



HUMAN
RIGHTS
CAMPAIGN
FOUNDATION



THE STATE OF THE WORKPLACE

FOR GAY, LESBIAN,
BISEXUAL AND
TRANSGENDER
AMERICANS

2 0 0 5 - 2 0 0 6

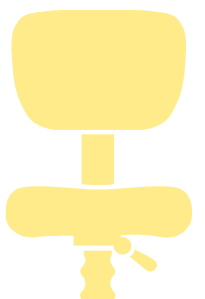
Human Rights Campaign Foundation
1640 Rhode Island Ave., N.W., Washington, D.C. 20036
phone 202/628-4160 *TTY* 202/216-1572 *fax* 866/369-3348
website www.hrc.org/workplace *e-mail* workplace@hrc.org

© 2006 by the Human Rights Campaign Foundation. The HRC Foundation grants permission for the reproduction and redistribution of this publication only when reproduced in its entirety and distributed free of charge. The Human Rights Campaign name and the Equality logo are trademarks of the Human Rights Campaign.

Table of Contents

Letter from HRC Foundation President Joe Solmonese	1
Chapter I: Domestic Partner Benefits: Defining the Inclusive Workplace	3
Chapter II: The Fortune 500 and Higher Education	7
Chapter III: State and Local Government	11
Methodology	15
About the HRC Workplace Project	17
HRC Business Council	19
Appendix: Policies at Fortune 500 Companies	21
Endnotes	39

THE STATE
OF THE
WORK
PLACE
2005-2006



Letter from HRC Foundation President Joe Solmonese

I am pleased to say that it's a new day for the American worker, as we mark a milestone in our march toward equality for all Americans in the workplace.

Domestic partner health insurance and equal employment opportunity policies covering sexual orientation and gender identity and expression are now part of the norm in the American workplace. Twenty-five years ago, these policies didn't exist, weren't really talked about or were so rare that even the most progressive employer didn't offer them. Today, these policies are the yardsticks by which employees measure a company's commitment to gay, lesbian, bisexual and transgender diversity.

Benefits for domestic partners achieved a historic first in 2006. For the first time, a majority of the nation's largest corporations provided health insurance

for domestic partners of employees. Today, 254 of the Fortune 500 provide equal benefits to same-sex couples. In fact, every trend is headed in the right direction. A whopping 86 percent of Fortune 500 companies include sexual orientation in their non-discrimination policies. And 10 times the number of Fortune 500 companies cover gender identity today compared to 2001.

All of this progress came in spite of threats and assaults by extremists that attempted to prevent businesses from offering fair and inclusive workplace policies to all their employees.

In 2005, one group launched an ill-conceived boycott of Ford Motor Co. and attacked Kraft Foods for the companies' support of gay, lesbian, bisexual and transgender workplace fairness. Both Ford and Kraft held fast in their support and did not cave in to the pressure from these prejudiced groups.

In Washington state, Microsoft and nearly a dozen other companies supported the state's newly adopted non-discrimination law, in the face of significant opposition from extremist groups. It's clear that these groups are grasping at straws. Even the other side has been calling attempts to block workplace fairness a lost cause. On this point, we couldn't agree more.

The case for equal treatment is strong. The 2000 Census found that same-sex couples live in more than 99 percent of counties in the United States, meaning just about every workplace has an employee — or prospective employee — who could benefit from domestic partner coverage. Furthermore, the cost of such benefits is negligible to the employer, but the value that employees place on them is very high. And when it comes to GLBT consumers — a \$641 billion market — people are paying attention. Studies show that fair-minded Americans look at what a company does for its employees when making purchasing decisions.

While protections for gay, lesbian, bisexual and transgender Americans are an uphill battle in Congress and some state legislatures, corporate America continues to surge ahead by removing barriers to employee success — and companies across the nation are benefiting from this progress.

THE STATE
OF THE
WORK
PLACE
2005-2006

AT THE HUMAN RIGHTS CAMPAIGN, WE DON'T ONLY TRACK THESE CHANGES. WE ARE ACTIVELY INVOLVED IN MAKING THEM HAPPEN. IN THE PAST YEAR, HRC HAS WORKED WITH HUNDREDS OF EXECUTIVES AND GAY, LESBIAN, BISEXUAL AND TRANSGENDER EMPLOYEES, PROVIDING ON-SITE TRAINING AND CUTTING-EDGE RESEARCH.

At the Human Rights Campaign, we don't only track these changes. We are actively involved in making them happen. In the past year, HRC has worked with hundreds of executives and GLBT employees, providing on-site training and cutting-edge research. From this *State of the Workplace* report to our recently released "Workplace Gender Transition Guidelines" to our *Corporate Equality Index*, set to be released this fall, we're providing practical advice to companies and employees across the country.

As we continue this work, we'll keep raising the bar when it comes to ensuring fairness for gay, lesbian, bisexual and transgender employees. From a look back at the last several years, it's clear that corporate America will be listening.

Sincerely,



Joe Solmonese
President, Human Rights Campaign Foundation

Domestic Partner Benefits: Defining the Inclusive Workplace

Today, a majority of the Fortune 500 – *Fortune* magazine’s annual list of the 500 largest public corporations in the United States – provide health insurance benefits to employees’ same-sex domestic partners. This is a historic first for a trend that began when *The Village Voice*, a New York City weekly, became the first U.S. employer to offer health insurance benefits for same-sex partners in 1982.

Employers increasingly look to domestic partner benefits as a relatively inexpensive means to promote a diverse workforce and ensure maximum employee productivity. The costs of adding domestic partners to the employer’s overall benefits package have proven minimal. A 2005 Hewitt Associates study revealed that the majority of employers experience a total benefits cost increase of less than 1 percent.

The study also indicated that the prevailing reason most companies offer domestic partner benefits is to attract and retain employees.¹

Designing a benefits package that appeals to a diverse workforce enables an employer to maintain a recruitment edge and demonstrates that the employer values diversity. Furthermore, employee morale and productivity improve in work environments where individuals believe the employer demon-

strates that it values its employees.² According to a November 2005 Gallup poll, an employee’s satisfaction with his or her employer, willingness to stay with the employer and inclination to recommend the employer to others are all strongly and positively related to the company’s diversity policies. In particular, just being aware of a company’s diversity policy

makes a big difference in levels of satisfaction, retention and loyalty; according to Gallup, “Companies which take the time and effort to develop clear and fair diversity policies benefit both the employees and the company itself.”³

From an employee’s perspective, the average benefits plan constitutes nearly one-fifth of total compensation packages for employees, with roughly half of that devoted to health insurance. Data from the U.S. Department of Commerce for 2004 shows that employers are devoting a growing share of total annual compensation costs — including wages, salaries and benefits — to benefits plans, and health benefits in particular. Wages and salaries now hold just 81 percent of employers’ total compensation costs, compared to 95 percent in 1950.⁴ As the cost of health insurance continues to rise, benefits are a matter of increasing importance to employees and their families. A total of 31 percent of Americans received employer-provided health insurance as a worker’s dependent as of 2003.⁵

Finally, the consumer-oriented employer that treats its employees equally stands to gain not just with its own workforce but with the gay, lesbian, bisexual and transgender consumer market, valued at \$641 billion for 2006.⁶ Sixty-nine percent of GLBT people indicated their shopping decisions would be influenced by companies’ workplace policies supporting equal and fair treatment of GLBT people.⁷

THE STATE
OF THE
WORK
PLACE
2005-2006

ACCORDING TO A NOVEMBER 2005 GALLUP POLL, AN EMPLOYEE’S SATISFACTION WITH HIS OR HER EMPLOYER, WILLINGNESS TO STAY WITH THE EMPLOYER AND INCLINATION TO RECOMMEND THE EMPLOYER TO OTHERS ARE ALL STRONGLY AND POSITIVELY RELATED TO THE COMPANY’S DIVERSITY POLICIES.

Legal Environment

Despite the federal Defense of Marriage Act, and similar laws or constitutional amendments at the state level, there is no legislation or legal precedent that prohibits private employers from providing domestic partner benefits to employees. Furthermore, seven states and the District of Columbia have specific protections in place for same-sex partners and/or spouses.

As a general rule, existing federal legislation surrounding benefits (e.g.: the Employee Retirement Income Security Act, the Consolidated Omnibus Budget Reconciliation Act, the Family and Medical Leave Act) are considered legal floors; for example, employers have the option of extending COBRA and FMLA benefits to include an employee's same-sex partner, even though they may not be required to do so.

Employers across the United States are faced with questions from employees and their same-sex spouses who have married in Massachusetts or abroad about eligibility for full spousal benefits. Those employers that have already implemented comprehensive domestic partner benefits programs are prepared for many of the contingencies that may arise.

Forward-looking employers acknowledge that the recognition of committed same-sex relationships on par with opposite-sex spouses across the United States is better for business, particularly when attempting to relocate employees from a state with same-sex relationship recognition to a state that actively or explicitly limits the legal status of same-sex partners.

State	Same-Sex Relationship Recognition
California	Effective Jan. 1, 2005, the state's domestic partner registry was expanded to confer almost all of the state-level spousal rights and responsibilities on registered couples.
Connecticut	Effective Oct. 1, 2005, same-sex couples in Connecticut may enter into civil unions with almost all the benefits of marriage under state law.
District of Columbia	Effective July 8, 2002, registered domestic partners are entitled to the same rights as legal family members to visit their domestic partners in the hospital and make decisions concerning the treatment of a domestic partner's remains after the partner's death. In 2004 and 2006, the law was enhanced to allow registered domestic partners to add each other to a real estate deed without paying recording taxes and to have spousal rights in the areas of spousal immunity, inheritance, spousal support and public assistance.
Hawaii	Effective July 8, 1997, the state offers "reciprocal beneficiary" status to same-sex couples, with limited benefits relative to married couples in Hawaii. Afforded benefits include certain rights and obligations associated with survivorship, inheritance, property ownership and insurance.
Maine	Effective July 30, 2004, a state domestic partner registry provides registered couples with inheritance rights, next-of-kin status, victim's compensation and priority in guardian and conservator rights.
Massachusetts	Effective May 17, 2004, the state offers civil marriage licenses to same-sex couples.
New Jersey	Effective July 11, 2004, the state offers "domestic partner" status to same-sex and some opposite-sex couples. The status allows the partner to be treated as a dependent for the purposes of administering certain retirement and health benefits.
Vermont	Effective July 1, 2000, same-sex couples in Vermont may enter into civil unions that entitle the couples to the more than 300 state-level rights and responsibilities extended to opposite-sex spouses.

Equal Benefits Ordinances

As of June 1, 2006, 11 cities and the state of California have enacted an “equal benefits ordinance” that requires government contractors to extend benefits to same-sex partners. To comply with such a law, a contractor that offers benefits to employees’ opposite-sex spouses must offer equivalent benefits to employees’ same-sex partners. Similar laws about bidding preference or fund disbursement have passed in four other cities. For more information, refer to the Human Rights Campaign website at www.hrc.org/workplace/ebo.

- | | |
|---------------------------------------|------------------------|
| • California (effective Jan. 1, 2007) | • Oakland, CA |
| • Berkeley, CA | • Olympia, WA |
| • King County, WA | • San Francisco, CA |
| • Los Angeles, CA | • San Mateo County, CA |
| • Miami Beach, FL | • Seattle, WA |
| • Minneapolis, MN | • Tumwater, WA |

Costs and Rates of Enrollment

The most common concern among employers looking to extend domestic partner health benefits is the increase in costs related to health coverage for same-sex couples and the rates of enrollment.

