment to equal treatment of GLBT employees, consumers and investors. The Equality Principles were developed in 1992 by the Equality

Project, a New York-based group that monitors the policies of major corporations dealing with sexual orientation and gender identity in the workplace, and presses companies to implement the progressive policies expressed in the Equality Principles. (See Appendix 1).

## METHODOLOGY

The 2002 HRC Corporate Equality Index rated 319 companies that were drawn from the following sources:

- > The 2002 Fortune 500
- > The 200 largest privately held companies from the 2001 Forbes Private 500
- > Other companies with at least 500 employees that sought a CEI rating or about which HRC WorkNet had sufficient information to derive a score.

The index was not applied to colleges and universities, government employers, non-profits or companies with fewer than 500 employees.

Data were drawn from the following sources:

- > An HRC survey sent in January 2002 to human resources and diversity executives at Fortune 500 companies and the top 200 privately held firms. Eighty-nine companies answered the 2002 survey, for a response rate of 13 percent. Companies that did not immediately return the survey were mailed a reminder postcard. Companies that still had not responded were telephoned by HRC and asked to complete the survey. (See Appendix 2 for a copy of the complete survey).
- > The former glvIndex and glvReports.com, which conducted similar annual surveys of the same set of corporations from 1993 until HRC acquired the index in 2001.
- > HRC WorkNet, which since 1995 has collected information on U.S. employers and maintains the most accurate and extensive database of policies regarding GLBT employees.
- > News accounts, employee resource groups, individuals and other LGBT advocacy organizations.

Companies were not rated until all appropriate information had been gathered and verified. The data were also scrutinized by a panel of GLBT workplace advocates who are not employees of the Human Rights Campaign or the Human Rights Campaign Foundation. Each member of the panel brought a specific expertise on a given area covered by the index. (See the Acknowledgments for a list of the reviewers.)

Even after scrupulous data collection and careful consideration, assigning a grade to a corporation that may employ tens of thousands of individuals to measure how fairly it treats GLBT people involves some degree of subjectivity. The HRC Corporate Equality Index is intended to supplement the information of HRC WorkNet, which includes more specific company information relating to benefits and policies. ([www.hrc.org/worknet](http://www.hrc.org/worknet))

While HRC's intent is to release new CEI scores annually, individual scores may change over the course of the year as employers implement new policies. This first release brings together and analyzes data from a variety of sources dating back to 1993. As the concept of corporate responsibility toward the LGBT community evolves and HRC refines its ability to measure, say, nuances of advertising campaigns or diversity training curricula, the criteria and the index itself are likely to change.

## FINDINGS

The 2002 HRC Corporate Equality Index rated 319 employers, including 208 Fortune 500 companies. (See Appendix 3 for all ratings.) The median score for all rated employers was 57 percent. A total of 62 percent of companies received a 57 percent or higher.

Thirteen companies achieved a score of 100 percent. They are:

**Aetna Inc.**  
**AMR Corp./American Airlines**  
**Apple Computer Inc.**  
**Avaya Inc.**  
**Eastman Kodak Co.**  
**Intel Corp.**  
**J.P. Morgan Chase & Co.**  
**Lucent Technologies Inc.**  
**NCR Corp.**  
**Nike Inc.**  
**Replacements Ltd.**  
**Worldspan L.P.**  
**Xerox Corp.**

While many of these companies have had a long commitment to lesbian and gay employees, most achieved a perfect score by adding gender identity to their non-discrimination policies. Transitioning employees — those who are moving outside the socially accepted standards of dress, physiology

and/or behavior of their birth sex — often cannot avoid challenging community standards about what is gender-appropriate self-identification, appearance or expression. Changes in corporate policies and practices are critical to treating gender non-conforming individuals equitably. GLBT employee groups and transgender employees themselves have led corporate change in this area.

Three companies received a score of zero. They are:

**CBRL Group Inc./Cracker Barrel**  
**Emerson Electric Co.**  
**Lockheed Martin Corp.**

By failing to take any affirmative positions on the treatment of GLBT employees and consumers, and by actively refusing to implement non-discrimination policies, these companies have not met a single criterion of the index. All three have resisted shareholder resolutions urging the companies to include sexual orientation in their non-discrimination policies. They also stand in sharp contrast to such industry peers as **General Mills Inc.** (86 percent), **Starbucks Corp.** (86 percent), **Motorola Inc.** (86 percent) and **Raytheon Co.** (86 percent).

In 2002, one other company rated by HRC, **Exxon Mobil Corp.**, with a score of 14 percent, opposed a shareholder resolution that called on the company to include sexual orientation in its equal employment opportunity statement. The company has implemented a diversity training program that covers sexual orientation — hence the 14 percentage points. However, the training program has been used by the company in an attempt to mitigate negative publicity surrounding Exxon's decision in 1999 to remove sexual orientation from Mobil's non-discrimination policy following the two companies' merger. At the same time, Exxon also closed Mobil's domestic partner benefits program to any additional employees. Each of the other oil and gas firms that HRC rated — **ChevronTexaco Corp.**, **BP** and **Shell Oil Co.** — scored 86 percent.

**Perot Systems Corp.**, which also scored 14 percent because it has a non-discrimination policy covering sexual orientation, is the only other company known to have closed a domestic partner benefits program.

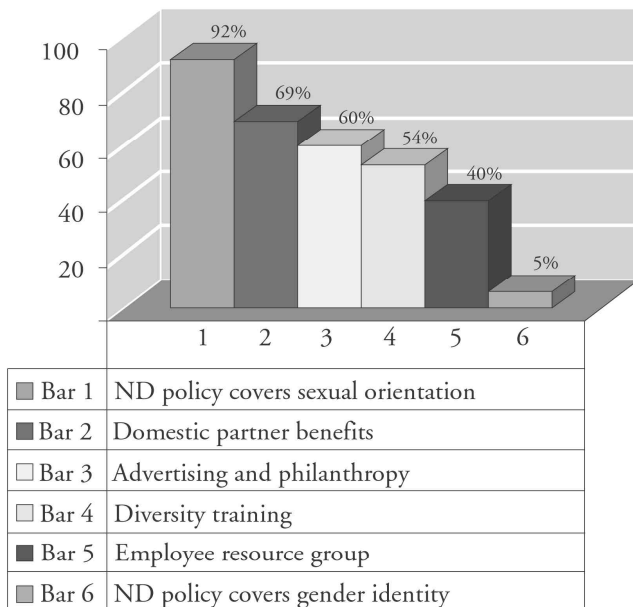
By resisting shareholder proposals to include sexual orientation in their non-discrimination policies, or by revoking domestic partner benefits policies, as in the case of **ExxonMobil** and **Perot Systems**, these five companies failed to meet the last criterion of the index:

**ExxonMobil**  
**Perot Systems Corp.**  
**Emerson Electric Co.**  
**CBRL Group Inc./Cracker Barrel**  
**Lockheed Martin Corp.**

Six companies received a rating of 14 percent because HRC was unable to find any evidence that they had overtly resisted equal treatment for their LGBT employees, but neither had they taken any affirmative steps for LGBT employees, consumers or investors.

These employers are:  
**Domino's Inc.**  
**FedEx Corp.**  
**MeadWestvaco Corp.**  
**Meijer Inc.**  
**Shaw Industries Inc.**  
**Wal-Mart Stores Inc.**

FIG. 1. MEETING THE CRITERIA



Almost all of the companies rated — 92 percent, or 293 — include sexual orientation in their non-discrimination policies. This criterion was met more than any other measured by the index and is an indication that such policies are the foundation of a fair workplace and set the stage for other initiatives. Only 17 employers, or 5 percent, include gender identity and/or expression in their non-discrimination statements.

The second most-common criterion met was health insur-

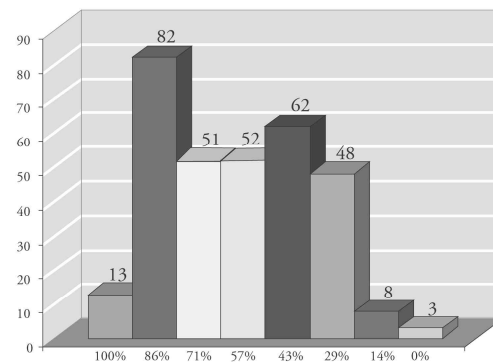
ance benefits for employees' same-sex domestic partners. A total of 221 employers, or 69 percent of those rated, offer them.<sup>6</sup> And 171 companies, or 54 percent, include sexual orientation in their diversity training.

