



HUMAN  
RIGHTS  
CAMPAIGN  
FOUNDATION™

# CORPORATE EQUALITY INDEX 2019

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

**1,028** of the Nation's  
Largest Businesses  
Demonstrated Their  
Commitment to LGBTQ  
Equality and Inclusion





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**“The top-scoring companies on this year’s CEI are not only establishing policies that affirm and include employees here in the United States, they are applying these policies to their global operations and impacting millions of people beyond our shores,” said HRC President Chad Griffin. “Many of these companies have also become vocal advocates for equality in the public square, including the dozens that have signed on to amicus briefs in vital Supreme Court cases and the more than 180 that have joined HRC’s Business Coalition for the Equality Act. Time and again, leading American businesses have shown that protecting their employees and customers from discrimination isn’t just the right thing to do – it’s also good for business.”**

# Executive Summary



# Corporate Equality Index 2019

## IN THIS 17TH EDITION OF THE HUMAN RIGHTS CAMPAIGN

Foundation's Corporate Equality Index, **571 businesses earned a 100 percent rating and the designation of being a "Best Place to Work for LGBTQ Equality."** Top-rated CEI employers come from nearly every industry and region of the United States. Employers earning top ratings took concrete steps to ensure greater equity for LGBTQ workers and their families in the form of comprehensive policies, benefits and practices. The CEI rating criteria have three key pillars:

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

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

The CEI helps guide the wide-scale adoption of LGBTQ-specific practices and language within existing business structures. For example, where businesses enumerate federally protected categories of workers in their non-discrimination policies (e.g. based on race, religion, disability, etc.), the HRC Foundation evaluates them on the inclusion of "sexual orientation" and "gender identity" protections. In terms of benefits, the HRC Foundation evaluates employers on the provision of health insurance

coverage for same- and different-sex spouses and partners. In addition, the HRC Foundation assesses the availability of routine, chronic care and transition-related medical coverage for transgender employees and dependents. Where major businesses regularly provide education, training and accountability measures on diversity and inclusion in the workplace, the HRC Foundation seeks to ensure these systems include the LGBTQ workforce. Lastly, major businesses have a range of engagement programs for the communities in which they operate and target markets such as advertising, public policy engagement, supplier diversity, philanthropy and sponsorship: we seek the inclusion of the LGBTQ community in these external engagement efforts.

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

In addition to the depth of investment the top-rated businesses have made in the name of equality, the 2019 CEI shows an unprecedented breadth of new, participating businesses. This year's CEI contains 93 new businesses that opted into the survey.

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

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

## Key Findings

### Raising the Bar: Employers Earning 100 Percent

**571 Businesses** earning 100 percent under the new criteria of:

- Ensuring full spousal and partner health care coverage parity;
- Affirming coverage for transition-related care and eliminating all so-called “transgender exclusions” from plans; and,
- Ensuring full LGBTQ inclusion in diverse supply chain programs.

This year’s CEI rating criteria account for health care coverage revisions needed in the context of a changing legal landscape for LGBTQ workers, their families and major employers. In addition, the requirement around LGBTQ-owned enterprises in supplier diversity programs caps off over 15 years of work in tandem with the National LGBT Chamber of Commerce (NGLCC) and other leaders promoting the economic and social benefits that come from ensuring LGBTQ business leaders are included in opportunities for business solutions.

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

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

- A full **85** percent of the Fortune 500 – including both companies that participate in the CEI survey and those that do not – have gender identity protections enumerated in their nondiscrimination policies (up from 3 percent in 2002) and **97** percent of the entire CEI universe of businesses offer explicit gender identity non-discrimination protections (up from 5 percent in 2002).
- **62** percent of the Fortune 500 and over **84** of the CEI universe of businesses offer transgender-inclusive health care coverage, up from 0 in 2002 and **16** times as many businesses as ten years ago. **104** new employers offer this coverage in the 2019 report.

## 571 Businesses Earning the Distinction of:



## Equality at the Fortune-Ranked Companies

**193 OF THE FORTUNE 500-RANKED BUSINESSES ACHIEVED A** 100 percent rating (compared to **230** last year), with **13** of the top **20** Fortune-ranked businesses at this top score. **93** percent of the Fortune 500 include “sexual orientation” in their nondiscrimination policies and **85** percent include “gender identity.” Over half of Fortune 500 companies offer transgender-inclusive health care benefits.

A record **346** of Fortune 500 businesses have official CEI ratings based on submitted surveys (as compared to **344** last year), with an average rating of **88** compared to **93** last year. The Fortune 1000 list of the largest publicly traded companies was invited to take part in the Corporate Equality Index survey for the eighth year in a row.

### Businesses’ Commitment to LGBTQ Employees

	All Fortune 500	Fortune 500 Participants	Fortune 500 Non-Responders
Sexual Orientation in U.S. Non-Discrimination Policy	<b>93%</b>	<b>99%</b>	<b>78%</b>
Gender Identity in U.S. Non-Discrimination Policy	<b>85%</b>	<b>98%</b>	<b>53%</b>
Domestic Partner Benefits	<b>49%</b>	<b>69%</b>	<b>0%</b>
Transgender-Inclusive Benefits	<b>62%</b>	<b>86%</b>	<b>0%</b>
Organizational LGBTQ Competency	<b>64%</b>	<b>89%</b>	<b>0%</b>
Public Commitment to the LGBTQ Community	<b>63%</b>	<b>87%</b>	<b>0%</b>
<b>Average 2019 CEI Score</b>	<b>67%</b>	<b>88%</b>	<b>14%</b>

13 of the Top 20 Fortune-  
Ranked Companies  
Received 100% Ratings

	Fortune1000	2019 CEI Score
Walmart Inc.	1	100
Berkshire Hathaway	2	20
Apple Inc.	3	100
Exxon Mobil Corp.	4	85
McKesson Corp.	5	100
UnitedHealth Group Inc.	6	100
CVS Health Corp.	7	90
General Motors Co.	8	100
AT&T Inc.	9	100
Ford Motor Co.	10	90
AmerisourceBergen Corp.	11	100
Amazon.com Inc.	12	100
General Electric Co.	13	90
Verizon Communications Inc.	14	90
Cardinal Health Inc.	15	100
Costco Wholesale Corp.	16	60
Walgreen Co.	17	100
Kroger Co., The	18	100
Chevron Corp.	19	100
Federal National Mortgage Association (Fannie Mae)	20	100



# Findings



## Non-Discrimination Policies

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

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

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

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

## Sexual Orientation Protections

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

**99%** of CEI-rated employers provide employment protections on the basis of sexual orientation in the U.S. and globally.

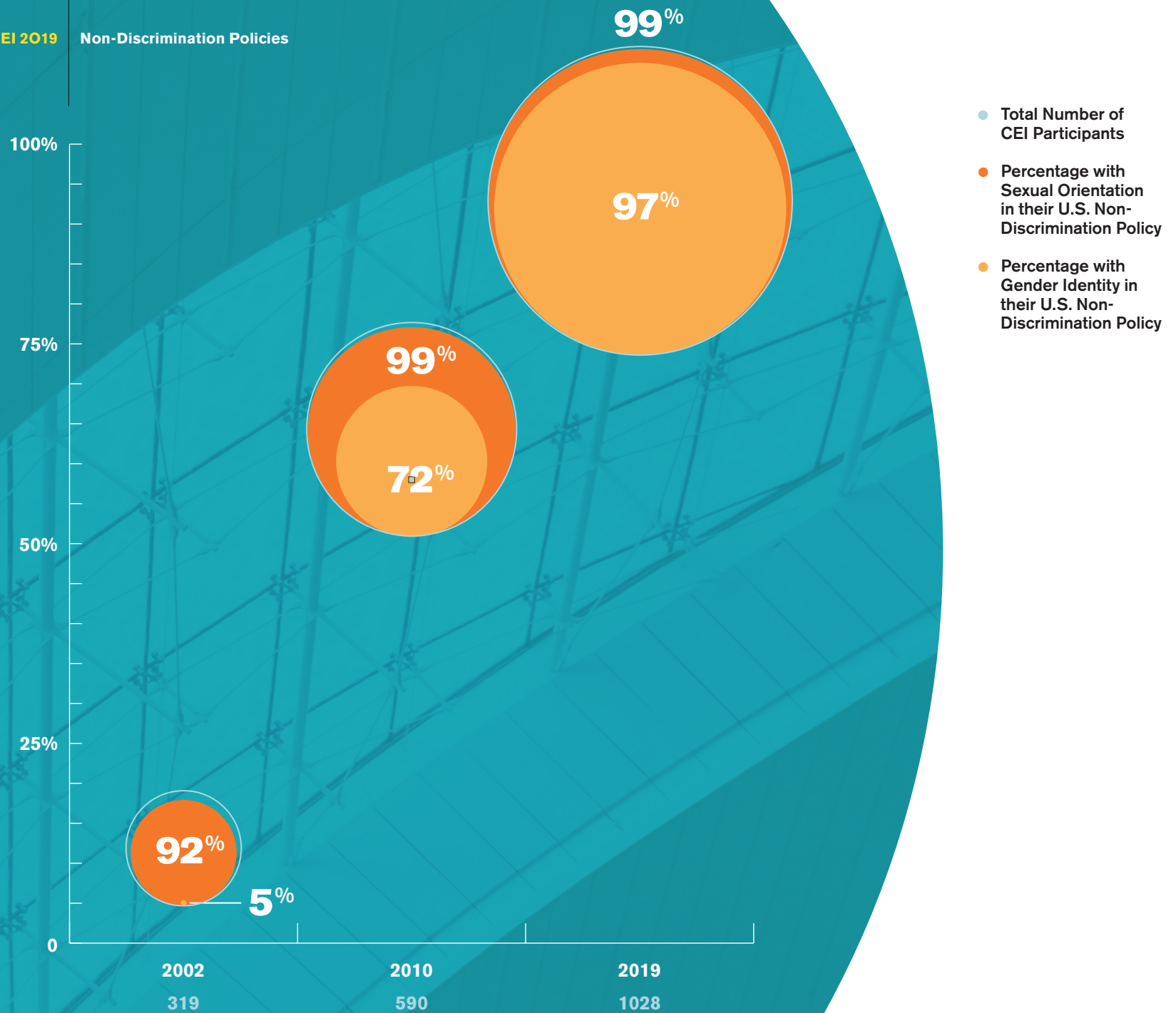
## Gender Identity Protections

**Criterion 1b** **Businesses That Prohibit Discrimination Based on Gender Identity in U.S. and Global Operations**

**97%** of CEI-rated employers provide employment protections on the basis of gender identity in the U.S. and globally.

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

**CEI 2019** Non-Discrimination Policies



## Equal Benefits

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

source of health care coverage. Competitive employer-provided benefits' packages are critical to attracting and retaining talent and ensuring LGBTQ-inclusive benefits to employees and their families is an overall low-cost, high-return proposition for businesses. In addition, equitable benefits structures align with the principle of equal compensation for equal work. Apart from actual wages paid, benefits account, on average for approximately 31.5 percent of employees' overall compensation (BOL 2016). Therefore, employers have amended many benefits structures to ensure that this valuable bundle of benefits is equitably extended to their workforce, irrespective of sexual orientation and gender identity.

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

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

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

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

LGBTQ-inclusive benefits packages are:

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

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

### Continued Need for Partner Benefits

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

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

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

## Understanding Transgender-Inclusive Health Care Coverage

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

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

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

**In this year's CEI, a record 853 of CEI-rated businesses offer at least one plan option with current market standard coverage**, up from 0 in 2002, 49 in the 2009 CEI report, 278 in the 2013 CEI report, 418 in the 2015 CEI report, 647 in the 2017 CEI report and 750. This year, of the 853 businesses with at least one inclusive plan, 752 also eliminated all exclusions across plans.

The adoption of transgender-inclusive health care coverage continues to be an area of significant growth in the CEI translating to meaningful access to critical coverage and care for transgender employees and dependents.

## Equal Benefits

### Criterion 2a & 2b

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

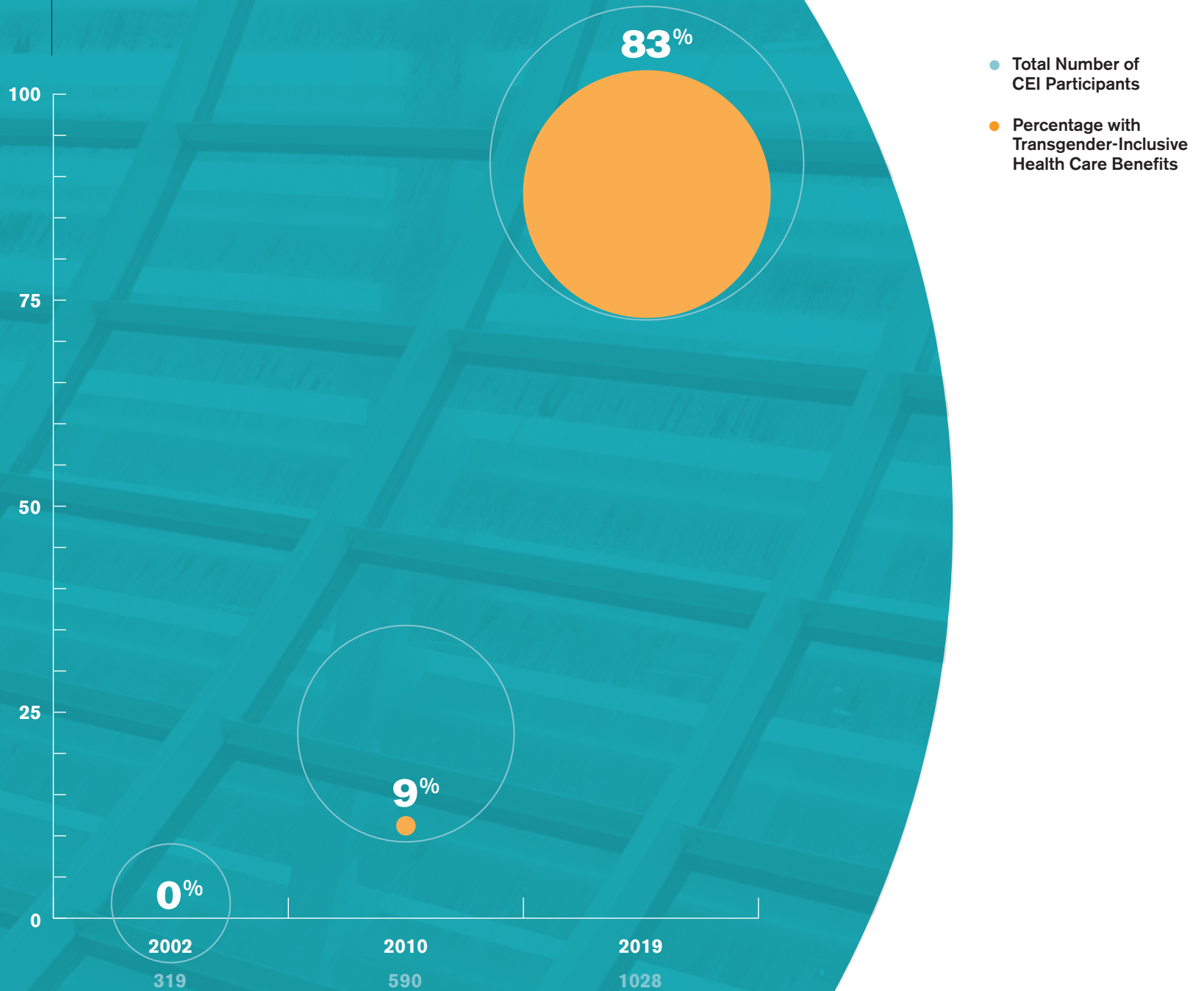
**72%** of this year's rated businesses provide equal spousal and partner health care benefits.

### Criterion 2c

**CEI-Rated Employers Provide Affirmative Transgender-Inclusive Health Care Benefits**

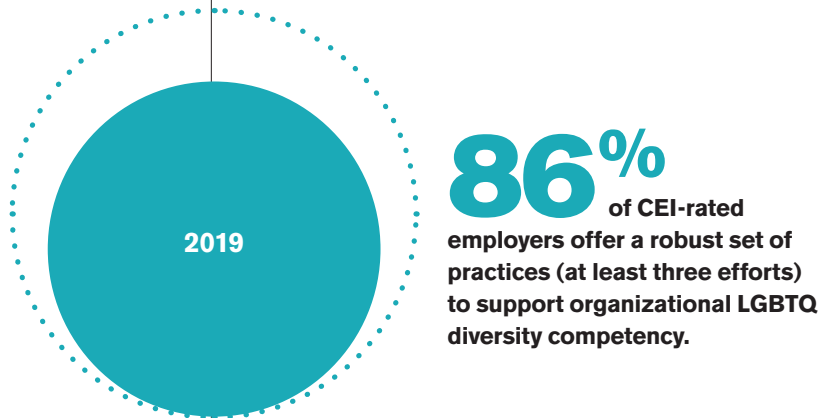
**73%** of this year's rated businesses provide affirmative transgender-inclusive health care benefits and have removed all broad exclusions to coverage across plan offerings.

These benefits are critical for the health and well-being of individual transgender people. According to businesses' reporting to the HRC Foundation, making these benefits accessible comes at an overall negligible cost to the employers' overall health insurance plans. This holds true across industries.



## Organizational Competency in LGBTQ Inclusion

### Criterion 3a Competency Training, Metrics, Resources or Accountability Measures



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

Many employers integrate these educational programs into already existing diversity and inclusion programs. To obtain full credit in this criterion, employers must show at least three types of organizational competency programming. This comprehensive metric is provided as accountability for employers to devote resources to creating and maintaining a climate of inclusion.

In light of policy and benefits expansion, the HRC Foundation has rolled out a number of studies and resources aimed at making the policies and benefits part of an everyday workplace practice of LGBTQ inclusion. In 2018, the HRC Foundation released *A Workplace Divided: Understanding the Climate for LGBTQ Workers Nationwide* demonstrating that despite significant progress, 46% of LGBTQ workers say they are closeted at work. The commonly used *Transgender Inclusion In the Workplace: A Toolkit for Employers*, is a comprehensive resource to guide employer transgender inclusion efforts. The toolkit includes the HRC Foundation's best practice guidance on transgender inclusive policies and practices (including sample policies) as well as guidance for implementing transgender-inclusive healthcare benefits. Addressing the gap in training and education materials, the toolkit includes scenario-based learning that uses real life examples from HRC's work with businesses to illuminate the everyday experiences of transgender workers on the job.

This resource and additional materials that help employers close the gap between inclusive policy and practice can be found at [www.hrc.org/workplace](http://www.hrc.org/workplace).

Business invest in organizational competency programs because:

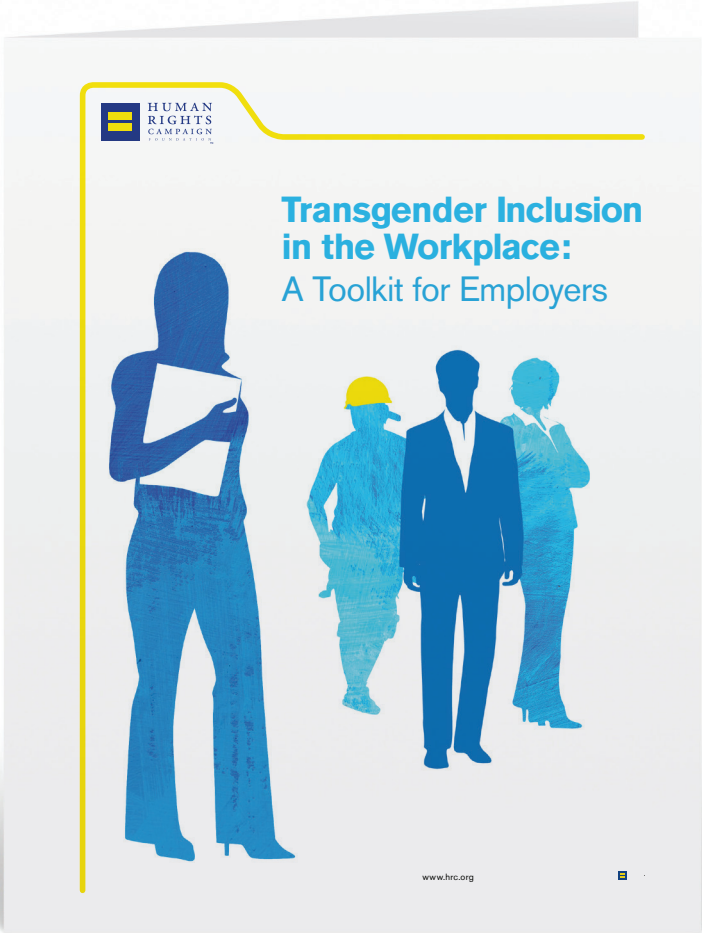
- Policy does not equal practice;
- Despite progress, nearly 50% of LGBT workers nationwide remain closeted on the job;
- Invisible diversity requires unique training focus and defined safe space programs and resources;
- Senior level buy-in and accountability metrics effect change quickly and for the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

Gender Transition Guidelines

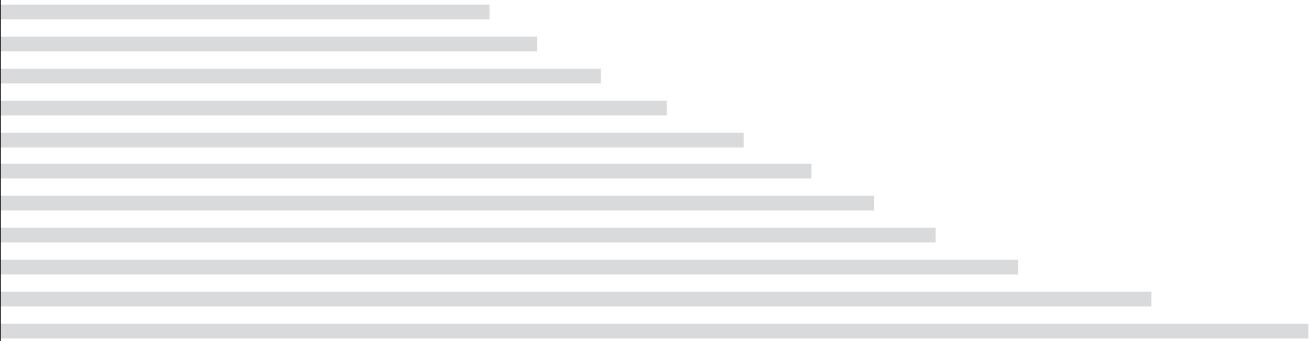
Having easily understandable and accessible guidelines on the gender transition process is a best practice in setting forth some structure to support a respectful and successful workplace transition. The guidelines are aimed at establishing common reference points and expectations for all involved, including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

**A record 515 major employers submitted gender transition guidelines** – the vast majority of which were adopted from the HRC Foundation's template guidelines (available at [www.hrc.org/transtoolkit](http://www.hrc.org/transtoolkit)).

From suggestions on how to have respectful and informative conversations about the topic of transgender inclusion in the workplace to the administrative changes to one's personnel and workplace documents, these guidelines clearly delineate responsibilities and expectations of transitioning employees, their supervisors, colleagues and other staff.



The number of major employers with gender transition guidelines



90	2008
115	2009
141	2010
172	2011
208	2012
239	2013
262	2014
291	2015
330	2016
387	2017
459	2018
515	2019

### Senior Leadership Metrics of Inclusion

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

### Criterion 3b

#### LGBTQ/Allies Employee Groups and Diversity Councils

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

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

ERGs are great platforms for leadership opportunities for LGBTQ and allied employees to better their own work environments. In addition, the reach of many ERGs extends beyond the everyday affairs of an employer to policymaking, representing the employer at professional events and external activities, participating in prospective employee recruitment efforts, mentoring, and other retention-focused programming.

LGBTQ/A ERGs empower employees as change agents and promote inclusion for LGBTQ employees within the workplace. Recognizing the differences in businesses rated in the CEI, this criterion can also be met with an organization wide diversity council or working group with a mission that specifically includes LGBTQ diversity and inclusion.

**90%** of CEI-rated employers have an employee resource group or diversity council that includes LGBTQ and allied employees and programming.

### The Role of Allies

Employees who do not identify as LGBTQ themselves, but are invested in equality and workplace inclusion are increasing their numbers within ERG ranks. While ERGs' mission statements are specific to LGBTQ inclusion, more and more, allies are encouraged to join as membership is not limited to those who are LGBTQ but open to all supporters of equality. Of those companies with an officially recognized LGBTQ employee group, **97 percent** reported being expressly for LGBTQ and allied employees. ERGs have embraced allies as members of the full LGBTQ community, as allies bring their own unique voice and vantage point to workplace equality.

### Executive Champions

The profile and impact of an employee resource groups is greatly enhanced by an active executive champion for the group. Ninety-six percent of employee groups rated in the CEI are sponsored by an executive champion. A majority (**57 percent**) of executive champions identify as allies, while 34 percent reported being openly LGBTQ.



## Criterion 3c

## Public Commitment

## Businesses That Positively Engage the External LGBTQ Community

**84%** of CEI-rated businesses met the standard of demonstrating a least three efforts of public commitment to the LGBTQ community.

**Promoting Business Growth Through Visibility: Respectful Advertising & Talent Recruiting Efforts**

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

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

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

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

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

**Supporting the LGBTQ Community: Philanthropy**

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

**Corporate Giving Guidelines**

The HRC Foundation has always held businesses accountable for the types of organizations receiving their philanthropic dollars. Historically, the CEI had a mechanism to account for foundational corporate giving to any organization whose explicit mission included efforts to undermine LGBTQ equality. This framework was widened in 2016 to hold companies accountable for any giving to a non-religious organization with an explicit policy of discrimination against LGBTQ people. This requirement sets the standards around responsible foundational giving and ensures that a top rated business does not provide philanthropic support to organizations whose values do not align with theirs.