A 2005 Hewitt Associates study revealed that the majority of employers — 64 percent — experience a total financial impact of less than 1 percent of total benefits cost, while only 5 percent of employers experience financial impacts of 3 percent or greater of total benefits cost.⁸

Furthermore, according to the Society for Human Resource Management, employers that have offered domestic partner benefits report that the coverage is no more expensive than that for other dependents. Although there is often an assumption that HIV/AIDS will increase the number of catastrophic claims, those diagnoses have proven similar in cost and incident rate to most other life-threatening illnesses such as cancer and heart disease.⁹

A 1997 Hewitt study indicated that the impact on companies’ costs “has been minimal, with the addition of domestic partners, regardless of whether coverage was extended to same-sex or opposite-sex

domestic partners. Companies report increases in medical claims of less than 1 percent after domestic partner coverage was introduced.”¹⁰ Hewitt’s follow-up survey in 2000 went further, indicating that health insurance for domestic partners is no more expensive than for spouses.

Similarly, rates of enrollment have not been as particularly high. Explanations most commonly cited for this are that same-sex domestic partners are likely already covered by their own employers, or that the employee is simply unwilling to enroll in benefits for fear of discrimination.

Tax Implications

The Internal Revenue Service does not consider a domestic partner a “spouse” under federal tax law. However, a domestic partner may qualify as a “dependent” under the definition of a “qualifying relative” of Code § 152, thereby receiving tax-free employer-provided health plan coverage. To qualify as a “dependent,” the domestic partner must (1) have the same principal address as the employee/taxpayer for the year and be a member of the employee/taxpayer’s household; and (2) receive from the employee/taxpayer more than half of his or her individual support for the year.

For a domestic partner and the partner’s children who do not qualify as dependents, employers must report the fair market value of their health plan

coverage — typically the portion of the premiums paid by the employer to cover the partner or partner’s children — as income to the employee for tax purposes. This raises both the employee’s taxable gross income and the employer’s payroll taxes. Payroll deductions to cover a domestic partner and the partner’s children must also be taken on an after-tax basis. State recognition of same-sex relationships may provide opportunities for tax relief for purposes within that state.

Flexible Spending Accounts

Presently, medical expenses incurred by or on behalf of domestic partners (and their children) who are not qualifying dependents under Code § 152 are not eligible for tax-free reimbursement from an FSA.

Health Savings Accounts

As with a Flexible Spending Account, medical expenses incurred by or on behalf of domestic partners (and their children) that are not qualifying dependents under Code § 152 are not eligible for tax-free reimbursement from an HSA. Questions surrounding HSAs as they relate to domestic partners are complex and should be referred to an attorney.

Legislation was introduced in the 108th and 109th sessions of Congress to remove the federal tax burden on both employees and employers with respect to domestic partner health coverage. Seventeen major corporations publicly support the legislation.

employer-provided supplemental life insurance for the spouse/partner, relocation and travel assistance, adoption assistance, qualified joint and survivor annuity for the spouse/partner, qualified pre-retirement survivor annuity for the spouse/partner, retiree health care benefits and employee discounts. As of June 1, 2006, HRC was aware of 216 large employers that extended FMLA benefits to include leave on behalf of a same-sex partner and 232 large employers that offered COBRA-like benefits for an employee's same-sex partner.

Suggested language for these policies can be found on the HRC website, at www.hrc.org/workplace, and on the Society for Human Resource Management website, at www.shrm.org.

For more information on spousal equivalency, refer to the HRC website at www.hrc.org/workplace/dpb.

Soft Benefits

Employers are generally free to extend most benefits to employees' domestic partners, such as expanding family and medical leave to care for a domestic partner or expanding bereavement leave so it can be taken in the event of a domestic partner's death.

An employer that implements a domestic partner benefits program should evaluate the entire benefits package for consistent treatment between spouses and domestic partners and/or a domestic partner's dependents. The review should include basic practices such as invitations to corporate events or access to corporate facilities for family members, if applicable.

The Human Rights Campaign tracks employers that provide domestic partner-inclusive FMLA-like benefits, COBRA-like benefits continuation, bereavement leave,

Finding a Carrier

Insurance plans provided through a third party must be approved by the appropriate regulatory body within the state where the insurance policy is issued.

The San Francisco Human Rights Commission maintains a state-by-state database of insurance carriers that provide plans inclusive of same-sex partners on its website at mission.sfgov.org/hrcdip.

Employers that have difficulty finding reasonable coverage in one state may be able to utilize operations in a different state in order to obtain coverage.

The Fortune 500 and Higher Education

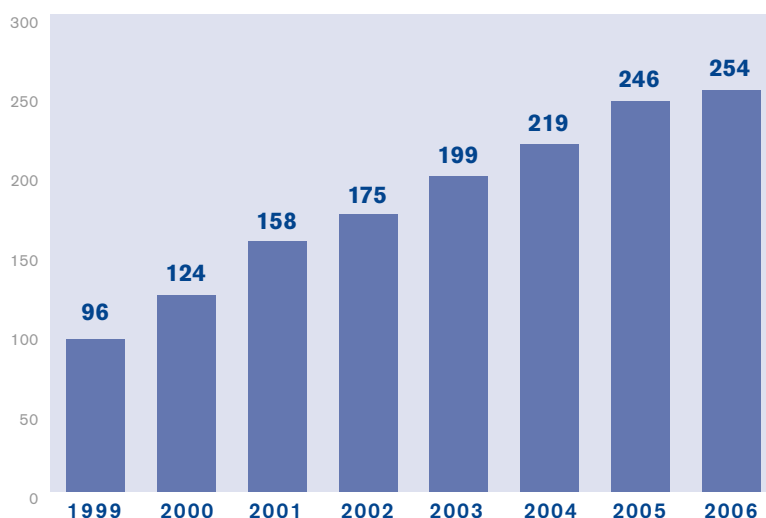
For the first time since employers began providing health insurance coverage to employees' same-sex partners, a majority of America's largest businesses now extend domestic partner benefits. As of June 1, 2006, 254 – or 51 per cent – of the 2006 Fortune 500 companies provided benefits to employees' same-sex domestic partners, 10 of which implemented them in 2006.

2006 Fortune 500 Companies That Implemented Domestic Partner Health Benefits in 2006

- 3M Co.
- Automatic Data Processing Inc.
- Clear Channel Communications Inc.
- ConocoPhillips
- Duke Energy Corp.
- Ecolab Inc.
- Harrah's Entertainment Inc.
- Lowe's Companies Inc.
- Rite Aid Corp.
- SUPERVALU Inc.

THE STATE OF THE WORK PLACE 2005-2006

Figure 1
Fortune 500 Companies That Offer Domestic Partner Health Benefits, by Year*



* Data for 2006 are derived using *Fortune* magazine's 2006 Fortune 500 list. Data for all other years are based on the corresponding year's Fortune 500 list.

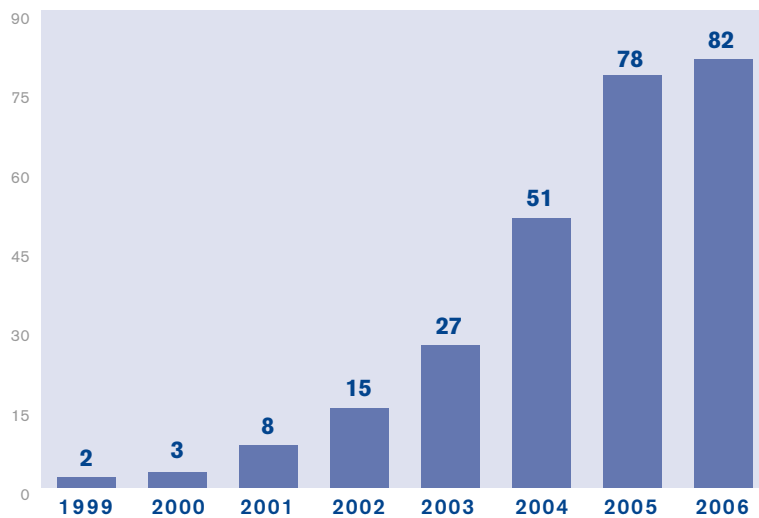
A total of 27 Fortune 500 companies added the benefits in 2005, a 12 percent increase from 2004.

As of June 1, 2006, a total of 430 companies in the Fortune 500 — or 86 percent — included sexual orientation in their non-discrimination policies. Meanwhile, 82 Fortune 500 companies included the terms “gender identity and/or expression” in their non-

discrimination statements — 10 times the number of Fortune 500 companies that had such policies in 2001.

For more information on transgender issues in the workplace, please see the Human Rights Campaign Foundation report “Transgender Issues in the Workplace: A Tool for Managers,” at www.hrc.org/workplace/transgender.

Figure 2
Fortune 500 Companies with Written Non-Discrimination Policies That Include ‘Gender Identity and/or Gender Expression,’ by Year*



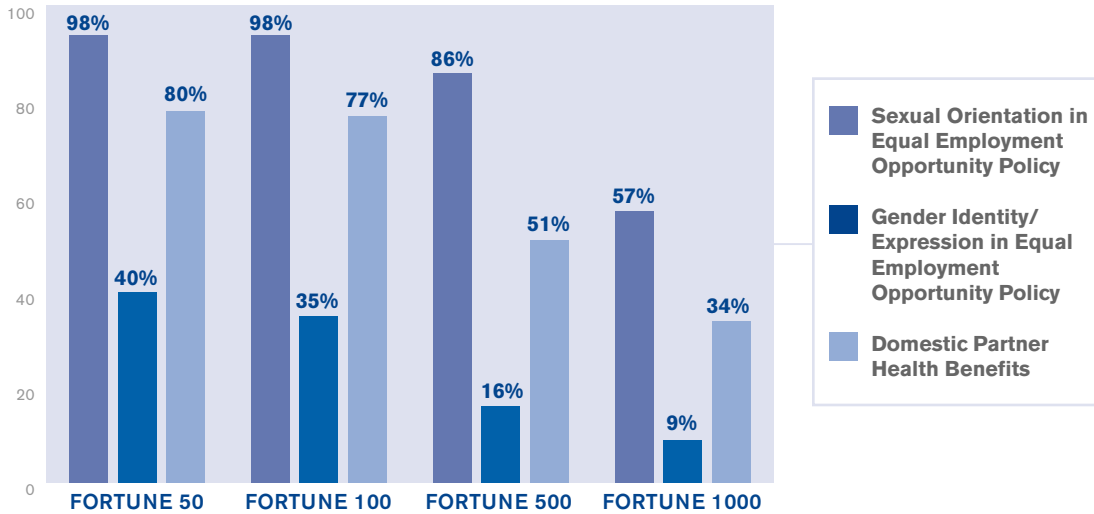
* Data for 2006 are derived using *Fortune* magazine’s 2006 Fortune 500 list. Data for all other years are based on the corresponding year’s Fortune 500 list.