A total of 191, or 60 percent, have advertised to the LGBT community or supported LGBT or HIV/AIDS organizations. This category was broadly defined and included local advertising campaigns or sponsorships and major national campaigns. These included gay-themed ads in gay publications nationwide from companies such as **AMR Corp./American Airlines** (100 percent) and **Subaru of America Inc.** (86 percent). It also included a widely publicized gay-themed television ad from **John Hancock Financial Services Inc.** (86 percent) that ran during the 2000 Summer Olympics and featured a lesbian couple returning home from abroad with an adopted child.

A total of 129, or 40 percent of companies rated, have LGBT employee resource groups.

A large number of companies were in the mid-range of the index. While the median score was 57 percent, the most common score was 86 percent. A total of 82 companies, or 26 percent of all rated, scored 86 percent — meaning they missed only one of the affirmative criteria on the list and were not doing anything overtly hostile. For 80 of the companies in this category, the factor they lacked was a policy prohibiting discrimination based on gender identity or expression. According to ongoing research by HRC WorkNet, such policies are a relatively new phenomenon and are catching on gradually.<sup>7</sup> Many larger companies are just beginning to become aware that they have transgender employees. Often, they deal with those employees on a case-by-case basis, reasoning that no formal policy is necessary.

FIG. 2. MAKING THE GRADE



The above graph shows the number of companies (the Y axis) that received each Corporate Equality Index score (the X axis).

However, HRC WorkNet has also observed a marked increase in the last two to three years in the number of states and smaller jurisdictions that prohibit discrimination based on gender identity.<sup>8</sup> The former glvIndex began rating this factor in 1999, and the Human Rights Campaign retained it because part of HRC's stated mission is to advocate for equality based on gender identity and expression.

## INDUSTRY ANALYSIS

A review of scores by industry found several with a median score above the median for all companies (57 percent). These included:

**banking and financial services**

median score: 71 percent

**high-tech/photo/science equip.**

median score: 79 percent

**consulting firms**

median score: 86 percent

They comprised high performers such as **J.P. Morgan Chase & Co.** (100 percent), **Capital One Financial Corp.** (86 percent), **FleetBoston Financial Corp.** (86 percent), **Eastman Kodak Co.** (100 percent), **Intel Corp.** (100 percent), **Lucent Technologies Inc.** (100 percent), and **Booz Allen Hamilton Inc.** (86 percent). Yet some companies in these market sectors remained well below their peers, such as **MBNA Corp.** (29 percent) and **Emerson Electric Co.** (0 percent).

Other market sectors that included companies that consistently scored below the median CEI score were:

**engineering and construction**

median score: 29 percent

**food, beverage and grocery enterprises**

median score: 43 percent

**retail and consumer products**

median score: 43 percent

Among the particularly poor performers in these sectors were **Illinois Tool Works Inc.** (29 percent), **PepsiCo Inc.** (29 percent), **Albertson's Inc.** (29 percent), **The Kroger Co.** (29 percent), **Meijer Inc.** (14 percent), **Domino's Inc.** (14 percent), **Circuit City Stores Inc.** (29 percent), **Staples Inc.** (29 percent) and **Wal-Mart Stores Inc.** (14 percent).

Nevertheless, there were a few companies within those market sectors that scored relatively well, including: **The Coca-**

**Cola Co.** (71 percent), **Target Corp.** (86 percent) and **Walgreens Co.** (86 percent).  
(See Appendix 4 for company scores sorted by industry.)

## GEOGRAPHIC ANALYSIS

The 319 employers rated in the 2002 CEI were spread across 36 states. Eleven states had a median score higher than the median for the whole group (57 percent). **North Carolina** and **Colorado** had the highest median scores of any state – 86 percent. The six employers based in **Connecticut** had a median score of 79 percent. Eight states had a median score of 71 percent: **California, Massachusetts, Minnesota, New Jersey, Oregon, Virginia, Washington** and **Wisconsin**.

**New York** had the highest number of firms that were rated: 54, or 17 percent of the total. The median score for New York-based companies was the same as for all companies rated, 57 percent. **California** had the second-highest number of firms rated: 49, or 15 percent of the total.

Ten states had median scores below the median for the whole group. The two firms in **Arkansas** had a median score of 22 percent. The four firms rated in **Tennessee** and the six in **Missouri** had median scores of 29 percent. Seven other states had median scores of 43 percent: **Indiana, Iowa, Kentucky, Maine, Maryland, Michigan** and **Pennsylvania**.

## EXCEEDING EXPECTATIONS

While more corporations across America are implementing policies and practices that are the hallmarks of equal treatment for lesbian, gay, bisexual and transgender employees, consumers and investors, a small subset have demonstrated a commitment to equality beyond their own work forces. In spring 2002, the U.S. Senate considered the Employment Non-Discrimination Act, a bill that would ban discrimination on the basis of sexual orientation. Thirteen companies voiced support for the bill in testimony and letters to Congress urging its passage.<sup>9</sup>

<b>Agilent Technologies Inc.</b>	86%
<b>BP</b>	86%
<b>The Charles Schwab Corp.</b>	86%
<b>Capital One Financial Corp.</b>	86%
<b>Coors Brewing Co.</b>	86%
<b>Eastman Kodak Co.</b>	100%

<b>FleetBoston Financial Corp.</b>	86%
<b>General Mills Inc.</b>	86%
<b>Hewlett-Packard Co.</b>	86%
<b>Microsoft Corp.</b>	86%
<b>Nike Inc.</b>	100%
<b>Prudential Financial Inc.</b>	86%
<b>Shell Oil Co.</b>	86%

ENDA was voted favorably out of committee and at this writing was awaiting action by the full Senate.

Additionally, **AMR Corp./American Airlines** (100 percent) CEO Don Carty testified May 8, 2002, in favor of a Dallas ordinance that added sexual orientation and gender identity to that city's anti-discrimination law.

**The Boeing Co.** (71 percent) and **AT&T Corp.** (86 percent) faced shareholder resolutions asking them to remove sexual orientation from their non-discrimination policies. The boards of both corporations made strong statements against these resolutions, both of which failed.

## CONCLUSIONS

Only 4 percent of all the companies rated in the 2002 CEI achieved 100 percent, and an even smaller proportion — almost 1 percent — scored zeroes. What this tells us is there is a substantial middle ground where most of the largest U.S. companies stand with regard to GLBT employees, consumers and investors. While the majority of the employers rated have the basic foundations of non-discrimination policies and domestic partner benefits, their commitment to full equality cannot be considered complete if they are not “walking the talk” by regularly training all staff in what these policies mean and by becoming full participants in the quest for civil rights through corporate giving and/or respectful, appropriate marketing and advertising. And it is heartening to note that the number of rated corporations actively resisting GLBT workplace equality is relatively tiny — underscoring HRC's belief that most smart, successful companies realize that it is good business to treat gay, lesbian, bisexual and transgender employees equally.

This index is intended to serve as a road map for those large companies that are striving to earn a perfect grade. It enumerates for corporate leaders what the GLBT community would like to see in an “ideal” employer and in many cases, separates the leaders in from the laggards in various market sectors and states. HRC hopes that the companies on this list view the index as constructive. We stand ready to assist

them in implementing policies and programs that would treat their GLBT employees, consumers and investors more fairly. We welcome input at any time from any company rated here that has taken steps to improve its score.

## ACKNOWLEDGMENTS

HRC thanks the following individuals for their role in reviewing the Corporate Equality Index results:

- > **Selisse Berry**, executive director, Out & Equal Workplace Advocates
- > **Jamison Green**, writer and educator specializing in transgender issues
- > **Grant Lukenbill**, consumer rights author and publisher of the Global Consumer Index
- > **Cynthia Martin**, co-chair of the HRC Business Council and former president of global customer service and support for Eastman Kodak Co.
- > **Brian McNaught**, author and trainer on workplace issues of sexual orientation and gender identity and expression
- > **David Medina**, legislative representative, AFL-CIO
- > **Michael Wilke**, business journalist, founder and executive director of the Commercial Closet Association

# APPENDIX 1. THE EQUALITY PRINCIPLES

(As amended by the Equality Project (501c3) executive board, copyright 2001)

1. The company will prohibit discrimination based on sexual orientation and gender expression or gender identity as part of its written employment policy statement.
2. The company will disseminate its written employment policy statement company-wide.
3. The company will not tolerate discrimination on the basis of any employee's actual or perceived health condition, status or disability.
4. The company will offer equal health insurance and other benefits to employees to cover their domestic partners regardless of the employee's marital status, sexual orientation, gender expression or gender identity.
5. The company will include discussions of sexual orientation, gender expression and gender identity as part of its official employee diversity and sensitivity training communications.
6. The company will give employee groups equal standing, regardless of sexual orientation, gender identity or gender expression.
7. The company advertising policy will avoid the use of negative stereotypes based on sexual orientation, gender identity or gender expression.
8. The company will not discriminate against advertising, marketing or promoting events on the basis of sexual orientation, gender expression or gender identity.
9. The company will not discriminate in the sale of its goods or services based on sexual orientation, gender expression or gender identity.
10. The company will not bar charitable contributions to groups and organizations on the basis of sexual orientation, gender expression or gender identity.