**Supplier  
Diversity  
Programs:  
Aligning  
LGBTQ with  
Other Diverse  
Business  
Segments**

The requirement is that a top-rated business must implement internal requirements prohibiting company or law firm philanthropic giving to nonreligious organizations that have a written policy of discrimination on the basis of sexual orientation and gender identity or have a policy explicitly permitting its own chapters, affiliates, etc. to discriminate.

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

The National LGBT Chamber of Commerce began certifying LGBTQ-owned small businesses in 2002, a process that requires substantiation of majority LGBTQ ownership in a business and verification of a business' good standing in the community. Supplier diversity initiatives are a win-win relationship for both the LGBTQ-owned small businesses and the businesses that contract them. 91% of CEI-rated businesses with supplier diversity programs specifically include LGBTQ-owned enterprises. These businesses are enjoying a multitude of benefits, including a supply chain that better reflects the diverse communities in which they operate, and in turn garnering sharper innovation and business solutions.

**Criterion 3d**

## Corporate Social Responsibility

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

**78%** of CEI-rated employers met the criteria of having LGBTQ inclusive contractor/supplier non-discrimination standards and philanthropic giving guidelines in place.

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

Large businesses typically rely on other businesses for goods or services, and businesses of the size included in the CEI typically have set standards and guidelines already embedded in their procurement. In order to ensure that suppliers act in a manner that adheres to a business's own standards, it is necessary for businesses to establish standards of conduct that set expectations for behavior of their suppliers. In this year's CEI, 76% of rated employers have supplier mandates with respect to non-discrimination in place, and 98% of these mandates explicitly include sexual orientation and gender identity alongside other named categories.

The CEI has a systematic tradition of holding companies accountable for what kinds of organizations receive their philanthropic dollars. The CEI has always had a mechanism to account for foundational corporate giving to any organization whose explicit mission included efforts to undermine LGBTQ equality, and beginning in the 2016 CEI, this framework widened to hold companies accountable for any giving to a non-religious organization with an explicit policy of discrimination against LGBTQ people. This requirement, which 72% of 2019 participants met, sets the standards around responsible foundational giving and ensures that a top rated business does not provide philanthropic support to organizations whose values do not align with theirs.

## Equality in the Public Square

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

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

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



HRC's Business Coalition for the Equality Act is a group of over 180 leading U.S. employers that support the Equality Act, federal legislation that would provide the same basic protections to LGBTQ people as are provided to other protected groups under federal law. Coalition member companies represent nearly every industry, employ over 8.9 million people in the U.S., command over \$4 trillion in revenue and have operations in all 50 states.



**Private sector support for the federal Equality Act surged in the last year. At present, 181 major employers are signatories on HRC's Business Coalition for the Equality Act.**

A.T. Kearney Inc.  
 Abercrombie & Fitch Co.  
 Accenture  
 Adobe Systems Inc.  
 ADP  
 Advanced Micro Devices Inc.  
 Airbnb Inc.  
 Alaska Airlines  
 Alcoa Corp.  
 Ally Financial Inc.  
 Amalgamated Bank  
 Amazon.com Inc.  
 American Airlines  
 American Eagle Outfitters Inc.  
 American Express Global Business Travel  
 Apple Inc.  
 Arconic  
 Ascena Retail Group Inc.  
 Aspen Skiing Company LLC  
 AT&T Inc.  
 Atlassian  
 Bain & Co. Inc./ Bridgespan Group  
 Bank of America Corp.  
 Bayer U.S. LLC  
 Becton, Dickinson and Co.  
 Best Buy Co. Inc.  
 Biogen  
 Boehringer Ingelheim USA Corp.  
 Booz Allen Hamilton Inc.  
 Boston Scientific Corp.  
 Box Inc.  
 Bristol-Myers Squibb Co.  
 Broadridge Financial Solutions Inc.  
 Brown-Forman Corp.  
 Caesars Entertainment Corp.  
 Capital One Financial Corp.  
 Cardinal Health Inc.  
 Cargill Inc.  
 Chevron Corp.  
 Chobani  
 Choice Hotels International Inc.  
 Cisco Systems Inc.  
 Citigroup Inc.  
 Citrix Systems Inc.  
 Coca-Cola Co., The  
 Compass Bancshares Inc. (BBVA Compass)  
 Corning  
 Cox Enterprises Inc.  
 CSAA Insurance Group  
 Cummins Inc.  
 CVS Health Corp.  
 Danone North America  
 Darden Restaurants Inc.  
 Dell Technologies Inc.  
 Deloitte LLP  
 Diageo North America  
 Dow Chemical Co., The  
 Dropbox Inc.  
 E. I. du Pont de Nemours and Co. (DuPont)  
 Eastern Bank Corp.  
 Eaton Corp.

eBay Inc.  
 Ernst & Young LLP  
 Estée Lauder Companies Inc., The  
 Evolent Health Inc.  
 Exelon Corp.  
 Expedia Group  
 Facebook Inc.  
 First Data Corp.  
 Food Lion  
 Gap Inc.  
 General Electric Co.  
 General Mills Inc.  
 General Motors Co.  
 Gilead Sciences Inc.  
 Glassdoor Inc.  
 Google Inc.  
 Guardian Life Insurance Co. of America, The  
 Gusto  
 HERE North America LLC  
 Hershey Co., The  
 Hewlett Packard Enterprise Co.  
 Hilton Inc.  
 HP Inc.  
 HSN Inc.  
 Hughes Hubbard & Reed LLP  
 Hyatt Hotels Corp.  
 IBM Corp.  
 IHS Markit Ltd.  
 IKEA Holding US Inc.  
 Ingersoll-Rand Company  
 Insight Enterprises Inc.  
 Intel Corp.  
 InterContinental Hotels Group Americas  
 Iron Mountain Inc.  
 John Hancock Financial Services Inc.  
 Johnson & Johnson  
 JPMorgan Chase & Co.  
 Juniper Networks Inc.  
 Kaiser Permanente  
 Kellogg Co.  
 Kenneth Cole Productions Inc.  
 KPMG LLP  
 Lendlease Americas Inc.  
 Levi Strauss & Co.  
 Linden Research Inc.  
 Lush Fresh Handmade Cosmetics  
 Lyft Inc.  
 Macy's Inc.  
 Marriott International Inc.  
 Massachusetts Mutual Life Insurance Co.  
 Mastercard  
 Medtronic PLC  
 Merck  
 Meredith Corp.  
 MGM Resorts International  
 Microsoft Corp.  
 Mitchell Gold + Bob Williams  
 Moody's Corp.  
 Morgan Stanley  
 Nationwide  
 Navient

Navigant Consulting Inc.  
 Netflix Inc.  
 Nike Inc.  
 Northrop Grumman Corp.  
 Nuance Communications  
 Office Depot Inc.  
 Oracle Corp.  
 Patreon Inc.  
 Paul Hastings LLP  
 PepsiCo Inc.  
 Pfizer Inc.  
 Pinterest Inc.  
 PNC Financial Services Group Inc., The  
 PricewaterhouseCoopers LLP  
 Procter & Gamble Co.  
 Pure Storage Inc.  
 QUALCOMM Inc.  
 Realogy Holdings Corp.  
 Replacements Ltd.  
 S&P Global Inc.  
 Salesforce  
 SAP America Inc.  
 Seagate Technology plc  
 Shire PLC  
 Shook, Hardy & Bacon LLP  
 Shutterstock Inc.  
 Siemens Industry Inc.  
 Sodexo Inc.  
 Spotify USA Inc.  
 Square Inc.  
 SurveyMonkey Inc.  
 Symantec Corp.  
 Synchrony  
 Takeda Pharmaceuticals USA Inc.  
 Target Corp.  
 Tech Data Corp.  
 TIAA  
 T-Mobile USA Inc.  
 TPG Global LLC  
 TransUnion  
 Turner Construction Co.  
 Twitter Inc.  
 U.S. Bancorp  
 Uber Technologies Inc.  
 Ultimate Software  
 Under Armour Inc.  
 Unilever  
 Univision Communications Inc.  
 Verizon Communications Inc.  
 Visa  
 Warby Parker  
 WeddingWire Inc.  
 Wells Fargo & Co.  
 Whirlpool Corp.  
 Williams-Sonoma Inc.  
 Workday Inc.  
 Xerox Corp.  
 Yelp Inc.  
 Zillow Group

## 2019 Corporate Equality Index Rating System and Methodology

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

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

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

In addition to growing the number of highly-rated employers, the CEI has seen success in the reach of the survey. **The number of employers rated from the first CEI to the present has expanded from 319 to 1028**, encompassing all major industry sectors.

The largest and most successful U.S. employers are invited to participate in the CEI and are identified through the following lists:

- **Fortune magazine's 1,000 largest publicly traded businesses (2017 Fortune 1000) and**
- **American Lawyer magazine's top 200 revenue grossing law firms (2017 AmLaw 200).**
- **Additionally, any private-sector, for-profit employer with 500 or more full-time U.S. employees can request to participate, including those that are privately held.**

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

### How We Obtain the Information

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

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

Invitations for the CEI 2019 survey were emailed and mailed in May 2018 and responses were due back September 2018. If a business had previously participated in the CEI, surveys were first sent to the individuals responsible for prior submissions. If a business had not previously participated in the CEI, surveys were sent to the chief executive officer or managing partner of the firm, as well as the highest-level executive/s responsible for human resources, diversity, communications or community engagement when it was possible to obtain their contact information. The information

required to generate CEI ratings for businesses is difficult to ascertain from public records alone. In addition to the self-reporting provided through the CEI survey, we investigated and cross-checked the policies and practices of the rated businesses, any connections with organizations that engage in anti-LGBTQ activities and news accounts of possible efforts that undermine LGBTQ equality writ-large (e.g. through case law efforts or public policy lobbying actions). Employers were not rated until all appropriate information had been gathered and verified to the extent possible. Businesses were invited to provide HRC Foundation staff with any additional information or updates before this report went to print.

In total, the sources used include:

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

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

## Official and Unofficial Ratings

The HRC Foundation may rate businesses that have not submitted a survey this year if the business had submitted a survey in previous years and the information is determined to be accurate, or if the HRC Foundation has obtained sufficient information to provide an individual rating. In both cases, the HRC Foundation notified the business of the official rating and gave them an opportunity for any updates or clarification prior to the report release. Fortune 500-ranked businesses that after multiple invitations have never responded to the CEI survey were evaluated independently and have designated unofficial ratings listed in gray in Appendices B and C (none earned a 100 percent and are therefore not in Appendix A). The HRC Foundation proactively evaluates these 135 Fortune- ranked companies for two key reasons:

- **To provide the public with accurate information on these key employers; and**
- **To ensure the CEI is truly a benchmarking report among peers.**

No matter the rating, any business that participates in the CEI is taking on a transparent, credible process of LGBTQ inclusion. Because LGBTQ workers and prospective employees must navigate the gaps in federal and state protections that affect their employment decisions, our staff views the research on these businesses through this same lens, ascertaining what we can from publicly available information and applying those findings to our CEI criteria.

The HRC Foundation commends those employers that have committed to the public and transparent process of the CEI survey and we invite these 135 companies to do the same.

In total, the CEI 2019 contains official ratings for 346 Fortune 500 businesses, 451 Fortune 1000 businesses, 164 law firms and 413 additional major businesses. An additional 136 Fortune 500 businesses have unofficial ratings, bringing the total to 1163 rated businesses. Findings in the 2019 CEI report are based on the 1028 officially rated businesses.

## Criteria

<b>Criteria 1</b>	<b>Workforce Protections (30 points possible)</b> <b>a. Policy includes sexual orientation for all operations</b> <b>b. Policy includes gender identity or expression for all operations</b>	<b>15 points</b> <b>15 points</b>
<b>Criteria 2</b>	<b>Inclusive Benefits (30 points possible)</b> <i>To secure full credit for benefits criteria, each benefit must be available to all benefits-eligible U.S. employees. In areas where more than one health insurance plan is available, at least one inclusive plan must be available</i> <b>a. Equivalency in same- and different-sex spousal medical and soft benefits</b> <b>b. Equivalency in same- and different-sex domestic partner medical and soft benefits</b> <b>c. Equal health coverage for transgender individuals without exclusion for medically necessary care</b> <ul style="list-style-type: none"> <li>● Equal health coverage for transgender individuals without exclusions for medically necessary care <ul style="list-style-type: none"> <li>○ Insurance contract explicitly affirms coverage and contains no blanket exclusions for coverage</li> <li>○ Insurance contract and/or policy documentation is based on the World Professional Association for Transgender Health (WPATH) Standards of Care</li> <li>○ Plan documentation must be readily available to employees and must clearly communicate inclusive insurance options to employees and their eligible dependents.</li> <li>○ Other benefits available for other medical conditions are also available to transgender individuals. Specifically, where available for employees, the following benefits should all extend to transgender individuals, including for transition-related services: <ul style="list-style-type: none"> <li>◆ Short term medical leave</li> <li>◆ Mental health benefits</li> <li>◆ Pharmaceutical coverage (e.g., for hormone replacement therapies)</li> <li>◆ Coverage for medical visits or laboratory services</li> <li>◆ Coverage for reconstructive surgical procedures related to sex reassignment</li> </ul> </li> </ul> </li> </ul>	<b>10 points</b> <b>10 points</b> <b>10 points</b>
<b>Criteria 3</b>	<b>Supporting an Inclusive Culture &amp; Corporate Social Responsibility (40 points possible)</b> <b>a. Three LGBTQ Internal Training and Education Best Practices</b> <i>Businesses must demonstrate a firm-wide, sustained and accountable commitment to diversity and cultural competency, including at least three of the following elements:</i> <ul style="list-style-type: none"> <li>● New hire training clearly states that the nondiscrimination policy includes gender identity and sexual orientation and provides definitions or scenarios illustrating the policy for each</li> </ul>	<b>10 points</b>

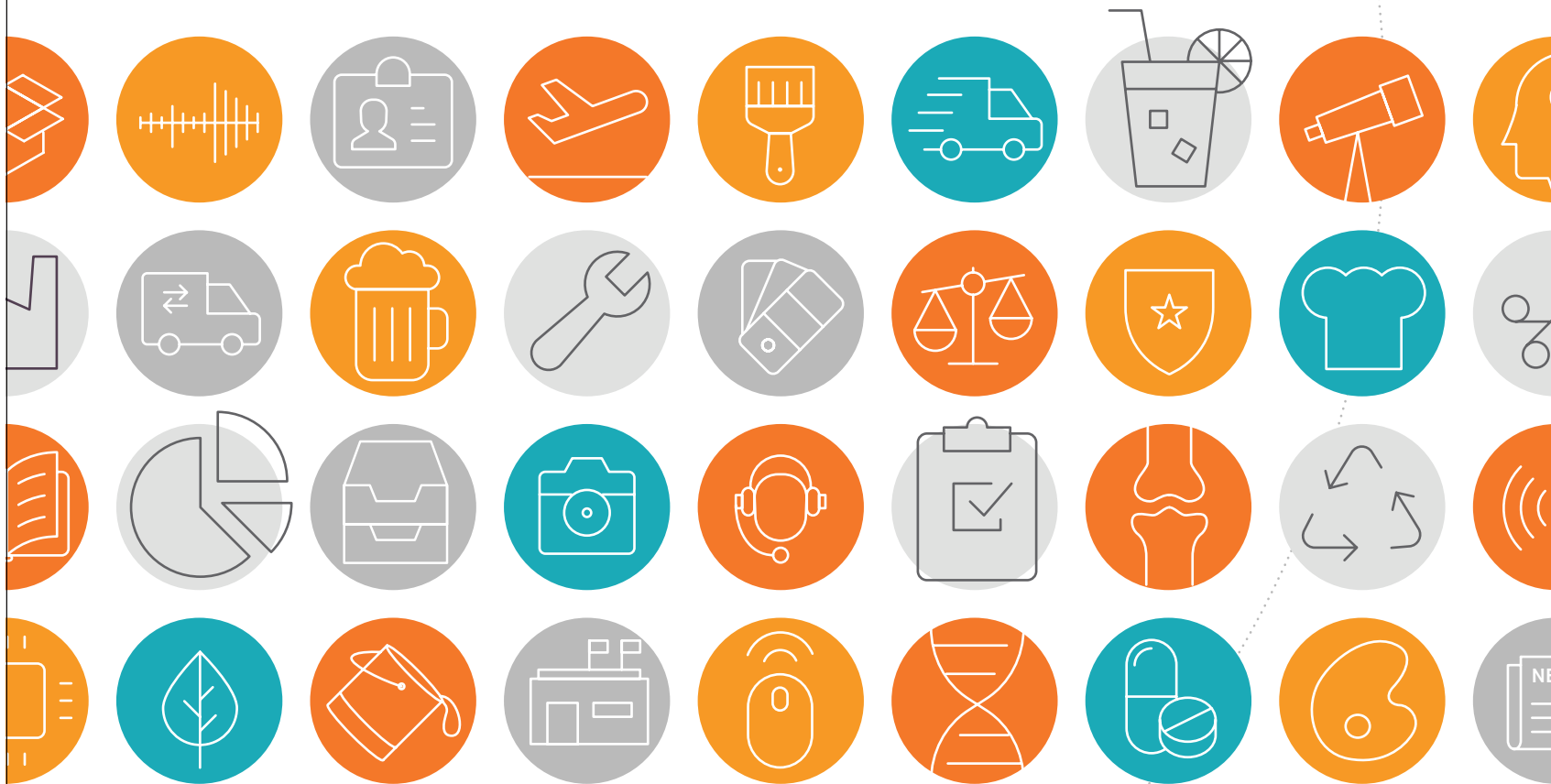
	<ul style="list-style-type: none"> <li>● Supervisors undergo training that includes gender identity and sexual orientation as discrete topics (may be part of a broader training), and provides definitions or scenarios illustrating the policy for each</li> <li>● Integration of gender identity and sexual orientation in professional development, skills-based or other leadership training that includes elements of diversity and/or cultural competency</li> <li>● Gender transition guidelines with supportive restroom, dress code and documentation guidance</li> <li>● Anonymous employee engagement or climate surveys conducted on an annual or biennial basis allow employees the option to identify as LGBTQ.</li> <li>● Data collection forms that include employee race, ethnicity, gender, military and disability status – typically recorded as part of employee records – include optional questions on sexual orientation and gender identity.</li> <li>● Senior management/executive performance measures include LGBTQ diversity metrics</li> </ul> <p><b>b. Employee group –or– Diversity council</b></p> <p><b>c. Three Distinct Efforts of Outreach or Engagement to Broader LGBTQ Community</b> <i>Businesses must demonstrate ongoing LGBTQ-specific engagement that extends across the firm, including at least three of the following:</i></p> <ul style="list-style-type: none"> <li>● LGBTQ employee recruitment efforts with demonstrated reach of LGBTQ applicants (required documentation may include a short summary of the event or an estimation of the number of candidates reached)</li> <li>● Supplier diversity program with demonstrated effort to include certified LGBTQ suppliers</li> <li>● Marketing or advertising to LGBTQ consumers (e.g.: advertising with LGBTQ content, advertising in LGBTQ media or sponsoring LGBTQ organizations and events)</li> <li>● Philanthropic support of at least one LGBTQ organization or event (e.g.: financial, in kind or pro bono support)</li> <li>● Demonstrated public support for LGBTQ equality under the law through local, state or federal legislation or initiatives</li> </ul> <p><b>d. LGBTQ Corporate Social Responsibility</b></p> <ul style="list-style-type: none"> <li>● Contractor/supplier non-discrimination standards AND Philanthropic Giving Guidelines</li> </ul>	<p><b>10 points</b></p> <p><b>15 points</b></p> <p><b>5 points</b></p>
<b>Criteria 4</b>	<p><b>Responsible citizenship (-25)</b></p> <p><i>Employers will have 25 points deducted from their score for a large-scale official or public anti-LGBTQ blemish on their recent records. Scores on this criterion are based on information that has come to HRC's attention related to topics including but not limited to: undue influence by a significant shareholder calculated to undermine a business's employment policies or practices related to its LGBTQ employees; directing corporate charitable contributions to organizations whose primary mission includes advocacy against LGBTQ equality; opposing shareholder resolutions reasonably aimed at encouraging the adoption of inclusive workplace policies; revoking inclusive LGBTQ policies or practices; or engaging in proven practices that are contrary to the business's written LGBTQ employment policies.</i></p>	<b>-25 points</b>

CEI 2019 Perfect Score

100 points



# Appendices



## Appendix A

### Employers With Ratings of 100 Percent

#### Corporate Equality Index Rating Criteria

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



## Appendix A

## Employers with Ratings of 100 Percent

### CEI Rating Criteria

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

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

Employers with Ratings of 100 Percent			Criterion											Rating			
Employer	Headquarters Location	State	15 points		10 points		10 points		10 points		15 points		5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000
			1a	1b	2a	2b	2c	3a	3b	3c	3d	4					
3M Co.	St. Paul	MN	●	●	●	●	●	●	●	●	●	●		100	100	94	
A.T. Kearney Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100		
AbbVie Inc.	North Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100	111	
Abercrombie & Fitch Co.	New Albany	OH	●	●	●	●	●	●	●	●	●	●		100	100	675	
Accenture	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100		
Activision Blizzard	Santa Monica	CA	●	●	●	●	●	●	●	●	●	●		100		406	
Adidas North America Inc.	Portland	OR	●	●	●	●	●	●	●	●	●	●		100	100		
Adobe Systems Inc.	San Jose	CA	●	●	●	●	●	●	●	●	●	●		100	100	443	
ADP	Roseland	NJ	●	●	●	●	●	●	●	●	●	●		100	100	240	
Advanced Micro Devices Inc.	Sunnyvale	CA	●	●	●	●	●	●	●	●	●	●		100	100	565	
AECOM	Los Angeles	CA	●	●	●	●	●	●	●	●	●	●		100	100	161	
Aetna Inc.	Hartford	CT	●	●	●	●	●	●	●	●	●	●		100	100	43	
AIG	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	55	
Air Products & Chemicals Inc.	Allentown	PA	●	●	●	●	●	●	●	●	●	●		100	100	294	
Airbnb Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●		100	100		
Airbus Americas Inc.	Herndon	VA	●	●	●	●	●	●	●	●	●	●		100			
Akamai Technologies Inc.	Cambridge	MA	●	●	●	●	●	●	●	●	●	●		100	100	851	
Akerman LLP	Miami	FL	●	●	●	●	●	●	●	●	●	●		100	100	94	
Akin, Gump, Strauss, Hauer & Feld LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●		100	100	29	
AlixPartners LLP	New York	NY	●	●	●	●	●	●	●	●	●	●		100	85		
AllianceBernstein LP	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100		
Alliant Energy Corp.	Madison	WI	●	●	●	●	●	●	●	●	●	●		100	100	677	
Allianz Life Insurance Co. of North America	Minneapolis	MN	●	●	●	●	●	●	●	●	●	●		100	100		
Ally Financial Inc.	Detroit	MI	●	●	●	●	●	●	●	●	●	●		100	100	286	
Alston & Bird LLP	Atlanta	GA	●	●	●	●	●	●	●	●	●	●		100	100	46	
Altice USA, Inc.	Long Island City	NY	●	●	●	●	●	●	●	●	●	●		100			
Altria Group Inc.	Richmond	VA	●	●	●	●	●	●	●	●	●	●		100	100	148	
Amazon.com Inc.	Seattle	WA	●	●	●	●	●	●	●	●	●	●		100	100	12	
AMC Entertainment Inc.	Leawood	KS	●	●	●	●	●	●	●	●	●	●		100	100		
Ameren Corp.	St. Louis	MO	●	●	●	●	●	●	●	●	●	●					
American Airlines	Fort Worth	TX	●	●	●	●	●	●	●	●	●	●		100	100		
American Express Company	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	86	
American Express Global Business Travel	Jersey City	NJ	●	●	●	●	●	●	●	●	●	●		100	100		
American Family Mutual Insurance Company, S.I	Madison	WI	●	●	●	●	●	●	●	●	●	●		100	100	315	
AmerisourceBergen Corp.	Chesterbrook	PA	●	●	●	●	●	●	●	●	●	●		100	100	11	
Amgen Inc.	Thousand Oaks	CA	●	●	●	●	●	●	●	●	●	●		100	100	123	
Anheuser-Busch Companies Inc.	St. Louis	MO	●	●	●	●	●	●	●	●	●	●		100	100		
Anschutz Entertainment Group, Inc.	Los Angeles	CA	●	●	●	●	●	●	●	●	●	●		100			

## CEI Rating Criteria

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

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

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

**2b** Equivalency in same- and different-sex domestic partner medical and soft benefits (10 points / half credit for parity across some, but not all benefits)

**2c** Equal health coverage for transgender individuals without exclusion for medically necessary care (10 points / half credit for inclusive coverage, but blanket exclusions for transition-related care remain in place)

**3a** Three LGBTQ internal training and education best practices (10 points)

**3b** Employee group or diversity council (10 points)

**3c** Three distinct efforts of outreach or engagement to broader LGBTQ community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)