America’s most successful businesses are leaders in expanding workplace policies to include gay, lesbian, bisexual and transgender employees. While 51 percent of Fortune 500 companies provide domestic partner benefits, 80 percent of the Fortune 50 do. Also, the closer a company is to the top of the Fortune list, the more likely it is to have an inclusive non-discrimination

policy. Forty-nine — or 98 percent — of the Fortune 50 companies include sexual orientation in their non-discrimination policies (Exxon Mobil Corp. is the only company in the Fortune 50 that does not). The same is true when it comes to gender identity and expression. While only 16 percent of Fortune 500 companies have the policy, 40 percent of the Fortune 50 do.



Figure 3
Fortune-Ranked Companies that Include ‘Sexual Orientation’ or ‘Gender Identity and/or Expression’ in Their Non-Discrimination Policies, or Offer Domestic Partner Health Benefits, by Fortune Rank*



* Data are derived using *Fortune* magazine’s 2006 Fortune 500 list.

In total, the Human Rights Campaign tracked 2,958 private employers, state and local governments, government agencies, colleges and universities that included “sexual orientation” in their organization’s primary equal employment opportunity or non-discrimination policies as of Dec. 31, 2005. That represents a 3 percent increase from 2004.

Additionally, the Human Rights Campaign tracked a total of 327 private employers, state and local governments, government agencies, colleges and universities that included “gender identity” or “gender identity and expression” in their organization’s primary equal employment opportunity or non-discrimination policies as of Dec. 31, 2005. That represents a 63 percent increase from 2004.

As of Dec. 31, 2005, HRC had tracked a total of 9,370 private employers, state and local governments, government agencies, colleges and universities that provided health insurance coverage to employees’ domestic partners — a 14 percent increase over 2004.

Colleges and Universities

As of June 1, 2006, a total of 562 colleges and universities had written non-discrimination policies that included “sexual orientation” and 74 had policies that included “gender identity” or “gender identity and expression.” At the end of 2005, those numbers were 558 and 59, respectively.

Among the eight Ivy League institutions — Brown University, Columbia University, Cornell University, Dartmouth College, Harvard University, Princeton University, University of Pennsylvania and Yale University — Yale is now the only Ivy League institution that does not include gender identity in its written non-discrimination policies.

Among national four-year colleges and universities, 92 percent of the top 25, according to *U.S. News and World Report*, provided domestic partner health coverage.

Figure 4
Number of Colleges and Universities That Include 'Sexual Orientation' or 'Gender Identity and/or Expression' in Their Non-Discrimination Policies, or Offer Domestic Partner Health Benefits, by Year

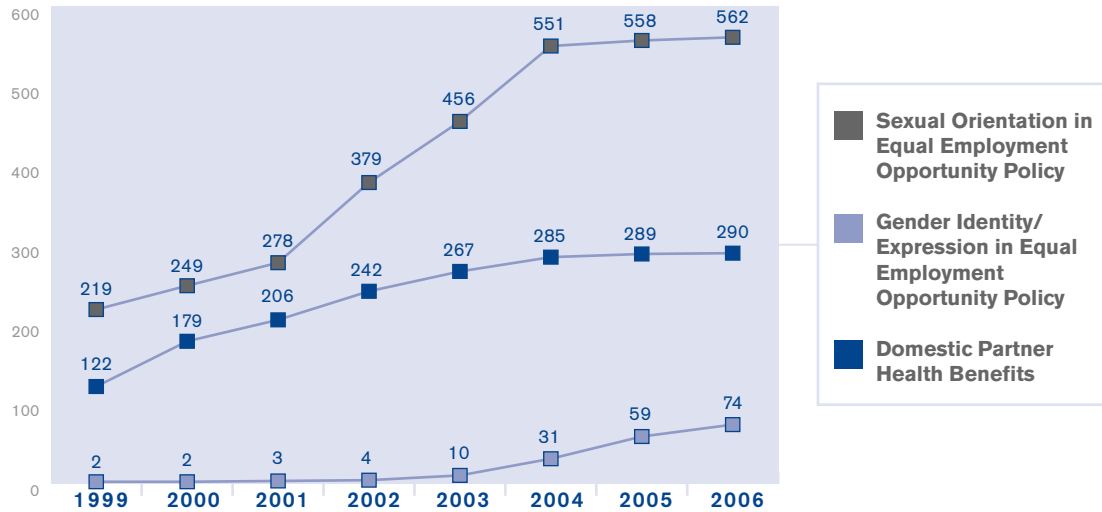
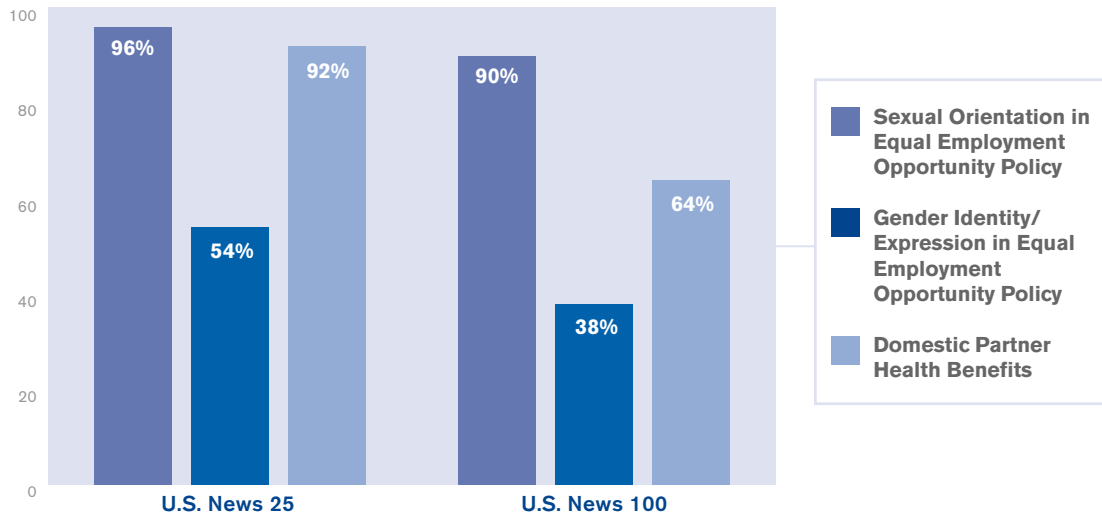


Figure 5
U.S. News & World Report-Ranked National Colleges and Universities That Include 'Sexual Orientation' or 'Gender Identity and/or Expression' in Their Non-Discrimination Policies, or Offer Domestic Partner Health Benefits, by U.S. News Rank



State and Local Government

In contrast with the private sector, government is not moving as swiftly – or not moving at all – to extend equal benefits and job protections to gay, lesbian, bisexual and transgender Americans. However, while the GLBT community is fending off outright attacks from state and federal lawmakers regarding equal marriage rights, there have been wins in anti-discrimination and benefits policies at the state and local levels. In 2005, Montana became the 13th state to extend partner benefits to state employees, in addition to the District of Columbia. Montana was joined by 16 local municipalities between Jan. 1, 2005, and June 1, 2006. A total of 201 cities and counties provide the benefits to employees – a 9 percent increase since 2004.

Table 1
States That Offer Health Insurance Coverage to Public Employees' Same-Sex Partners

State	Effective Date	State	Effective Date	State	Effective Date
Vermont	1994	Washington	2001	Illinois	2004
New York	1995	Maine	2001	New Jersey	2004
Oregon	1998	Rhode Island	2001	Montana	2005
California	1999	Iowa	2003		
Connecticut	2000	New Mexico	2003		

THE STATE
OF THE
WORK
PLACE
2005-2006

Figure 6
Cities, Counties and Government Organizations That Offer Health Insurance Coverage to Public Employees' Same-Sex Partners, by Year

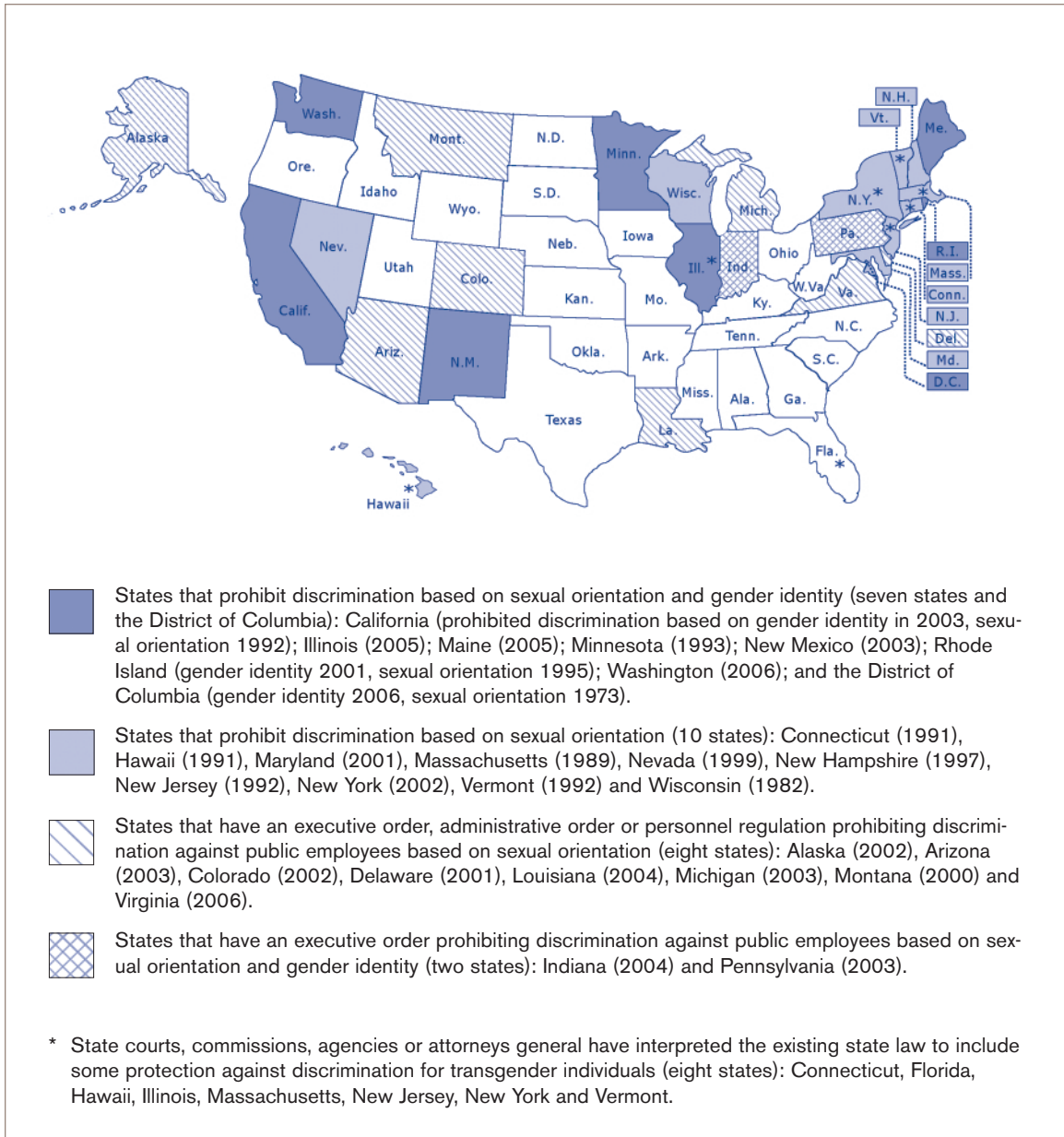


Anti-Discrimination Laws & Policies

A total of seven states and the District of Columbia prohibit discrimination in private sector employment on the basis of sexual orientation and gender identity and/or expression. Three states — Illinois, Maine and Washington — joined the list after Jan. 1, 2005. Ten additional states ban workplace discrimination based exclusively on sexual orientation. No states

extended workplace protections based solely on sexual orientation during the period covered by this report. One other state — Virginia — implemented a ban on anti-gay discrimination in public employment after Jan. 1, 2005.