# APPENDIX 2. CORPORATE EQUALITY INDEX SURVEY

The Human Rights Campaign Foundation 2002

1. Does your firm have a written policy barring employment discrimination based on, and using the words, "sexual orientation?"
  - Yes, we have a company wide policy
  - Only in one or more subsidiaries or labor agreements
  - We do not have such a policy, but are working toward this in the next one year
  - We do not have such a policy
  
2. Does your firm have a written policy barring employment discrimination based on, and using the words, "gender identity" or "gender expression?"
  - Yes, we have a company wide policy
  - Only in one or more subsidiaries or labor agreements
  - We do not have such a policy, but are working toward this in the next one year
  - We do not have such a policy
  
3. Does your company offer health insurance coverage to your employees' domestic partners?
  - We do not offer domestic partner health benefits and have no plans to offer them
  - We do not offer domestic partner health benefits, but plan to offer them in the next one year
  - Yes, to same-sex partners only
  - Yes, to opposite-sex partners only
  - Yes, to same- and opposite-sex partners
  
4. What year did same-sex domestic partner health insurance benefits become available at your company? \_\_\_\_\_
  - We do not offer these benefits
  
5. What benefits does your company offer to domestic partners?  
Check all that apply:  
Available to employees' partners
  - Medical
  - Dental
  - Vision
  - Dependent medical coverage
  - COBRA/COBRA-like benefits
  - Bereavement leave
  - FMLA-like leave
  - Life insurance
  - Relocation/travel assistance
  - Adoption assistance
  - Beneficiary for pension/401(k)
  - Other

Please describe the other benefits offered to domestic partners:

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6. What topics are covered in your company's diversity awareness or employee training and who is required to attend?

Diversity Topic	All employees are required to attend	Some employees are required to attend	No employees are required to attend
Sexual orientation	___	___	___
Gender identity	___	___	___
Religion	___	___	___
Race/ethnicity	___	___	___
Gender	___	___	___
Other	___	___	___
Describe the "other" training employees receive:			

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7. Does your company have an officially recognized lesbian, gay, bisexual or transgender employee affinity group?

\_\_\_ Yes  
 Name of group: \_\_\_\_\_  
 Name/Phone/E-mail of primary contact: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

\_\_\_ No

8. In the past year, has your company advertised its products or services in any lesbian, gay, bisexual or transgender media (magazine, newspaper, television)?

\_\_\_ Yes  
 If so, please name the media outlet: \_\_\_\_\_  
 \_\_\_ No

9. In the past year, has your company sponsored a lesbian, gay, bisexual or transgender community event?

\_\_\_ Yes  
 If so, please name the event: \_\_\_\_\_  
 \_\_\_ No

10. In the past year, has your company made a contribution to an HIV/AIDS or women's health organization or lesbian, gay, bisexual or transgender community or political organization?

\_\_\_ Yes  
 If so, please name the organization: \_\_\_\_\_  
 \_\_\_ No

11. Please include any other information that would illustrate how your company views lesbian, gay, bisexual or transgender employees, consumers or investors. (This could include information on innovative business practices that affect the gay community, further description of employee benefits, innovative products or services adapted for the gay community, etc.)

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## APPENDIX 3. CORPORATE EQUALITY INDEX SCORES

<b>Employer Name</b>	<b>City</b>	<b>State</b>	<b>HRC Rating</b>
Aetna Inc.	Hartford	CT	100
AMR Corp./American Airlines <sup>10,11</sup>	Dallas-Fort Worth Airport	TX	100
Apple Computer Inc.	Cupertino	CA	100
Avaya Inc.	Basking Ridge	NJ	100
Eastman Kodak Co. <sup>10</sup>	Rochester	NY	100
Intel Corp.	Santa Clara	CA	100
J.P. Morgan Chase & Co.	New York	NY	100
Lucent Technologies Inc.	Murray Hill	NJ	100
NCR Corp.	Dayton	OH	100
Nike Inc. <sup>10</sup>	Beaverton	OR	100
Replacements Ltd.	Greensboro	NC	100
Worldspan L.P.	Atlanta	GA	100
Xerox Corp.	Stamford	CT	100
ABN AMRO	Chicago	IL	86
Accenture	Chicago	IL	86
Agilent Technologies Inc. <sup>10</sup>	Wilmington	DE	86
American Express Co.	New York	NY	86
AOL Time Warner Inc.	New York	NY	86
AT&T <sup>12</sup>	New York	NY	86
Bank of America Corp.	Charlotte	NC	86
Bank One Corp.	Chicago	IL	86
Bausch & Lomb Inc.	Rochester	NY	86
BellSouth Corp.	Atlanta	GA	86
Booz Allen Hamilton	McLean	VA	86
BP (formerly BP Amoco) <sup>10</sup>	Chicago	IL	86
Capital One Financial Corp. <sup>10</sup>	Falls Church	VA	86
ChevronTexaco Corp.	San Ramon	CA	86
Chubb Corp.	Warren	NJ	86
Cingular Wireless	Atlanta	GA	86
Citigroup Inc.	New York	NY	86
Compaq Computer Corp.	Houston	TX	86
Coors Brewing Co. <sup>10, 13</sup>	Golden	CO	86
Daimler Chrysler Corp.	Auburn Hills	MI	86
Deloitte Touche Tohmatsu International	New York	NY	86
E*TRADE Group Inc.	Menlo Park	CA	86
FleetBoston Financial Corp. <sup>10</sup>	Boston	MA	86
Ford Motor Co.	Dearborn	MI	86
Gannett Co. Inc.	Arlington	VA	86
General Mills Inc. <sup>10</sup>	Minneapolis	MN	86
General Motors	Detroit	MI	86
GlaxoSmithKline Inc.	Research Triangle Park	NC	86
Goldman Sachs Investment Banking	New York	NY	86
Harris Trust & Savings Bank	Chicago	IL	86
Hartford Financial Services Co.	Hartford	CT	86
Hewitt Associates	Lincolnshire	IL	86

<b>Employer Name</b>	<b>City</b>	<b>State</b>	<b>HRC Rating</b>
Hewlett-Packard Co. <sup>10</sup>	Palo Alto	CA	86
Honeywell International Inc.	Morristown	NJ	86
IBM (International Business Machines Corp.)	Armonk	NY	86
John Hancock Financial Services Inc.	Boston	MA	86
Kaiser Permanente Foundation Health Plan Inc.	Oakland	CA	86
KPMG, LLP	Montvale	NJ	86
Levi Strauss & Co.	San Francisco	CA	86
Lincoln National Corp.	Philadelphia	PA	86
McKinsey & Co. Inc.	New York	NY	86
Merck & Co. Inc.	Whitehouse Station	NJ	86
Merrill Lynch & Co.	New York	NY	86
Microsoft Corp. <sup>10</sup>	Redmond	WA	86
Mitchell Gold Co.	Taylorsville	NC	86
Motorola Inc.	Schaumburg	IL	86
Northern Trust Corp.	Chicago	IL	86
Pfizer	New York	NY	86
PG&E Corp.	San Francisco	CA	86
Polaroid Corp.	Cambridge	MA	86
PricewaterhouseCoopers	New York	NY	86
Prime Access Inc.	New York	NY	86
Procter & Gamble	Cincinnati	OH	86
Prudential Financial Inc. <sup>10</sup>	Newark	NJ	86
Quark Inc.	Denver	CO	86
Qwest Communications International Inc.	Englewood	CO	86
Raytheon Co.	Lexington	MA	86
SBC Communications Inc.	San Antonio	TX	86
SC Johnson & Son Inc.	Racine	WI	86
Scholastic Corp.	New York	NY	86
SGI	Mountain View	CA	86
Shell Oil Co. <sup>10</sup>	Houston	TX	86
St. Paul Companies	St. Paul	MN	86
Starbucks Corp.	Seattle	WA	86
Subaru of America Inc.	Cherry Hill	NJ	86
Sun Microsystems	Palo Alto	CA	86
Target Corp.	Minneapolis	MN	86
Texas Instruments Inc.	Dallas	TX	86
The Charles Schwab Corp. <sup>10</sup>	San Francisco	CA	86
The Gillette Co.	Boston	MA	86
UAL/United Airlines Inc.	Elk Grove	IL	86
UBS (Paine Webber)	New York	NY	86
Unisys	Blue Bell	PA	86
US Airways Group	Arlington	VA	86
US Bancorp	Minneapolis	MN	86
Verizon Communications	New York	NY	86
Vivendi Universal	New York	NY	86
Wachovia Corp.	Charlotte	NC	86
Walgreens Co.	Deerfield	IL	86
Walt Disney Co.	Burbank	CA	86