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

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

Employer	Headquarters Location	State	Criterion											Rating		
			15 points	15 points	10 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000
Anthem Inc.	Indianapolis	IN	●	●	●	●	●	●	●	●	●	●		100	100	29
Aon Corp.	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100	
Apple Inc.	Cupertino	CA	●	●	●	●	●	●	●	●	●	●		100	100	3
Applied Materials Inc.	Santa Clara	CA	●	●	●	●	●	●	●	●	●	●		100	90	265
AQR Capital Management LLC	Greenwich	CT	●	●	●	●	●	●	●	●	●	●		100		
Aramark Corp.	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●		100	100	192
Arconic	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	228
Arent Fox LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●		100	100	109
Armstrong Teasdale LLP	St. Louis	MO	●	●	●	●	●	●	●	●	●	●		100	100	183
Arnold & Porter Kaye Scholer LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●		100	100	36
Arrow Electronics	Centennial	CO	●	●	●	●	●	●	●	●	●	●		100	80	
Assurant	New York	NY	●	●	●	●	●	●	●	●	●	●		100	95	
Astellas Pharma US Inc.	Northbrook	IL	●	●	●	●	●	●	●	●	●	●		100	100	
Asurion LLC	Nashville	TN	●	●	●	●	●	●	●	●	●	●		100		
AT&T Inc.	Dallas	TX	●	●	●	●	●	●	●	●	●	●		100	100	9
AthenaHealth Inc.	Watertown	MA	●	●	●	●	●	●	●	●	●	●		100	100	
Autodesk Inc.	San Rafael	CA	●	●	●	●	●	●	●	●	●	●		100	100	928
AXA	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	
Bain & Co. Inc./ Bridgespan Group	Boston	MA	●	●	●	●	●	●	●	●	●	●		100	100	
Baker & McKenzie LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100	3
Ballard Spahr LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●		100	100	98
Bank of New York Mellon Corp., The	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	177
Bank of the West	San Francisco	CA	●	●	●	●	●	●	●	●	●	●		100	90	
Barclays	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	
Barilla America Inc.	Northbrook	IL	●	●	●	●	●	●	●	●	●	●		100	100	
Barnes & Noble Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	555
BASF Corp.	Florham Park	NJ	●	●	●	●	●	●	●	●	●	●		100	100	
Bass, Berry & Sims PLC	Nashville	TN	●	●	●	●	●	●	●	●	●	●		100	100	
Baxter International Inc.	Deerfield	IL	●	●	●	●	●	●	●	●	●	●		100	100	281
Bayer U.S. LLC	Whippany	NJ	●	●	●	●	●	●	●	●	●	●		100	100	
Becton, Dickinson and Co.	Franklin Lakes	NJ	●	●	●	●	●	●	●	●	●	●		100	100	225
Best Buy Co. Inc.	Richfield	MN	●	●	●	●	●	●	●	●	●	●		100	100	72
Biogen	Cambridge	MA	●	●	●	●	●	●	●	●	●	●		100	100	248
Black & Veatch Holding Inc.	Overland Park	KS	●	●	●	●	●	●	●	●	●	●		100	85	
BlackRock	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	
Blackstone Group LP, The	New York	NY	●	●	●	●	●	●	●	●	●	●		100	85	503
Blank Rome LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●		100	100	77
Bloomberg LP	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	

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

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Employers with Ratings of 100 Percent			Criterion											Rating		
Employer	Headquarters Location	State	15 points	15 points	10 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000
			1a	1b	2a	2b	2c	3a	3b	3c	3d	4				
Blue Cross & Blue Shield of Rhode Island	Providence	RI	●	●	●	●	●		●	●	●	●		100	100	
Blue Cross Blue Shield of Massachusetts	Boston	MA	●	●	●	●	●		●	●	●	●		100	100	
Blue Shield of California	San Francisco	CA	●	●	●	●	●		●	●	●	●		100	100	
BlueCross BlueShield of Tennessee	Chattanooga	TN	●	●	●	●	●		●	●	●	●		100	80	
BMO Bankcorp Inc.	Chicago	IL	●	●	●	●	●		●	●	●	●		100	100	
BNP Paribas	New York	NY	●	●	●	●	●		●	●	●	●		100	100	
Boehringer Ingelheim USA Corp.	Ridgefield	CT	●	●	●	●	●		●	●	●	●		100	100	
Boies Schiller Flexner LLP	New York	NY	●	●	●	●	●		●	●	●	●		100	100	85
Booz Allen Hamilton Inc.	McLean	VA	●	●	●	●	●		●	●	●	●		100	100	481
Boston Consulting Group	Boston	MA	●	●	●	●	●		●	●	●	●		100	100	
Boston Scientific Corp.	Marlborough	MA	●	●	●	●	●		●	●	●	●		100	100	327
Box Inc.	Redwood City	CA	●	●	●	●	●		●	●	●	●		100	80	
BP America Inc.	Houston	TX	●	●	●	●	●		●	●	●	●		100	100	
Broadridge Financial Solutions Inc.	Lake Success	NY	●	●	●	●	●		●	●	●	●		100	100	749
Brown Brothers Harriman & Co.	New York	NY	●	●	●	●	●		●	●	●	●		100	90	
Brown Rudnick LLP	Boston	MA	●	●	●	●	●		●	●	●	●		100	100	
Brown-Forman Corp.	Louisville	KY	●	●	●	●	●		●	●	●	●		100	100	713
Bryan Cave Leighton Paisner LLP	St. Louis	MO	●	●	●	●	●		●	●	●	●		100	100	59
Buchanan Ingersoll & Rooney PC	Pittsburgh	PA	●	●	●	●	●		●	●	●	●		100	95	112
Buckley LLP	Washington	DC	●	●	●	●	●		●	●	●	●		100	100	
Burger King Corp.	Miami	FL	●	●	●	●	●		●	●	●	●		100	95	
Buzzfeed	New York	NY	●	●	●	●	●		●	●	●	●		100		
Cadwalader, Wickersham & Taft LLP	New York	NY	●	●	●	●	●		●	●	●	●		100	100	86
Caesars Entertainment Corp.	Las Vegas	NV	●	●	●	●	●		●	●	●	●		100	100	541
Caleres	St. Louis	MO	●	●	●	●	●		●	●	●	●		100	100	790
Cambia Health Solutions Inc.	Portland	OR	●	●	●	●	●		●	●	●	●		100	100	
Campbell Soup Co.	Camden	NJ	●	●	●	●	●		●	●	●	●		100	100	339
Capgemini America, INC	Houston	TX	●	●	●	●	●		●	●	●	●		100	90	
Capital Group Companies Inc., The	Los Angeles	CA	●	●	●	●	●		●	●	●	●		100	100	
Capital Markets Company NV, The	New York	NY	●	●	●	●	●		●	●	●	●		100	100	
Capital One Financial Corp.	McLean	VA	●	●	●	●	●		●	●	●	●		100	100	100
Cardinal Health Inc.	Dublin	OH	●	●	●	●	●		●	●	●	●		100	100	15
Cargill Inc.	Wayzata	MN	●	●	●	●	●		●	●	●	●		100	100	
Cargo Transporters Inc.	Claremont	NC	●	●	●	●	●		●	●	●	●		100	75	
Carlton Fields P.A.	Tampa	FL	●	●	●	●	●		●	●	●	●		100	100	156
Carlyle Group LP, The	Washington	DC	●	●	●	●	●		●	●	●	●		100	100	869
CarMax Inc.	Richmond	VA	●	●	●	●	●		●	●	●	●		100	100	174
Carnival Corp.	Miami	FL	●	●	●	●	●		●	●	●	●		100	100	

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<b>2c</b>	Equal health coverage for transgender individuals without exclusion for medically necessary care (10 points / half credit for inclusive coverage, but blanket exclusions for transition-related care remain in place)
<b>3a</b>	Three LGBTQ internal training and education best practices (10 points)
<b>3b</b>	Employee group or diversity council (10 points)
<b>3c</b>	Three distinct efforts of outreach or engagement to broader LGBTQ community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)
<b>3d</b>	Contractor/supplier non-discrimination standards and philanthropic giving guidelines (5 points)

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Employer	Headquarters Location	State	Criterion											Rating		
			15 points	15 points	10 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000
CBRE Inc.	Los Angeles	CA	●	●	●	●	●	●	●	●	●	●		100	100	214
CBS Corp.	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	193
CDW Corp.	Lincolnshire	IL	●	●	●	●	●	●	●	●	●	●		100	100	199
Celanese Corp.	Irving	TX	●	●	●	●	●	●	●	●	●	●		100	90	484
Celgene Corp.	Summit	NJ	●	●	●	●	●	●	●	●	●	●		100	75	254
CenturyLink Inc.	Monroe	LA	●	●	●	●	●	●	●	●	●	●		100	95	160
Cerner Corp.	North Kansas City	MO	●	●	●	●	●	●	●	●	●	●		100	90	530
Chapman and Cutler LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100	143
Charles Schwab & Co. Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●		100	100	357
Chevron Corp.	San Ramon	CA	●	●	●	●	●	●	●	●	●	●		100	100	19
Choate, Hall & Stewart LLP	Boston	MA	●	●	●	●	●	●	●	●	●	●		100	100	127
Chobani	Norwich	NY	●	●	●	●	●	●	●	●	●	●		100		
Choice Hotels International Inc.	Rockville	MD	●	●	●	●	●	●	●	●	●	●		100	100	
Chubb Ltd.	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●		100	100	
CIGNA Corp.	Bloomfield	CT	●	●	●	●	●	●	●	●	●	●		100	100	70
Cisco Systems Inc.	San Jose	CA	●	●	●	●	●	●	●	●	●	●		100	100	60
Citigroup Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	30
Citrix Systems Inc.	Fort Lauderdale	FL	●	●	●	●	●	●	●	●	●	●		100	100	661
Cleary Gottlieb Steen & Hamilton LLP	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	22
Clorox Co., The	Oakland	CA	●	●	●	●	●	●	●	●	●	●		100	100	453
CME Group Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	95	633
CNA Financial Corporation	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100	
Coca-Cola Co., The	Atlanta	GA	●	●	●	●	●	●	●	●	●	●		100	100	64
Colgate-Palmolive Co.	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	182
Comerica Inc.	Dallas	TX	●	●	●	●	●	●	●	●	●	●		100	100	736
Compass Bancshares Inc. (BBVA Compass)	Birmingham	AL	●	●	●	●	●	●	●	●	●	●		100	100	
Conagra Brands Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100	197
Constellation Brands Inc.	Victor	NY	●	●	●	●	●	●	●	●	●	●		100	100	408
Cosmopolitan of Las Vegas, The	Las Vegas	NV	●	●	●	●	●	●	●	●	●	●		100	100	
Covington & Burling LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●		100	100	37
Cox Enterprises Inc.	Atlanta	GA	●	●	●	●	●	●	●	●	●	●		100	90	
Credit Suisse USA Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	
Crowell & Moring LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●		100	100	82
CSAA Insurance Group	Walnut Creek	CA	●	●	●	●	●	●	●	●	●	●		100	100	
Cummins Inc.	Columbus	IN	●	●	●	●	●	●	●	●	●	●		100	100	159
CUNA Mutual Group	Madison	WI	●	●	●	●	●	●	●	●	●	●		100	100	
Cushman & Wakefield Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100		
Danaher Corp.	Washington	DC	●	●	●	●	●	●	●	●	●	●		100	100	144

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Employers with Ratings of 100 Percent			Criterion											Rating		
			15 points	15 points	10 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000
Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	2019 CEI Rating	2018 CEI Rating	Fortune 1000	
Danone North America	White Plains	NY	●	●	●	●	●	●	●	●	●		100			
Day Pitney LLP	Parsippany	NJ	●	●	●	●	●	●	●	●	●		100	100	160	
Dechert LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●		100	100	34	
Dell Technologies Inc.	Round Rock	TX	●	●	●	●	●	●	●	●	●		100	100	41	
Deloitte LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	100		
Dentons US LLP	Washington	DC	●	●	●	●	●	●	●	●	●		100	100		
Depository Trust & Clearing Corp., The	New York	NY	●	●	●	●	●	●	●	●	●		100	95		
Deutsche Bank	New York	NY	●	●	●	●	●	●	●	●	●		100	100		
Diageo North America	Norwalk	CT	●	●	●	●	●	●	●	●	●		100	100		
Dickinson Wright PLLC	Detroit	MI	●	●	●	●	●	●	●	●	●		100	100	131	
Digitas	Boston	MA	●	●	●	●	●	●	●	●	●		100	100		
Discover Financial Services	Riverwoods	IL	●	●	●	●	●	●	●	●	●		100	100	277	
DLA Piper	Baltimore	MD	●	●	●	●	●	●	●	●	●		100	100	4	
Dominion Energy	Richmond	VA	●	●	●	●	●	●	●	●	●		100	75	238	
Dorsey & Whitney LLP	Minneapolis	MN	●	●	●	●	●	●	●	●	●		100	100	102	
Dow Chemical Co., The	Midland	MI	●	●	●	●	●	●	●	●	●		100	100	62	
Dropbox Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100		
Duane Morris LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●		100	100	73	
Duke Energy Corp.	Charlotte	NC	●	●	●	●	●	●	●	●	●		100	100	121	
Dun & Bradstreet Corp., The	Short Hills	NJ	●	●	●	●	●	●	●	●	●		100	100		
Dunkin' Brands Group Inc.	Canton	MA	●	●	●	●	●	●	●	●	●		100	90		
Dykema Gossett PLLC	Detroit	MI	●	●	●	●	●	●	●	●	●		100	100	137	
E&J Gallo Winery	Modesto	CA	●	●	●	●	●	●	●	●	●		100	100		
E*TRADE Financial Corp.	New York	NY	●	●	●	●	●	●	●	●	●		100	80	930	
E. I. du Pont de Nemours and Co. (DuPont)	Wilmington	DE	●	●	●	●	●	●	●	●	●		100	100	113	
EAB	Washington	DC	●	●	●	●	●	●	●	●	●		100	100		
Eastern Bank Corp.	Boston	MA	●	●	●	●	●	●	●	●	●		100	100		
Eastman Kodak Co.	Rochester	NY	●	●	●	●	●	●	●	●	●		100	100		
Eaton Corp.	Cleveland	OH	●	●	●	●	●	●	●	●	●		100	100		
eBay Inc.	San Jose	CA	●	●	●	●	●	●	●	●	●		100	100	310	
Ecolab Inc.	St. Paul	MN	●	●	●	●	●	●	●	●	●		100	100	211	
Edison International	Rosemead	CA	●	●	●	●	●	●	●	●	●		100	100	235	
Edward Jones	St. Louis	MO	●	●	●	●	●	●	●	●	●		100	100	403	
Electronic Arts Inc.	Redwood City	CA	●	●	●	●	●	●	●	●	●		100	100	556	
Eli Lilly & Co.	Indianapolis	IN	●	●	●	●	●	●	●	●	●		100	100	132	
Emerson Electric Co.	St. Louis	MO	●	●	●	●	●	●	●	●	●		100	100	139	
Ernst & Young LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	100		
Estée Lauder Companies Inc., The	New York	NY	●	●	●	●	●	●	●	●	●		100	100	253	

# Appendix A

# Employers with Ratings of 100 Percent

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Employer	Headquarters Location	State	15 points		10 points		10 points		10 points		10 points		15 points		5 points		-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000
			1a	1b	2a	2b	2c	3a	3b	3c	3d	4								
Eversheds Sutherland (US) LLP	Atlanta	GA	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100		
Exelon Corp.	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	89	
Expedia Group	Bellevue	WA	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	317	
Experian Americas	Costa Mesa	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100			
Express Scripts Holding Company	St. Louis	MO	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	22	
Facebook Inc.	Menlo Park	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	98	
FactSet Research Systems Inc.	Norwalk	CT	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100		
Faegre Baker Daniels	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	68	
Farmers Insurance Group	Woodland Hills	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	90		
Federal Home Loan Mortgage Corp. (Freddie Mac)	McLean	VA	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	39	
Federal National Mortgage Association (Fannie Mae)	Washington	DC	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	20	
Federal Reserve Bank of Boston	Boston	MA	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100		
Federal Reserve Bank of Chicago	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100		
Federal Reserve Bank of Cleveland	Cleveland	OH	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100		
Federal Reserve Bank of Minneapolis	Minneapolis	MN	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100			
Federal Reserve Bank of New York	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	90		
Federal Reserve Bank of Philadelphia	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	90		
Federal Reserve Bank of Richmond	Richmond	VA	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100		
Federal Reserve Bank of San Francisco	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100		
Federal Reserve Bank of St Louis	Saint Louis	MO	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100		
Fenwick & West LLP	Mountain View	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100		
Fidelity National Information Services Inc.	Jacksonville	FL	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	301	
Fifth Third Bancorp	Cincinnati	OH	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100		
Financial Industry Regulatory Authority Inc.	Washington	DC	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100		
Finnegan, Henderson, Farabow, Garrett & Dunner LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	107	
First American Financial Corp.	Santa Ana	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	464	
First Data Corp.	Atlanta	GA	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	242	
Fish & Richardson PC	Boston	MA	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	95	83	
Fleishman-Hillard Inc.	St. Louis	MO	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100		
Foley & Lardner LLP	Milwaukee	WI	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	54	
Foley Hoag LLP	Boston	MA	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	149	
Food Lion	Salisbury	NC	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100			
Fortive Corp.	Everett	WA	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100		
FOX Corporation	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	10	101	
Fox Rothschild LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	85	75	
Franklin Templeton Investments	San Mateo	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	405	
Fredrikson & Byron	Minneapolis	MN	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100		
Fried, Frank, Harris, Shriver & Jacobson LLP	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	●	100	100	58	

## CEI Rating Criteria

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

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

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

**2b** Equivalency in same- and different-sex domestic partner medical and soft benefits (**10 points** / **half credit for parity across some, but not all benefits**)

**2c** Equal health coverage for transgender individuals without exclusion for medically necessary care (**10 points** / **half credit for inclusive coverage, but blanket exclusions for transition-related care remain in place**)

**3a** Three LGBTQ internal training and education best practices (**10 points**)

**3b** Employee group or diversity council (**10 points**)

**3c** Three distinct efforts of outreach or engagement to broader LGBTQ community, and if supplier diversity program is in place, must include LGBTQ suppliers (**15 points**)

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

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

Employer	Headquarters Location	State	Criterion											Rating		
			15 points	15 points	10 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000
Frost Brown Todd LLC	Cincinnati	OH	●	●	●	●	●	●	●	●	●	●		100	100	129
Galloway, Johnson, Tompkins, Burr & Smith PLC	New Orleans	LA	●	●	●	●	●	●	●	●	●	●		100	90	
GameStop Corp.	Grapevine	TX	●	●	●	●	●	●	●	●	●	●		100	100	321
Gannett Co. Inc.	McLean	VA	●	●	●	●	●	●	●	●	●	●		100	100	
Gap Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●		100	100	178
Gartner Inc.	Stamford	CT	●	●	●	●	●	●	●	●	●	●		100	100	821
GE Appliances	Louisville	KY	●	●	●	●	●	●	●	●	●	●		100	100	
Genentech Inc.	South San Francisco	CA	●	●	●	●	●	●	●	●	●	●		100	100	
General Mills Inc.	Minneapolis	MN	●	●	●	●	●	●	●	●	●	●		100	100	165
General Motors Co.	Detroit	MI	●	●	●	●	●	●	●	●	●	●		100	100	8
Genworth Financial Inc.	Richmond	VA	●	●	●	●	●	●	●	●	●	●		100	100	329
GIANT Food Stores, LLC	Carlisle	PA	●	●	●	●	●	●	●	●	●	●		100		
Giant of Maryland, LLC	Landover	MD	●	●	●	●	●	●	●	●	●	●		100		
Gilead Sciences Inc.	Foster City	CA	●	●	●	●	●	●	●	●	●	●		100	100	92
GlaxoSmithKline LLC	Research Triangle Park	NC	●	●	●	●	●	●	●	●	●	●		100	100	
GODADDY Inc.	Scottsdale	AZ	●	●	●	●	●	●	●	●	●	●		100	90	980
Goldman Sachs Group Inc., The	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	78
Goodwin Procter LLP	Boston	MA	●	●	●	●	●	●	●	●	●	●		100	100	30
Gordon Rees Scully Mansukhani, LLP	San Francisco	CA	●	●	●	●	●	●	●	●	●	●		100	100	103
Grant Thornton LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100	
Groupon Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100	704
Guardian Life Insurance Co. of America, The	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	218
Hallmark Cards Inc.	Kansas City	MO	●	●	●	●	●	●	●	●	●	●		100	100	
Hannaford Supermarkets	Scarborough	ME	●	●	●	●	●	●	●	●	●	●		100		
Hanover Insurance Group Inc.	Worcester	MA	●	●	●	●	●	●	●	●	●	●		100	100	517
Harris Corp.	Melbourne	FL	●	●	●	●	●	●	●	●	●	●		100	100	363
Hartford Financial Services Group Inc., The	Hartford	CT	●	●	●	●	●	●	●	●	●	●		100	100	153
Harvard Pilgrim Health Care Inc.	Wellesley	MA	●	●	●	●	●	●	●	●	●	●		100	100	
Haynes and Boone LLP	Dallas	TX	●	●	●	●	●	●	●	●	●	●		100	95	89
Health Care Service Corp.	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100	
Henry Schein Inc.	Melville	NY	●	●	●	●	●	●	●	●	●	●		100	100	243
Herman Miller Inc.	Zeeland	MI	●	●	●	●	●	●	●	●	●	●		100	100	874
Hershey Co., The	Hershey	PA	●	●	●	●	●	●	●	●	●	●		100	100	369
Hertz Global Holdings Inc.	Estero	FL	●	●	●	●	●	●	●	●	●	●		100	95	296
Hilton Inc.	McLean	VA	●	●	●	●	●	●	●	●	●	●		100	100	241
Hinshaw & Culbertson LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100	134
Hogan Lovells US LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●		100	100	7
Holland & Knight LLP	Brandon	FL	●	●	●	●	●	●	●	●	●	●		100	100	42

## CEI Rating Criteria

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

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

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

**2b** Equivalency in same- and different-sex domestic partner medical and soft benefits **(10 points / half credit for parity across some, but not all benefits)**

**2c** Equal health coverage for transgender individuals without exclusion for medically necessary care **(10 points / half credit for inclusive coverage, but blanket exclusions for transition-related care remain in place)**

**3a** Three LGBTQ internal training and education best practices **(10 points)**

**3b** Employee group or diversity council **(10 points)**

**3c** Three distinct efforts of outreach or engagement to broader LGBTQ community, and if supplier diversity program is in place, must include LGBTQ suppliers **(15 points)**

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

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Employers with Ratings of 100 Percent			Criterion											Rating		
			15 points	15 points	10 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000
Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4				
Horizon Healthcare Services Inc.	Newark	NJ	●	●	●	●	●	●	●	●	●			100	85	
HSBC USA	New York	NY	●	●	●	●	●	●	●	●	●			100	100	
Humana Inc.	Louisville	KY	●	●	●	●	●	●	●	●	●			100	100	53
Huntington Bancshares Inc.	Columbus	OH	●	●	●	●	●	●	●	●	●			100	100	610
Huron Consulting Group Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●			100	100	
Husch Blackwell LLP	St. Louis	MO	●	●	●	●	●	●	●	●	●			100	100	100
Hyatt Hotels Corp.	Chicago	IL	●	●	●	●	●	●	●	●	●			100	100	552
Hyundai Motor America	Fountain Valley	CA	●	●	●	●	●	●	●	●	●			100	100	
IAC/InterActiveCorp.	New York	NY	●	●	●	●	●	●	●	●	●			100	100	705
IBM Corp.	Armonk	NY	●	●	●	●	●	●	●	●	●			100	100	32
Ice Miller LLP	Indianapolis	IN	●	●	●	●	●	●	●	●	●			100	85	
IHS Markit Ltd.	New York	NY	●	●	●	●	●	●	●	●	●			100	90	
IKEA Holding US Inc.	Conshohocken	PA	●	●	●	●	●	●	●	●	●			100	100	
Indeed Inc.	Austin	TX	●	●	●	●	●	●	●	●	●			100	100	
Intel Corp.	Santa Clara	CA	●	●	●	●	●	●	●	●	●			100	100	47
InterContinental Hotels Group Americas	Atlanta	GA	●	●	●	●	●	●	●	●	●			100	100	
International Flavors & Fragrances	New York	NY	●	●	●	●	●	●	●	●	●			100		711
Interpublic Group of Companies Inc.	New York	NY	●	●	●	●	●	●	●	●	●			100	100	
Intuit Inc.	Mountain View	CA	●	●	●	●	●	●	●	●	●			100	100	527
Iron Mountain Inc.	Boston	MA	●	●	●	●	●	●	●	●	●			100	100	649
J. Crew Group Inc.	New York	NY	●	●	●	●	●	●	●	●	●			100		826
Jacobs Engineering Group Inc.	Pasadena	CA	●	●	●	●	●	●	●	●	●			100	35	259
Janus Henderson Investors	Denver	CO	●	●	●	●	●	●	●	●	●			100		
Jenner & Block LLP	Chicago	IL	●	●	●	●	●	●	●	●	●			100	100	76
JLL	Chicago	IL	●	●	●	●	●	●	●	●	●			100	100	391
John Hancock Financial Services Inc.	Boston	MA	●	●	●	●	●	●	●	●	●			100	100	
Johnson & Johnson	New Brunswick	NJ	●	●	●	●	●	●	●	●	●			100	100	35
JPMorgan Chase & Co.	New York	NY	●	●	●	●	●	●	●	●	●			100	100	21
K&L Gates LLP	Pittsburgh	PA	●	●	●	●	●	●	●	●	●			100	100	32
Kaiser Permanente	Oakland	CA	●	●	●	●	●	●	●	●	●			100	100	
Katten Muchin Rosenman LLP	Chicago	IL	●	●	●	●	●	●	●	●	●			100	100	62
Kelley Drye & Warren LLP	New York	NY	●	●	●	●	●	●	●	●	●			100	100	124
Kellogg Co.	Battle Creek	MI	●	●	●	●	●	●	●	●	●			100	100	216
Kelly Services Inc.	Troy	MI	●	●	●	●	●	●	●	●	●			100	100	490
KeyBank	Cleveland	OH	●	●	●	●	●	●	●	●	●			100	100	
Kilpatrick Townsend & Stockton LLP	Atlanta	GA	●	●	●	●	●	●	●	●	●			100	100	80
Kimpton Hotel & Restaurant Group LLC	San Francisco	CA	●	●	●	●	●	●	●	●	●			100	100	
King & Spalding LLP	Atlanta	GA	●	●	●	●	●	●	●	●	●			100	100	23

## CEI Rating Criteria

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

**2b** Equivalency in same- and different-sex domestic partner medical and soft benefits **(10 points / half credit for parity across some, but not all benefits)**

**2c** Equal health coverage for transgender individuals without exclusion for medically necessary care **(10 points / half credit for inclusive coverage, but blanket exclusions for transition-related care remain in place)**

**3a** Three LGBTQ internal training and education best practices **(10 points)**

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**3c** Three distinct efforts of outreach or engagement to broader LGBTQ community, and if supplier diversity program is in place, must include LGBTQ suppliers **(15 points)**