No federal law prohibits employment discrimination based on sexual orientation or gender identity or expression.



A total of 167 cities and counties prohibit discrimination based on sexual orientation in public and private employment. Nine of those jurisdictions have enacted laws since Jan. 1, 2005 — a 6 percent

increase. A total of 82 cities and counties prohibit workplace discrimination based on gender identity and/or expression, with 15 of those adding the protections since Jan. 1, 2005 — a 22 percent increase.

Figure 7
Cities and Counties That Prohibit Discrimination Based on Sexual Orientation in Public and Private Workplaces, by Year of Implementation



THE STATE
 OF THE
**WORK
 PLACE**
 2005-2006

Table 2
Cities and Counties That Enacted Laws Prohibiting Discrimination Based on Sexual Orientation in Public and Private Workplaces (Jan. 1, 2005, Through June 1, 2006)

City / County	State	Effective Date	City / County	State	Effective Date
Burien	WA	2005	Lansdowne	PA	2006
Carbondale	IL	2005	Scranton	PA	2005
Cincinnati	OH	2006	Swarthmore	PA	2006
Indianapolis	IN	2005	University City	MO	2005
Lake Oswego	OR	2005			

Figure 8
Cities and Counties That Prohibit Discrimination Based on Gender Identity and/or Expression in Public and Private Workplaces, by Year of Implementation

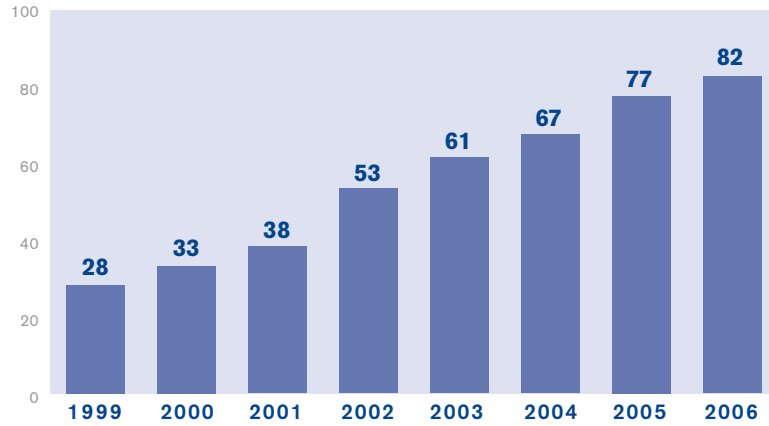


Table 3
Cities and Counties That Enacted Laws Prohibiting Discrimination Based on Gender Identity and/or Expression in Public and Private Workplaces (Jan. 1, 2005, Through June 1, 2006)

City / County	State	Effective Date	City / County	State	Effective Date
Bloomington	IN	2006	Lansdowne	PA	2006
Burien	WA	2005	Northampton	MA	2005
Carbondale	IL	2005	Oakland	CA	2005
Cincinnati	OH	2006	Scranton	PA	2005
East Lansing	MI	2005	Swarthmore	PA	2006
Indianapolis	IN	2005	Tompkins County	NY	2005
King County	WA	2006	University City	MO	2005
Lake Oswego	OR	2005			

Methodology

The 2005-2006 edition of *The State of the Workplace* report covers the period from Jan. 1, 2005, through June 1, 2006. The data in this report come from a variety of sources, including: direct reporting to the Human Rights Campaign Foundation Workplace Project (www.hrc.org/workplace); the HRC Foundation's annual *Corporate Equality Index* survey of gay, lesbian, bisexual and transgender-related policies at the Fortune 500 and Forbes 200 companies; news accounts; state and local governments; employee resource groups; individuals; and other GLBT advocacy organizations.

Data were provided in January 2005 by the cities of Berkeley, Calif.; Los Angeles, Calif.; Oakland, Calif.; Olympia, Wash.; Redwood City, Calif.; San Francisco, Calif.; Seattle, Wash.; and Tumwater, Wash., for contractors that comply with equal benefits laws, which require them to provide the same benefits to their employees' domestic partners that they offer to employees' legal spouses. The cities provided the employer names, cities, states and the dates on which each employer became compliant with the law. Unlike the Human Rights Campaign Foundation, these cities do not track employer non-discrimination policies. Thus, some of the analyses in this report rely solely on HRC-collected data. Other jurisdictions with equal benefits ordinances were asked to provide data on employers that are compliant with their laws. They were unable to provide their data, mainly because enforcement is handled differently and central data systems do not exist or because they were unable to comply with HRC's requests by press time.

For this report, the Human Rights Campaign Foundation has adopted a different method than in

prior editions of *The State of the Workplace* to calculate the annual implementation rates of domestic partner benefits where HRC does not have data.¹¹ The reported rates of implementation of domestic partner benefits for years before 1990, and from 2001 forward, represent actual values. The implementation rates reported for the years 1990-2000 are estimates based on the actual annual implementation rates in each year in that period, plus unknown values that were attributed to each year on a statistical basis. While these results are reasonably accurate, readers should note that actual values in 1990-2000 may vary. Total results from previous years also vary due to this methodology change, corrections and additions since publication of the last annual report.

Finally, HRC encourages readers of *The State of the Workplace* and visitors to HRC's website to contact the Human Rights Campaign with any additions, corrections or questions regarding this report. For more information, visit the project website at www.hrc.org/workplace or contact the HRC Workplace Project at 202/628-4160 or workplace@hrc.org.

About the HRC State of the Workplace Report

Daryl Herrschaft, Editor
Samir Luther, Primary Author

The Human Rights Campaign Foundation Workplace Project is a national source of information and guidance on gay, lesbian, bisexual and transgender issues in the workplace. The project produces timely and accurate research on issues confronting employers on GLBT diversity initiatives. It provides decision makers with cutting-edge research, expert counsel, online resources, best practice information and on-site training and education. Project staff act as business consultants for diversity professionals seeking to position their companies as employers of choice. Staff serve as trusted allies to hundreds of executives in corporate America. The project also makes available the expertise of the HRC Business Council for trusted peer-to-peer advice.

Daryl Herrschaft **Director, HRC Workplace Project**

Since 1998, Daryl Herrschaft has overseen the Workplace Project of the Human Rights Campaign Foundation. In this capacity, he monitors and evaluates corporate policies surrounding gay, lesbian, bisexual and transgender employees, consumers and investors. He is editor of HRC's annual *Corporate Equality Index* and *The State of the Workplace for Gay, Lesbian, Bisexual and Transgender Americans*.

Herrschaft has consulted with dozens of major corporations on the full range of GLBT-related workplace policies. He has presented HRC findings to diverse audiences, including the Conference Board, the Society for Human Resource Management and the New York City Council. He is frequently called upon by national and local media, and has been featured on *washingtonpost.com* as well as appearing on CNN, National Public Radio and Voice of America. He is a member of the board of directors of San Francisco-

based Out & Equal Workplace Advocates. Before joining HRC, Herrschaft was a research associate at the Urban Institute. He holds a bachelor's degree from the George Washington University.

Eric Bloem **Associate Director, HRC Workplace Project**

Eric Bloem has directly consulted with dozens of major corporations on the full range of gay, lesbian, bisexual and transgender-related workplace policies. Prior to joining the Human Rights Campaign Workplace Project, he spent six years as a manager with Accenture, where he provided change management consulting services to many Fortune 500 companies including Best Buy, Fidelity, Walgreen Co. and Citigroup. Bloem brings with him notable experience helping companies adapt to strategic change. He holds a bachelor's degree in business administration from Bucknell University.

THE STATE
OF THE
WORK
PLACE
2005-2006

Samir Luther
Manager, HRC Workplace Project

Samir Luther works directly with large employers to implement inclusive workplace policies for gay, lesbian, bisexual and transgender employees. He leads the project's research efforts and is primary author of the Human Rights Campaign Foundation annual reports, *Corporate Equality Index* and *The State of the Workplace*, as well as several papers including "Domestic Partner Benefits: Employer Trends and Benefits Equivalency for the GLBT Family" and "Workplace Gender Transition Guidelines for Transgender Employees, Managers and Human Resource Professionals."

Luther has briefed human resources professionals, benefits administrators and congressional staff on the latest trends relating to GLBT employees. He holds a bachelor of science in business administration from Washington University in St. Louis. He joined the Workplace Project of the HRC Foundation in November 2004 as research coordinator.

Jonah Pozen
Assistant, HRC Workplace Project

Jonah Pozen joined the HRC Workplace Project from the Corporate Executive Board where he served as an account analyst, providing best practice research and education to executives at more than 200 major corporations and government agencies worldwide, including Wachovia, Washington Mutual, Bank of America, Goldman Sachs, Intel and Citigroup. In addition, he volunteers as the director of corporate development for PAC Rugby, Washington, D.C.'s founding member of the USA Rugby Super League. Pozen holds a bachelor's degree in psychology from the University of Rochester and a certificate of management studies from the William E. Simon School of Business Administration.

Contributors

Carrie Evans
HRC State Legislative Director

Carrie Evans is the state legislative director for the Human Rights Campaign. She joined the organization in 2003. Evans works with state and local legislators and gay, lesbian, bisexual and transgender organizations in pursuing their GLBT-related legislative agendas. She drafts legislation, provides analysis of legislation, tracks GLBT-related state legislation and publishes regular updates and a year-end legislative report. Additionally, Evans works with HRC's public education and outreach division to update and maintain state legal-related information on HRC's website.

Evans holds a bachelor of arts in sociology from Minot State University in North Dakota, a master of arts in sociology from Southern Illinois University in Carbondale and a bachelor of laws from Osgoode Hall Law School in Toronto.

Acknowledgements

Special thanks to HRC Workplace Project interns Andrew King, Michael Privette, Sarah Schrag and Jonathan Turbin for meticulous data collection and research. The HRC Foundation also extends its gratitude to the cities of Berkeley, Calif.; Los Angeles, Calif.; Oakland, Calif.; Olympia, Wash.; Redwood City, Calif.; San Francisco, Calif.; Seattle, Wash.; and Tumwater, Wash.; for furnishing data on companies that are compliant with their equal benefits ordinances.

HRC Business Council

The Human Rights Campaign Business Council was founded in 1997. Members provide expert advice and counsel to the HRC Workplace Project on gay, lesbian, bisexual and transgender workplace issues based on their business experience and knowledge.

John K. Barry
J.P. Morgan Chase & Co.

Phil Burgess
Walgreens Co.

Natalie Butto

Richard Clark
Accenture Ltd.

Wes Combs
Witeck-Combs Communications

Scott Coors

Elaine Decanio
Shell Oil Company

Deirdre Duker
Country Music Television Inc.

Charlie S. Frew
BellSouth Corp.