<b>Employer Name</b>	<b>City</b>	<b>State</b>	<b>HRC Rating</b>
Washington Mutual Savings Bank	Seattle	WA	86
Wells Fargo & Co.	San Francisco	CA	86
Abbott Laboratories	Abbot Park	IL	71
Adobe Systems	San Jose	CA	71
Advanced Micro Devices	Sunnyvale	CA	71
Air Products & Chemicals Inc.	Allentown	PA	71
Applied Materials	Santa Clara	CA	71
Arise Communications Inc.	Oakland	CA	71
Aventis Pharmaceuticals Inc.	Bridgewater	NJ	71
Ben and Jerry's Homemade Inc.	South Burlington	VT	71
Blockbuster Inc.	Dallas	TX	71
Bristol-Myers Squibb Co.	New York	NY	71
Clorox Co.	Oakland	CA	71
Consolidated Edison Co.	New York	NY	71
Cummins Inc.	Columbus	IN	71
Darden Restaurants	Orlando	FL	71
Dell Computer Corp.	Austin	TX	71
Delphi Automotive	Troy	MI	71
Delta Airlines Inc.	Atlanta	GA	71
Deluxe Corp.	Shoreview	MN	71
Dow Chemical Co.	Midland	MI	71
Edison International	Rosemead	CA	71
Fannie Mae	Washington	DC	71
Freddie Mac	McLean	VA	71
Hyatt Corp.	Chicago	IL	71
Kellogg Co.	Battle Creek	MI	71
Lillian Vernon Corp.	New Rochelle	NY	71
MetLife (Metropolitan Life Insurance)	New York	NY	71
New York Times Co.	New York	NY	71
Nordstrom	Seattle	WA	71
Northeast Utilities System	Berlin	CT	71
Northwest Airlines	Eagan	MN	71
Oracle Corp.	Redwood Shores	CA	71
Providian Financial Corp.	San Francisco	CA	71
QualComm	San Diego	CA	71
Reebok International	Stoughton	MA	71
Roche Group (Hoffman-La Roche)	Nutley	NJ	71
Ryder System Inc.	Miami	FL	71
Safeco	Seattle	WA	71
Sempra Energy	San Diego	CA	71
Starwood Hotels & Resorts Worldwide	White Plains	NY	71
The Allstate Corp.	Northbrook	IL	71
The Boeing Co. <sup>12</sup>	Seattle	WA	71
The Coca-Cola Co.	Atlanta	GA	71
The Limited Inc.	Columbus	OH	71
The Men's Wearhouse Inc.	Houston	TX	71
Toyota North America Inc.	Erlanger	KY	71

<b>Employer Name</b>	<b>City</b>	<b>State</b>	<b>HRC Rating</b>
USA Education Inc. (Sallie Mae)	Reston	VA	71
Verio Inc.	Englewood	CO	71
Viacom Inc.	New York	NY	71
Vision Service Plan	Rancho Cordova	CA	71
Wainwright Bank	Boston	MA	71
Working Assets Funding Service	San Francisco	CA	71
Agouron Pharmaceuticals	La Jolla	CA	57
Allegheny Energy	Hagerstown	MD	57
Arhaus	Columbus	OH	57
Avon Products	New York	NY	57
Barnes & Noble	New York	NY	57
Baxter International	Deerfield	IL	57
Cinergy Corp.	Cincinnati	OH	57
Cisco Systems	San Jose	CA	57
Colgate-Palmolive	New York	NY	57
Compass Group North America	Charlotte	NC	57
Continental Airlines	Houston	TX	57
Digitaria Interactive Inc.	San Diego	CA	57
Donna Karan	New York	NY	57
DPR Construction	Redwood City	CA	57
Du Pont (E. I. du Pont de Nemours)	Wilmington	DE	57
Dun & Bradstreet	New York	NY	57
Electronic Data Systems Corp.	Plano	TX	57
Ernst and Young	New York	NY	57
Estee Lauder Companies	New York	NY	57
Federated Department Stores	Cincinnati	OH	57
Gap Inc.	San Francisco	CA	57
General Dynamics Corp.	Falls Church	VA	57
Health Net	Woodland Hills	CA	57
Home Depot	Atlanta	GA	57
Kimberly-Clark	Dallas	TX	57
Knight-Ridder Newspapers Inc.	San Jose	CA	57
L.L. Bean Inc.	Freeport	ME	57
Liz Claiborne Inc.	New York	NY	57
Marimba Inc.	Mountain View	CA	57
MassMutual Life Insurance	Springfield	MA	57
Miller Brewing Co.	Milwaukee	WI	57
Minnesota Mining and Manufacturing (3M)	St. Paul	MN	57
Nextel Communications	Reston	VA	57
Northrop Grumman Corp.	Los Angeles	CA	57
Pharmacia Corp.	Peapack	NJ	57
Phillip Morris	New York	NY	57
Pitney Bowes	Stamford	CT	57
PPG Industries	Pittsburgh	PA	57
Principal Financial Group	Des Moines	IA	57
Quaker Oats Co.	Chicago	IL	57
Reuters America Holdings Inc.	New York	NY	57
Software House International	Somerset	NJ	57

<b>Employer Name</b>	<b>City</b>	<b>State</b>	<b>HRC Rating</b>
SunTrust Banks Inc.	Atlanta	GA	57
Tech Data Corp.	Clearwater	FL	57
The Gallup Organization	Princeton	NJ	57
The Middleware Co.	Austin	TX	57
The Progressive Corp.	Mayfield Village	OH	57
Times Mirror Co.	Los Angeles	CA	57
University Hospitals of Cleveland	Cleveland	OH	57
Visa International	Foster City	CA	57
Whole Foods Market Inc.	Austin	TX	57
WPP Group USA	New York	NY	57
Abercrombie & Fitch Co.	New Albany	OH	43
American President Lines	Oakland	CA	43
Amgen Inc.	Thousand Oaks	CA	43
Anheuser-Busch	St. Louis	MO	43
Anthem Insurance	Indianapolis	IN	43
Avnet Inc.	Great Neck	NY	43
Baltimore Gas & Electric Co.	Baltimore	MD	43
Bridgestone/Firestone Inc.	Nashville	TN	43
Cambridge Technology Group	Cambridge	MA	43
Campbell Soup Co.	Camden	NJ	43
Carlson Companies Inc.	Minneapolis	MN	43
Celestial Seasonings	Boulder	CO	43
Cendant Corp.	New York	NY	43
Cigna	Philadelphia	PA	43
Costco Wholesale	Issaquah	WA	43
Dana Corp.	Toledo	OH	43
Dow Jones	New York	NY	43
EMC Corp.	Hopkinton	MA	43
Gateway Inc.	North Sioux City	SD	43
General Electric	Fairfield	CT	43
Harvard Pilgrim Health Care Inc.	Quincy	MA	43
Hilton Hotels	Beverly Hills	CA	43
Howard & Howard Attorneys, PC	Bloomfield Hills	MI	43
Humana Inc.	Louisville	KY	43
Instinet Group Inc.	New York	NY	43
True North Communications Inc.	Chicago	IL	43
J.C. Penney Corp. Inc.	Plano	TX	43
Johnson & Johnson	New Brunswick	NJ	43
Kmart	Troy	MI	43
Latrobe Brewing Co.	Latrobe	PA	43
Lehman Brothers Holdings	New York	NY	43
Lexmark International Inc.	Lexington	KY	43
Marriott International	Bethesda	MD	43
Marsh & McLennan	New York	NY	43
Mattel Inc.	El Segundo	CA	43
McDonald's Corp.	Oakbrook	IL	43
McGraw-Hill	New York	NY	43
Mellon Financial Corp.	Pittsburgh	PA	43