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Employer	Headquarters Location	State	Criterion											Rating		
			15 points	15 points	10 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000
Kirkland & Ellis LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100	1
KKR & Co. LP	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	656
Korn/Ferry International	Los Angeles	CA	●	●	●	●	●	●	●	●	●	●		100		
KPMG LLP	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	
Kraft Heinz Company, The	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	90	106
Kroger Co., The	Cincinnati	OH	●	●	●	●	●	●	●	●	●	●		100	95	18
Kutak Rock LLP	Omaha	NE	●	●	●	●	●	●	●	●	●	●		100	100	128
L Brands Inc.	Columbus	OH	●	●	●	●	●	●	●	●	●	●		100	100	220
Laboratory Corporation of America Holdings	Burlington	NC	●	●	●	●	●	●	●	●	●	●		100	100	290
Lane Powell PC	Seattle	WA	●	●	●	●	●	●	●	●	●	●		100	100	199
Latham & Watkins LLP	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	2
Legg Mason Inc.	Baltimore	MD	●	●	●	●	●	●	●	●	●	●		100	95	783
Lendlease Americas Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	
LENOVO (UNITED STATES) INC.	Morrisville	NC	●	●	●	●	●	●	●	●	●	●		100	100	
Leo Burnett Company Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100	
Levi Strauss & Co.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●		100	100	542
Lexmark International Inc.	Lexington	KY	●	●	●	●	●	●	●	●	●	●		100	100	
Liberty Mutual Group	Boston	MA	●	●	●	●	●	●	●	●	●	●		100	100	75
Lincoln National Corp.	Radnor	PA	●	●	●	●	●	●	●	●	●	●		100	100	207
LinkedIn	Sunnyvale	CA	●	●	●	●	●	●	●	●	●	●		100	100	
Lions Gate Entertainment Corp.	Santa Monica	CA	●	●	●	●	●	●	●	●	●	●		100		
Littler Mendelson PC	San Francisco	CA	●	●	●	●	●	●	●	●	●	●		100	100	65
Live Nation Entertainment Inc.	Beverly Hills	CA	●	●	●	●	●	●	●	●	●	●		100	100	330
Locke Lord LLP	Dallas	TX	●	●	●	●	●	●	●	●	●	●		100	100	67
Lockheed Martin Corp.	Bethesda	MD	●	●	●	●	●	●	●	●	●	●		100	100	56
Loeb & Loeb LLP	Los Angeles	CA	●	●	●	●	●	●	●	●	●	●		100	90	108
L'Oréal USA Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	
Lowenstein Sandler LLP	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	115
Lowe's Companies Inc.	Mooresville	NC	●	●	●	●	●	●	●	●	●	●		100	75	40
Lyft Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●		100	100	
M&T Bank Corp.	Buffalo	NY	●	●	●	●	●	●	●	●	●	●		100	95	455
Macquarie Group Ltd.	New York	NY	●	●	●	●	●	●	●	●	●	●		100	85	
Macy's Inc.	Cincinnati	OH	●	●	●	●	●	●	●	●	●	●		100	100	110
Mallinckrodt LLC	Hazelwood	MO	●	●	●	●	●	●	●	●	●	●		100	100	
Manatt, Phelps & Phillips LLP	Los Angeles	CA	●	●	●	●	●	●	●	●	●	●		100	100	105
ManpowerGroup	Milwaukee	WI	●	●	●	●	●	●	●	●	●	●		100	100	146
Marriott International Inc.	Bethesda	MD	●	●	●	●	●	●	●	●	●	●		100	100	163
Marsh & McLennan Companies Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	210

# Appendix A

# Employers with Ratings of 100 Percent

## CEI Rating Criteria

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

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Employer	Headquarters Location	State	Criterion										Rating			
			1a	1b	2a	2b	2c	3a	3b	3c	3d	4	2019 CEI Rating	2018 CEI Rating	Fortune 1000	
Massachusetts Mutual Life Insurance Co.	Springfield	MA	●	●	●	●	●	●	●	●	●		100	100	77	
Mastercard	Purchase	NY	●	●	●	●	●	●	●	●	●		100	100	267	
Mayer Brown LLP	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	18	
McDermott Will & Emery LLP	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	38	
McDonald's Corp.	Oak Brook	IL	●	●	●	●	●	●	●	●	●		100	100	112	
McKesson Corp.	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	5	
McKinsey & Co. Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100		
Medallia Inc.	San Mateo	CA	●	●	●	●	●	●	●	●	●		100	100		
Medidata Solutions Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100			
Merck	Kenilworth	NJ	●	●	●	●	●	●	●	●	●		100	100	69	
Mesirow Financial Holdings Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●		100	90		
MetLife Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	42	
MGM Resorts International	Las Vegas	NV	●	●	●	●	●	●	●	●	●		100	95		
Michael Best & Friedrich LLP	Milwaukee	WI	●	●	●	●	●	●	●	●	●		100	100	173	
Microsoft Corp.	Redmond	WA	●	●	●	●	●	●	●	●	●		100	100	28	
MillerCoors LLC	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100		
Mintz, Levin, Cohn, Ferris, Glovsky & Popeo PC	Boston	MA	●	●	●	●	●	●	●	●	●		100	100	88	
Mitchell Gold + Bob Williams	Taylorsville	NC	●	●	●	●	●	●	●	●	●		100	100		
Montgomery McCracken Walker & Rhoads LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●		100			
Moody's Corp.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	631	
Moore & Van Allen PLLC	Charlotte	NC	●	●	●	●	●	●	●	●	●		100	100	150	
Morgan Stanley	New York	NY	●	●	●	●	●	●	●	●	●		100	100		
Morningstar Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100		
Morris, Manning & Martin LLP	Atlanta	GA	●	●	●	●	●	●	●	●	●		100	100	176	
Morrison & Foerster LLP	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	28	
Motorola Solutions Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●		100	95	433	
MSLGROUP Americas	New York	NY	●	●	●	●	●	●	●	●	●		100	100		
MUFG Union Bank, N.A.	New York	NY	●	●	●	●	●	●	●	●	●		100	100		
Munger, Tolles & Olson LLP	Los Angeles	CA	●	●	●	●	●	●	●	●	●		100	100	126	
NASDAQ Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	85	620	
Nationwide	Columbus	OH	●	●	●	●	●	●	●	●	●		100	100		
Navigant Consulting Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100		
NCR Corp.	Duluth	GA	●	●	●	●	●	●	●	●	●		100	100	409	
Nestlé Purina PetCare Co.	St. Louis	MO	●	●	●	●	●	●	●	●	●		100	100		
Nestlé USA Inc.	Glendale	CA	●	●	●	●	●	●	●	●	●		100	95		
Netflix Inc.	Los Gatos	CA	●	●	●	●	●	●	●	●	●		100	100	314	
New York Life Insurance Co.	New York	NY	●	●	●	●	●	●	●	●	●		100	95	65	
Nielsen	New York City	NY	●	●	●	●	●	●	●	●	●		100	100		

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

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Employers with Ratings of 100 Percent			Criterion											Rating		
Employer	Headquarters Location	State	15 points	15 points	10 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000
			1a	1b	2a	2b	2c	3a	3b	3c	3d	4				
Nike Inc.	Beaverton	OR	●	●	●	●	●		●	●	●	●		100	100	88
Nixon Peabody LLP	Boston	MA	●	●	●	●	●		●	●	●	●		100	100	70
Nokia Inc.	Irving	TX	●	●	●	●	●		●	●	●	●		100	100	
Nordstrom Inc.	Seattle	WA	●	●	●	●	●		●	●	●	●		100	100	188
Northern Trust Corp.	Chicago	IL	●	●	●	●	●		●	●	●	●		100	100	501
Northrop Grumman Corp.	Falls Church	VA	●	●	●	●	●		●	●	●	●		100	100	114
Northwestern Mutual Life Insurance	Milwaukee	WI	●	●	●	●	●		●	●	●	●		100	100	97
Norton Rose Fulbright	Houston	TX	●	●	●	●	●		●	●	●	●		100	100	10
Nuance Communications	Burlington	MA	●	●	●	●	●		●	●	●	●		100	80	953
NVIDIA Corp.	Santa Clara	CA	●	●	●	●	●		●	●	●	●		100	100	387
Office Depot Inc.	Boca Raton	FL	●	●	●	●	●		●	●	●	●		100	100	203
Ogilvy Group Inc., The	New York	NY	●	●	●	●	●		●	●	●	●		100	100	
Ogletree, Deakins, Nash, Smoak & Stewart	Greenville	SC	●	●	●	●	●		●	●	●	●		100	100	72
O'Melveny & Myers LLP	Los Angeles	CA	●	●	●	●	●		●	●	●	●		100	100	49
Omnicom Group	New York	NY	●	●	●	●	●		●	●	●	●		100	100	179
OppenheimerFunds Inc.	New York	NY	●	●	●	●	●		●	●	●	●		100	100	
Oracle Corp.	Redwood City	CA	●	●	●	●	●		●	●	●	●		100	100	81
Orrick, Herrington & Sutcliffe LLP	San Francisco	CA	●	●	●	●	●		●	●	●	●		100	100	35
Owens Corning	Toledo	OH	●	●	●	●	●		●	●	●	●		100	100	458
Patterson Belknap Webb & Tyler LLP	New York	NY	●	●	●	●	●		●	●	●	●		100	100	147
Paul Hastings LLP	Los Angeles	CA	●	●	●	●	●		●	●	●	●		100	100	26
PayPal Holdings Inc.	San Jose	CA	●	●	●	●	●		●	●	●	●		100	100	264
PepsiCo Inc.	Purchase	NY	●	●	●	●	●		●	●	●	●		100	100	44
Perkins + Will Inc.	Chicago	IL	●	●	●	●	●		●	●	●	●		100	100	
Perkins Coie LLP	Seattle	WA	●	●	●	●	●		●	●	●	●		100	100	45
Pernod Ricard USA LLC	New York	NY	●	●	●	●	●		●	●	●	●		100	100	
Pfizer Inc.	New York	NY	●	●	●	●	●		●	●	●	●		100	100	54
PG&E Corp.	San Francisco	CA	●	●	●	●	●		●	●	●	●		100	100	157
Pillsbury Winthrop Shaw Pittman LLP	New York	NY	●	●	●	●	●		●	●	●	●		100	100	60
PIMCO LLC	Newport Beach	CA	●	●	●	●	●		●	●	●	●		100	100	
Pinterest Inc.	San Francisco	CA	●	●	●	●	●		●	●	●	●		100	95	
PNC Financial Services Group Inc., The	Pittsburgh	PA	●	●	●	●	●		●	●	●	●		100	100	166
Polsinelli	Kansas City	MO	●	●	●	●	●		●	●	●	●		100	85	69
Portland General Electric Co.	Portland	OR	●	●	●	●	●		●	●	●	●		100	100	960
PPL Corp.	Allentown	PA	●	●	●	●	●		●	●	●	●		100	100	365
PricewaterhouseCoopers LLP	New York	NY	●	●	●	●	●		●	●	●	●		100	100	
Principal Financial Group	Des Moines	IA	●	●	●	●	●		●	●	●	●		100	100	227
Procter & Gamble Co.	Cincinnati	OH	●	●	●	●	●		●	●	●	●		100	100	36

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

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Employer	Headquarters Location	State	Criterion										Rating		
			1a	1b	2a	2b	2c	3a	3b	3c	3d	4	2019 CEI Rating	2018 CEI Rating	Fortune 1000
Prudential Financial Inc.	Newark	NJ	●	●	●	●	●	●	●	●	●		100	100	48
Publicis Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	95	
Publicis Media	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Publicis Sapient	Boston	MA	●	●	●	●	●	●	●	●	●		100	100	
PVH Corp.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	335
Quaintance-Weaver Management, LLC	Greensboro	NC	●	●	●	●	●	●	●	●	●		100	60	
Quantcast Corp.	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	80	
Quarles & Brady LLP	Milwaukee	WI	●	●	●	●	●	●	●	●	●		100	100	116
Quest Diagnostics Inc.	Lyndhurst	NJ	●	●	●	●	●	●	●	●	●		100	100	366
Rackspace	San Antonio	TX	●	●	●	●	●	●	●	●	●		100	100	
RBC Capital Markets LLC	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
RBC Wealth Management	Minneapolis	MN	●	●	●	●	●	●	●	●	●		100	100	
Re:Sources USA Inc.	Long Island City	NY	●	●	●	●	●	●	●	●	●		100	100	
Reed Smith LLP	Pittsburgh	PA	●	●	●	●	●	●	●	●	●		100	95	25
Replacements Ltd.	McLeansville	NC	●	●	●	●	●	●	●	●	●		100	100	
RingCentral Inc.	Belmont	CA	●	●	●	●	●	●	●	●	●		100		
Robert Half	Menlo Park	CA	●	●	●	●	●	●	●	●	●		100	100	493
Robert W. Baird & Co. Incorporated	Milwaukee	WI	●	●	●	●	●	●	●	●	●		100	100	
Robins Kaplan LLP	Minneapolis	MN	●	●	●	●	●	●	●	●	●		100	100	157
Rockland Trust Co.	Rockland	MA	●	●	●	●	●	●	●	●	●		100	100	
Rockwell Automation Inc.	Milwaukee	WI	●	●	●	●	●	●	●	●	●		100	100	442
Rolls-Royce North America (USA) Holdings Co.	Reston	VA	●	●	●	●	●	●	●	●	●		100	100	
Ropes & Gray LLP	Boston	MA	●	●	●	●	●	●	●	●	●		100	100	13
RSM US LLP	Chicago	IL	●	●	●	●	●	●	●	●	●		100		
S&P Global Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	459
S.C. Johnson & Son Inc.	Racine	WI	●	●	●	●	●	●	●	●	●		100	100	
Saatchi & Saatchi North America Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Salesforce	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	
Sanofi	Bridgewater	NJ	●	●	●	●	●	●	●	●	●		100	100	
SAP America Inc.	Newtown Square	PA	●	●	●	●	●	●	●	●	●		100	100	
Saul Ewing Arnstein & Lehr LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●		100	100	133
Schiff Hardin LLP	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	144
Science Applications International Corp.	Reston	VA	●	●	●	●	●	●	●	●	●		100	85	551
Seagate Technology LLC	Cupertino	CA	●	●	●	●	●	●	●	●	●		100	25	
Sempra Energy	San Diego	CA	●	●	●	●	●	●	●	●	●		100	100	280
Sephora	San Francisco	CA	●	●	●	●	●	●	●	●	●		100		
Seyfarth Shaw LLP	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	57
Shake Shack Inc	New York	NY	●	●	●	●	●	●	●	●	●		100		

## CEI Rating Criteria

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

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

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

**2b** Equivalency in same- and different-sex domestic partner medical and soft benefits **(10 points / half credit for parity across some, but not all benefits)**

**2c** Equal health coverage for transgender individuals without exclusion for medically necessary care **(10 points / half credit for inclusive coverage, but blanket exclusions for transition-related care remain in place)**

**3a** Three LGBTQ internal training and education best practices **(10 points)**

**3b** Employee group or diversity council **(10 points)**

**3c** Three distinct efforts of outreach or engagement to broader LGBTQ community, and if supplier diversity program is in place, must include LGBTQ suppliers **(15 points)**

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

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Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	2019 CEI Rating	2018 CEI Rating	Fortune 1000 Ranking
Shearman & Sterling LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	100	39
Shell Oil Co.	Houston	TX	●	●	●	●	●	●	●	●	●		100	100	
Sheppard, Mullin, Richter & Hampton LLP	Los Angeles	CA	●	●	●	●	●	●	●	●	●		100	100	55
Shook, Hardy & Bacon LLP	Kansas City	MO	●	●	●	●	●	●	●	●	●		100	100	99
Sidley Austin LLP	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	6
Simpson Thacher & Bartlett LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	100	17
SIRIUS XM Radio Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Skadden, Arps, Slate, Meagher & Flom LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	100	5
Slalom	Seattle	WA	●	●	●	●	●	●	●	●	●		100	100	
Snell & Wilmer	Phoenix	AZ	●	●	●	●	●	●	●	●	●		100	100	117
Société Générale	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Sodexo Inc.	Gaithersburg	MD	●	●	●	●	●	●	●	●	●		100	100	
Sony Corporation of America	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Sony Electronics Inc.	San Diego	CA	●	●	●	●	●	●	●	●	●		100	100	
Sony Pictures Entertainment Inc.	Culver City	CA	●	●	●	●	●	●	●	●	●		100	100	
Southern Co.	Atlanta	GA	●	●	●	●	●	●	●	●	●		100	100	145
Southwest Airlines Co.	Dallas	TX	●	●	●	●	●	●	●	●	●		100	100	138
Squire Patton Boggs	Cleveland	OH	●	●	●	●	●	●	●	●	●		100	100	31
Standard Chartered	New York	NY	●	●	●	●	●	●	●	●	●		100		
Standard Insurance Co.	Portland	OR	●	●	●	●	●	●	●	●	●		100	100	
Stanley Black & Decker Inc.	New Britain	CT	●	●	●	●	●	●	●	●	●		100	85	250
Starbucks Corp.	Seattle	WA	●	●	●	●	●	●	●	●	●		100	100	131
State Farm Group	Bloomington	IL	●	●	●	●	●	●	●	●	●		100	100	33
State Street Corp.	Boston	MA	●	●	●	●	●	●	●	●	●		100	100	271
Steptoe & Johnson LLP	Washington	DC	●	●	●	●	●	●	●	●	●		100	100	96
Stinson Leonard Street LLP	Kansas City	MO	●	●	●	●	●	●	●	●	●		100	100	122
Stoel Rives LLP	Portland	OR	●	●	●	●	●	●	●	●	●		100	100	140
Stryker Corp.	Kalamazoo	MI	●	●	●	●	●	●	●	●	●		100	100	252
Subaru of America Inc.	Cherry Hill	NJ	●	●	●	●	●	●	●	●	●		100	100	
Sumitomo Mitsui Banking Corporation	New York	NY	●	●	●	●	●	●	●	●	●		100		
Sun Life Financial Inc. (US)	Wellesley Hills	MA	●	●	●	●	●	●	●	●	●		100	100	
SunTrust Banks Inc.	Atlanta	GA	●	●	●	●	●	●	●	●	●		100	100	303
Symantec Corp.	Mountain View	CA	●	●	●	●	●	●	●	●	●		100	100	465
Synchrony	Stamford	CT	●	●	●	●	●	●	●	●	●		100	100	
T. Rowe Price Associates Inc.	Baltimore	MD	●	●	●	●	●	●	●	●	●		100	100	573
Takeda Pharmaceuticals USA Inc.	Deerfield	IL	●	●	●	●	●	●	●	●	●		100	100	
Tapestry, Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	546
Target Corp.	Minneapolis	MN	●	●	●	●	●	●	●	●	●		100	100	38

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Employer	Headquarters Location	State	Criterion										Rating		
			15 points	15 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000
TD Ameritrade	Omaha	NE	●	●	●	●	●	●	●	●	●		100	100	
TD Bank, N.A.	Wilmington	DE	●	●	●	●	●	●	●	●	●		100	100	
TD Securities (USA) LLC	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
TE Connectivity Inc.	Berwyn	PA	●	●	●	●	●	●	●	●	●		100	100	
Tech Data Corp.	Clearwater	FL	●	●	●	●	●	●	●	●	●		100	100	107
TEGNA Inc.	McLean	VA	●	●	●	●	●	●	●	●	●		100	100	671
Tesla Inc.	Palo Alto	CA	●	●	●	●	●	●	●	●	●		100	100	383
Texas Instruments Inc.	Dallas	TX	●	●	●	●	●	●	●	●	●		100	100	206
Thermo Fisher Scientific Inc.	Waltham	MA	●	●	●	●	●	●	●	●	●		100	100	154
Thompson Coburn LLP	St. Louis	MO	●	●	●	●	●	●	●	●	●		100	100	145
Thompson Hine LLP	Cleveland	OH	●	●	●	●	●	●	●	●	●		100	100	142
Thomson Reuters	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
TIAA	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Tiffany & Co.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
T-Mobile USA Inc.	Bellevue	WA	●	●	●	●	●	●	●	●	●		100	100	
Toyota Motor North America Inc.	Plano	TX	●	●	●	●	●	●	●	●	●		100	100	
TPG Global LLC	Fort Worth	TX	●	●	●	●	●	●	●	●	●		100	100	
Transamerica Corp., The	Cedar Rapids	IA	●	●	●	●	●	●	●	●	●		100	100	
TransUnion	Chicago	IL	●	●	●	●	●	●	●	●	●		100	85	
Travelers Companies Inc., The	New York	NY	●	●	●	●	●	●	●	●	●		100	100	99
TripAdvisor Inc.	Needham	MA	●	●	●	●	●	●	●	●	●		100	90	
Troutman Sanders LLP	Atlanta	GA	●	●	●	●	●	●	●	●	●		100	100	66
Tufts Health Plan	Watertown	MA	●	●	●	●	●	●	●	●	●		100	100	
Turner Construction Co.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Twitter Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	802
U.S. Bancorp	Minneapolis	MN	●	●	●	●	●	●	●	●	●		100	100	
U.S. Cellular	Chicago	IL	●	●	●	●	●	●	●	●	●		100		
Uber Technologies Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	
UBS AG	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Under Armour Inc.	Baltimore	MD	●	●	●	●	●	●	●	●	●		100	100	528
Unilever	Englewood Cliffs	NJ	●	●	●	●	●	●	●	●	●		100	100	
United Airlines	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	
United Parcel Service Inc.	Atlanta	GA	●	●	●	●	●	●	●	●	●		100	100	46
United Services Automobile Association	San Antonio	TX	●	●	●	●	●	●	●	●	●		100	100	102
United Technologies Corp.	Farmington	CT	●	●	●	●	●	●	●	●	●		100	100	50
UnitedHealth Group Inc.	Minnetonka	MN	●	●	●	●	●	●	●	●	●		100	95	6
University of Phoenix	Tempe	AZ	●	●	●	●	●	●	●	●	●		100	100	
Univision Communications Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	724

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Unum Group	Chattanooga	TN	●	●	●	●	●	●	●	●	●		100	100	258
UPMC Health Plan	Pittsburgh	PA	●	●	●	●	●	●	●	●	●		100		
Vanguard Group Inc.	Malvern	PA	●	●	●	●	●	●	●	●	●		100	100	
VF Corp.	Greensboro	NC	●	●	●	●	●	●	●	●	●		100	100	230
Viacom Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	224
Vinson & Elkins LLP	Houston	TX	●	●	●	●	●	●	●	●	●		100	100	51
Visa	Foster City	CA	●	●	●	●	●	●	●	●	●		100	100	
VMware Inc.	Palo Alto	CA	●	●	●	●	●	●	●	●	●		100	100	
Vorys, Sater, Seymour and Pease LLP	Columbus	OH	●	●	●	●	●	●	●	●	●		100	100	152
Vox Media Inc.	Washington	DC	●	●	●	●	●	●	●	●	●		100	95	
Voya Financial	New York	NY	●	●	●	●	●	●	●	●	●		100	100	266
W.W. Grainger Inc.	Lake Forest	IL	●	●	●	●	●	●	●	●	●		100	100	282
Walgreen Co.	Deerfield	IL	●	●	●	●	●	●	●	●	●		100	100	17
Walmart Inc.	Bentonville	AR	●	●	●	●	●	●	●	●	●		100	100	1
Walt Disney Co., The	Burbank	CA	●	●	●	●	●	●	●	●	●		100	100	52
Warby Parker	New York	NY	●	●	●	●	●	●	●	●	●		100	95	
Warner Media	New York	NY	●	●	●	●	●	●	●	●	●		100	100	95
WE Communications	Bellevue	WA	●	●	●	●	●	●	●	●	●		100		
WeddingWire Inc.	Chevy Chase	MD	●	●	●	●	●	●	●	●	●		100	100	
Weil, Gotshal & Manges LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	100	16
WellCare Health Plans Inc.	Tampa	FL	●	●	●	●	●	●	●	●	●		100		195
Wellmark Inc.	Des Moines	IA	●	●	●	●	●	●	●	●	●		100	100	
Wells Fargo & Co.	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	25
Western Digital Corp.	San Jose, CA	CA	●	●	●	●	●	●	●	●	●		100	20	217
Whirlpool Corp.	Benton Harbor	MI	●	●	●	●	●	●	●	●	●		100	100	137
White & Case LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	100	11
Wiley Rein LLP	Washington	DC	●	●	●	●	●	●	●	●	●		100	100	130
Williams Mullen	Richmond	VA	●	●	●	●	●	●	●	●	●		100	100	177
Willis Towers Watson	Arlington	VA	●	●	●	●	●	●	●	●	●		100	100	
Wilmer Cutler Pickering Hale & Dorr LLP	Washington	DC	●	●	●	●	●	●	●	●	●		100	100	24
Winston & Strawn LLP	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	33
Womble Bond Dickinson (US) LLP	Winston-Salem	NC	●	●	●	●	●	●	●	●	●		100	100	111
Workday Inc.	Pleasanton	CA	●	●	●	●	●	●	●	●	●		100	100	
Wyndham Destinations	Parsippany	NJ	●	●	●	●	●	●	●	●	●		100	100	461
Wyndham Hotels & Resorts Inc.	Parsippany	NJ	●	●	●	●	●	●	●	●	●		100	100	
Xcel Energy Inc.	Minneapolis	MN	●	●	●	●	●	●	●	●	●		100	100	256
Xerox Corp.	Norwalk	CT	●	●	●	●	●	●	●	●	●		100	100	162
Yelp Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	
ZS Associates Inc.	Evanston	IL	●	●	●	●	●	●	●	●	●		100		