Jamison Green
Visa U.S.A.

J. Robby Gregg Jr.
AOL

John Hassell
Hewlett-Packard Co.

John P. Isa
Paul, Hastings, Janofsky & Walker, LLP

Emily Jones
Eastman Kodak Co. (retired)

J. Kevin Jones
Citigroup Inc.

Grant Lukenbill
Global Consumer Index

Sue McManus
Nationwide

Juanita Mitchell
Volvo Cars of North America Inc.

Marc Nichols

Keith Powell
Eastman Kodak Co.

Donna Rose

Rob Shook
IBM Corp.

Richard Spencer
The George Group

John Sullivan
Imation Corp.

Louise Young
Raytheon Co.

Helga Ying
Levi Strauss & Co.

Donna Zimmer
BP America Inc.

THE STATE
OF THE
**WORK
PLACE**
2005-2006

Appendix: Policies at Fortune 500 Companies

This appendix lists Fortune 500 companies by rank, including those companies ranked in 2005 and in 2006, and whether they include “sexual orientation” and/or “gender identity and/or expression” in their non-discrimination policies or offer domestic partner health benefits.

- SO Sexual Orientation in Equal Employment Opportunity Policy
- GIE Gender Identity and/or Expression in Equal Employment Opportunity Policy
- DPB Domestic Partner Health Benefits

- ✓ Policy implemented prior to 2006
- ✓ Policy implemented in 2005
- ✓ Policy implemented in 2006

Company Name	2005 Fortune Rank	2006 Fortune Rank	City	State	SO	GIE	DPB
3M Company	105	101	St. Paul	MN	✓		✓
Abbott Laboratories	100	93	Abbott Park	IL	✓		✓
Advance Auto Parts (Advance Holding)	487	477	Roanoke	VA			
Advanced Micro Devices	387	367	Sunnyvale	CA	✓		✓
AES Corp., The	226	221	Arlington	VA	✓		
Aetna Inc.	108	91	Hartford	CT	✓	✓	✓
Affiliated Computer Services	460	471	Dallas	TX	✓		✓
AFLAC Inc.	158	151	Columbus	GA	✓		
Agco	374	399	Duluth	GA			
Agilent Technologies Inc.	290	319	Palo Alto	CA	✓	✓	✓
Air Products & Chemicals Inc.	281	282	Allentown	PA	✓	✓	
AK Steel Holding Corp.	376	385	Middletown	OH			
Albertson's Inc.	35	47	Boise	ID	✓		
Alcoa Inc.	79	79	Pittsburgh	PA	✓		
Allied Waste Industries	362	376	Scottsdale	AZ	✓		
Allstate Corp., The	51	58	Northbrook	IL	✓		✓
ALLTEL Corp	265	251	Little Rock	AR	✓		

**THE STATE
OF THE
WORK
PLACE**
2005-2006

Company Name	2005 Fortune Rank	2006 Fortune Rank	City	State	SO	GIE	DPB
Altria Group Inc.	17	20	New York	NY	✓		✓
Amazon.com Inc.	303	272	Seattle	WA	✓		✓
Amerada Hess	126	88	New York	NY	✓		
Ameren Corporation	380	324	St. Louis	MO	✓		
American Electric Power Co. Inc.	148	185	Columbus	OH	✓		
American Express Co.	62	69	New York	NY	✓	✓	✓
American Family Insurance Group	313	323	Madison	WI	✓		✓
American Financial Group	472	492	Cincinnati	OH			
American International Group Inc.	9	9	New York	NY	✓		✓
American Standard Companies Inc.	238	230	Piscataway	NJ	✓		
AmerisourceBergen Corp.	23	27	Chesterbrook	PA	✓		✓
Amgen Inc.	212	181	Thousand Oaks	CA	✓		✓
AMR Corp	119	105	Fort Worth	TX	✓	✓	✓
Anadarko Petroleum	333	314	The Woodlands	TX			
Anheuser-Busch Companies Inc.	139	146	St. Louis	MO	✓		✓
Aon Corp.	218	237	Chicago	IL	✓		✓
Apache	367	299	Houston	TX			
Apple Computer Inc.	263	159	Cupertino	CA	✓	✓	✓
Applied Materials Inc.	270	317	Santa Clara	CA	✓		✓
Aramark Corp.	219	215	Philadelphia	PA	✓		✓
Archer Daniels Midland Co.	44	56	Decatur	IL	✓		
Arrow Electronics	207	209	Melville	NY	✓		
ArvinMeritor Inc.	244	242	Troy	MI	✓		
Asbury Automotive Group	358	364	New York	NY	✓		
Ashland Inc.	252	239	Covington	KY	✓		✓
Assurant	282	306	New York	NY			
AT&T Corp.	56		Bedminster	NJ	✓	✓	✓
AT&T Inc.	33	39	San Antonio	TX	✓	✓	✓
Atmos Energy		430	Dallas	TX			
Autoliv Inc.	329	351	Ogden	UT			
Automatic Data Processing Inc.	277	271	Roseland	NJ	✓		✓
AutoNation Inc.	112	115	Fort Lauderdale	FL	✓		
Auto-Owners Insurance	407	426	Lansing	MI			

Company Name	2005 Fortune Rank	2006 Fortune Rank	City	State	SO	GIE	DPB
AutoZone Inc.	350	378	Memphis	TN	✓		
Avaya Inc.	451	434	Basking Ridge	NJ	✓	✓	✓
Avery Dennison	366	393	Pasadena	CA	✓		
Avnet Inc.	217	212	Phoenix	AZ	✓		✓
Avon Products	278	281	New York	NY	✓		✓
B J's Wholesale Club	284	288	Natick	MA	✓		
Baker Hughes Inc.	330	310	Houston	TX	✓		
Ball Corporation	360	374	Broomfield	CO	✓		✓
Bank of America Corp.	18	12	Charlotte	NC	✓	✓	✓
Bank of New York Co.	293	278	New York	NY	✓		✓
Barnes & Noble Inc.	335	422	New York	NY	✓		✓
Baxter International Inc.	237	240	Deerfield	IL	✓		
BB&T Corp.	312	292	Winston-Salem	NC	✓		
Bear Stearns	258	202	New York	NY	✓		✓
Beazer Homes USA	473	429	Atlanta	GA			
Becton, Dickinson and Company	388	397	Franklin Lakes	NJ	✓		
Bed Bath & Beyond Inc.	434	419	Union	NJ	✓		
BellSouth Corp.	87	106	Atlanta	GA	✓		✓
Berkshire Hathaway Inc.	12	13	Omaha	NE	✓		
Best Buy Co. Inc.	77	76	Richfield	MN	✓	✓	✓
Big Lots	441	465	Columbus	OH	✓		
Black & Decker Corp., The	359	330	Towson	MD	✓		
Blockbuster Inc.		366	Dallas	TX	✓		✓
BlueLinx Holdings Inc.		387	Atlanta	GA	✓		
BNSF Railway Company	200	171	Fort Worth	TX	✓		
Boeing Co.	25	26	Chicago	IL	✓		✓
Borders Group Inc.	475	490	Ann Arbor	MI	✓	✓	✓
BorgWarner Inc.		475	Auburn Hills	MI			
Boston Scientific	352	346	Natick	MA	✓		✓
Brinker International Inc.	492		Dallas	TX	✓		✓
Brink's Co., The	409	395	Richmond	VA			
Bristol-Myers Squibb Co.	93	110	New York	NY	✓	✓	✓
Brunswick Corp.	377	363	Lake Forest	IL	✓		

THE STATE
OF THE
WORK
PLACE
2005-2006

Company Name	2005 Fortune Rank	2006 Fortune Rank	City	State	SO	GIE	DPB
Burlington Resources Inc.	353	298	Houston	TX	✓		
C.H. Robinson Worldwide	442	379	Eden Prairie	MN	✓		
Cablevision Systems Corp.	394	414	Bethpage	NY	✓		✓
Caesars Entertainment Inc.	401		Las Vegas	NV	✓		
Calpine Corp.	242	275	San Jose	CA	✓		✓
Campbell Soup Co.	297	302	Camden	NJ	✓		✓
Capital One Financial Corp.	206	187	McLean	VA	✓	✓	✓
Cardinal Health	16	19	Dublin	OH	✓		✓
Caremark RX	73	60	Nashville	TN	✓		✓
Carmax Inc.	422	411	Glen Allen	VA	✓		✓
Caterpillar Inc.	57	55	Peoria	IL	✓		
CBS Corporation		149	New York	NY			
CDW Corporation	347	343	Vernon Hills	IL	✓		✓
Celanese Corp.		356	Dallas	TX	✓		
Cendant Corp.	107	114	New York	NY	✓		✓
CenterPoint Energy Inc.	209	244	Houston	TX	✓		
Gentex Corp.	204	175	Dallas	TX	✓		
Charles Schwab Corp., The	411	418	San Francisco	CA	✓	✓	✓
Charter Communications	390	413	St. Louis	MO	✓		
Chesapeake Energy Corporation		451	Oklahoma City	OK			
Chevron Corp.	6	4	San Ramon	CA	✓	✓	✓
CHS Inc.	198	188	Inver Grove Heights	MN			
Chubb Corp.	161	156	Warren	NJ	✓	✓	✓
CIGNA Corp.	122	130	Philadelphia	PA	✓		✓
Cincinnati Financial Corporation	500		Fairfield	OH	✓		
Cinergy Corp.	412	398	Cincinnati	OH	✓		
Circuit City Stores Inc.	231	226	Richmond	VA	✓		✓
Cisco Systems Inc.	91	83	San Jose	CA	✓	✓	✓
CIT Group Inc.	413	384	New York	NY	✓		
Citigroup Inc.	8	8	New York	NY	✓	✓	✓
Clear Channel Communications Inc.	239	252	San Antonio	TX	✓		✓
Clorox Company	445	460	Oakland	CA	✓		✓
CMS Energy Services	356	344	Jackson	MI	✓		

Company Name	2005 Fortune Rank	2006 Fortune Rank	City	State	SO	GIE	DPB
CNF Inc.	339	481	Palo Alto	CA	✓		
Coca-Cola Company	92	89	Atlanta	GA	✓	✓	✓
Coca-Cola Enterprises	123	120	Atlanta	GA	✓		✓
Colgate-Palmolive Co.	210	204	New York	NY	✓		✓
Collins & Aikman	474		Troy	MI			
Comcast Corp.	102	94	Philadelphia	PA	✓		✓
Commercial Metals	404	329	Irving	TX			
Computer Sciences Corp.	142	141	El Segundo	CA	✓		
ConAgra Foods Inc.	121	143	Omaha	NE			
ConocoPhillips	7	6	Houston	TX	✓		✓
Conseco Inc.	443	472	Carmel	IN	✓		✓
Consolidated Edison Co.	228	199	New York	NY	✓		✓
Constellation Brands Inc.		487	Fairport	NY			
Constellation Energy Group Inc.	167	125	Baltimore	MD	✓		✓
Continental Airlines	232	207	Houston	TX	✓		✓
Cooper Tire & Rubber	470		Findlay	OH		✓	
Coors Brewing Company	447	373	Golden	CO	✓	✓	✓
Corning Inc.	480	456	Corning	NY	✓	✓	✓
Costco Wholesale Corp.	29	28	Issaquah	WA	✓		✓
Countrywide Financial Corp.	150	122	Calabasas	CA	✓		✓
Coventry Health Care	371	328	Bethesda	MD	✓		
Cox Communications Inc.	322	316	Atlanta	GA	✓		✓
Crown Holdings	289	321	Philadelphia	PA	✓		
CSX Corp.	269	266	Jacksonville	FL	✓		
Cummins Inc.	257	238	Columbus	IN	✓	✓	✓
CVS	55	53	Woonsocket	RI	✓		✓
Dana Corp.	201	234	Toledo	OH	✓		
Danaher Corp.	306	287	Washington	DC			
Darden Restaurants	386	409	Orlando	FL	✓		✓
Dean Foods Co.	205	216	Dallas	TX	✓		✓
Deere & Co.	106	96	Moline	IL	✓		
Dell Inc.	28	25	Round Rock	TX	✓	✓	✓
Delphi Corp.	63	77	Troy	MI	✓		✓