<b>Employer Name</b>	<b>City</b>	<b>State</b>	<b>HRC Rating</b>
Morgan Stanley Dean Witter & Co.	New York	NY	43
Ortho-Neutrogena	Los Angeles	CA	43
Northern Telecom Inc.	Nashville	TN	43
NW Ayer & Partners Inc.	New York	NY	43
Office Depot	Delray Beach	FL	43
Omnicom Group	New York	NY	43
Owens Corning	Toledo	OH	43
PacifiCare Health Systems	Santa Ana	CA	43
Pacificorp	Portland	OR	43
Pennzoil-Quaker State Co.	Houston	TX	43
Rockwell Collins - Passenger Systems	Pomona	CA	43
Safeway	Oakland	CA	43
SAP America	Newton Square	PA	43
Sara Lee Corp.	Chicago	IL	43
Schering-Plough Corp.	Madison	NJ	43
Scudder Kemper Investments	New York	NY	43
Seagate Technology Inc.	Scotts Valley	CA	43
Sears, Roebuck and Co.	Chicago	IL	43
Southwest Airlines	Dallas	TX	43
State Farm Group	Bloomington	IL	43
The Williams Companies Inc.	Tulsa	OK	43
Toys R Us	Framingham	MA	43
UnumProvident Corp. <sup>14</sup>	Portland	ME	43
Whirlpool Corp.	Benton Harbor	MI	43
A.G. Edwards Inc.	St. Louis	MO	29
Advanced Digital Information Corp.	Redmond	WA	29
AIG (American International Group)	New York	NY	29
Albertson's Inc.	Boise	ID	29
Applied Materials & Engineering Inc.	San Francisco	CA	29
Archer Daniels Midland Co.	Decatur	IL	29
Automatic Data Processing Inc.	Roseland	NJ	29
Baldor Electric Co.	Fort Smith	AR	29
Bank of New York Co.	New York	NY	29
Bayer Corp.	Pittsburgh	PA	29
Bethlehem Steel	Bethlehem	PA	29
Circuit City Stores Inc.	Richmond	VA	29
Coca-Cola Enterprises	Atlanta	GA	29
Comark Inc.	Bloomington	IL	29
Dole Food Co. Inc.	Westlake Village	CA	29
Eli Lilly & Co.	Indianapolis	IN	29
Franklin Templeton Investments	San Mateo	CA	29
Genuine Parts Co.	Atlanta	GA	29
H. E. Butt Grocery	San Antonio	TX	29
H. J. Heinz Co.	Pittsburgh	PA	29
Hallmark Cards	Kansas City	MO	29
Hannaford Brothers	Scarborough	ME	29
Hasbro Inc.	Pawtucket	RI	29
Hormel Foods	Austin	MN	29

<b>Employer Name</b>	<b>City</b>	<b>State</b>	<b>HRC Rating</b>
Illinois Tool Works Inc.	Glenview	IL	29
International Paper	Purchase	NY	29
Lear Corp.	Southfield	MI	29
Maytag Corp.	North Newton	IA	29
MBNA Corp.	Wilmington	DE	29
Morningstar Inc.	Chicago	IL	29
Nestle Purina PetCare Co.	St. Louis	MO	29
New York Life Insurance Co.	New York	NY	29
Newell Rubbermaid Inc.	Freeport	IL	29
PepsiCo Inc.	Purchase	NY	29
Quantum	Milpitas	CA	29
R.R. Donnelley & Sons	Chicago	IL	29
Radioshack	Fort Worth	TX	29
Rite Aid Corp.	Camp Hill	PA	29
Rohm & Haas	Philadelphia	PA	29
Sprint Corp.	Westwood	KS	29
Staples Inc.	Westborough	MA	29
The Kroger Co.	Cincinnati	OH	29
The May Department Stores Co.	St. Louis	MO	29
TIAA-CREF	New York	NY	29
United Parcel Service (UPS)	Atlanta	GA	29
Volkswagen of America Inc.	Auburn Hills	MI	29
WorldCom Inc.	Clinton	MS	29
Wyeth (formerly American Home Products)	Madison	NJ	29
Domino's Inc.	Ann Arbor	MI	14
Exxon Mobil Corp.	Irving	TX	14
FedEx Corp.	Memphis	TN	14
MeadWestvaco Corp.	Dayton	OH	14
Meijer Inc.	Grand Rapids	MI	14
Perot Systems Corp.	Dallas	TX	14
Shaw Industries Inc.	Dalton	GA	14
Wal-Mart Stores Inc.	Bentonville	AR	14
CBRL Group Inc. (Cracker Barrel restaurants)	Lebanon	TN	0
Emerson Electric Co.	St. Louis	MO	0
Lockheed Martin Corp.	Bethesda	MD	0



## APPENDIX 4. CORPORATE EQUALITY INDEX SCORES — INDUSTRY ANALYSIS

<b>Market Name</b>	<b>Employer Name</b>	<b>City</b>	<b>State</b>	<b>HRC Rating</b>
Advertising and Marketing	Prime Access Inc.	New York	NY	86
Advertising and Marketing	WPP Group USA	New York	NY	57
Advertising and Marketing	True North Communications Inc.	Chicago	IL	43
Advertising and Marketing	NW Ayer & Partners Inc.	New York	NY	43
Advertising and Marketing	Omnicom Group	New York	NY	43
Aerospace and Defense	Honeywell International Inc.	Morristown	NJ	86
Aerospace and Defense	Raytheon Co.	Lexington	MA	86
Aerospace and Defense	General Dynamics Corp.	Falls Church	VA	57
Aerospace and Defense	Northrop Grumman Corp.	Los Angeles	CA	57
Aerospace and Defense	Lockheed Martin Corp.	Bethesda	MD	0
Airlines	AMR Corp./American Airlines	Dallas-Fort Worth Airport	TX	100
Airlines	UAL/United Airlines Inc.	Elk Grove	IL	86
Airlines	US Airways Group	Arlington	VA	86
Airlines	Delta Airlines Inc.	Atlanta	GA	71
Airlines	Northwest Airlines	Eagan	MN	71
Airlines	Continental Airlines	Houston	TX	57
Airlines	Southwest Airlines	Dallas	TX	43
Apparel and Dept. Stores	Nike Inc.	Beaverton	OR	100
Apparel and Dept. Stores	Levi Strauss & Co.	San Francisco	CA	86
Apparel and Dept. Stores	Nordstrom	Seattle	WA	71
Apparel and Dept. Stores	Reebok International	Stoughton	MA	71
Apparel and Dept. Stores	The Limited Inc.	Columbus	OH	71
Apparel and Dept. Stores	The Men's Wearhouse Inc.	Houston	TX	71
Apparel and Dept. Stores	Donna Karan	New York	NY	57
Apparel and Dept. Stores	Federated Department Stores	Cincinnati	OH	57
Apparel and Dept. Stores	Gap Inc.	San Francisco	CA	57
Apparel and Dept. Stores	L.L. Bean Inc.	Freeport	ME	57
Apparel and Dept. Stores	Liz Claiborne Inc.	New York	NY	57
Apparel and Dept. Stores	Abercrombie & Fitch Co.	New Albany	OH	43
Apparel and Dept. Stores	J.C. Penney Corp. Inc.	Plano	TX	43
Apparel and Dept. Stores	The May Department Stores Co.	St. Louis	MO	29
Automotive	Daimler Chrysler Corp.	Auburn Hills	MI	86
Automotive	Ford Motor Co.	Dearborn	MI	86
Automotive	General Motors	Detroit	MI	86
Automotive	Subaru of America Inc.	Cherry Hill	NJ	86
Automotive	Delphi Automotive	Troy	MI	71
Automotive	Toyota North America Inc.	Erlanger	KY	71
Automotive	Bridgestone/Firestone Inc.	Nashville	TN	43
Automotive	Dana Corp.	Toledo	OH	43
Automotive	Pennzoil-Quaker State Co.	Houston	TX	43
Automotive	Genuine Parts Co.	Atlanta	GA	29
Automotive	Lear Corp.	Southfield	MI	29
Automotive	Volkswagen of America Inc.	Auburn Hills	MI	29
Banking and Financial Services	J.P. Morgan Chase & Co.	New York	NY	100
Banking and Financial Services	ABN AMRO	Chicago	IL	86