## Appendix B

### Ratings and Criteria Breakdowns

#### Corporate Equality Index Rating Criteria

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

#### Ratings in Gray

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

## CEI Rating Criteria

- 1a** Prohibits discrimination based on sexual orientation for all operations **(15 points)**
- 1b** Prohibits discrimination based on gender identity for all operations **(15 points)**
- 2a** Equivalency in same- and different-sex spousal medical and soft benefits **(10 points)**
- 2b** Equivalency in same- and different-sex domestic partner medical and soft benefits **(10 points / half credit for inclusive coverage, but blanket exclusions for transition-related care remain in place)**
- 2c** Equal health coverage for transgender individuals without exclusion for medically necessary care **(10 points / half credit for inclusive coverage, but blanket exclusions for transition-related care remain in place)**
- 3a** Three LGBTQ internal training and education best practices **(10 points)**
- 3b** Employee group or diversity council **(10 points)**
- 3c** Three distinct efforts of outreach or engagement to broader LGBTQ community, and if supplier diversity program is in place, must include LGBTQ suppliers **(15 points)**
- 3d** Contractor/supplier non-discrimination standards and philanthropic giving guidelines **(5 points)**

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

Ratings and Criteria Breakdowns			Criterion											Rating								
			15 points		15 points		10 points		10 points		10 points		10 points		10 points		15 points		5 points		-25 points	
Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4										
3M Co.	St. Paul	MN	●	●	●	●	●	●	●	●	●		100	100	94							
A.T. Kearney Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100								
A X Armani Exchange	New York	NY	●	●	●		●	●	●				55	80								
Abbott Laboratories	Abbott Park	IL	●	●	●	●	●	●	●	●			90	95	135							
AbbVie Inc.	North Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	111							
Abercrombie & Fitch Co.	New Albany	OH	●	●	●	●	●	●	●	●	●		100	100	675							
Aberdeen Asset Management Inc.	Philadelphia	PA	●	●	●				●				50	65								
ABM Industries Inc.	New York	NY	●										10		500							
Accenture	New York	NY	●	●	●	●	●	●	●	●	●		100	100								
Activision Blizzard	Santa Monica	CA	●	●	●	●	●	●	●	●	●		100		406							
Adecco North America LLC	Jacksonville	FL	●	●	●	●		●	●				70									
Adidas North America Inc.	Portland	OR	●	●	●	●	●	●	●	●	●		100	100								
Adobe Systems Inc.	San Jose	CA	●	●	●	●	●	●	●	●	●		100	100	443							
ADP	Roseland	NJ	●	●	●	●	●	●	●	●	●		100	100	240							
ADT	Boca Raton	FL	●										10									
Advance Auto Parts (Advance Holding)	Roanoke	VA	●	●	●		●	●	●	●	●		90		292							
Advanced Micro Devices Inc.	Sunnyvale	CA	●	●	●	●	●	●	●	●	●		100	100	565							
AECOM	Los Angeles	CA	●	●	●	●	●	●	●	●	●		100	100	161							
Aéropostale Inc.	Lyndhurst	NJ	●	●	●	●	●	●		●	●		90	85								
AES Corp., The	Arlington	VA											0	40	194							
Aetna Inc.	Hartford	CT	●	●	●	●	●	●	●	●	●		100	100	43							
Aflac Inc.	Columbus	GA	●	●	●	●	●	●	●				80	85	126							
Agco	Duluth	GA	●										10		370							
Agilent Technologies Inc.	Santa Clara	CA	●	●	●	●	●	●	●		●		85	85	576							
AIG	New York	NY	●	●	●	●	●	●	●	●	●		100	100	55							
Air Products & Chemicals Inc.	Allentown	PA	●	●	●	●	●	●	●	●	●		100	100	294							
Airbnb Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100								
Airbus Americas Inc.	Herndon	VA	●	●	●	●	●	●	●	●	●		100									
Airgas Inc.	Radnor	PA	●	●									20	10	489							
AirTran Holdings Inc.	Orlando	FL			●								10									
AK Steel Holding Corp.	West Chester	OH	●	●									20		441							

## CEI Rating Criteria

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

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

Ratings and Criteria Breakdowns			Criterion											Rating		
			15 points	15 points	10 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000
Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4				
Akamai Technologies Inc.	Cambridge	MA	●	●	●	●	●	●	●	●	●		100	100	851	
Akerman LLP	Miami	FL	●	●	●	●	●	●	●	●	●		100	100		
Akin, Gump, Strauss, Hauer & Feld LLP	Washington	DC	●	●	●	●	●	●	●	●	●		100	100		
Alaska Airlines	Seattle	WA	●	●	●		●	●	●	●	●		90	100	438	
Albertsons Companies Inc.	Boise	ID											0		49	
Alcoa Corp.	Pittsburgh	PA	●	●	●	●	●	●	●	●	●		95	100	300	
AlixPartners LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	85		
Alleghany Corp.	New York	NY	●	●									20		428	
Alliance Data Systems Corp.	Plano	TX	●	●	●	●	●	●	●	●	●		85	100	378	
Alliance One International	Morrisville	NC											0		963	
AllianceBernstein LP	New York	NY	●	●	●	●	●	●	●	●	●		100	100		
Alliant Energy Corp.	Madison	WI	●	●	●	●	●	●	●	●	●		100	100	677	
Allianz Life Insurance Co. of North America	Minneapolis	MN	●	●	●	●	●	●	●	●	●		100	100		
Allscripts-Misys Healthcare Solutions Inc.	Chicago	IL	●	●									20	40		
Allstate Insurance Co.	Northbrook	IL	●	●	●	●	●	●	●	●	●		95	100	84	
Ally Financial Inc.	Detroit	MI	●	●	●	●	●	●	●	●	●		100	100	286	
Alston & Bird LLP	Atlanta	GA	●	●	●	●	●	●	●	●	●		100	100		
Altice USA, Inc.	Long Island City	NY	●	●	●	●	●	●	●	●	●		100			
Altria Group Inc.	Richmond	VA	●	●	●	●	●	●	●	●	●		100	100	148	
A-Mark Precious Metals	Santa Monica	CA											0		395	
Amazon.com Inc.	Seattle	WA	●	●	●	●	●	●	●	●	●		100	100	12	
AMC Entertainment Inc.	Leawood	KS	●	●	●	●	●	●	●	●	●		100	100		
Ameren Corp.	St. Louis	MO	●	●	●	●	●	●	●	●	●		100	100	431	
American Airlines	Fort Worth	TX	●	●	●	●	●	●	●	●	●		100	100	67	
American Apparel LLC	Los Angeles	CA	●	●	●		●	●	●	●	●		80			
American Eagle Outfitters Inc.	Pittsburgh	PA	●	●	●		●	●	●	●	●		85	100	630	
American Electric Power Co. Inc.	Columbus	OH	●	●	●		●	●	●	●	●		85	100	167	
American Express Company	New York	NY	●	●	●	●	●	●	●	●	●		100	100	86	
American Express Global Business Travel	Jersey City	NJ	●	●	●	●	●	●	●	●	●		100	100		
American Family Mutual Insurance Company, S.I	Madison	WI	●	●	●	●	●	●	●	●	●		100	100	315	
American Financial Group	Cincinnati	OH	●	●									20		411	

## CEI Rating Criteria

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

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

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

**2b** Equivalency in same- and different-sex domestic partner medical and soft benefits **(10 points / half credit for parity across some, but not all benefits)**

**2c** Equal health coverage for transgender individuals without exclusion for medically necessary care **(10 points / half credit for inclusive coverage, but blanket exclusions for transition-related care remain in place)**

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**3b** Employee group or diversity council **(10 points)**

**3c** Three distinct efforts of outreach or engagement to broader LGBTQ community, and if supplier diversity program is in place, must include LGBTQ suppliers **(15 points)**

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

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Ratings and Criteria Breakdowns			Criterion											Rating			
			15 points		10 points		10 points		10 points		15 points		5 points		-25 points	2019 CEI Rating	2018 CEI Rating
Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4					
American Tower Corp.	Boston	MA	<div><div></div></div>	<div><div></div></div>										20		449	
Ameriprise Financial Inc.	Minneapolis	MN	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>		<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>		90	100	239	
AmerisourceBergen Corp.	Chesterbrook	PA	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>		100	100	11	
Amgen Inc.	Thousand Oaks	CA	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>		100	100	123	
AMN Healthcare Services, Inc.	San Diego	CA	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>		<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>		90	95		
Amphenol Corp.	Wallingford	CT	<div><div></div></div>	<div><div></div></div>										20	10	424	
AmTrust Financial Services	New York	NY	<div><div></div></div>	<div><div></div></div>										20		475	
Anadarko Petroleum	The Woodlands	TX	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>				<div><div></div></div>	<div><div></div></div>			65		344	
Anheuser-Busch Companies Inc.	St. Louis	MO	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>		100			
Anixter International Inc.	Glenview	IL	<div><div></div></div>	<div><div></div></div>										20		359	
Anschutz Entertainment Group, Inc.	Los Angeles	CA	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>		100			
Anthem Inc.	Indianapolis	IN	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>		100	100	29	
Aon Corp.	Chicago	IL	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>		100	100		
Apache Corp.	Houston	TX	<div><div></div></div>	<div><div></div></div>										20		488	
Apple Inc.	Cupertino	CA	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>		100	100	3	
Applied Materials Inc.	Santa Clara	CA	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>		100	90	265	
AQR Capital Management LLC	Greenwich	CT	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>		100			
Aramark Corp.	Philadelphia	PA	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>		100	100	192	
Archer Daniels Midland Co.	Chicago	IL	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>			<div><div></div></div>					60	70	45	
Arconic	New York	NY	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>		100	100	228	
Arent Fox LLP	Washington	DC	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>		100	100		
Armstrong Teasdale LLP	St. Louis	MO	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>		100	100		
Arnold & Porter Kaye Scholer LLP	Washington	DC	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>		100	100		
Arrow Electronics	Centennial	CO	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>		100	80	118	
Arup USA Inc	New York	NY	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>		<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>		90	90		
Asbury Automotive Group	Duluth	GA	<div><div></div></div>	<div><div></div></div>										20	0	410	
Ascena Retail Group Inc.	Mahwah	NJ	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>		<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>		90	85	384	
Ashland Inc.	Covington	KY	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>									40		516	
Assurant	New York	NY	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>		100	95	361	
Astellas Pharma US Inc.	Northbrook	IL	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>		100	100		
AstraZeneca PLC	Wilmington	DE	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>		95			

## CEI Rating Criteria

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

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Employer	Headquarters Location	State	Criterion											Rating		
			15 points	15 points	10 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000
			1a	1b	2a	2b	2c	3a	3b	3c	3d	4				
Asurion LLC	Nashville	TN	●	●	●	●	●	●	●	●	●			100		
AT&T Inc.	Dallas	TX	●	●	●	●	●	●	●	●	●			100	100	9
AthenaHealth Inc.	Watertown	MA	●	●	●	●	●	●	●	●	●			100	100	
Atlassian	San Francisco	CA	●	●	●	●	●	●	●	●				95		
Austin Radiological Assn.	Austin	TX	●	●		●								30	40	
Autodesk Inc.	San Rafael	CA	●	●	●	●	●	●	●	●	●			100	100	928
Autoliv Inc.	Auburn Hills	MI	●											10	10	283
AutoNation Inc.	Fort Lauderdale	FL	●											10		129
Auto-Owners Insurance Group	Lansing	MI												0		398
AutoZone Inc.	Memphis	TN	●	●	●									40	65	270
Avaya Inc.	Santa Clara	CA	●	●	●	●			●					60	70	621
Avery Dennison	Glendale	CA	●	●										20	20	430
Avis Budget Group Inc.	Parsippany	NJ	●	●	●	●	●	●	●	●	●			90	95	319
Avnet Inc.	Phoenix	AZ	●	●	●		●	●			●			65	80	108
Avon Products Inc.	New York	NY	●	●	●	●	●	●	●	●	●			90		444
AXA	New York	NY	●	●	●	●	●	●	●	●	●			100	100	
B J's Wholesale Club	Westborough	MA	●	●	●		●	●	●	●	●			85	100	
BAE Systems Inc.	Arlington	VA	●	●	●		●	●	●	●	●			85	100	
Bain & Co. Inc./ Bridgespan Group	Boston	MA	●	●	●	●	●	●	●	●	●			100	100	
Baker & Hostetler LLP	Cleveland	OH	●	●	●		●	●	●	●				85		
Baker & McKenzie LLP	Chicago	IL	●	●	●	●	●	●	●	●	●			100	100	
Baker Botts LLP	Houston	TX	●	●	●		●	●	●					65	95	
Baker Hughes Inc.	Houston	TX	●											10	10	285
Baker, Donelson, Bearman, Caldwell & Berkowitz PC	Memphis	TN	●	●	●		●	●	●	●	●			90		
Baldor Electric Co.	Fort Smith	AR	●	●						●				25	35	
Ball Corp.	Broomfield	CO	●	●	●	●	●	●	●	●	●			95	100	306
Ballard Spahr LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●			100	100	
Bank of America Corp.	Charlotte	NC	●	●	●	●	●	●	●	●	●	●		75	75	26
Bank of New York Mellon Corp., The	New York	NY	●	●	●	●	●	●	●	●	●			100	100	177
Bank of the West	San Francisco	CA	●	●	●	●	●	●	●	●	●			100	90	
Barclays	New York	NY	●	●	●	●	●	●	●	●	●			100	100	

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

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			15 points	15 points	10 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000
Barilla America Inc.	Northbrook	IL	●	●	●	●	●	●	●	●	●	●		100	100	
Barnes & Noble Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	555
Barnes & Thornburg LLP	Indianapolis	IN	●	●	●		●	●	●	●	●	●		80	85	
BASF Corp.	Florham Park	NJ	●	●	●	●	●	●	●	●	●	●		100	100	
Bass, Berry & Sims PLC	Nashville	TN	●	●	●	●	●	●	●	●	●	●		100	100	
Battelle Energy Alliance (Idaho National Laboratory)	Idaho Falls	ID	●	●	●	●	●	●	●	●	●			90		
Baxter International Inc.	Deerfield	IL	●	●	●	●	●	●	●	●	●	●		100	100	281
Bayer U.S. LLC	Whippany	NJ	●	●	●	●	●	●	●	●	●	●		100	100	
BB&T Corp.	Winston-Salem	NC	●	●	●		●	●	●	●	●	●		90	100	245
Becton, Dickinson and Co.	Franklin Lakes	NJ	●	●	●	●	●	●	●	●	●	●		100	100	225
Bed Bath & Beyond Inc.	Union	NJ	●	●										20		233
Ben & Jerry's Homemade Inc.	South Burlington	VT	●	●	●	●	●	●	●	●	●	●		95	100	
Berkshire Hathaway	Omaha	NE	●	●										20	20	2
Berry Plastics Group Inc.	Evansville	IN	●	●										20		413
Best Buy Co. Inc.	Richfield	MN	●	●	●	●	●	●	●	●	●	●		100	100	72
Big Lots	Columbus	OH	●	●										20		495
Biogen	Cambridge	MA	●	●	●	●	●	●	●	●	●	●		100	100	248
Black & Veatch Holding Inc.	Overland Park	KS	●	●	●	●	●	●	●	●	●	●		100	85	
Black Knight Inc.	Jacksonville	FL	●	●	●	●	●	●	●			●		70		
BlackRock	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	255
Blackstone Group LP, The	New York	NY	●	●	●	●	●	●	●	●	●	●		100	85	503
Blank Rome LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●		100	100	
Bloomberg LP	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	
Bloomin' Brands Inc.	Tampa	FL	●	●	●				●					50		568
Blue Cross & Blue Shield of Rhode Island	Providence	RI	●	●	●	●	●	●	●	●	●	●		100	100	
Blue Cross Blue Shield of Florida Inc.	Jacksonville	FL	●	●	●		●	●	●	●	●	●		85	100	
Blue Cross Blue Shield of Massachusetts	Boston	MA	●	●	●	●	●	●	●	●	●	●		100	100	
Blue Cross Blue Shield of Michigan	Detroit	MI	●	●	●		●	●	●	●	●			85	95	
Blue Cross Blue Shield of Minnesota	Eagan	MN	●	●	●		●	●	●	●	●	●		90	100	
Blue Cross Blue Shield of North Carolina	Durham	NC	●	●	●		●	●	●	●	●	●	●	55	75	
Blue Shield of California	San Francisco	CA	●	●	●	●	●	●	●	●	●	●		100	100	

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- 1a** Prohibits discrimination based on sexual orientation for all operations **(15 points)**
- 1b** Prohibits discrimination based on gender identity for all operations **(15 points)**
- 2a** Equivalency in same- and different-sex spousal medical and soft benefits **(10 points)**
- 2b** Equivalency in same- and different-sex domestic partner medical and soft benefits **(10 points / half credit for inclusive coverage, but blanket exclusions for transition-related care remain in place)**
- 2c** Equal health coverage for transgender individuals without exclusion for medically necessary care **(10 points / half credit for inclusive coverage, but blanket exclusions for transition-related care remain in place)**
- 3a** Three LGBTQ internal training and education best practices **(10 points)**
- 3b** Employee group or diversity council **(10 points)**
- 3c** Three distinct efforts of outreach or engagement to broader LGBTQ community, and if supplier diversity program is in place, must include LGBTQ suppliers **(15 points)**
- 3d** Contractor/supplier non-discrimination standards and philanthropic giving guidelines **(5 points)**

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			1a	1b	2a	2b	2c	3a	3b	3c	3d	4				
BlueCross BlueShield of Tennessee	Chattanooga	TN	●	●	●	●	●	●	●	●	●	●		100	80	
BMC HealthNet Plan	Boston	MA	●	●	●				●					50	70	
BMC Software Inc.	Houston	TX	●	●	●							●		45	70	
BMO Bankcorp Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●			100	100	
BNP Paribas	New York	NY	●	●	●	●	●	●	●	●	●			100	100	
Bob Evans Farms Inc.	New Albany	OH	●	●	●			●	●	●	●			75		
Boehringer Ingelheim USA Corp.	Ridgefield	CT	●	●	●	●	●	●	●	●	●			100	100	
Boeing Co.	Chicago	IL	●	●	●		●	●	●	●	●			90	100	24
Boies Schiller Flexner LLP	New York	NY	●	●	●	●	●	●	●	●	●			100	100	
Bon-Ton Stores Inc.	York	PA	●	●	●			●	●					60	85	779
Books-A-Million Inc.	Birmingham	AL	●	●	●	●		●	●	●				80	80	
Booz Allen Hamilton Inc.	McLean	VA	●	●	●	●	●	●	●	●	●			100	100	481
Borders Group Inc.	Ann Arbor	MI	●	●					●					30		
BorgWarner Inc.	Auburn Hills	MI	●											10	30	305
Boston Consulting Group	Boston	MA	●	●	●	●	●	●	●	●	●			100	100	
Boston Scientific Corp.	Marlborough	MA	●	●	●	●	●	●	●	●	●			100	100	327
Box Inc.	Redwood City	CA	●	●	●	●	●	●	●	●	●			100	80	
BP America Inc.	Houston	TX	●	●	●	●	●	●	●	●	●			100	100	
Bracewell LLP	Houston	TX	●	●	●	●		●	●	●				85		
Bridgestone Americas Holding Inc.	Nashville	TN	●	●	●		●	●	●	●	●			90	65	
Bright Horizons	Watertown	MA	●	●	●		●	●	●	●	●			90	100	
Brinker International Inc.	Dallas	TX	●	●	●	●	●		●					65		684
Bristol-Myers Squibb Co.	New York	NY	●	●	●		●	●	●	●	●			85	100	147
Broadridge Financial Solutions Inc.	Lake Success	NY	●	●	●	●	●	●	●	●	●			100	100	749
Brooks Brothers Group Inc.	New York	NY	●	●	●	●		●	●	●	●			85	85	
Brooks Sports Inc.	Seattle	WA	●	●	●	●	●	●	●	●				95	85	
Brown Brothers Harriman & Co.	New York	NY	●	●	●	●	●	●	●	●	●			100	90	
Brown Rudnick LLP	Boston	MA	●	●	●	●	●	●	●	●	●			100	100	
Brown-Forman Corp.	Louisville	KY	●	●	●	●	●	●	●	●	●			100	100	713
Bryan Cave Leighton Paisner LLP	St. Louis	MO	●	●	●	●	●	●	●	●	●			100	100	
Buchanan Ingersoll & Rooney PC	Pittsburgh	PA	●	●	●	●	●	●	●	●	●			100	95	

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

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

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

**2b** Equivalency in same- and different-sex domestic partner medical and soft benefits **(10 points / half credit for parity across some, but not all benefits)**

**2c** Equal health coverage for transgender individuals without exclusion for medically necessary care **(10 points / half credit for inclusive coverage, but blanket exclusions for transition-related care remain in place)**

**3a** Three LGBTQ internal training and education best practices **(10 points)**

**3b** Employee group or diversity council **(10 points)**

**3c** Three distinct efforts of outreach or engagement to broader LGBTQ community, and if supplier diversity program is in place, must include LGBTQ suppliers **(15 points)**

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

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			1a	1b	2a	2b	2c	3a	3b	3c	3d	4				
Buckley LLP	Washington	DC	●	●	●	●	●	●	●	●	●			100	100	
Builders FirstSource Inc.	Dallas	TX												0		421
Burger King Corp.	Miami	FL	●	●	●	●	●	●	●	●	●			100	95	
Burlington Northern Santa Fe Corp.	Fort Worth	TX	●	●										20	30	
Burlington Store Inc.	Burlington	NJ	●	●	●	●	●	●	●					80		463
Burr & Forman LLP	Birmingham	AL	●	●	●		●	●	●	●	●			90		
Buzzfeed	New York	NY	●	●	●	●	●	●	●	●	●			100		
C&S Wholesale Grocers Inc.	Keene	NH	●	●	●	●		●		●	●			80	30	
C. H. Robinson Worldwide	Eden Prairie	MN	●	●										20		212
Cadwalader, Wickersham & Taft LLP	New York	NY	●	●	●	●	●	●	●	●	●			100	100	
Caesars Entertainment Corp.	Las Vegas	NV	●	●	●	●	●	●	●	●	●			100	100	541
CalAtlantic Group	Arlington	VA												0		415
Caleres	St. Louis	MO	●	●	●	●	●	●	●	●	●			100	100	790
Calpine Corp.	Houston	TX	●			●								20		400
Cambia Health Solutions Inc.	Portland	OR	●	●	●	●	●	●	●	●	●			100	100	
Campbell Soup Co.	Camden	NJ	●	●	●	●	●	●	●	●	●			100	100	339
Canadian Imperial Bank of Commerce	New York	NY	●	●		●		●	●	●	●			65		
Capgemini America, INC	Houston	TX	●	●	●	●	●	●	●	●	●			100	90	
Capital Area Services Company, LLC (CASCI)	Charleston	WV	●	●	●		●	●	●	●	●			90		
Capital Group Companies Inc., The	Los Angeles	CA	●	●	●	●	●	●	●	●	●			100	100	
Capital Markets Company NV, The	New York	NY	●	●	●	●	●	●	●	●	●			100	100	
Capital One Financial Corp.	McLean	VA	●	●	●	●	●	●	●	●	●			100	100	100
Cardinal Health Inc.	Dublin	OH	●	●	●	●	●	●	●	●	●			100	100	15
CareFirst Inc.	Baltimore	MD	●	●	●		●	●	●	●	●			90	100	
Cargill Inc.	Wayzata	MN	●	●	●	●	●	●	●	●	●			100	100	
Cargo Transporters Inc.	Claremont	NC	●	●	●	●	●	●	●	●	●			100	75	
Caribou Coffee Company Inc.	Minneapolis	MN	●	●	●					●	●			55		
Carlson Inc.	Minnnetonka	MN	●	●	●	●	●	●	●	●				95		
Carlton Fields P.A.	Tampa	FL	●	●	●	●	●	●	●	●	●			100	100	
Carlyle Group LP, The	Washington	DC	●	●	●	●	●	●	●	●	●			100	100	869
CarMax Inc.	Richmond	VA	●	●	●	●	●	●	●	●	●			100	100	174

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			1a	1b	2a	2b	2c	3a	3b	3c	3d	4				
Carnival Corp.	Miami	FL	●	●	●	●	●	●	●	●	●			100		
Casey's General Stores Inc.	Ankeny	IA												0		423
Caterpillar Inc.	Peoria	IL	●	●	●			●	●	●	●			75		74
CBRE Inc.	Los Angeles	CA	●	●	●	●	●	●	●	●	●			100	100	214
CBS Corp.	New York	NY	●	●	●	●	●	●	●	●	●			100	100	193
CDW Corp.	Lincolnshire	IL	●	●	●	●	●	●	●	●	●			100	100	199
Celanese Corp.	Irving	TX	●	●	●	●	●	●	●	●	●			100	90	484
Celgene Corp.	Summit	NJ	●	●	●	●	●	●	●	●	●			100	75	254
Centene Corp.	St. Louis	MO	●	●	●	●	●	●	●	●	●			95	100	66
CenterPoint Energy Inc.	Houston	TX	●	●										20	10	362
CenturyLink Inc.	Monroe	LA	●	●	●	●	●	●	●	●	●			100	95	160
Cerner Corp.	North Kansas City	MO	●	●	●	●	●	●	●	●	●			100	90	530
CH2M HILL Companies Ltd.	Englewood	CO	●	●	●			●	●	●	●			80	90	494
Chadbourne & Parke LLP	New York	NY	●	●	●			●	●					60		
Change Healthcare	Alpharetta	GA	●	●	●		●		●		●			65		
Chapman and Cutler LLP	Chicago	IL	●	●	●	●	●	●	●	●	●			100	100	
Charles Schwab & Co. Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●			100	100	357
Charter Communications	Stamford	CT	●	●	●		●	●	●	●	●			90		96
Chesapeake Energy Corp.	Oklahoma City	OK	●	●	●		●	●	●					65	80	343
Chevron Corp.	San Ramon	CA	●	●	●	●	●	●	●	●	●			100	100	19
CHG Healthcare Inc.	Midvale	UT	●	●	●	●	●		●	●				85	85	
Chipotle Mexican Grill Inc.	Denver	CO	●	●	●	●				●	●			70	60	599
Choate, Hall & Stewart LLP	Boston	MA	●	●	●	●	●	●	●	●	●			100	100	
Chobani	Norwich	NY	●	●	●	●	●	●	●	●	●			100		
Choice Hotels International Inc.	Rockville	MD	●	●	●	●	●	●	●	●	●			100	100	
CHS Inc.	Inver Grove Heights	MN	●	●										20		93
Chubb Ltd.	Philadelphia	PA	●	●	●	●	●	●	●	●	●			100	100	
CIGNA Corp.	Bloomfield	CT	●	●	●	●	●	●	●	●	●			100	100	70
Cincinnati Financial Corp.	Fairfield	OH												0		476
Cisco Systems Inc.	San Jose	CA	●	●	●	●	●	●	●	●	●			100	100	60
CIT Group Inc.	New York	NY	●	●	●	●	●	●	●	●	●			95	20	550