THE STATE
OF THE
WORK
PLACE
2005-2006

Company Name	2005 Fortune Rank	2006 Fortune Rank	City	State	SO	GIE	DPB
Delta Air Lines Inc.	138	135	Atlanta	GA	✓		✓
Devon Energy	243	219	Oklahoma City	OK	✓		
Dillard's Inc.	274	294	Little Rock	AR	✓		
DIRECTV Group Inc., The	179	168	El Segundo	CA	✓		
Dole Food Co. Inc.	369	365	Westlake Village	CA	✓		✓
Dollar General Corp.	280	268	Goodlettsville	TN	✓		
Dominion Resources Inc.	151	123	Richmond	VA	✓	✓	✓
Dover Corp.	354	342	New York	NY	✓		
Dow Chemical Co.	34	36	Midland	MI	✓	✓	✓
DR Horton Inc	203	162	Fort Worth	TX			
DTE Energy Co.	296	259	Detroit	MI	✓		✓
Duke Energy Corp.	86	117	Charlotte	NC	✓		✓
DuPont (E.I. du Pont de Nemours)	66	73	Wilmington	DE	✓		✓
Dynegy Inc.	327	337	Houston	TX	✓		
Eastman Chemical Co.	316	315	Kingsport	TN			
Eastman Kodak Co.	153	155	Rochester	NY	✓	✓	✓
Eaton Corp.	227	210	Cleveland	OH	✓		✓
eBay Inc.		458	San Jose	CA	✓		✓
EchoStar Communications Corp.	291	273	Englewood	CO			
Ecolab Inc.	455	459	St. Paul	MN	✓		✓
Edison International	187	194	Rosemead	CA	✓		✓
El Paso Corp	314	455	Houston	TX	✓		✓
Electronic Data Systems Corp.	95	108	Plano	TX	✓		✓
Eli Lilly & Co.	152	148	Indianapolis	IN	✓		✓
EMC Corp.	266	249	Hopkinton	MA	✓		✓
EMCOR Group Inc.	406	448	San Francisco	CA	✓		✓
Emerson Electric Co.	134	126	St. Louis	MO	✓		
Enbridge Energy Partners	448	335	Houston	TX	✓		
Energy East Corp.	400	405	Albany	NY	✓		
Energy Transfer Partners, L.P.		347	Dallas	TX			
Engelhard Corp	456	454	Iselin	NJ	✓		
Entergy Corp.	221	218	New Orleans	LA	✓		
Enterprise Products Partners, L.P.	260	183	Houston	TX	✓		

Company Name	2005 Fortune Rank	2006 Fortune Rank	City	State	SO	GIE	DPB
Erie Insurance Group	425	421	San Francisco	CA	✓		✓
Estee Lauder Companies	346	340	New York	NY	✓	✓	✓
Exelon Corp.	145	144	Chicago	IL	✓		✓
Express Scripts Inc.	137	134	Maryland Heights	MO	✓		✓
Exxon Mobil Corp.	2	1	Irving	TX			
Family Dollar Stores	373	369	Matthews	NC			
Federal-Mogul Corp.	326	345	Southfield	MI	✓		
Federated Department Stores	133	87	Cincinnati	OH	✓		✓
FedEx Corp.	78	70	Memphis	TN	✓		
Fidelity National Financial Corp.	261	248	Jacksonville	FL			
Fifth Third Bancorp	317	308	Cincinnati	OH	✓		
First American Corp.	309	284	Santa Ana	CA	✓		
First Data Corp.	223	224	Greenwood Village	CO	✓		
FirstEnergy Corp.	163	184	Akron	OH	✓		
Fiserv Inc.		488	Brookfield	WI	✓		
Fisher Scientific International	414	389	Hampton	NH	✓		✓
Fluor	241	169	Aliso Viejo	CA	✓		
Foot Locker	365	383	New York	NY	✓		
Ford Motor Co.	4	5	Dearborn	MI	✓	✓	✓
Fortune Brands	301	305	Lincolnshire	IL	✓		
FPL Group Inc.	213	195	Juno Beach	FL	✓		
Franklin Resources Inc.		474	San Mateo	CA	✓		
Freeport-McMoRan Copper & Gold Inc.		480	New Orleans	LA	✓		
Freescale Semiconductor Inc.		368	Austin	TX	✓	✓	✓
Frontier Oil Corporation		496	Houston	TX			
Gannett Co. Inc.	283	296	McLean	VA	✓		✓
Gap Inc.	130	139	San Francisco	CA	✓	✓	✓
Gateway Inc.	495		Irvine	CA	✓		✓
General Dynamics Corp.	115	100	Falls Church	VA	✓	✓	
General Electric Co.	5	7	Fairfield	CT	✓		✓
General Mills Inc.	197	206	Minneapolis	MN	✓	✓	✓
General Motors Corp.	3	3	Detroit	MI	✓		✓
Genuine Parts Co.	245	245	Atlanta	GA	✓		

THE STATE
OF THE
WORK
PLACE
2005-2006

Company Name	2005 Fortune Rank	2006 Fortune Rank	City	State	SO	GIE	DPB
Genworth Financial Inc.		223	Richmond	VA			
Georgia-Pacific Corporation	109		Atlanta	GA	✓		✓
Global Gillette	215		Boston	MA	✓		✓
Golden West Financial Corp.	435	326	Oakland	CA	✓		✓
Goldman Sachs Group Inc., The	59	41	New York	NY	✓	✓	✓
Goodrich Corp.	408	402	Charlotte	NC	✓		✓
Goodyear Tire & Rubber Co.	120	112	Akron	OH	✓		
Google Inc.		353	Mountain View	CA	✓		✓
Graybar Electric Company Inc.	462	476	Seattle	WA			✓
Group 1 Automotive	361	361	Houston	TX	✓		
Guardian Life Ins. Co. America	251	256	New York	NY			
Guidant Corp.	485		Indianapolis	IN	✓		✓
H&R Block	454	467	Kansas City	MO	✓		✓
H. J. Heinz Co.	259	262	Pittsburgh	PA	✓		
Halliburton Co.	101	103	Houston	TX			
Harley-Davidson Inc.	368	380	Stockton	CA	✓		
Harrah's Entertainment Inc.	396	309	Las Vegas	NV	✓		✓
Hartford Financial Services Co.	88	78	Hartford	CT	✓		✓
HCA – Hospital Corp. of America	80	84	Nashville	TN	✓		✓
Health Net Inc.	185	191	Woodland Hills	CA	✓		✓
Henry Schein	465	445	Melville	NY	✓		
Hewlett-Packard Co.	11	11	San Francisco	CA	✓	✓	✓
Hexion Specialty Chemicals Inc.		462	Columbus	OH			
Hilton Hotels Corp.		464	Beverly Hills	CA	✓		✓
Home Depot Inc.	13	14	Atlanta	GA	✓		✓
Honeywell International Inc.	75	71	Morristown	NJ	✓		✓
Hormel Foods Corp.	402	401	Austin	MN	✓		
Host Marriott	486		Bethesda	MD	✓		✓
Hovnanian Enterprises	457	403	Red Bank	NJ	✓		
Hughes Supply Inc.	437	400	Orlando	FL			
Humana Inc.	162	150	Louisville	KY	✓		
Huntsman Corp.		172	Salt Lake City	UT			
IKON Office Solutions	415	469	San Francisco	CA	✓		✓

Company Name	2005 Fortune Rank	2006 Fortune Rank	City	State	SO	GIE	DPB
Illinois Tool Works Inc.	183	173	Glenview	IL	✓	✓	
Ingram Micro	76	72	Santa Ana	CA	✓		
Intel Corp.	50	49	Santa Clara	CA	✓	✓	✓
InterActiveCorp	325	313	New York	NY	✓		✓
International Business Machines Corp.	10	10	Armonk	NY	✓	✓	✓
International Paper Co.	70	82	Stamford	CT	✓		✓
International Steel Group	248		Richfield	OH			
Interpublic Group of Companies Inc.	332	348	New York	NY	✓		✓
ITT Industries Inc.	308	291	White Plains	NY	✓	✓	
J.C. Penney Company Inc.	74	118	Plano	TX	✓		✓
J.P. Morgan Chase & Co.	20	17	New York	NY	✓	✓	✓
Jabil Circuit	324	303	St. Petersburg	FL	✓		
Jacobs Engineering Group Inc.	423	386	Pasadena	CA	✓		✓
Jefferson-Pilot	461	478	Greensboro	NC	✓		
Johnson & Johnson	30	32	New Brunswick	NJ	✓	✓	✓
Johnson Controls Inc.	71	75	Milwaukee	WI	✓		✓
Jones Apparel Group Inc.	416	425	Bristol	PA	✓		✓
KB Home	300	254	Los Angeles	CA	✓		
Kellogg Co.	234	233	Battle Creek	MI	✓		
Kelly Services Inc.	389	407	Troy	MI			
Kerr-McGee	379	320	Oklahoma City	OK			
KeyCorp	355	325	Cleveland	OH	✓		✓
Keyspan Corp	302	295	Brooklyn	NY	✓	✓	✓
Kimberly-Clark Corporation	135	140	Irving	TX	✓		✓
Kinder Morgan Inc.	271	243	Houston	TX	✓		
Kindred Healthcare	499	498	Louisville	KY	✓		
Kmart Corp.	113		Troy	MI	✓		
Kohl's Corp.	184	166	Menomonee Falls	WI	✓		
Kroger Co., The	21	21	Cincinnati	OH	✓		
L-3 Communications Holdings	305	253	New York	NY			
Laidlaw International	419		San Francisco	CA			✓
Land O'Lakes	279	301	Arden Hills	MN			
LandAmerica Financial Group Inc.		500	Richmond	VA			✓