<b>Market Name</b>	<b>Employer Name</b>	<b>City</b>	<b>State</b>	<b>HRC Rating</b>
Banking and Financial Services	American Express Co.	New York	NY	86
Banking and Financial Services	Bank of America Corp.	Charlotte	NC	86
Banking and Financial Services	Bank One Corp.	Chicago	IL	86
Banking and Financial Services	Capital One Financial Corp.	Falls Church	VA	86
Banking and Financial Services	Citigroup Inc.	New York	NY	86
Banking and Financial Services	E*TRADE Group Inc.	Menlo Park	CA	86
Banking and Financial Services	FleetBoston Financial Corp.	Boston	MA	86
Banking and Financial Services	Goldman Sachs Investment Banking	New York	NY	86
Banking and Financial Services	Harris Trust & Savings Bank	Chicago	IL	86
Banking and Financial Services	Merrill Lynch & Co.	New York	NY	86
Banking and Financial Services	Northern Trust Corp.	Chicago	IL	86
Banking and Financial Services	Prudential Financial Inc.	Newark	NJ	86
Banking and Financial Services	The Charles Schwab Corp.	San Francisco	CA	86
Banking and Financial Services	UBS (Paine Webber)	New York	NY	86
Banking and Financial Services	US Bancorp	Minneapolis	MN	86
Banking and Financial Services	Wachovia Corp.	Charlotte	NC	86
Banking and Financial Services	Washington Mutual Savings Bank	Seattle	WA	86
Banking and Financial Services	Wells Fargo & Co.	San Francisco	CA	86
Banking and Financial Services	Deluxe Corp.	Shoreview	MN	71
Banking and Financial Services	Fannie Mae	Washington	DC	71
Banking and Financial Services	Freddie Mac	McLean	VA	71
Banking and Financial Services	Providian Financial Corp.	San Francisco	CA	71
Banking and Financial Services	USA Education Inc. (Sallie Mae)	Reston	VA	71
Banking and Financial Services	Wainwright Bank	Boston	MA	71
Banking and Financial Services	Working Assets Funding Service	San Francisco	CA	71
Banking and Financial Services	SunTrust Banks Inc.	Atlanta	GA	57
Banking and Financial Services	Visa International	Foster City	CA	57
Banking and Financial Services	Dow Jones	New York	NY	43
Banking and Financial Services	General Electric	Fairfield	CT	43
Banking and Financial Services	Instinet Group Inc.	New York	NY	43
Banking and Financial Services	Lehman Brothers Holdings	New York	NY	43
Banking and Financial Services	Marsh & McLennan	New York	NY	43
Banking and Financial Services	Mellon Financial Corp.	Pittsburgh	PA	43
Banking and Financial Services	Morgan Stanley Dean Witter & Co.	New York	NY	43
Banking and Financial Services	Scudder Kemper Investments	New York	NY	43
Banking and Financial Services	A.G. Edwards Inc.	St. Louis	MO	29
Banking and Financial Services	Bank of New York Co.	New York	NY	29
Banking and Financial Services	Franklin Templeton Investments	San Mateo	CA	29
Banking and Financial Services	MBNA Corp.	Wilmington	DE	29
Banking and Financial Services	Morningstar Inc.	Chicago	IL	29
Chemicals and Biotechnology	Air Products & Chemicals Inc.	Allentown	PA	71
Chemicals and Biotechnology	Dow Chemical Co.	Midland	MI	71
Chemicals and Biotechnology	Du Pont (E. I. du Pont de Nemours)	Wilmington	DE	57
Chemicals and Biotechnology	PPG Industries	Pittsburgh	PA	57
Computer and Data Services	SGI	Mountain View	CA	86
Computer and Data Services	Unisys	Blue Bell	PA	86
Computer and Data Services	Arise Communications Inc.	Oakland	CA	71
Computer and Data Services	Digitaria Interactive Inc.	San Diego	CA	57

<b>Market Name</b>	<b>Employer Name</b>	<b>City</b>	<b>State</b>	<b>HRC Rating</b>
Computer and Data Services	Electronic Data Systems Corp.	Plano	TX	57
Computer and Data Services	Automatic Data Processing Inc.	Roseland	NJ	29
Computer and Data Services	Perot Systems Corp.	Dallas	TX	14
Computer Software	Microsoft Corp.	Redmond	WA	86
Computer Software	Quark Inc.	Denver	CO	86
Computer Software	Adobe Systems	San Jose	CA	71
Computer Software	Oracle Corp.	Redwood Shores	CA	71
Computer Software	Marimba Inc.	Mountain View	CA	57
Computer Software	The Middleware Co.	Austin	TX	57
Computer Software	Cambridge Technology Group	Cambridge	MA	43
Computer Software	SAP America	Newton Square	PA	43
Computer Software	Advanced Digital Information Corp.	Redmond	WA	29
Computers and Office Equipment	Apple Computer Inc.	Cupertino	CA	100
Computers and Office Equipment	NCR Corp.	Dayton	OH	100
Computers and Office Equipment	Xerox Corp.	Stamford	CT	100
Computers and Office Equipment	Compaq Computer Corp.	Houston	TX	86
Computers and Office Equipment	Hewlett-Packard Co.	Palo Alto	CA	86
Computers and Office Equipment	International Business Machines Corp.	Armonk	NY	86
Computers and Office Equipment	Sun Microsystems	Palo Alto	CA	86
Computers and Office Equipment	Dell Computer Corp.	Austin	TX	71
Computers and Office Equipment	Pitney Bowes	Stamford	CT	57
Computers and Office Equipment	Software House International	Somerset	NJ	57
Computers and Office Equipment	Tech Data Corp.	Clearwater	FL	57
Computers and Office Equipment	Avnet Inc.	Great Neck	NY	43
Computers and Office Equipment	EMC Corp.	Hopkinton	MA	43
Computers and Office Equipment	Gateway Inc.	North Sioux City	SD	43
Computers and Office Equipment	Lexmark International Inc.	Lexington	KY	43
Computers and Office Equipment	Seagate Technology Inc.	Scotts Valley	CA	43
Computers and Office Equipment	Comark Inc.	Bloomington	IL	29
Computers and Office Equipment	Quantum	Milpitas	CA	29
Computers and Office Equipment	Radioshack	Fort Worth	TX	29
Consulting	Accenture	Chicago	IL	86
Consulting	Booz Allen Hamilton	McLean	VA	86
Consulting	Deloitte Touche Tohmatsu International	New York	NY	86
Consulting	Hewitt Associates	Lincolnshire	IL	86
Consulting	KPMG, LLP	Montvale	NJ	86
Consulting	McKinsey & Co. Inc.	New York	NY	86
Consulting	PricewaterhouseCoopers	New York	NY	86
Consulting	Ernst and Young	New York	NY	57
Consulting	The Gallup Organization	Princeton	NJ	57
Engineering and Construction	DPR Construction	Redwood City	CA	57
Engineering and Construction	The Williams Companies Inc.	Tulsa	OK	43
Engineering and Construction	Applied Materials & Engineering Inc.	San Francisco	CA	29
Engineering and Construction	Bethlehem Steel	Bethlehem	PA	29
Engineering and Construction	Illinois Tool Works Inc.	Glenview	IL	29
Entertainment and Publishing	AOL Time Warner Inc.	New York	NY	86
Entertainment and Publishing	Gannett Co. Inc.	Arlington	VA	86
Entertainment and Publishing	Scholastic Corp.	New York	NY	86