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			1a	1b	2a	2b	2c	3a	3b	3c	3d	4				
Citigroup Inc.	New York	NY	●	●	●	●	●	●	●	●	●			100	100	30
Citizens Financial Group	Providence	RI	●	●	●	●	●	●	●	●	●			90		451
Citrix Systems Inc.	Fort Lauderdale	FL	●	●	●	●	●	●	●	●	●			100	100	661
Cleary Gottlieb Steen & Hamilton LLP	New York	NY	●	●	●	●	●	●	●	●	●			100	100	
Clifford Chance US LLP	New York	NY	●	●	●		●	●	●	●	●			85	100	
Clorox Co., The	Oakland	CA	●	●	●	●	●	●	●	●	●			100	100	453
Cloudera Inc.	Palo Alto	CA	●	●	●		●	●	●		●			70	100	
CME Group Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●			100	95	633
CNA Financial Corporation	Chicago	IL	●	●	●	●	●	●	●	●	●			100	100	
Coca-Cola Co., The	Atlanta	GA	●	●	●	●	●	●	●	●	●			100	100	64
Cognizant Technology Solutions Corp.	Teaneck	NJ	●	●										20		205
Colgate-Palmolive Co.	New York	NY	●	●	●	●	●	●	●	●	●			100	100	182
Columbia Pipeline Group	Houston	TX	●	●	●				●					50		
Comcast NBCUniversal	Philadelphia	PA	●	●	●		●	●	●	●	●			90	100	31
Comerica Inc.	Dallas	TX	●	●	●	●	●	●	●	●	●			100	100	736
Community Health Systems, Inc.	Franklin	TN	●	●										20		130
Compass Bancshares Inc. (BBVA Compass)	Birmingham	AL	●	●	●	●	●	●	●	●	●			100	100	
Compass Group USA Inc.	Charlotte	NC	●	●	●			●	●	●	●			80	80	
Computer Sciences Corp. (CSC)	Falls Church	VA	●	●				●	●	●	●			55	75	379
Conagra Brands Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●			100	100	197
ConocoPhillips	Houston	TX	●	●	●	●		●	●	●	●			90	100	115
Consolidated Edison Co.	New York	NY	●	●	●		●	●	●					65	95	234
Constellation Brands Inc.	Victor	NY	●	●	●	●	●	●	●	●	●			100	100	408
Constellation Energy Group Inc.	Baltimore	MD	●	●	●			●	●					60		
CONSUMER REPORTS INC.	Yonkers	NY	●	●	●	●	●	●	●					75		
Consumers Energy	Jackson	MI	●	●	●		●	●	●	●	●			90	100	419
Convergys Corp.	Cincinnati	OH	●	●	●	●	●	●	●	●	●			90	100	746
Convio Inc.	Austin	TX	●	●		●			●	●	●			45		
Cooley LLP	Palo Alto	CA	●	●	●	●	●	●	●	●	●			95	100	
Cooper Tire & Rubber Co.	Findlay	OH	●	●	●			●	●	●	●			75		743
Corbis Corp.	Seattle	WA	●	●		●				●	●			35		

## CEI Rating Criteria

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

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

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

**2b** Equivalency in same- and different-sex domestic partner medical and soft benefits **(10 points / half credit for parity across some, but not all benefits)**

**2c** Equal health coverage for transgender individuals without exclusion for medically necessary care **(10 points / half credit for inclusive coverage, but blanket exclusions for transition-related care remain in place)**

**3a** Three LGBTQ internal training and education best practices **(10 points)**

**3b** Employee group or diversity council **(10 points)**

**3c** Three distinct efforts of outreach or engagement to broader LGBTQ community, and if supplier diversity program is in place, must include LGBTQ suppliers **(15 points)**

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

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Ratings and Criteria Breakdowns			Criterion												Rating						
			15 points		15 points		10 points		10 points		10 points		10 points		15 points		5 points		-25 points	2019 CEI Rating	2018 CEI Rating
Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4									
CoreLogic	Santa Ana	CA	<div></div>	<div></div>	<div></div>			<div></div>	<div></div>					50							
Core-Mark Holding Company Inc.	South San Francisco	CA	<div></div>											10	10				24		
Corning	Corning	NY	<div></div>	<div></div>	<div></div>		<div></div>	<div></div>	<div></div>	<div></div>	<div></div>			90	100				298		
Cosmopolitan of Las Vegas, The	Las Vegas	NV	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>			100	100						
Costco Wholesale Corp.	Issaquah	WA	<div></div>	<div></div>	<div></div>			<div></div>	<div></div>					60					16		
Covington & Burling LLP	Washington	DC	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>			100	100						
Cox Enterprises Inc.	Atlanta	GA	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>			100	90						
Cozen O'Connor	Philadelphia	PA	<div></div>	<div></div>	<div></div>			<div></div>	<div></div>	<div></div>				75							
Cracker Barrel Old Country Store Inc.	Lebanon	TN	<div></div>	<div></div>	<div></div>			<div></div>	<div></div>	<div></div>	<div></div>			80	60				747		
Crate and Barrel / CB2	Northbrook	IL	<div></div>	<div></div>	<div></div>		<div></div>	<div></div>		<div></div>	<div></div>			80	95						
Cravath, Swaine & Moore LLP	New York	NY	<div></div>	<div></div>	<div></div>		<div></div>	<div></div>	<div></div>	<div></div>	<div></div>			90	100						
Credit Suisse USA Inc.	New York	NY	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>			100	100						
Crowell & Moring LLP	Washington	DC	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>			100	100						
Crown Holdings	Philadelphia	PA	<div></div>											10					333		
CSAA Insurance Group	Walnut Creek	CA	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>			100	100						
CST Brands	San Antonio	TX	<div></div>											10					306		
CSX Corp.	Jacksonville	FL	<div></div>	<div></div>	<div></div>		<div></div>	<div></div>	<div></div>		<div></div>			70					257		
Cummins Inc.	Columbus	IN	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>			100	100				159		
CUNA Mutual Group	Madison	WI	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>			100	100				683		
Cushman & Wakefield Inc.	Chicago	IL	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>			100							
CVS Health Corp.	Woonsocket	RI	<div></div>	<div></div>	<div></div>		<div></div>	<div></div>	<div></div>	<div></div>	<div></div>			90	100				7		
Daimler Trucks North America LLC	Portland	OR	<div></div>	<div></div>	<div></div>		<div></div>	<div></div>	<div></div>	<div></div>	<div></div>			90	90						
Dana Inc.	Maumee	OH	<div></div>	<div></div>	<div></div>			<div></div>	<div></div>	<div></div>	<div></div>			75					447		
Danaher Corp.	Washington	DC	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>			100	100				144		
Daniel J. Edelman Inc.	New York	NY	<div></div>	<div></div>	<div></div>		<div></div>	<div></div>	<div></div>	<div></div>	<div></div>			90	100						
Danone North America	White Plains	NY	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>			100							
Darden Restaurants Inc.	Orlando	FL	<div></div>	<div></div>	<div></div>		<div></div>	<div></div>	<div></div>	<div></div>	<div></div>			90					385		
Davis Polk & Wardwell LLP	New York	NY	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>				95	95						
Davis Wright Tremaine LLP	Seattle	WA	<div></div>	<div></div>	<div></div>	<div></div>		<div></div>	<div></div>	<div></div>	<div></div>			90	100						
DaVita Inc.	Denver	CO	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>					65	85				181		
Day Pitney LLP	Parsippany	NJ	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>			100	100						

## CEI Rating Criteria

- 1a** Prohibits discrimination based on sexual orientation for all operations **(15 points)**
- 1b** Prohibits discrimination based on gender identity for all operations **(15 points)**
- 2a** Equivalency in same- and different-sex spousal medical and soft benefits **(10 points)**
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- 2c** Equal health coverage for transgender individuals without exclusion for medically necessary care **(10 points / half credit for inclusive coverage, but blanket exclusions for transition-related care remain in place)**
- 3a** Three LGBTQ internal training and education best practices **(10 points)**
- 3b** Employee group or diversity council **(10 points)**
- 3c** Three distinct efforts of outreach or engagement to broader LGBTQ community, and if supplier diversity program is in place, must include LGBTQ suppliers **(15 points)**
- 3d** Contractor/supplier non-discrimination standards and philanthropic giving guidelines **(5 points)**

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Employer	Headquarters Location	State	Criterion											Rating		
			15 points	15 points	10 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000
			1a	1b	2a	2b	2c	3a	3b	3c	3d	4				
Dean Foods Co.	Dallas	TX	🟢	🟢										20		351
Debevoise & Plimpton LLP	New York	NY	🟢	🟢	🟢		🟡	🟢	🟢	🟢	🟢			85	100	
Dechert LLP	Philadelphia	PA	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢			100	100	
Deere & Co.	Moline	IL	🟢	🟢	🟢		🟢	🟢	🟢	🟢	🟢			90	90	105
Delek US Holdings	Brentwood	TN	🟡	🟡										20	20	480
Dell Technologies Inc.	Round Rock	TX	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢			100	100	41
Deloitte LLP	New York	NY	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢			100	100	
Delta Air Lines Inc.	Atlanta	GA	🟢	🟢	🟢		🟡	🟢	🟢	🟢	🟢			85	100	71
Denny's Corp.	Spartanburg	SC	🟢	🟢	🟢	🟢		🟢	🟢	🟢	🟢			90	75	
Dentons US LLP	Washington	DC	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢			100	100	
Depository Trust & Clearing Corp., The	New York	NY	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢			100	95	
Deutsche Bank	New York	NY	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢			100	100	
Devon Energy Corp.	Oklahoma City	OK	🟢	🟢	🟢				🟢					50		231
Diageo North America	Norwalk	CT	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢			100	100	
Dickinson Wright PLLC	Detroit	MI	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢			100	100	
Dick's Sporting Goods Inc.	Coraopolis	PA	🟡	🟡										20		340
Dickstein Shapiro LLP	Washington	DC	🟢	🟢	🟢		🟡	🟢	🟢					65		
Digitas	Boston	MA	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢			100	100	
Dillard's Inc.	Little Rock	AR												0	0	417
Discover Financial Services	Riverwoods	IL	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢			100	100	277
Discovery Communications Inc.	Silver Spring	MD	🟡	🟡										20		412
DISH Network Corp.	Englewood	CO	🟡											10		186
DLA Piper	Baltimore	MD	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢			100	100	
Dole Food Co. Inc.	Westlake Village	CA												0		
Dollar General Corp.	Goodlettsville	TN	🟢	🟢	🟢		🟢	🟢	🟢	🟢	🟢			90	100	128
Dollar Tree Stores Inc.	Chesapeake	VA	🟡	🟡										20		136
Dominion Energy	Richmond	VA	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢			100	75	238
Domino's Pizza Inc.	Ann Arbor	MI	🟢	🟢	🟢			🟢						50	80	815
Dorsey & Whitney LLP	Minneapolis	MN	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢			100	100	
Dover Corp.	Downers Grove	IL	🟡											10	0	392
Dow Chemical Co., The	Midland	MI	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢			100	100	62

## CEI Rating Criteria

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- 1b** Prohibits discrimination based on gender identity for all operations **(15 points)**
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			1a	1b	2a	2b	2c	3a	3b	3c	3d	4				
DR Horton Inc.	Fort Worth	TX	●	●										20	10	232
Dr Pepper Snapple Group Inc.	Plano	TX	●	●	●						●			45	65	416
Drinker Biddle & Reath LLP	Philadelphia	PA	●	●	●	●	●	●	●	●				95	95	
Dropbox Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●			100	100	
DSW	Columbus	OH	●	●	●	●		●	●	●	●			90	90	772
DTE Energy Co.	Detroit	MI	●	●	●		●	●	●	●	●			85	85	272
Duane Morris LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●			100	100	
Duke Energy Corp.	Charlotte	NC	●	●	●	●	●	●	●	●	●			100	100	121
Dun & Bradstreet Corp., The	Short Hills	NJ	●	●	●	●	●	●	●	●	●			100	100	
Dunkin' Brands Group Inc.	Canton	MA	●	●	●	●	●	●	●	●	●			100	90	
DXC Technology	McLean	VA	●	●	●	●			●					60		
Dykema Gossett PLLC	Detroit	MI	●	●	●	●	●	●	●	●	●			100	100	
E&J Gallo Winery	Modesto	CA	●	●	●	●	●	●	●	●	●			100	100	
E*TRADE Financial Corp.	New York	NY	●	●	●	●	●	●	●	●	●			100		930
E. I. du Pont de Nemours and Co. (DuPont)	Wilmington	DE	●	●	●	●	●	●	●	●	●			100	100	113
EAB	Washington	DC	●	●	●	●	●	●	●	●	●			100	100	
EarthLink Inc.	Atlanta	GA	●	●		●				●				35		
Eastern Bank Corp.	Boston	MA	●	●	●	●	●	●	●	●	●			100	100	
Eastman Chemical Co.	Kingsport	TN	●	●	●		●	●	●	●	●			90	100	309
Eastman Kodak Co.	Rochester	NY	●	●	●	●	●	●	●	●	●			100	100	
Eaton Corp.	Cleveland	OH	●	●	●	●	●	●	●	●	●			100	100	
eBay Inc.	San Jose	CA	●	●	●	●	●	●	●	●	●			100	100	310
Ecolab Inc.	St. Paul	MN	●	●	●	●	●	●	●	●	●			100	100	211
Edison International	Rosemead	CA	●	●	●	●	●	●	●	●	●			100	100	235
Edward Jones	St. Louis	MO	●	●	●	●	●	●	●	●	●			100	100	403
Electronic Arts Inc.	Redwood City	CA	●	●	●	●	●	●	●	●	●			100	100	556
Eli Lilly & Co.	Indianapolis	IN	●	●	●	●	●	●	●	●	●			100	100	132
EMCOR Group Inc.	Norwalk	CT	●											10	20	360
Emerson Electric Co.	St. Louis	MO	●	●	●	●	●	●	●	●	●			100	100	139
Emmis Communications Corporation	Indianapolis	IN			●			●	●					30	40	
Energy Transfer Equity L.P.	Dallas	TX	●	●										20		79

## CEI Rating Criteria

- 1a** Prohibits discrimination based on sexual orientation for all operations (15 points)
- 1b** Prohibits discrimination based on gender identity for all operations (15 points)
- 2a** Equivalency in same- and different-sex spousal medical and soft benefits (10 points)
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- 3d** Contractor/supplier non-discrimination standards and philanthropic giving guidelines (5 points)

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			15 points	15 points	10 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000
			1a	1b	2a	2b	2c	3a	3b	3c	3d	4				
Entergy Corp.	New Orleans	LA	●	●	●		●	●	●	●				85	100	263
Enterprise Holdings Inc.	St. Louis	MO	●	●	●	●	●	●	●	●				95	95	
Enterprise Products Partners LP	Houston	TX												0		122
EOG Resources	Houston	TX	●	●										20	20	356
Epstein Becker & Green PC	New York	NY	●	●	●			●	●	●	●			70	90	
Erie Insurance Group	Erie	PA	●	●	●		●	●	●	●	●			80	100	382
Ernst & Young LLP	New York	NY	●	●	●	●	●	●	●	●	●			100	100	
Essendant Inc.	Deerfield	IL	●											10		487
Estée Lauder Companies Inc., The	New York	NY	●	●	●	●	●	●	●	●	●			100	100	253
Esurance Inc.	San Francisco	CA	●	●	●			●	●	●	●			75	90	
Ethan Allen Interiors Inc.	Danbury	CT	●	●	●	●		●			●			65		
Eventbrite Inc.	San Francisco	CA	●	●	●		●		●					55		
Eversheds Sutherland (US) LLP	Atlanta	GA	●	●	●	●	●	●	●	●	●			100	100	
Eversource Energy	Springfield	MA	●	●	●		●		●	●				75		358
Excellus Health Plan Inc.	Rochester	NY	●	●	●		●	●	●	●	●			90	100	
Exelon Corp.	Chicago	IL	●	●	●	●	●	●	●	●	●			100	100	89
Expedia Group	Bellevue	WA	●	●	●	●	●	●	●	●	●			100	100	317
Expeditors International of Washington Inc.	Seattle	WA	●											10		429
Experian Americas	Costa Mesa	CA	●	●	●	●	●	●	●	●	●			100		
Express Scripts Holding Company	St. Louis	MO	●	●	●	●	●	●	●	●	●			100	100	22
Exxon Mobil Corp.	Irving	TX	●	●	●		●	●	●	●				85	95	4
Facebook Inc.	Menlo Park	CA	●	●	●	●	●	●	●	●	●			100	100	98
FactSet Research Systems Inc.	Norwalk	CT	●	●	●	●	●	●	●	●	●			100	100	
Faegre Baker Daniels	Chicago	IL	●	●	●	●	●	●	●	●	●			100	100	
Farmers Insurance Group	Woodland Hills	CA	●	●	●	●	●	●	●	●	●			100	90	222
FCA US LLC	Auburn Hills	MI	●	●	●		●	●	●	●	●			90	100	
Federal Home Loan Mortgage Corp. (Freddie Mac)	McLean	VA	●	●	●	●	●	●	●	●	●			100	100	39
Federal National Mortgage Association (Fannie Mae)	Washington	DC	●	●	●	●	●	●	●	●	●			100	100	20
Federal Reserve Bank of Atlanta	Atlanta	GA	●	●	●	●	●	●	●	●	●			100	100	
Federal Reserve Bank of Boston	Boston	MA	●	●	●	●	●	●	●	●	●			100	100	
Federal Reserve Bank of Chicago	Chicago	IL	●	●	●	●	●	●	●	●	●			100	100	

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Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4									
Federal Reserve Bank of Cleveland	Cleveland	OH	●	●	●	●	●	●	●	●	●	●							100	100	58
Federal Reserve Bank of Minneapolis	Minneapolis	MN	●	●	●	●	●	●	●	●	●	●							100		
Federal Reserve Bank of New York	New York	NY	●	●	●	●	●	●	●	●	●	●							100	90	
Federal Reserve Bank of Philadelphia	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●							100	90	
Federal Reserve Bank of Richmond	Richmond	VA	●	●	●	●	●	●	●	●	●	●							100	100	
Federal Reserve Bank of San Francisco	San Francisco	CA	●	●	●	●	●	●	●	●	●	●							100	100	
Federal Reserve Bank of St Louis	Saint Louis	MO	●	●	●	●	●	●	●	●	●	●							100	100	
FedEx Corp.	Memphis	TN	●	●	●	●	●	●	●	●	●	●							90	90	
Fenwick & West LLP	Mountain View	CA	●	●	●	●	●	●	●	●	●	●							100	100	
Fidelity Investments	Boston	MA	●	●	●		●		●	●	●	●							90	95	
Fidelity National Financial Corp.	Jacksonville	FL	●	●															20		293
Fidelity National Information Services Inc.	Jacksonville	FL	●	●	●	●	●	●	●	●	●	●							100	100	301
Fifth Third Bancorp	Cincinnati	OH	●	●	●	●	●	●	●	●	●	●							100	100	389
Financial Industry Regulatory Authority Inc.	Washington	DC	●	●	●	●	●	●	●	●	●	●							100	100	464
Finnegan, Henderson, Farabow, Garrett & Dunner LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●							100	100	
First American Financial Corp.	Santa Ana	CA	●	●	●	●	●	●	●	●	●	●							100	100	
First Data Corp.	Atlanta	GA	●	●	●	●	●	●	●	●	●	●							100	100	
First Horizon National Corp.	Memphis	TN	●	●	●		●		●	●	●	●							75		
FirstEnergy Corp.	Akron	OH	●	●															20	10	196
Fiserv Inc.	Brookfield	WI	●	●															20	20	471
Fish & Richardson PC	Boston	MA	●	●	●	●	●	●	●	●	●	●							100	95	149
Fleishman-Hillard Inc.	St. Louis	MO	●	●	●	●	●	●	●	●	●	●							100	100	
Fluor Corp.	Irving	TX	●	●	●				●	●									60	80	
Foley & Lardner LLP	Milwaukee	WI	●	●	●	●	●	●	●	●	●	●							100	100	
Foley Hoag LLP	Boston	MA	●	●	●	●	●	●	●	●	●	●							100	100	
Food Lion	Salisbury	NC	●	●	●	●	●	●	●	●	●	●							100		348
Foot Locker Inc.	New York	NY	●																10		
Ford Motor Co.	Dearborn	MI	●	●	●		●		●	●	●	●							90	100	
Fortive Corp.	Everett	WA	●	●	●	●	●	●	●	●	●	●							100	100	
Fossil Inc.	Richardson	TX	●	●	●	●	●	●			●	●							80	75	
Fox Corporation	New York	NY	●	●	●	●	●	●	●	●	●	●							100	0	101

## CEI Rating Criteria

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

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Employer	Headquarters Location	State	Criterion											Rating		
			15 points	15 points	10 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000
1a	1b	2a	2b	2c	3a	3b	3c	3d	4							
Fox Rothschild LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●		100	85	
Franklin Templeton Investments	San Mateo	CA	●	●	●	●	●	●	●	●	●	●		100	100	405
Fredrikson & Byron	Minneapolis	MN	●	●	●	●	●	●	●	●	●	●		100	100	
Freeport-McMoRan Copper & Gold Inc.	Phoenix	AZ	●	●										20		175
Freescale Semiconductor Inc.	Austin	TX	●	●	●					●				50		
Fried, Frank, Harris, Shriver & Jacobson LLP	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	
Frontier Communications	Stamford	CT	●											10		313
Frost Brown Todd LLC	Cincinnati	OH	●	●	●	●	●	●	●	●	●	●		100	100	
Galloway, Johnson, Tompkins, Burr & Smith PLC	New Orleans	LA	●	●	●	●	●	●	●	●	●	●		100	90	
GameStop Corp.	Grapevine	TX	●	●	●	●	●	●	●	●	●	●		100	100	321
Gannett Co. Inc.	McLean	VA	●	●	●	●	●	●	●	●	●	●		100	100	
Gap Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●		100	100	178
Gartner Inc.	Stamford	CT	●	●	●	●	●	●	●	●	●	●		100	100	821
Gastronomy Inc.	Salt Lake City	UT	●	●							●			25		
GE Appliances	Louisville	KY	●	●	●	●	●	●	●	●	●	●		100	100	
Genentech Inc.	South San Francisco	CA	●	●	●	●	●	●	●	●	●	●		100	100	
General Dynamics Corp.	Falls Church	VA	●	●	●				●	●	●	●		75		90
General Electric Co.	Boston	MA	●	●	●		●		●	●	●	●		90	100	13
General Mills Inc.	Minneapolis	MN	●	●	●	●	●	●	●	●	●	●		100	100	165
General Motors Co.	Detroit	MI	●	●	●	●	●	●	●	●	●	●		100	100	8
Genesco Inc.	Nashville	TN	●	●	●		●		●	●	●	●		90	85	751
Genesis HealthCare Corp.	Kennett Square	PA	●	●										20	10	454
Genuine Parts Co.	Atlanta	GA												0		180
Genworth Financial Inc.	Richmond	VA	●	●	●	●	●	●	●	●	●	●		100	100	329
Giant Eagle Inc.	Pittsburgh	PA	●	●	●				●	●				60	85	
GIANT Food Stores, LLC	Carlisle	PA	●	●	●	●	●	●	●	●	●	●		100		
Giant of Maryland, LLC	Landover	MD	●	●	●	●	●	●	●	●	●	●		100		
Gibson, Dunn & Crutcher LLP	Los Angeles	CA	●	●	●		●		●	●	●	●		85	100	
Gilead Sciences Inc.	Foster City	CA	●	●	●	●	●	●	●	●	●	●		100	100	92
GlaxoSmithKline LLC	Research Triangle Park	NC	●	●	●	●	●	●	●	●	●	●		100	100	
Global Partners	Waltham	MA	●											10		334

## CEI Rating Criteria

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

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\* During the CEI survey cycle, the HRC Foundation became aware of an app distributed in Google's Play Store that supports the practice of so-called "conversion therapy." Sometimes known as "reparative therapy," so-called "conversion therapy" includes a range of dangerous and discredited practices that falsely claim to change a person's sexual orientation or gender identity or expression. Such practices have been rejected by every mainstream medical and mental health organization for decades. Minors are especially vulnerable, and conversion therapy can lead to depression, anxiety, drug use, homelessness, and suicide. Pending remedial steps by the company to address this app that can cause harm to the LGBTQ community, the CEI rating is suspended.