THE STATE
OF THE
WORK
PLACE
2005-2006

Company Name	2005 Fortune Rank	2006 Fortune Rank	City	State	SO	GIE	DPB
Lear Corp.	127	127	Southfield	MI	✓		
Leggett & Platt Inc.	384	404	Carthage	MO			
Lehman Brothers Holdings	94	62	New York	NY	✓	✓	✓
Lennar Corp	214	161	Miami	FL	✓		
Level 3 Communications Inc.	491		Broomfield	CO	✓		✓
Levi Strauss & Co.	464	484	San Francisco	CA	✓	✓	✓
Lexmark International Inc.	370	415	Lexington	KY	✓	✓	✓
Liberty Global Inc.		408	Englewood	CO			
Liberty Media Corp.	254	277	Englewood	CO	✓		
Liberty Mutual Group	111	102	Boston	MA			✓
Limited Brands Inc.	240	246	Columbus	OH	✓		✓
Lincoln National Corp.	363	396	Philadelphia	PA	✓	✓	✓
Liz Claiborne Inc.	418	440	New York	NY	✓	✓	✓
Lockheed Martin Corp.	47	52	Bethesda	MD	✓		✓
Loews Corp.	144	145	New York	NY	✓		✓
Longs Drug Stores Corp.	421	450	Walnut Creek	CA	✓		
Lowe's Companies Inc.	43	42	Mooresville	NC	✓		✓
Lubrizol Corporation		486	Wickliffe	OH			
Lucent Technologies Inc.	247	255	Murray Hill	NJ	✓	✓	✓
Lyondell Chemical	338	121	Houston	TX			
Manpower Inc.	140	136	Milwaukee	WI	✓		
Marathon Oil Corp.	31	23	Houston	TX	✓		
Marriott International	224	203	Washington	DC	✓		✓
Marsh & McLennan Companies Inc.	176	186	New York	NY	✓		✓
Marshall & Ilsley Corp		499	Milwaukee	WI			
Masco Corp.	170	174	Taylor	MI	✓		
Massachusetts Mutual Life Ins. Co.	83	92	Springfield	MA	✓		✓
Mattel Inc.	383	416	El Segundo	CA	✓	✓	✓
Maxtor Corp.	482		Milpitas	CA	✓		
May Department Stores Co.	147		St. Louis	MO	✓		
Maytag Corp.	410	435	Newton	IA	✓		
MBNA Corp.	171		Wilmington	DE	✓		✓
McDonald's Corp.	116	109	Oak Brook	IL	✓		✓

Company Name	2005 Fortune Rank	2006 Fortune Rank	City	State	SO	GIE	DPB
McGraw-Hill Companies Inc., The	375	359	New York	NY	✓		✓
MCI Group	90		Ashburn	VA	✓		✓
McKesson Corp.	15	16	San Francisco	CA	✓		✓
MDC Holdings	466	437	Denver	CO	✓		
MeadWestvaco Corp.	267	322	Stamford	CT	✓		✓
Medco Health Solutions	48	51	Franklin Lakes	NJ	✓		✓
Medtronic Inc.	246	235	Minneapolis	MN	✓		✓
Mellon Financial Corp.	391	377	Pittsburgh	PA	✓	✓	✓
Merck & Co. Inc.	84	95	Whitehouse Station	NJ	✓		✓
Merrill Lynch & Co.	53	34	New York	NY	✓	✓	✓
MetLife Inc.	37	35	New York	NY	✓	✓	✓
MGM Mirage	449	334	Las Vegas	NV	✓		✓
Micron Technology Inc.	439	438	Boise	ID			
Microsoft Corp.	41	48	Redmond	WA	✓	✓	✓
Mirant Corporation	424	479	Atlanta	GA	✓		
Mohawk Industries Inc.	340	327	Calhoun	GA	✓		✓
Monsanto Co.	357	336	St. Louis	MO	✓		✓
Morgan Stanley	36	30	New York	NY	✓		✓
Mosaic Company		470	Plymouth	MN			
Motorola Inc.	49	54	Schaumburg	IL	✓	✓	✓
Murphy Oil	255	193	El Dorado	AR			
Mutual of Omaha Insurance	463	491	Omaha	NE	✓		✓
Nash Finch	476	457	Minneapolis	MN	✓		
National City Corporation	211	213	Cleveland	OH	✓		
National Oilwell Varco Inc.		452	Houston	TX			
Nationwide	99	98	Columbus	OH	✓	✓	✓
Navistar International Corp.	233	201	Warrenville	IL	✓		
NCR Corp.	337	357	Dayton	OH	✓	✓	✓
New York Life Insurance Co.	68	74	New York	NY	✓		✓
Newell Rubbermaid Inc.	304	332	Atlanta	GA	✓		
Newmont Mining Corporation	428	461	Denver	CO	✓		
News Corp.	98	86	New York	NY	✓		✓
Nextel Communications	157		Reston	VA	✓		✓

THE STATE
OF THE
WORK
PLACE
2005-2006

Company Name	2005 Fortune Rank	2006 Fortune Rank	City	State	SO	GIE	DPB
Nike Inc.	173	163	Beaverton	OR	✓	✓	✓
NiSource Inc.	311	289	Merrillville	IN	✓		
Nordstrom Inc.	294	293	Seattle	WA	✓	✓	✓
Norfolk Southern Corp.	286	270	Norfolk	VA	✓		
Northeast Utilities System	310	304	Berlin	CT	✓		✓
Northrop Grumman Corp.	58	67	Los Angeles	CA	✓		✓
Northwest Airlines Corp.	190	182	Eagan	MN	✓		✓
Northwestern Mutual Life Insurance	124	116	Milwaukee	WI	✓		✓
NTL	446		New York	NY	✓		
Nucor Corp.	189	177	Charlotte	NC	✓		
NVR Inc.	444	410	McLean	VA	✓		
Occidental Petroleum	186	133	Los Angeles	CA	✓		
Office Depot Inc.	156	154	Delray Beach	FL	✓		✓
OfficeMax Inc.	159	258	Itasca	IL	✓		
OGE Energy Corp	397	358	Oklahoma City	OK	✓		
Omnicare	459	406	Covington	KY	✓		
Omnicom Group	230	225	New York	NY	✓		✓
ONEOK Inc.	336	176	Tulsa	OK	✓		
Oracle Corp.	220	196	Redwood City	CA	✓		✓
Owens & Minor	427	443	Glen Allen	VA	✓		
Owens Corning	349	341	Toledo	OH	✓	✓	✓
Owens-Illinois Inc.	292	312	Toledo	OH	✓		
Paccar	188	157	Bellevue	WA			
Pacific Mutual Holding Co.	395	441	Newport Beach	CA	✓		
PacifiCare Health Systems	172		Cypress	CA	✓	✓	✓
Parker Hannifin Corp.	298	279	Cleveland	OH			
Pathmark Stores Inc.	467	497	Carteret	NJ	✓	✓	
Peabody Energy Corporation	497	453	St. Louis	MO	✓		
Pepco Holdings	288	283	Washington	DC	✓		
Pepsi Bottling Group Inc., The	202	192	Somers	NY	✓		✓
PepsiCo Inc.	61	61	Purchase	NY	✓	✓	✓
Performance Food Group Co.	328	349	Richmond	VA	✓		
Peter Kiewit Sons' Inc.		483	Omaha	NE			

Company Name	2005 Fortune Rank	2006 Fortune Rank	City	State	SO	GIE	DPB
Pfizer Inc.	24	31	New York	NY	✓	✓	✓
PG&E Corp.	196	200	San Francisco	CA	✓	✓	✓
Phelps Dodge Corp.	299	260	Phoenix	AZ			
Pilgrim's Pride Corporation	364	382	Pittsburg	TX			
Pitney Bowes Inc.	392	394	Stamford	CT	✓		✓
Plains All American Pipeline, L.P.	96	65	Houston	TX			
PNC Financial Services Group Inc.	323	290	Pittsburgh	PA	✓		✓
PPG Industries	236	232	Pittsburgh	PA	✓		
PPL Corp.	344	350	Allentown	PA	✓		
Praxair Inc.	315	297	Danbury	CT	✓		
Premcor Inc.	136		Old Greenwich	CT			
Principal Financial Group	253	261	Des Moines	IA	✓		✓
Procter & Gamble Co.	26	24	Cincinnati	OH	✓		✓
Progress Energy Inc.	229	222	Raleigh	NC	✓		
Progressive Corp., The	155	153	Mayfield Village	OH	✓		✓
Prudential Financial Inc.	64	64	Newark	NJ	✓	✓	✓
Public Service Enterprise Group	199	178	Newark	NJ	✓		✓
Publix Super Markets	117	104	Lakeland	FL	✓		
Pulte Homes Inc.	181	147	Bloomfield Hills	MI	✓		
QUALCOMM Inc.	398	381	San Diego	CA	✓		✓
Quest Diagnostics Incorporated	382	392	Lyndhurst	NJ	✓		✓
Qwest Communications Intl. Inc.	154	160	Denver	CO	✓		✓
R.R. Donnelley & Sons Co.	275	265	Chicago	IL	✓		
RadioShack Corp.	399	423	Fort Worth	TX	✓		
Raytheon Co.	103	97	Waltham	MA	✓	✓	✓
Reebok International	483		Canton	MA	✓		✓
Regions Financial	420	354	Birmingham	AL	✓		
Reliant Energy Inc.	250	220	Houston	TX	✓		
Reynolds American Inc.	321	280	Winston-Salem	NC	✓		✓
Rite Aid Corp.	128	129	Camp Hill	PA	✓		✓
Rockwell Automation Inc.	429	427	Milwaukee	WI	✓		
Rohm and Haas Company	287	286	Philadelphia	PA	✓		
Ross Stores	452	431	Pleasanton	CA	✓		

THE STATE
OF THE
WORK
PLACE
2005-2006

Company Name	2005 Fortune Rank	2006 Fortune Rank	City	State	SO	GIE	DPB
Roundy's Inc.	403		Milwaukee	WI	✓		
Ryder System Inc.	381	375	Miami	FL	✓		✓
Ryerson Inc.		371	Chicago	IL	✓		
Ryland Group	469	444	Calabasas	CA			
SAFECO Corp.	285	339	Seattle	WA	✓		✓
Safeway Inc.	46	50	Pleasanton	CA	✓		
Saks Incorporated	320	362	Birmingham	AL	✓		✓
Sanmina-SCI	175	198	San Jose	CA	✓		
Sara Lee Corp.	114	111	Chicago	IL	✓		✓
SCANA Corp.	478	447	Columbia	SC	✓		
Schering-Plough Corp.	264	250	Kenilworth	NJ	✓	✓	✓
Science Applications Intl. Corp.	276	285	San Diego	CA	✓		✓
Sealed Air Corp	481	489	Saddle Brook	NJ	✓		
Sears Holdings Corporation	45	33	Hoffman Estates	IL	✓	✓	✓
Sempra Energy	235	197	San Diego	CA	✓		✓
ServiceMaster	488	494	Downers Grove	IL	✓		
Sherwin-Williams Co., The	331	311	Cleveland	OH	✓		
SLM Corp.	378	331	Reston	VA	✓		✓
Smith International Inc.	438	390	Houston	TX	✓		
Smithfield Foods Inc.	222	205	Smithfield	VA	✓		
Smurfit-Stone Container Corp.	262	274	Chicago	IL	✓		
Solectron Inc.	164	227	Milpitas	CA	✓		
Sonic Automotive Inc.	272	276	Charlotte	NC	✓		
Southern Co.	180	165	Atlanta	GA	✓		
Southwest Airlines Co.	318	300	Dallas	TX	✓		✓
Sprint Nextel Corp	67	59	Reston	VA	✓	✓	✓
SPX Corp.	345	446	Charlotte	NC			
St. Paul Travelers Companies Inc.	85	85	St. Paul	MN	✓		✓
Standard Pacific Corp.		493	Irvine	CA	✓		
Staples Inc.	146	137	Framingham	MA	✓	✓	✓
Starbucks Corp.	372	338	Seattle	WA	✓		✓
Starwood Hotels & Resorts Worldwide	440	360	White Plains	NY	✓		✓
State Farm Group	19	22	Bloomington	IL	✓		