<b>Market Name</b>	<b>Employer Name</b>	<b>City</b>	<b>State</b>	<b>HRC Index</b>
Entertainment and Publishing	Vivendi Universal	New York	NY	86
Entertainment and Publishing	Walt Disney Co.	Burbank	CA	86
Entertainment and Publishing	Blockbuster Inc.	Dallas	TX	71
Entertainment and Publishing	New York Times Co.	New York	NY	71
Entertainment and Publishing	Viacom Inc.	New York	NY	71
Entertainment and Publishing	Dun & Bradstreet	New York	NY	57
Entertainment and Publishing	Knight-Ridder Newspapers Inc.	San Jose	CA	57
Entertainment and Publishing	Reuters America Holdings Inc.	New York	NY	57
Entertainment and Publishing	Times Mirror Co.	Los Angeles	CA	57
Entertainment and Publishing	McGraw-Hill	New York	NY	43
Entertainment and Publishing	R.R. Donnelley & Sons	Chicago	IL	29
Food, Beverages and Groceries	Coors Brewing Co.	Golden	CO	86
Food, Beverages and Groceries	General Mills Inc.	Minneapolis	MN	86
Food, Beverages and Groceries	Starbucks Corp.	Seattle	WA	86
Food, Beverages and Groceries	Ben and Jerry's Homemade Inc.	South Burlington	VT	71
Food, Beverages and Groceries	Darden Restaurants	Orlando	FL	71
Food, Beverages and Groceries	Kellogg Co.	Battle Creek	MI	71
Food, Beverages and Groceries	The Coca-Cola Co.	Atlanta	GA	71
Food, Beverages and Groceries	Compass Group North America	Charlotte	NC	57
Food, Beverages and Groceries	Miller Brewing Co.	Milwaukee	WI	57
Food, Beverages and Groceries	Quaker Oats Co.	Chicago	IL	57
Food, Beverages and Groceries	Whole Foods Market Inc.	Austin	TX	57
Food, Beverages and Groceries	Anheuser-Busch	St. Louis	MO	43
Food, Beverages and Groceries	Campbell Soup Co.	Camden	NJ	43
Food, Beverages and Groceries	Celestial Seasonings	Boulder	CO	43
Food, Beverages and Groceries	Costco Wholesale	Issaquah	WA	43
Food, Beverages and Groceries	Latrobe Brewing Co.	Latrobe	PA	43
Food, Beverages and Groceries	McDonald's Corp.	Oakbrook	IL	43
Food, Beverages and Groceries	Safeway	Oakland	CA	43
Food, Beverages and Groceries	Sara Lee Corp.	Chicago	IL	43
Food, Beverages and Groceries	Albertson's Inc.	Boise	ID	29
Food, Beverages and Groceries	Archer Daniels Midland Co.	Decatur	IL	29
Food, Beverages and Groceries	Coca-Cola Enterprises	Atlanta	GA	29
Food, Beverages and Groceries	Dole Food Co. Inc.	Westlake Village	CA	29
Food, Beverages and Groceries	H. E. Butt Grocery	San Antonio	TX	29
Food, Beverages and Groceries	H. J. Heinz Co.	Pittsburgh	PA	29
Food, Beverages and Groceries	Hannaford Brothers	Scarborough	ME	29
Food, Beverages and Groceries	Hormel Foods	Austin	MN	29
Food, Beverages and Groceries	Nestle Purina PetCare Co.	St. Louis	MO	29
Food, Beverages and Groceries	PepsiCo Inc.	Purchase	NY	29
Food, Beverages and Groceries	The Kroger Co.	Cincinnati	OH	29
Food, Beverages and Groceries	Domino's Inc.	Ann Arbor	MI	14
Food, Beverages and Groceries	CBRL Group Inc. (Cracker Barrel restaurants)	Lebanon	TN	0
Forest and Paper Products	Kimberly-Clark	Dallas	TX	57
Forest and Paper Products	International Paper	Purchase	NY	29
Forest and Paper Products	MeadWestvaco Corp.	Dayton	OH	14
Health Care	Aetna Inc.	Hartford	CT	100

<b>Market Name</b>	<b>Employer Name</b>	<b>City</b>	<b>State</b>	<b>HRC Rating</b>
Health Care	Kaiser Permanente Foundation Health Plan Inc.	Oakland	CA	86
Health Care	Vision Service Plan	Rancho Cordova	CA	71
Health Care	Health Net	Woodland Hills	CA	57
Health Care	University Hospitals of Cleveland	Cleveland	OH	57
Health Care	Cigna	Philadelphia	PA	43
Health Care	Harvard Pilgrim Health Care Inc.	Quincy	MA	43
Health Care	Humana Inc.	Louisville	KY	43
Health Care	PacifiCare Health Systems	Santa Ana	CA	43
High-Tech/Photo/Science Equip.	Avaya Inc.	Basking Ridge	NJ	100
High-Tech/Photo/Science Equip.	Eastman Kodak Co.	Rochester	NY	100
High-Tech/Photo/Science Equip.	Intel Corp.	Santa Clara	CA	100
High-Tech/Photo/Science Equip.	Lucent Technologies Inc.	Murray Hill	NJ	100
High-Tech/Photo/Science Equip.	Agilent Technologies Inc.	Wilmington	DE	86
High-Tech/Photo/Science Equip.	Motorola Inc.	Schaumburg	IL	86
High-Tech/Photo/Science Equip.	Polaroid Corp.	Cambridge	MA	86
High-Tech/Photo/Science Equip.	Texas Instruments Inc.	Dallas	TX	86
High-Tech/Photo/Science Equip.	Advanced Micro Devices	Sunnyvale	CA	71
High-Tech/Photo/Science Equip.	Applied Materials	Santa Clara	CA	71
High-Tech/Photo/Science Equip.	QualComm	San Diego	CA	71
High-Tech/Photo/Science Equip.	Baxter International	Deerfield	IL	57
High-Tech/Photo/Science Equip.	Cisco Systems	San Jose	CA	57
High-Tech/Photo/Science Equip.	Rockwell Collins - Passenger Systems	Pomona	CA	43
High-Tech/Photo/Science Equip.	Baldor Electric Co.	Fort Smith	AR	29
High-Tech/Photo/Science Equip.	Emerson Electric Co.	St. Louis	MO	0
Home Furnishing	Arhaus	Columbus	OH	57
Home Furnishing	Shaw Industries Inc.	Dalton	GA	14
Hotels, Resorts and Casinos	Hyatt Corp.	Chicago	IL	71
Hotels, Resorts and Casinos	Starwood Hotels & Resorts Worldwide	White Plains	NY	71
Hotels, Resorts and Casinos	Carlson Companies Inc	Minneapolis	MN	43
Hotels, Resorts and Casinos	Hilton Hotels	Beverly Hills	CA	43
Hotels, Resorts and Casinos	Marriott International	Bethesda	MD	43
Insurance	Chubb Corp.	Warren	NJ	86
Insurance	Hartford Financial Services Co.	Hartford	CT	86
Insurance	John Hancock Financial Services Inc.	Boston	MA	86
Insurance	Lincoln National Corp.	Philadelphia	PA	86
Insurance	St. Paul Companies	St. Paul	MN	86
Insurance	MetLife (Metropolitan Life Insurance)	New York	NY	71
Insurance	Safeco	Seattle	WA	71
Insurance	The Allstate Corporation	Northbrook	IL	71
Insurance	MassMutual Life Insurance	Springfield	MA	57
Insurance	Principal Financial Group	Des Moines	IA	57
Insurance	The Progressive Corp.	Mayfield Village	OH	57
Insurance	Anthem Insurance	Indianapolis	IN	43
Insurance	State Farm Group	Bloomington	IL	43
Insurance	UnumProvident Corp.	Portland	ME	43
Insurance	AIG (American International Group)	New York	NY	29
Insurance	New York Life Insurance Co.	New York	NY	29
Insurance	TIAA-CREF	New York	NY	29