Ratings and Criteria Breakdowns			Criterion											Rating							
			15 points		15 points		10 points		10 points		10 points		10 points		15 points		5 points		-25 points	2019 CEI Rating	2018 CEI Rating
Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4									
Global Payments Inc.	Atlanta	GA	●	●	●	●	●	●	●	●	●			85						669	
GODADDY Inc.	Scottsdale	AZ	●	●	●	●	●	●	●	●	●	●		100	90					980	
Goldman Sachs Group Inc., The	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100					78	
Goodwin Procter LLP	Boston	MA	●	●	●	●	●	●	●	●	●	●		100	100						
Goodyear Tire & Rubber Co.	Akron	OH	●	●	●		●	●	●	●	●	●		90	90					184	
Google Inc.*	Mountain View	CA	*	*	*	*	*	*	*	*	*	*			100					27	
Gordon Rees Scully Mansukhani, LLP	San Francisco	CA	●	●	●	●	●	●	●	●	●	●		100	100						
Goulston & Storrs	Boston	MA	●	●	●		●	●	●	●	●	●		80							
Graham Holdings	Arlington	VA			●									10						813	
Grant Thornton LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100						
Graybar Electric Company Inc.	St. Louis	MO	●	●										20						420	
Great River Energy	Maple Grove	MN	●	●	●	●	●		●	●	●	●		85							
Greenberg Traurig LLP	New York	NY	●	●	●		●	●	●	●	●	●		90	85						
Group 1 Automotive	Houston	TX	●		●									25						261	
Group Health Cooperative	Seattle	WA	●	●	●		●	●	●	●	●	●		80							
Groupon Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100					704	
Guardian Life Insurance Co. of America, The	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100					218	
Guess? Inc.	Los Angeles	CA	●	●	●		●	●	●	●	●	●		85						887	
H&M Hennes & Mauritz AB	North Arlington	NJ	●	●	●		●							45							
H&R Block Inc.	Kansas City	MO	●	●	●	●	●	●	●		●			85	80					727	
H.E. Butt Grocery Co.	San Antonio	TX	●			●			●					30							
Hachette Book Group	New York	NY	●	●	●									40	65						
Hain Celestial Group Inc., The	Lake Success	NY	●	●	●		●	●	●	●	●	●		80	100						
Halliburton Co.	Houston	TX												0						173	
Hallmark Cards Inc.	Kansas City	MO	●	●	●	●	●	●	●	●	●	●		100	100						
Hanesbrands Inc.	Winston- Salem	NC	●	●	●		●		●	●				75	90					432	
Hannaford Supermarkets	Scarborough	ME	●	●	●	●	●	●	●	●	●	●		100							
Hanover Insurance Group Inc.	Worcester	MA	●	●	●	●	●	●	●	●	●	●		100	100					517	
Harley-Davidson Inc.	Milwaukee	WI	●	●	●		●	●	●	●	●	●		90						435	
Harman International Industries Inc.	Stamford	CT												0						386	
Harris Corp.	Melbourne	FL	●	●	●	●	●	●	●	●	●	●		100	100					363	

## CEI Rating Criteria

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

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

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

**2b** Equivalency in same- and different-sex domestic partner medical and soft benefits **(10 points / half credit for parity across some, but not all benefits)**

**2c** Equal health coverage for transgender individuals without exclusion for medically necessary care **(10 points / half credit for inclusive coverage, but blanket exclusions for transition-related care remain in place)**

**3a** Three LGBTQ internal training and education best practices **(10 points)**

**3b** Employee group or diversity council **(10 points)**

**3c** Three distinct efforts of outreach or engagement to broader LGBTQ community, and if supplier diversity program is in place, must include LGBTQ suppliers **(15 points)**

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			1a	1b	2a	2b	2c	3a	3b	3c	3d	4				
Hartford Financial Services Group Inc., The	Hartford	CT	●	●	●	●	●	●	●	●	●			100	100	153
Harvard Pilgrim Health Care Inc.	Wellesley	MA	●	●	●	●	●	●	●	●	●			100	100	
Hasbro Inc.	Pawtucket	RI	●	●	●		●	●	●	●	●			85	100	509
Hawaiian Airlines Inc.	Honolulu	HI	●	●	●	●	●		●	●				85	85	819
Haynes and Boone LLP	Dallas	TX	●	●	●	●	●	●	●	●	●			100	95	
HCA - Hospital Corporation of America	Nashville	TN	●	●	●		●			●				70	90	63
HD Supply	Atlanta	GA	●	●										20		364
Health Care Service Corp.	Chicago	IL	●	●	●	●	●	●	●	●	●			100	100	
Health Net Inc.	Woodland Hills	CA	●	●	●			●						40		
Henry Schein Inc.	Melville	NY	●	●	●	●	●	●	●	●	●			100	100	243
HERE North America LLC	Chicago	IL	●	●	●	●	●	●	●	●	●			90	100	
Herman Miller Inc.	Zeeland	MI	●	●	●	●	●	●	●	●	●			100	100	874
Herrick Feinstein LLP	New York	NY	●	●	●	●	●	●	●		●			80		
Hershey Co., The	Hershey	PA	●	●	●	●	●	●	●	●	●			100	100	369
Hertz Global Holdings Inc.	Estero	FL	●	●	●	●	●	●	●	●	●			100	95	296
Hess Corp.	New York	NY	●	●	●						●			45		525
Hewlett Packard Enterprise Co.	Palo Alto	CA	●	●	●		●	●	●	●	●			80	100	59
Highmark Inc.	Pittsburgh	PA	●	●	●	●	●	●	●	●	●			90		
Hilti Inc.	Plano	TX	●		●	●	●		●	●				65		
Hilton Inc.	McLean	VA	●	●	●	●	●	●	●	●	●			100	100	241
Hinshaw & Culbertson LLP	Chicago	IL	●	●	●	●	●	●	●	●	●			100	100	
Hitachi Consulting Corp.	Dallas	TX	●	●	●	●	●			●	●			90		
Hogan Lovells US LLP	Washington	DC	●	●	●	●	●	●	●	●	●			100	100	
Holland & Hart LLP	Denver	CO	●	●						●	●			35		
Holland & Knight LLP	Brandon	FL	●	●	●	●	●	●	●	●	●			100		
HollyFrontier Corp.	Dallas	TX	●	●										20		274
Home Depot Inc., The	Atlanta	GA	●	●	●		●	●	●	●	●			90	100	23
Honda North America Inc.	Marysville	OH	●	●	●		●			●	●			75	85	
Honeywell International Inc.	Morris Township	NJ	●	●				●	●	●	●			55		73
Horizon Healthcare Services Inc.	Newark	NJ	●	●	●	●	●	●	●	●	●			100	85	
Hormel Foods Corp.	Austin	MN	●	●	●	●	●	●	●	●	●			95	100	295

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			1a	1b	2a	2b	2c	3a	3b	3c	3d	4				
Hortonworks Inc.	Santa Clara	CA	●	●	●				●					50		
Host Hotels & Resorts Inc.	Bethesda	MD	●	●	●	●	●			●	●			80	75	472
Houghton Mifflin Harcourt Co.	Boston	MA	●	●	●	●	●			●				70	95	
Howard & Howard Attorneys PLLC	Royal Oak	MI	●	●	●		●			●				65	75	
HP Inc.	Palo Alto	CA	●	●	●		●	●	●	●	●			90	100	61
HRG Group	New York	NY	●											10		418
HSBC USA	New York	NY	●	●	●	●	●	●	●	●	●			100	100	
HSN Inc.	St. Petersburg	FL	●	●	●	●		●	●	●	●			90	85	641
Hughes Hubbard & Reed LLP	New York	NY	●	●	●		●	●	●	●	●			90	100	
Humana Inc.	Louisville	KY	●	●	●	●	●	●	●	●	●			100	100	53
Huntington Bancshares Inc.	Columbus	OH	●	●	●	●	●	●	●	●	●			100	100	610
Huntington Ingalls Industries	Newport News	VA	●	●	●	●	●	●	●	●	●			90	100	380
Hunton Andrews Kurth LLP	Washington	DC	●	●	●	●	●	●	●	●				95	95	
Huntsman Corp.	The Woodlands	TX	●	●	●						●			45	70	289
Huron Consulting Group Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●			100	100	
Husch Blackwell LLP	St. Louis	MO	●	●	●	●	●	●	●	●	●			100	100	
Hyatt Hotels Corp.	Chicago	IL	●	●	●	●	●	●	●	●	●			100	100	552
Hyundai Motor America	Fountain Valley	CA	●	●	●	●	●	●	●	●	●			100	100	
IAC/InterActiveCorp.	New York	NY	●	●	●	●	●	●	●	●	●			100	100	705
IBM Corp.	Armonk	NY	●	●	●	●	●	●	●	●	●			100	100	32
Icahn Enterprises LP	New York	NY												0	0	168
Ice Miller LLP	Indianapolis	IN	●	●	●	●	●	●	●	●	●			100	85	
iHeartMedia Inc.	San Antonio	TX	●	●			●	●	●	●				60		426
IHS Markit Ltd.	New York	NY	●	●	●	●	●	●	●	●	●			100	90	
IKEA Holding US Inc.	Conshohocken	PA	●	●	●	●	●	●	●	●	●			100	100	
Illinois Tool Works Inc.	Glenview	IL	●	●										30	60	202
Imation Corp.	Oakdale	MN	●	●										30		
Indeed Inc.	Austin	TX	●	●	●	●	●	●	●	●	●			100	100	
Informa PLC	London	England	●	●	●	●	●		●	●	●			90		
Infosys Limited Inc.	Plano	TX	●	●	●				●					50		
Ingersoll-Rand Company	Davidson	NC	●	●	●		●	●	●	●	●			90	100	

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Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4						
Ingram Micro	Irvine	CA	●	●	●	●	●		●	●	●	●		90	85	456		
Ingredion Inc.	Westchester	IL																
Insight Enterprises Inc.	Tempe	AZ	●	●	●		●	●						60	75			
Instacart Inc.	San Francisco	CA	●	●	●		●	●	●					65		473		
Intel Corp.	Santa Clara	CA	●	●	●	●	●	●	●	●	●			100	100			
Intercontinental Exchange	Atlanta	GA												0				
InterContinental Hotels Group Americas	Atlanta	GA	●	●	●	●	●	●	●	●	●	●		100	100	711		
International Flavors & Fragrances	New York	NY	●	●	●	●	●	●	●	●	●	●		100				
International Paper Co.	Memphis	TN				●			●					20				
Interpublic Group of Companies Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	133		
INTL FCSStone Inc.	New York	NY	●											10				
Intuit Inc.	Mountain View	CA	●	●	●	●	●	●	●	●	●	●		100	100			
Invesco Ltd.	Atlanta	GA	●	●	●		●							45	75	649		
Iron Mountain Inc.	Boston	MA	●	●	●	●	●	●	●	●	●	●		100	100			
ITT Corp.	White Plains	NY	●						●	●	●			25	45			
J. B. Hunt Transport Services Inc.	Lowell	AR	●	●										20		830		
J. Crew Group Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●		100				
J. M. Smucker Co.	Orrville	OH	●	●	●		●	●						55	90			
J.C. Penney Co. Inc.	Plano	TX	●	●	●		●	●	●	●	●	●		80	100	221		
Jabil Circuit Inc.	St. Petersburg	FL	●	●										20	20			
Jackson Walker LLP	Dallas	TX	●	●	●			●	●	●				75				
Jacobs Engineering Group Inc.	Pasadena	CA	●	●	●	●	●	●	●	●	●	●		100		259		
Janus Henderson Investors	London	England	●	●	●	●	●	●	●	●	●	●		100				
Jenner & Block LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100			
JetBlue Airways Corp.	Long Island City	NY	●	●	●		●	●	●	●	●	●		90	100	403		
JLL	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100			
John Hancock Financial Services Inc.	Boston	MA	●	●	●	●	●	●	●	●	●	●		100	100			
John Wiley & Sons Inc.	Hoboken	NJ	●	●	●	●	●		●	●	●	●		85		35		
Johnson & Johnson	New Brunswick	NJ	●	●	●	●	●	●	●	●	●	●		100	100			
Johnson Controls Inc.	Milwaukee	WI	●	●	●	●	●		●	●	●			80	85			
JPMorgan Chase & Co.	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	21		

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

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Ratings and Criteria Breakdowns			Criterion												Rating						
			15 points		15 points		10 points		10 points		10 points		10 points		15 points		5 points		-25 points	2019 CEI Rating	2018 CEI Rating
Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4									
K&L Gates LLP	Pittsburgh	PA	●	●	●	●	●	●	●	●	●	●		100	100						
Kaiser Permanente	Oakland	CA	●	●	●	●	●	●	●	●	●	●		100	100						
Kate Spade & Company	New York	NY	●	●				●	●	●	●			55							
Katten Muchin Rosenman LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100						
Kaye Scholer LLP	New York	NY	●	●	●		●	●	●	●	●	●		80							
KB Home	Los Angeles	CA	●	●		●					●			35						634	
Kelley Drye & Warren LLP	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100						
Kellogg Co.	Battle Creek	MI	●	●	●	●	●	●	●	●	●	●		100	100					216	
Kelly Services Inc.	Troy	MI	●	●	●	●	●	●	●	●	●	●		100	100					490	
Kenneth Cole Productions Inc.	New York	NY	●	●	●	●		●	●	●	●	●		90							
Kenyon & Kenyon	New York	NY	●	●	●			●	●					60							
Keurig Green Mountain	Waterbury	VT	●	●	●	●	●	●	●		●	●		80	95						
KeyBank	Cleveland	OH	●	●	●	●	●	●	●	●	●	●		100	100					479	
Kilpatrick Townsend & Stockton LLP	Atlanta	GA	●	●	●	●	●	●	●	●	●	●		100	100						
Kimberly-Clark Corp.	Irving	TX	●	●	●		●	●	●	●	●	●		90	100					155	
Kimpton Hotel & Restaurant Group LLC	San Francisco	CA	●	●	●	●	●	●	●	●	●	●		100	100						
Kinder Morgan Inc.	Houston	TX	●	●										20						215	
Kindred Healthcare	Louisville	KY	●	●			●	●	●	●	●	●		70	100					376	
King & Spalding LLP	Atlanta	GA	●	●	●	●	●	●	●	●	●	●		100	100						
Kirkland & Ellis LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100						
KKR & Co. LP	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100					656	
KLA-Tencor Corp.	Milpitas	CA	●			●								20						733	
Kohler Co.	Kohler	WI	●	●	●		●	●	●	●	●	●		90	90						
Kohl's Corp.	Menomonee Falls	WI	●	●	●		●			●	●	●		80	100					150	
Komatsu Mining Corp.	Milwaukee	WI	●	●	●	●	●	●		●	●			75	80					843	
Korn/Ferry International	Los Angeles	CA	●	●	●	●	●	●	●	●	●	●		100							
KPMG LLP	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100						
Kraft Heinz Company, The	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	90					106	
Kramer Levin Naftalis & Frankel LLP	New York	NY	●	●	●		●		●	●	●			85	100						
Kroger Co., The	Cincinnati	OH	●	●	●	●	●	●	●	●	●	●		100	95					18	
Kutak Rock LLP	Omaha	NE	●	●	●	●	●	●	●	●	●	●		100	100						

## CEI Rating Criteria

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

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

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

**2b** Equivalency in same- and different-sex domestic partner medical and soft benefits (10 points / half credit for parity across some, but not all benefits)

**2c** Equal health coverage for transgender individuals without exclusion for medically necessary care (10 points / half credit for inclusive coverage, but blanket exclusions for transition-related care remain in place)

**3a** Three LGBTQ internal training and education best practices (10 points)

**3b** Employee group or diversity council (10 points)

**3c** Three distinct efforts of outreach or engagement to broader LGBTQ community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)

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

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			15 points		15 points		10 points		10 points		10 points		10 points		15 points		5 points		-25 points
Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4							
L Brands Inc.	Columbus	OH	●	●	●	●	●	●	●	●	●	●		100	100	220			
L.L. Bean Inc.	Freeport	ME	●	●				●						40					
L-3 Communications Holdings	New York	NY	●	●										20		273			
Laboratory Corporation of America Holdings	Burlington	NC	●	●	●	●	●	●	●	●	●	●		100	100	290			
Laclede Group Inc., The	St. Louis	MO	●	●	●	●				●				60	65				
Land O'Lakes Inc.	Arden Hills	MN	●	●	●		●	●	●	●	●	●		80	100	209			
Lane Powell PC	Seattle	WA	●	●	●	●	●	●	●	●	●	●		100	100				
Las Vegas Sands Corp.	Las Vegas	NV	●	●										20		249			
Latham & Watkins LLP	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100				
Lathrop & Gage LLP	Kansas City	MO	●	●	●	●	●	●	●	●	●			90					
Lear Corp.	Southfield	MI	●	●	●		●	●	●	●	●	●		90		151			
LeClairRyan	Richmond	VA	●	●	●	●	●	●	●	●	●			95	95				
Legg Mason Inc.	Baltimore	MD	●	●	●	●	●	●	●	●	●	●		100	95	783			
Leidos Holdings	Reston	VA	●	●	●	●	●		●	●	●	●		85	100	381			
Lendlease Americas Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100				
Lennar Corp.	Miami	FL	●	●										20		260			
LENOVO (UNITED STATES) INC.	Morrisville	NC	●	●	●	●	●	●	●	●	●	●		100	100				
Leo Burnett Company Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100				
Leucadia National Corporation	New York	NY												0		262			
Level 3 Communications Inc.	Broomfield	CO	●	●	●	●	●	●	●	●	●	●		90	100	336			
Levi Strauss & Co.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●		100	100	542			
LexisNexis Group	New York	NY	●	●	●		●	●	●					65	95				
Lexmark International Inc.	Lexington	KY	●	●	●	●	●	●	●	●	●	●		100	100				
Liberty Global Inc.	Englewood	CO	15											15		491			
Liberty Interactive Corp.	Englewood	CO												0		269			
Liberty Mutual Group	Boston	MA	●	●	●	●	●	●	●	●	●	●		100	100	75			
LifePoint Health	Brentwood	TN	●											10		374			
Lincoln National Corp.	Radnor	PA	●	●	●	●	●	●	●	●	●	●		100	100	207			
Lindquist & Vennum LLP	Minneapolis	MN	●	●	●		●	●	●	●	●	●		80	100				
LinkedIn	Sunnyvale	CA	●	●	●	●	●	●	●	●	●	●		100	100				
Lions Gate Entertainment Corp.	Santa Monica	CA	●	●	●	●	●	●	●	●	●	●		100					

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

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			1a	1b	2a	2b	2c	3a	3b	3c	3d	4				
Lithia Motors, Inc.	Medford	OR	●											10		318
Littler Mendelson PC	San Francisco	CA	●	●	●	●	●	●	●	●	●			100	100	
Live Nation Entertainment Inc.	Beverly Hills	CA	●	●	●	●	●	●	●	●	●			100	100	330
LKQ Corp.	Chicago	IL	●	●										20		304
Locke Lord LLP	Dallas	TX	●	●	●	●	●	●	●	●	●			100	100	
Lockheed Martin Corp.	Bethesda	MD	●	●	●	●	●	●	●	●	●			100	100	56
Loeb & Loeb LLP	Los Angeles	CA	●	●	●	●	●	●	●	●	●			100	90	
Loews Corp.	New York	NY	●	●	●					●	●			55	75	213
L'Oréal USA Inc.	New York	NY	●	●	●	●	●	●	●	●	●			100	100	
Lowenstein Sandler LLP	New York	NY	●	●	●	●	●	●	●	●	●			100	100	
Lowe's Companies Inc.	Mooresville	NC	●	●	●	●	●	●	●	●	●			100	75	40
LPL Financial Holdings Inc.	Boston	MA	●	●	●	●	●	●	●	●	●			90	100	584
Lubrizol Corp.	Wickliffe	OH	●	●	●	●	●	●	●	●	●			85	95	
Lyft Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●			100	100	
M&T Bank Corp.	Buffalo	NY	●	●	●	●	●	●	●	●	●			100	95	455
Macquarie Group Ltd.	New York	NY	●	●	●	●	●	●	●	●	●			100	85	
Macy's Inc.	Cincinnati	OH	●	●	●	●	●	●	●	●	●			100	100	110
Mallinckrodt LLC	Hazelwood	MO	●	●	●	●	●	●	●	●	●			100	100	
Manatt, Phelps & Phillips LLP	Los Angeles	CA	●	●	●	●	●	●	●	●	●			100	100	
ManpowerGroup	Milwaukee	WI	●	●	●	●	●	●	●	●	●			100	100	146
Marathon Oil Corp.	Houston	TX	●	●	●			●	●					60		536
Marathon Petroleum Corp.	Findlay	OH	●	●	●	●	●	●	●	●	●			95	85	51
Markel Corporation	Glen Allen	VA												0		460
Marriott International Inc.	Bethesda	MD	●	●	●	●	●	●	●	●	●			100	100	163
Mars Inc.	Mt. Olive	NJ	●	●	●	●	●		●	●	●			90	90	
Marsh & McLennan Companies Inc.	New York	NY	●	●	●	●	●	●	●	●	●			100	100	210
Masco Corp.	Taylor	MI	●	●	●		●	●	●	●				85	0	372
Massachusetts Mutual Life Insurance Co.	Springfield	MA	●	●	●	●	●	●	●	●	●			100	100	77
Mastercard	Purchase	NY	●	●	●	●	●	●	●	●	●			100	100	267
Mattel Inc.	El Segundo	CA	●	●	●		●	●		●	●			65		474
Mayer Brown LLP	Chicago	IL	●	●	●	●	●	●	●	●	●			100	100	

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			1a	1b	2a	2b	2c	3a	3b	3c	3d	4				
MB Financial Inc.	Chicago	IL	●	●	●	●	●	●	●	●				90	95	
McCarter & English LLP	Newark	NJ	●	●	●			●	●	●				75	85	
McCormick & Company Inc.	Sparks	MD	●	●	●		●	●	●	●	●			90	75	553
McDermott Will & Emery LLP	Chicago	IL	●	●	●	●	●	●	●	●	●			100	100	
McDonald's Corp.	Oak Brook	IL	●	●	●	●	●	●	●	●	●			100	100	112
McGraw-Hill Global Education Holdings LLC	New York	NY	●	●	●	●	●		●					70	90	
McGuireWoods LLP	Richmond	VA	●	●	●	●		●	●	●				80	85	
McKesson Corp.	San Francisco	CA	●	●	●	●	●	●	●	●	●			100	100	5
McKinsey & Co. Inc.	New York	NY	●	●	●	●	●	●	●	●	●			100	100	
Medallia Inc.	San Mateo	CA	●	●	●	●	●	●	●	●	●			100	100	
Medidata Solutions Inc.	New York	NY	●	●	●	●	●	●	●	●	●			100		
Medtronic PLC	Minneapolis	MN	●	●	●		●	●	●	●	●			90	100	
Meijer Inc.	Grand Rapids	MI	●	●	●	●	●	●	●	●				90	95	
Mercedes-Benz Financial Services USA LLC (MBFS)	Farmington Hills	MI	●	●	●			●	●	●				75		
Merck	Kenilworth	NJ	●	●	●	●	●	●	●	●	●			100	100	69
Mesirow Financial Holdings Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●			100	90	
MetLife Inc.	New York	NY	●	●	●	●	●	●	●	●	●			100	100	42
MGM Resorts International	Las Vegas	NV	●	●	●	●	●	●	●	●	●			100	95	297
Michael Best & Friedrich LLP	Milwaukee	WI	●	●	●	●	●	●	●	●	●			100	100	
Micron Technology Inc.	Boise	ID	●	●										20		226
Microsoft Corp.	Redmond	WA	●	●	●	●	●	●	●	●	●			100	100	28
Milbank LLP	New York	NY	●	●	●		●	●	●	●	●			90	100	
MillerCoors LLC	Chicago	IL	●	●	●	●	●	●	●	●	●			100	100	
Mintz, Levin, Cohn, Ferris, Glovsky & Popeo PC	Boston	MA	●	●	●	●	●	●	●	●	●			100	100	
Mitchell Gold + Bob Williams	Taylorsville	NC	●	●	●	●	●	●	●	●	●			100	100	
Mohawk Industries Inc.	Calhoun	GA												0		311
Molina Healthcare Inc.	Long Beach	CA	●	●	●									40		156
Mondelez International Inc.	East Hanover	NJ	●	●	●		●	●	●	●	●			80		109
Montgomery McCracken Walker & Rhoads LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●			100		
Moody's Corp.	New York	NY	●	●	●	●	●	●	●	●	●			100	100	631
Moore & Van Allen PLLC	Charlotte	NC	●	●	●	●	●	●	●	●	●			100	100	

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Morgan Stanley	New York	NY	●	●	●	●	●	●	●	●	●			100	100	76
Morgan, Lewis & Bockius LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●			95	100	
Morningstar Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●			100	100	
Morris, Manning & Martin LLP	Atlanta	GA	●	●	●	●	●	●	●	●	●			100	100	
Morrison & Foerster LLP	San Francisco	CA	●	●	●	●	●	●	●	●	●			100	100	
Mosaic Co.	Plymouth	MN	●	●	●		●			●	●			60		377
Motorola Solutions Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●			100	95	433
Mozilla Corporation	Mountain View	CA	●	●	●	●	●	●	●	●				95		
MSLGROUP Americas	New York	NY	●	●	●	●	●	●	●	●	●			100	100	
MUFG Union Bank, N.A.	New York	NY	●	●	●	●	●	●	●	●	●			100	100	
Munger, Tolles & Olson LLP	Los Angeles	CA	●	●	●	●	●	●	●	●	●			100	100	
Murphy USA	El Dorado	AR												0		291
Mutual of Omaha Insurance	Omaha	NE	●	●	●		●	●	●	●	●			90	95	342
NASDAQ Inc.	New York	NY	●	●	●	●	●	●	●	●	●			100	85	620
National CineMedia Inc.	Centennial	CO	●	●	●	●	●		●		●			75		
National Grid USA	Waltham	MA	●	●	●		●	●	●	●	●			85	100	
National Oilwell Varco Inc.	Houston	TX	●	●										20		375
Nationwide	Columbus	OH	●	●	●	●	●	●	●	●	●			100	100	68
Navient	Wilmington	DE	●	●	●		●	●	●	●	●			85	100	514
Navigant Consulting Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●			100	100	
Navistar International Corp.	Lisle	IL	●	●	●			●	●	●	●			70		337
NCR Corp.	Duluth	GA	●	●	●	●	●	●	●	●	●			100	100	409
Nelson Mullins Riley & Scarborough LLP	Columbia	SC	●	●	●			●	●	●				75	85	
Nestlé Purina PetCare Co.	St. Louis	MO	●	●	●	●	●	●	●	●	●			100	100	
Nestlé USA Inc.	Glendale	CA	●	●	●	●	●	●	●	●	●			100	95	
Nestle Health Science	Bridgewater	NJ	●	●	●	●	●	●	●					80		
Nestle Waters North America Inc.	Stamford	CT	●	●	●	●	●	●	●	●	●			95		
NetApp Inc.	Sunnyvale	CA	●	●	●	●	●	●		●	●			85		468
Netflix Inc.	Los Gatos	CA	●	●	●	●	●	●	●	●	●			100	100	314
New Relic Inc.	San Francisco	CA	●	●	●	●	●	●	●	●				95	95	
New York Life Insurance Co.	New York	NY	●	●	●	●	●	●	●	●	●			100	95	65