Company Name	2005 Fortune Rank	2006 Fortune Rank	City	State	SO	GIE	DPB
State Street Corp.	341	307	Boston	MA	✓		✓
Stater Bros. Holdings Inc.	493		Colton	CA			
Stryker Corp.	450	439	Kalamazoo	MI	✓		
Sun Microsystems Inc.	194	211	Santa Clara	CA	✓	✓	✓
SunGard Data Systems Inc.		495	Wayne	PA			✓
Sunoco Inc.	82	66	Philadelphia	PA	✓		
SunTrust Banks Inc.	273	217	Atlanta	GA	✓	✓	✓
Supervalu Inc.	104	113	Eden Prairie	MN	✓		✓
SYSCO Corp.	60	68	Houston	TX	✓		
Target Corp.	27	29	Minneapolis	MN	✓		✓
Teachers Ins. and Annuity Assoc. – College Retirement Equities Fund	81	81	New York	NY	✓		✓
Tech Data Corp.	110	107	Clearwater	FL	✓	✓	✓
Telephone & Data Systems (US Cellular)	490		Chicago	IL	✓		
Temple-Inland	405	433	Austin	TX	✓		
Tenet Healthcare	169	236	Dallas	TX	✓		
Tenneco Inc.	453	463	Lake Forest	IL	✓		
TEPPCO Partners, L.P.		267	Houston	TX			
Terex Corporation	417	355	Westport	CT	✓		
Tesoro Corp.	177	132	San Antonio	TX			
Texas Instruments Inc.	166	167	Dallas	TX	✓		✓
Textron	216	190	Providence	RI	✓		✓
The Hershey Company	436	442	Hershey	PA	✓		
Thrivent Financial for Lutherans	319	352	Minneapolis	MN			
Time Warner Inc.	32	40	New York	NY	✓		✓
Timken Co., The	430	417	Canton	OH	✓		
TJX Companies Inc., The	141	138	Framingham	MA	✓		
Toll Brothers Inc.	477	370	Horsham	PA	✓		
Toys 'R' Us Inc.	192	208	Wayne	NJ	✓	✓	
TransMontaigne	193	269	Denver	CO			
Triad Hospitals	426	432	Plano	TX			
Tribune Co.	348	388	Chicago	IL	✓		✓
TRW Automotive Holdings Corp.	178	179	Livonia	MI	✓		✓

THE STATE
OF THE
WORK
PLACE
2005-2006

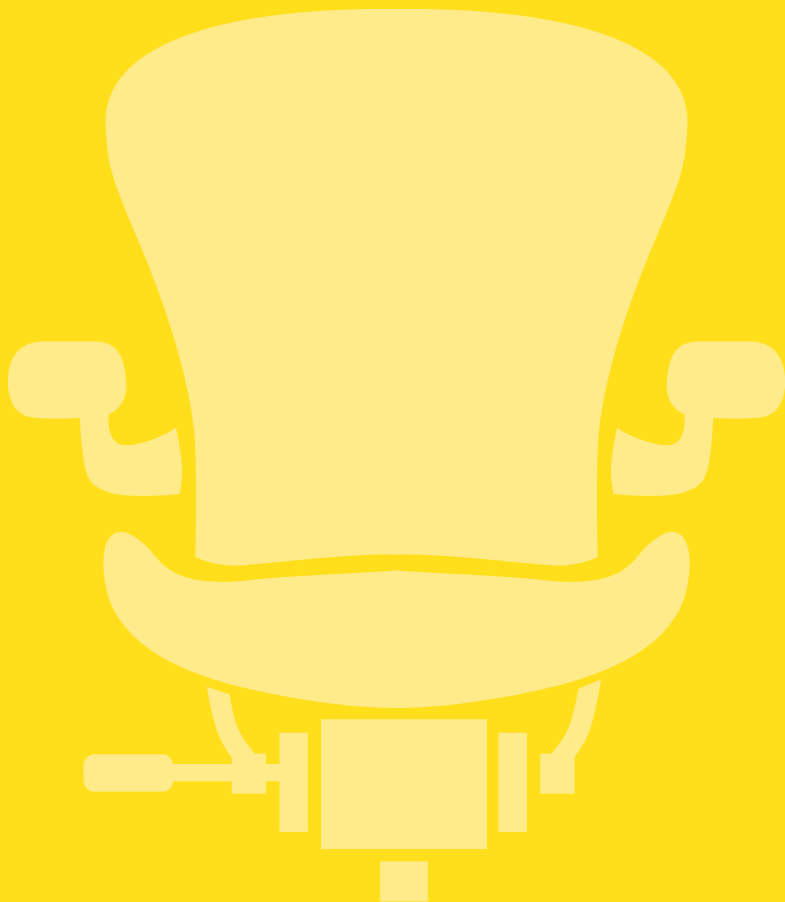
Company Name	2005 Fortune Rank	2006 Fortune Rank	City	State	SO	GIE	DPB
TXU Corp	195	228	Dallas	TX	✓		
Tyson Foods Inc.	72	80	Springdale	AR	✓		
U.S. Bancorp	143	131	Minneapolis	MN	✓		✓
UAL Corp.	129	124	Elk Grove Township	IL	✓		✓
UGI Corporation	484	436	San Francisco	CA			✓
Union Pacific Corporation	174	164	Omaha	NE	✓		✓
Unisys Corp.	343	372	Blue Bell	PA	✓	✓	✓
United Auto Group Inc.	225	214	Bloomfield Hills	MI	✓		
United Health Group	40	37	Minnetonka	MN	✓		✓
United Parcel Service Inc.	42	44	Atlanta	GA	✓		✓
United Services Automobile Assoc.	191	189	San Antonio	TX			
United States Steel Corp.	149	158	Pittsburgh	PA	✓		
United Stationers Inc.	468	468	Des Plaines	IL	✓		
United Technologies Corp.	39	43	Hartford	CT	✓		
Universal Health Services	458	485	King of Prussia	PA	✓		
Unocal Corp.	268		El Segundo	CA	✓		
UnumProvident Corp.	208	229	Chattanooga	TN	✓		✓
US Airways Group Inc.	295	424	Arlington	VA	✓	✓	✓
USG Corp	433	420	Chicago	IL	✓		
Valero Energy Corp.	22	15	San Antonio	TX	✓		
Verizon Communications Inc.	14	18	New York	NY	✓		✓
VF Corp.	334	333	Greensboro	NC	✓		
Viacom Inc.	69	241	New York	NY	✓	✓	✓
Visteon Corp.	118	128	Van Buren Township	MI	✓		✓
W.R. Berkley	431	428	Greenwich	CT			
W.W. Grainger	385	391	Lake Forest	IL	✓		
Wachovia Corp.	65	57	Charlotte	NC	✓	✓	✓
Walgreens Co.	38	45	Deerfield	IL	✓	✓	✓
Wal-Mart Stores Inc.	1	2	Bentonville	AR	✓		
Walt Disney Co.	54	63	Burbank	CA	✓		✓
Washington Mutual Inc.	131	99	Seattle	WA	✓	✓	✓
Waste Management Inc.	168	170	Houston	TX	✓		✓
WellChoice Inc.	342		New York	NY	✓		

Company Name	2005 Fortune Rank	2006 Fortune Rank	City	State	SO	GIE	DPB
Wellpoint Health Networks		38	Thousand Oaks	CA	✓		✓
WellPoint Inc.	97		Indianapolis	IN	✓		✓
Wells Fargo & Co.	52	46	San Francisco	CA	✓	✓	✓
Wendy's International Inc.	498		Dublin	OH			
Wesco International	489	466	Pittsburgh	PA			
Western & Southern Financial Group	494	473	Cincinnati	OH			
Weyerhaeuser Co.	89	90	Federal Way	WA	✓		✓
Whirlpool Corp.	160	152	Benton Harbor	MI	✓	✓	✓
Whole Foods Market Inc.	479	449	Austin	TX	✓	✓	✓
Williams Companies Inc.	165	180	Tulsa	OK	✓		
Winn-Dixie Stores Inc.	182	231	Jacksonville	FL	✓		
Wisconsin Energy Corporation	471		Milwaukee	WI	✓		
Wm. Wrigley Jr. Co.	496	482	Chicago	IL	✓		✓
World Fuel Services	351	264	Miami	FL			
WPS Resources Corp.	393	318	Green Bay	WI	✓		
Wyeth	125	119	Madison	NJ	✓		✓
Xcel Energy	256	247	Minneapolis	MN	✓		✓
Xerox Corp.	132	142	Stamford	CT	✓	✓	✓
Yahoo! Inc.		412	Sunnyvale	CA	✓		✓
York International	432		York	PA			
YRC Worldwide Inc.	307	263	Overland Park	KS	✓		
Yum! Brands Inc.	249	257	Louisville	KY	✓		

THE STATE
OF THE
WORK
PLACE
2005-2006

Endnotes

- ¹ “Benefit Programs for Domestic Partners & Same-Sex Spouses,” Hewitt Associates, July 2005.
- ² “Fundamentals of Employee Benefit Programs, Part Four: Other Benefits,” Employee Benefit Research Institute, 2005. Available at www.ebri.org/pdf/publications/books/fundamentals/Fnd05.Prt04.Chp38.pdf.
- ³ “Employee Discrimination in the Workplace,” the Gallup Organization, Nov. 10, 2005. Available at www.shrm.org/hrresources/surveys_published/Employee%20Discrimination%20In%20The%20Workplace%20Poll%20by%20Gallup%20Organization.pdf.
- ⁴ “Finances of Employee Benefits: Health Costs Drive Changing Trends,” Employee Benefit Research Institute, December 2005. Available at www.ebri.org/pdf/EBRI_Notes_12-20053.pdf.
- ⁵ “The Uninsured: A Primer. Key Facts About Americans Without Health Insurance,” The Henry J. Kaiser Family Foundation, December 2003. Available at www.kff.org/uninsured/loader.cfm?url=/commonspot/security/getfile.cfm&PageID=29345.
- ⁶ “Gay Buying Power Projected at \$641 billion in 2006,” Witeck-Combs & Packaged Facts, Feb. 14, 2006. Available at www.witeckcombs.com/pdf/pr/20060214_buyingpower.pdf.
- ⁷ “One in Four Gays More Likely Than Last Year to Consider Shopping at Stores with Reputations as Good Corporate Citizens,” Witeck-Combs & Harris Interactive, Feb. 6, 2006.
- ⁸ “Benefit Programs for Domestic Partners & Same-Sex Spouses,” Hewitt Associates, July 2005.
- ⁹ “Domestic Partner Benefits,” Society for Human Resource Management. Available at www.shrm.org/diversity/orientation/domestic.asp.
- ¹⁰ “Update to 1994 Study of Domestic Partner Benefits,” Hewitt Associates, January 1997.
- ¹¹ Such data are not publicly reported anywhere, and some employers refuse to release it as proprietary.



Human Rights Campaign Foundation
1640 Rhode Island Avenue, N.W.
Washington, D.C. 20036
phone 202/628-4160
TTY 202/216-1572 **fax** 866/369-3348
hrc.org/workplace workplace@hrc.org