<b>Market Name</b>	<b>Employer Name</b>	<b>City</b>	<b>State</b>	<b>HRC Rating</b>
Law Firms	Howard & Howard Attorneys, PC	Bloomfield Hills	MI	43
Law Firms	Rohm & Haas	Philadelphia	PA	29
Mail, Package and Freight Delivery	United Parcel Service (UPS)	Atlanta	GA	29
Mail, Package and Freight Delivery	FedEx Corp.	Memphis	TN	14
Manufacturing	Cummins Inc.	Columbus	IN	71
Manufacturing	Owens Corning	Toledo	OH	43
Miscellaneous	Minnesota Mining and Manufacturing (3M)	St. Paul	MN	57
Miscellaneous	Cendant Corp.	New York	NY	43
Oil and Gas	BP (formerly BP Amoco)	Chicago	IL	86
Oil and Gas	ChevronTexaco Corp.	San Ramon	CA	86
Oil and Gas	Shell Oil Co.	Houston	TX	86
Oil and Gas	Exxon Mobil Corp.	Irving	TX	14
Pharmaceuticals	Bausch & Lomb Inc.	Rochester	NY	86
Pharmaceuticals	GlaxoSmithKline Inc.	Research Triangle Park	NC	86
Pharmaceuticals	Merck & Co. Inc.	Whitehouse Station	NJ	86
Pharmaceuticals	Pfizer	New York	NY	86
Pharmaceuticals	Abbott Laboratories	Abbot Park	IL	71
Pharmaceuticals	Aventis Pharmaceuticals Inc.	Bridgewater	NJ	71
Pharmaceuticals	Bristol-Myers Squibb Co.	New York	NY	71
Pharmaceuticals	Roche Group (Hoffman-La Roche)	Nutley	NJ	71
Pharmaceuticals	Agouron Pharmaceuticals	La Jolla	CA	57
Pharmaceuticals	Pharmacia Corp.	Peapack	NJ	57
Pharmaceuticals	Amgen Inc.	Thousand Oaks	CA	43
Pharmaceuticals	Johnson & Johnson	New Brunswick	NJ	43
Pharmaceuticals	Ortho-Neutrogena	Los Angeles	CA	43
Pharmaceuticals	Schering-Plough Corp.	Madison	NJ	43
Pharmaceuticals	Bayer Corp.	Pittsburgh	PA	29
Pharmaceuticals	Eli Lilly & Co.	Indianapolis	IN	29
Pharmaceuticals	Wyeth (formerly American Home Products)	Madison	NJ	29
Retail and Consumer Products	Replacements Ltd.	Greensboro	NC	100
Retail and Consumer Products	Procter & Gamble	Cincinnati	OH	86
Retail and Consumer Products	Mitchell Gold Co.	Taylorsville	NC	86
Retail and Consumer Products	SC Johnson & Son Inc.	Racine	WI	86
Retail and Consumer Products	Target Corp.	Minneapolis	MN	86
Retail and Consumer Products	The Gillette Co.	Boston	MA	86
Retail and Consumer Products	Walgreens Co.	Deerfield	IL	86
Retail and Consumer Products	Clorox Co.	Oakland	CA	71
Retail and Consumer Products	Lillian Vernon Corp.	New Rochelle	NY	71
Retail and Consumer Products	Avon Products	New York	NY	57
Retail and Consumer Products	Barnes & Noble	New York	NY	57
Retail and Consumer Products	Colgate-Palmolive	New York	NY	57
Retail and Consumer Products	Estee Lauder Companies	New York	NY	57
Retail and Consumer Products	Home Depot	Atlanta	GA	57
Retail and Consumer Products	Kmart	Troy	MI	43
Retail and Consumer Products	Mattel Inc.	El Segundo	CA	43
Retail and Consumer Products	Office Depot	Delray Beach	FL	43
Retail and Consumer Products	Sears, Roebuck and Co.	Chicago	IL	43
Retail and Consumer Products	Toys R Us	Framingham	MA	43
Retail and Consumer Products	Whirlpool Corp.	Benton Harbor	MI	43

<b>Market Name</b>	<b>Employer Name</b>	<b>City</b>	<b>State</b>	<b>HRC Rating</b>
Retail and Consumer Products	Circuit City Stores Inc.	Richmond	VA	29
Retail and Consumer Products	Hallmark Cards	Kansas City	MO	29
Retail and Consumer Products	Hasbro Inc.	Pawtucket	RI	29
Retail and Consumer Products	Maytag Corp.	North Newton	IA	29
Retail and Consumer Products	Newell Rubbermaid Inc.	Freeport	IL	29
Retail and Consumer Products	Rite Aid Corp.	Camp Hill	PA	29
Retail and Consumer Products	Staples Inc.	Westborough	MA	29
Retail and Consumer Products	Meijer Inc.	Grand Rapids	MI	14
Retail and Consumer Products	Wal-Mart Stores Inc.	Bentonville	AR	14
Telecommunications	AT&T	New York	NY	86
Telecommunications	BellSouth Corp.	Atlanta	GA	86
Telecommunications	Cingular Wireless	Atlanta	GA	86
Telecommunications	Qwest Communications International Inc.	Englewood	CO	86
Telecommunications	SBC Communications Inc.	San Antonio	TX	86
Telecommunications	Verizon Communications	New York	NY	86
Telecommunications	Verio Inc.	Englewood	CO	71
Telecommunications	Nextel Communications	Reston	VA	57
Telecommunications	Northern Telecom Inc.	Nashville	TN	43
Telecommunications	Sprint Corp.	Westwood	KS	29
Telecommunications	WorldCom Inc.	Clinton	MS	29
Tobacco	Philip Morris	New York	NY	57
Transportation and Travel	Worldspan L.P.	Atlanta	GA	100
Transportation and Travel	Ryder System Inc.	Miami	FL	71
Transportation and Travel	The Boeing Co.	Seattle	WA	71
Transportation and Travel	American President Lines	Oakland	CA	43
Utilities	PG&E Corp.	San Francisco	CA	86
Utilities	Consolidated Edison Co.	New York	NY	71
Utilities	Edison International	Rosemead	CA	71
Utilities	Northeast Utilities System	Berlin	CT	71
Utilities	Sempra Energy	San Diego	CA	71
Utilities	Allegheny Energy	Hagerstown	MD	57
Utilities	Cinergy Corp.	Cincinnati	OH	57
Utilities	Baltimore Gas & Electric Co.	Baltimore	MD	43
Utilities	Pacificorp	Portland	OR	43

## ENDNOTES

1. See “The 100 Best Companies for Gay Men and Lesbians” by Ed Mickens, Pocket Books, 1994, and “Cracking the Corporate Closet: The 200 Best (and Worst) Companies to Work for, Buy from and Invest in If You’re Gay or Lesbian – and Even If You Aren’t” by Daniel B. Baker, Sean O’Brien Strub and Bill Henning, HarperCollins Publishers Inc., 1995.
2. While there is a body of market research showing a segment of the GLBT community has a relatively high amount of disposable income, the GLBT community as a whole has income similar to that of the population as a whole. The work of Prof. M.V. Lee Badgett has shown gay men actually tend to make less money than their heterosexual counterparts. See “Income Inflation: The Myth of Affluence Among Lesbian, Gay and Bisexual Americans,” Policy Institute of the National Gay and Lesbian Task Force and the Institute for Lesbian and Gay Strategic Studies.
3. Visit [www.hrc.org/worknet](http://www.hrc.org/worknet) for a complete list of state and local laws prohibiting discrimination based on sexual orientation and gender identity.
4. 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 company’s employment policies or practices related to its GLBT employees; or directing corporate charitable contributions in a manner calculated to undermine equality for GLBT people. It may also include information related to a company’s actions such as: opposing shareholder resolutions reasonably aimed at encouraging the adoption of inclusive non-discrimination policies; or directing resources from a majority-owned subsidiary to an institution(s) whose mission and/or goals undermines the goal of equality for GLBT people; or engaging in proven practices that are contrary to the company’s written GLBT employment policies.
5. Companies that do not meet criterion No. 7 — that is, if they are doing nothing overtly hostile — automatically receive 14 percentage points.
6. HRC was able to determine which companies provide benefits to opposite-sex couples as well for 190 of these employers. At total of 122, or 64 percent, provide the benefits to opposite- and same-sex domestic partners.
7. See “The State of the Workplace for Lesbian, Gay, Bisexual and Transgender Americans,” 2000 and 2001 editions, by the Human Rights Campaign Foundation.
8. Six states, the District of Columbia and 44 cities and counties have enacted laws or are covered by court decisions that prohibit gender identity discrimination in both public and private employment.
9. For a complete list of corporations that have endorsed the Employment Non-Discrimination Act, see [http://www.hrc.org/issues/federal\\_leg/enda/background/endacorp.asp](http://www.hrc.org/issues/federal_leg/enda/background/endacorp.asp).
10. This company urged Congress to enact federal legislation that would protect individuals from job discrimination based on sexual orientation.
11. American Airlines CEO Don Carty testified May 8, 2002, in favor of a Dallas ordinance that added sexual orientation and gender identity to that city’s anti-discrimination law.
12. AT&T and Boeing faced shareholder resolutions asking them to remove sexual orientation from their non-discrimination policies. The boards of both corporations made strong statements against these resolutions, both of which failed.
13. It appears that a significant shareholder of Coors stock may have supported an institution whose mission includes undermining the goal of GLBT equality. To HRC’s knowledge, such support has not affected the company’s policies or practices related to its GLBT employees.
14. It appears that a significant shareholder of Unumprovident stock may have supported an institution whose mission includes undermining the goal of GLBT equality. To HRC’s knowledge, such support has not affected the company’s policies or practices related to its GLBT employees.

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