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			1a	1b	2a	2b	2c	3a	3b	3c	3d	4				
New York Times Co.	New York	NY	●	●	●			●	●					60		
Newell Brands Inc.	Atlanta	GA	●	●	●		●	●	●	●	●			80		208
Newmont Mining Corporation	Greenwood Village	CO	●	●	●		●	●	●	●	●			80	100	328
News Corp.	New York	NY												0		332
NextEra Energy Inc.	Juno Beach	FL	●	●	●			●	●					50		170
NGL Energy Partners	Tulsa	OK	●	●										20		237
Nielsen	New York City	NY	●	●	●	●	●	●	●	●	●			100	100	
Nike Inc.	Beaverton	OR	●	●	●	●	●	●	●	●	●			100	100	88
NiSource Inc.	Merrillville	IN	●	●	●		●	●	●	●	●			90	100	545
Nissan North America Inc.	Franklin	TN	●	●	●		●	●	●	●	●			90	100	
Nixon Peabody LLP	Boston	MA	●	●	●	●	●	●	●	●	●			100	100	
Nokia Inc.	Irving	TX	●	●	●	●	●	●	●	●	●			100	100	
Nomura	New York	NY	●	●	●	●	●	●	●	●				95		
Nordstrom Inc.	Seattle	WA	●	●	●	●	●	●	●	●	●			100	100	188
Norfolk Southern Corp.	Norfolk	VA	●	●	●			●	●		●			65	100	284
Nortel Networks Corp.	Richardson	TX	●			●			●					30		
North Memorial Health	Robbinsdale	MN	●	●	●		●	●	●	●	●			90		
Northern Trust Corp.	Chicago	IL	●	●	●	●	●	●	●	●	●			100	100	501
Northfield Park Associates, LLC	Northfield	OH	●	●	●		●		●		●			55		
Northrop Grumman Corp.	Falls Church	VA	●	●	●	●	●	●	●	●	●			100	100	114
Northwestern Mutual Life Insurance	Milwaukee	WI	●	●	●	●	●	●	●	●	●			100	100	97
Norton Rose Fulbright	Houston	TX	●	●	●	●	●	●	●	●	●			100	100	
Novartis Pharmaceuticals Corp.	East Hanover	NJ	●	●	●		●	●	●	●	●			85		
Novo Nordisk Inc.	Plainsboro	NJ	●	●	●	●	●	●	●	●	●			95	90	
NRG Energy Inc.	Princeton	NJ	●	●				●						40	65	229
Nuance Communications	Burlington	MA	●	●	●	●	●	●	●	●	●			100	80	953
Nucor Corp.	Charlotte	NC												0		169
NVIDIA Corp.	Santa Clara	CA	●	●	●	●	●	●	●	●	●			100	100	387
NVR Inc.	Reston	VA												0		446
Occidental Petroleum	Los Angeles	CA	●	●										20	10	278
Ocean Spray Cranberries Inc.	Lakeville-Middleboro	MA	●	●	●	●	●		●	●	●			90	90	

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Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4									
Office Depot Inc.	Boca Raton	FL	●	●	●	●	●	●	●	●	●	●		100	100						
Ogilvy Group Inc., The	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100						
Ogletree, Deakins, Nash, Smoak & Stewart	Greenville	SC	●	●	●	●	●	●	●	●	●	●		100	100						
Old Republic International	Chicago	IL	●	●										20							439
Olin Corporation	Clayton	MO	●	●										20							467
O'Melveny & Myers LLP	Los Angeles	CA	●	●	●	●	●	●	●	●	●	●		100	100						
Omnicom Group	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100						179
ONE Gas Inc.	Tulsa	OK	●	●	●									40							
ONEOK Inc.	Tulsa	OK	●	●	●	●	●	●	●	●	●			95	95						312
OppenheimerFunds Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100						
Oracle Corp.	Redwood City	CA	●	●	●	●	●	●	●	●	●	●		100	100						81
O'Reilly Automotive Inc.	Springfield	MO	●											10							323
Orrick, Herrington & Sutcliffe LLP	San Francisco	CA	●	●	●	●	●	●	●	●	●	●		100	100						
Oscar Insurance Corporation	New York	NY	●	●	●	●	●	●	●	●	●			95							
Oshkosh Corp.	Oshkosh	WI	●											10							425
Outerwall Inc.	Bellevue	WA	●	●	●		●	●	●	●	●	●		80							
Overstock.com Inc.	Midvale	UT	●	●	●	●					●	●		70	75						999
Owens & Minor Inc.	Mechanicsville	VA	●	●	●				●	●				60							288
Owens Corning	Toledo	OH	●	●	●	●	●	●	●	●	●	●		100	100						458
Owens-Illinois Inc.	Perrysburg	OH	●	●										20							401
Paccar Inc.	Bellevue	WA	●	●										20							164
Pacific Life Insurance Co.	Newport Beach	CA	●	●	●	●	●	●	●		●			80	80						302
Pacific Medical Centers	Seattle	WA	●		●				●					35							
Packaging Corporation of America	Lake Forest	IL	●	●										20	20						450
Palm Management Corp.	Washington	DC	●						●		●			30							
Palo Alto Networks	Santa Clara	CA	●	●	●	●	●	●	●	●	●	●		95							
Pandora Media Inc.	Oakland	CA	●	●	●		●	●	●	●	●	●		80							
Panera Bread Co.	St. Louis	MO	●	●	●		●	●	●	●	●	●		90							760
Pariveda Solutions Inc.	Dallas	TX	●	●	●					●				50	70						
Parker Hannifin Corp.	Cleveland	OH	●	●										20							251
Patterson Belknap Webb & Tyler LLP	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100						

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Patterson Companies (Patterson Dental Supply)	St. Paul	MN	●	●	●									40	60	466
Patton Boggs LLP	Washington	DC	●	●	●	●		●	●					70	80	
Paul Hastings LLP	Los Angeles	CA	●	●	●	●	●	●	●	●	●			100	100	
Paul, Weiss, Rifkind, Wharton & Garrison LLP	New York	NY	●	●	●		●	●	●	●	●			85	100	
PayPal Holdings Inc.	San Jose	CA	●	●	●	●	●	●	●	●	●			100	100	264
PBF Energy	Parsippany	NJ	●	●										20		172
Peabody	St. Louis	MO	●	●	●		●							50	0	533
Pearson Inc.	Hoboken	NJ	●	●	●		●	●	●	●	●			90	100	
Penske Automotive Group Inc.	Bloomfield Hills	MI												0	10	142
Pep Boys-Manny, Moe & Jack	Philadelphia	PA	●	●	●									30		
Pepper Hamilton LLP	Philadelphia	PA	●	●	●		●	●	●	●	●			85	100	
PepsiCo Inc.	Purchase	NY	●	●	●	●	●	●	●	●	●			100	100	44
Performance Food Group Co.	Richmond	VA	●	●										20		171
Perkins + Will Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●			100		
Perkins Coie LLP	Seattle	WA	●	●	●	●	●	●	●	●	●			100	100	
Pernod Ricard USA LLC	New York	NY	●	●	●	●	●	●	●	●	●			100	100	
Peter Kiewit Sons' Inc.	Omaha	NE	●											10		324
PetSmart Inc.	Phoenix	AZ	●	●	●		●	●	●	●	●			90	100	
Pfizer Inc.	New York	NY	●	●	●	●	●	●	●	●	●			100	100	54
PG&E Corp.	San Francisco	CA	●	●	●	●	●	●	●	●	●			100	100	157
Philip Morris International Inc.	New York	NY	●											10		104
Phillips 66	Houston	TX	●	●	●	●	●	●	●	●	●			95	85	34
Pillsbury Winthrop Shaw Pittman LLP	New York	NY	●	●	●	●	●	●	●	●	●			100	100	
PIMCO LLC	Newport Beach	CA	●	●	●	●	●	●	●	●	●			100	100	
Pinnacle West Capital	Phoenix	AZ	●	●	●		●		●	●	●			70		651
Pinterest Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●			100	95	
Pitney Bowes Inc.	Stamford	CT	●	●	●	●	●	●						55		663
Plains GP Holdings	Houston	TX												0		141
PNC Financial Services Group Inc., The	Pittsburgh	PA	●	●	●	●	●	●	●	●	●			100	100	166
PNM Resources Inc.	Albuquerque	NM	●	●	●						●			45	70	
Polsinelli	Kansas City	MO	●	●	●	●	●	●	●	●	●			100		

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PolyOne Corporation	Avon Lake	OH	●	●	●	●	●	●	●	●	●			90		673
Portland General Electric Co.	Portland	OR	●	●	●	●	●	●	●	●	●			100	100	960
PPG Industries Inc.	Pittsburgh	PA	●	●	●		●	●	●	●	●			90	100	183
PPL Corp.	Allentown	PA	●	●	●	●	●	●	●	●	●			100	100	365
Praxair Inc.	Danbury	CT	●	●	●		●	●	●	●	●			90	100	275
priceline.com LLC	Norwalk	CT	●	●	●		●	●						55	90	268
PricewaterhouseCoopers LLP	New York	NY	●	●	●	●	●	●	●	●	●			100	100	
Principal Financial Group	Des Moines	IA	●	●	●	●	●	●	●	●	●			100	100	227
Procter & Gamble Co.	Cincinnati	OH	●	●	●	●	●	●	●	●	●			100	100	36
Progressive Corp., The	Mayfield Village	OH	●	●	●		●	●	●	●				80	90	120
PROS	Houston	TX	●	●	●	●			●	●				75		
Proskauer Rose LLP	New York	NY	●	●	●	●		●	●	●	●			90	90	
Prudential Financial Inc.	Newark	NJ	●	●	●	●	●	●	●	●	●			100	100	48
Public Service Enterprise Group	Newark	NJ	●	●	●		●	●	●	●	●			90	100	306
Publicis Healthcare Communications	New York	NY	●	●	●	●	●	●	●	●	●			95	100	
Publicis Inc.	New York	NY	●	●	●	●	●	●	●	●	●			100	95	
Publicis Media	New York	NY	●	●	●	●	●	●	●	●	●			100	100	
Publicis Sapient	Boston	MA	●	●	●	●	●	●	●	●	●			100	100	
Publix Super Markets Inc.	Lakeland	FL												0	0	85
PulteGroup Inc.	Atlanta	GA	●											10		353
PVH Corp.	New York	NY	●	●	●	●	●	●	●	●	●			100	100	335
Quaintance-Weaver Management, LLC	Greensboro	NC	●	●	●	●	●	●	●	●	●			100		
QUALCOMM Inc.	San Diego	CA	●	●	●		●	●	●	●	●			90	100	119
Quanta Services	Houston	TX	●											10		355
Quantcast Corp.	San Francisco	CA	●	●	●	●	●	●	●	●	●			100	80	
Quarles & Brady LLP	Milwaukee	WI	●	●	●	●	●	●	●	●	●			100	100	
Quest Diagnostics Inc.	Lyndhurst	NJ	●	●	●	●	●	●	●	●	●			100	100	366
Quinn Emanuel Urquhart & Sullivan LLP	Los Angeles	CA	●	●	●	●	●	●		●	●			90	95	
Quintiles Transnational	Durham	NC	●	●										20		390
R.R. Donnelley & Sons Co.	Chicago	IL	●	●	●	●		●	●	●	●			90	90	388
Rackspace	San Antonio	TX	●	●	●	●	●	●	●	●	●			100	100	

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Ralph Lauren Corp.	New York	NY	●	●	●	●		●	●	●	●			90	90	371
Raymond James Financial Inc.	St. Petersburg	FL	●	●	●	●		●	●	●	●			90	85	469
Raytheon Co.	Waltham	MA	●	●	●		●	●	●	●	●			90	100	116
RB	Parsippany	NJ	●											15		
RBC Capital Markets LLC	New York	NY	●	●	●	●	●	●	●	●	●			100	100	
RBC Wealth Management	Minneapolis	MN	●	●	●	●	●	●	●	●	●			100	100	
Re:Sources USA Inc.	Long Island City	NY	●	●	●	●	●	●	●	●	●			100	100	
Realogy Holdings Corp.	Madison	NJ	●	●	●		●	●	●	●				85	85	448
Recreational Equipment Inc.	Kent	WA	●	●	●	●	●	●	●	●	●			90	95	
Redfin Corp.	Seattle	WA	●	●	●		●	●	●					65	95	
Reed Smith LLP	Pittsburgh	PA	●	●	●	●	●	●	●	●	●			100	95	
Regal Entertainment Group	Knoxville	TN	●	●	●			●	●					60	85	696
Regions Financial Corp.	Birmingham	AL	●	●	●	●	●	●	●	●	●			85	95	436
Regis Corp.	Edina	MN	●							●				15		1000
Reinhart Boerner Van Deuren s.c.	Milwaukee	WI	●	●	●	●	●	●	●	●	●			90	55	
Reinsurance Group of America Inc.	Chesterfield	MO	●	●	●			●	●	●	●			80	85	246
Reliance Steel & Aluminum Co.	Los Angeles	CA	●											10		320
Replacements Ltd.	McLeansville	NC	●	●	●	●	●	●	●	●	●			100	100	
Republic Services Inc.	Phoenix	AZ	●	●	●		●	●	●	●	●			85	100	299
Retail Business Services	Salisbury	NC	●	●	●	●	●	●	●	●	●			90		
Reynolds American Inc.	Winston-Salem	NC	●	●	●	●	●	●		●	●			90	95	223
RingCentral Inc.	Belmont	CA	●	●	●	●	●	●	●	●	●			100		
Rite Aid Corp.	Camp Hill	PA	●	●	●				●					50		91
Robert Bosch Corp.	Farmington Hills	MI	●	●	●	●	●		●	●	●			85	90	
Robert Half	Menlo Park	CA	●	●	●	●	●	●	●	●	●			100	100	493
Robert W. Baird & Co. Incorporated	Milwaukee	WI	●	●	●	●	●	●	●	●	●			100	100	
Robins Kaplan LLP	Minneapolis	MN	●	●	●	●	●	●	●	●	●			100	100	
Rockland Trust Co.	Rockland	MA	●	●	●	●	●	●	●	●	●			100	100	
Rockwell Automation Inc.	Milwaukee	WI	●	●	●	●	●	●	●	●	●			100	100	442
Rockwell Collins Inc.	Cedar Rapids	IA	●	●	●		●	●	●	●	●			85	100	492
Rolls-Royce North America (USA) Holdings Co.	Reston	VA	●	●	●	●	●	●	●	●	●			100	100	

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Ropes & Gray LLP	Boston	MA	●	●	●	●	●	●	●	●	●	●		100	100						
Rosetta LLC	Hamilton	NJ	●	●	●				●					50							
Ross Stores Inc.	Dublin	CA	●	●	●		●	●		●	●	●		75	90	219					
Royal Caribbean Cruises Ltd.	Miami	FL	●	●	●		●	●	●	●	●	●		90	100						
Royal Phillips	Andover	MA	●	●	●	●	●	●	●					75							
RSM US LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100							
Ryder System Inc.	Miami	FL	●	●	●	●			●	●	●			80	85	394					
Ryland Group Inc., The	Calabasas	CA	●								●			15							
S&P Global Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	459					
S.C. Johnson & Son Inc.	Racine	WI	●	●	●	●	●	●	●	●	●	●		100	100						
Saatchi & Saatchi North America Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100						
Sabre Holdings Inc.	Southlake	TX	●	●						●	●			45		668					
Saint-Gobain Corp.	Malvern	PA	●	●	●		●	●	●	●	●	●		90	90						
Saks Inc.	New York	NY	●	●	●				●	●				50							
Salesforce	San Francisco	CA	●	●	●	●	●	●	●	●	●	●		100	100	326					
Sanderson Farms Inc.	Laurel	MS	●	●										30		758					
Sanmina-SCI	San Jose	CA												0		414					
Sanofi	Bridgewater	NJ	●	●	●	●	●	●	●	●	●	●		100	100						
SAP America Inc.	Newtown Square	PA	●	●	●	●	●	●	●	●	●	●		100	100						
Saul Ewing Arnstein & Lehr LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●		100	100						
Sbe	Los Angeles	CA	●	●	●				●					50							
Schiff Hardin LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100						
Schneider Electric	Andover	MA	●	●	●	●	●	●	●	●				75							
Scholastic Corp.	New York	NY	●	●	●					●	●	●	●	65	80						
Schulte, Roth & Zabel LLP	New York	NY	●	●	●	●	●	●	●	●	●			95	95						
Science Applications International Corp.	Reston	VA	●	●	●	●	●	●	●	●	●	●		100	85	551					
Seaboard Corp.	Shawnee Mission	KS	●	●										20		486					
Seagate Technology LLC	Cupertino	CA	●	●	●	●	●	●	●	●	●	●		100	25						
Sealed Air Corp.	Elmwood Park	NJ	●	●										20		397					
Sears Holdings Corp.	Hoffman Estates	IL	●	●	●		●	●	●	●	●	●		80	100	127					
Sedgwick LLP	San Francisco	CA	●	●	●		●	●	●	●	●	●		80	100						

## CEI Rating Criteria

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

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

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

**2b** Equivalency in same- and different-sex domestic partner medical and soft benefits (**10 points** / **half credit for parity across some, but not all benefits**)

**2c** Equal health coverage for transgender individuals without exclusion for medically necessary care (**10 points** / **half credit for inclusive coverage, but blanket exclusions for transition-related care remain in place**)

**3a** Three LGBTQ internal training and education best practices (**10 points**)

**3b** Employee group or diversity council (**10 points**)

**3c** Three distinct efforts of outreach or engagement to broader LGBTQ community, and if supplier diversity program is in place, must include LGBTQ suppliers (**15 points**)

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

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			1a	1b	2a	2b	2c	3a	3b	3c	3d	4				
Selective Insurance Group	Branchville	NJ												35		865
Sempra Energy	San Diego	CA												100	100	280
Sephora	San Francisco	CA												100		
Seyern Trent Services Inc.	Fort Washington	PA												15	15	
Seyfarth Shaw LLP	Chicago	IL												100	100	
Shake Shack Inc	New York	NY												100		
Shearman & Sterling LLP	New York	NY												100	100	
Shell Oil Co.	Houston	TX												100	100	
Sheppard, Mullin, Richter & Hampton LLP	Los Angeles	CA												100	100	
Sherwin-Williams Co., The	Cleveland	OH												80		236
Shook, Hardy & Bacon LLP	Kansas City	MO												100	100	
Sidley Austin LLP	Chicago	IL												100	100	
Siemens Healthineers	Malvern	PA												95		
Siemens Industry Inc.	Malvern	PA												95	100	
Simpson Thacher & Bartlett LLP	New York	NY												100	100	
SIRIUS XM Radio Inc.	New York	NY												100	100	
Skadden, Arps, Slate, Meagher & Flom LLP	New York	NY												100	100	
SkyWest Airlines Inc.	St. George	UT												70		
Slalom	Seattle	WA												100	100	
SLM Corp. (Sallie Mae)	Newark	DE												55	45	
Snagajob.com Inc.	Glen Allen	VA												80	85	
Snell & Wilmer	Phoenix	AZ												100	100	
SocietÄ© GÄ©nÄ©rale	New York	NY												100	100	
Sodexo Inc.	Gaithersburg	MD												100	100	
Softchoice Corp.	Toronto	ON												80		
Software AG USA Inc.	Reston	VA												40		
Software House International	Somerset	NJ												10		
Sonic Automotive Inc.	Charlotte	NC												0		287
Sonoco Products Company	Hartsville	SC												55		531
Sony Computer Entertainment America LLC	Foster City	CA												65		
Sony Corporation of America	New York	NY												100	100	

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Sony Electronics Inc.	San Diego	CA	●	●	●	●	●	●	●	●	●			100	100	
Sony Pictures Entertainment Inc.	Culver City	CA	●	●	●	●	●	●	●	●	●			100	100	
Southern California Edison Co.	Rosemead	CA	●	●	●	●	●	●	●	●	●			90	100	
Southern Co.	Atlanta	GA	●	●	●	●	●	●	●	●	●			100	100	145
Southwest Airlines Co.	Dallas	TX	●	●	●	●	●	●	●	●	●			100	100	138
SpartanNash	Grand Rapids	MI	●	●	●		●	●		●	●			80	75	350
Spectra Energy Corp.	Houston	TX	●	●	●			●	●					60	85	519
Spirit AeroSystems Inc.	Wichita	KS	●	●	●	●	●	●	●		●			85	85	393
Sprint Corp.	Overland Park	KS	●	●	●		●	●	●	●	●			80		
Squarespace	New York	NY	●	●	●	●	●	●	●	●				90		
Squire Patton Boggs	Cleveland	OH	●	●	●	●	●	●	●	●	●			100	100	
SRA International Inc.	Fairfax	VA	●	●	●	●			●	●	●			75		
St. Jude Medical Inc.	St. Paul	MN	●	●	●		●	●						65		434
Standard Chartered	New York	NY	●	●	●	●	●	●	●	●	●			100		
Standard Insurance Co.	Portland	OR	●	●	●	●	●	●	●	●	●			100	100	
Stanley Black & Decker Inc.	New Britain	CT	●	●	●	●	●	●	●	●	●			100	85	250
Staples Inc.	Framingham	MA	●	●	●		●	●	●	●	●			85	100	140
Starbucks Corp.	Seattle	WA	●	●	●	●	●	●	●	●	●			100	100	131
Starcom	Chicago	IL									●			5		
State Farm Group	Bloomington	IL	●	●	●	●	●	●	●	●	●			100	100	33
State Street Corp.	Boston	MA	●	●	●	●	●	●	●	●	●			100	100	271
Steel Dynamics Inc.	Fort Wayne	IN	●	●	●			●			●			55	65	347
Steelcase Inc.	Grand Rapids	MI	●	●	●	●	●	●	●	●	●			90		718
Stephoe & Johnson LLP	Washington	DC	●	●	●	●	●	●	●	●	●			100	100	
Stinson Leonard Street LLP	Kansas City	MO	●	●	●	●	●	●	●	●	●			100	100	
Stoel Rives LLP	Portland	OR	●	●	●	●	●	●	●	●	●			100	100	
Stryker Corp.	Kalamazoo	MI	●	●	●	●	●	●	●	●	●			100	100	252
Subaru of America Inc.	Cherry Hill	NJ	●	●	●	●	●	●	●	●	●			100	100	
Sullivan & Cromwell LLP	New York	NY	●	●	●		●	●	●	●				85	85	
Sumitomo Mitsui Banking Corporation	New York	NY	●	●	●	●	●	●	●	●	●			100		
Sun Life Financial Inc. (US)	Wellesley Hills	MA	●	●	●	●	●	●	●	●	●			100	100	

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SunPower Corp.	San Jose	CA	●	●	●		●							45		
Sunrun Inc.	San Francisco	CA	●	●	●	●		●	●					70		
SunTrust Banks Inc.	Atlanta	GA	●	●	●	●	●	●	●	●	●			100	100	303
Supervalu Inc.	Eden Prairie	MN	●	●	●		●		●	●	●			60	75	158
Symantec Corp.	Mountain View	CA	●	●	●	●	●	●	●	●	●			100	100	465
Synchrony	Stamford	CT	●	●	●	●	●	●	●	●	●			100	100	185
SYNNEX Corp.	Fremont	CA	●	●	●	●	●	●	●	●	●			95	80	198
SYSCO Corp.	Houston	TX	●	●	●		●	●	●					65	90	57
T. Rowe Price Associates Inc.	Baltimore	MD	●	●	●	●	●	●	●	●	●			100	100	573
Tailored Brands Inc.	Houston	TX	●	●	●	●	●	●	●	●				95	95	667
Takeda Pharmaceuticals USA Inc.	Deerfield	IL	●	●	●	●	●	●	●	●	●			100	100	
Tapestry, Inc.	New York	NY	●	●	●	●	●	●	●	●	●			100	100	546
Targa Resources Corp.	Houston	TX												0		402
Target Corp.	Minneapolis	MN	●	●	●	●	●	●	●	●	●			100	100	38
TD Ameritrade	Omaha	NE	●	●	●	●	●	●	●	●	●			100	100	674
TD Bank, N.A.	Wilmington	DE	●	●	●	●	●	●	●	●	●			100	100	
TD Securities (USA) LLC	New York	NY	●	●	●	●	●	●	●	●	●			100	100	
TE Connectivity Inc.	Berwyn	PA	●	●	●	●	●	●	●	●	●			100	100	
Tech Data Corp.	Clearwater	FL	●	●	●	●	●	●	●	●	●			100	100	107
TEGNA Inc.	McLean	VA	●	●	●	●	●	●	●	●	●			100	100	671
TENET Healthcare Corporation	Dallas	TX	●	●	●	●	●			●	●			80	80	134
Tenneco Inc.	Lake Forest	IL	●											10	10	322
Terex Corp.	Westport	CT	●	●										20		445
Tesla Inc.	Palo Alto	CA	●	●	●	●	●	●	●	●	●			100	100	383
Teva Pharmaceutical USA Inc.	North Wales	PA	●	●	●	●	●	●	●	●				95	100	
Texas Instruments Inc.	Dallas	TX	●	●	●	●	●	●	●	●	●			100	100	206
Textron Inc.	Providence	RI	●		●						●			30		200
The Auto Club Group	Dearborn	MI	●	●	●				●	●				60		
The Bama Companies Inc.	Tulsa	OK												0		
The Chemours Company	Wilmington	DE			●		●		●					25		482
The Marmon Group, Inc.	Chicago	IL	●	●										20		477

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The Michaels Companies Inc.	Irving	TX	●	●	●	●	●		●					55		496
Thermo Fisher Scientific Inc.	Waltham	MA	●	●	●	●	●	●	●	●	●			100	100	154
Thompson Coburn LLP	St. Louis	MO	●	●	●	●	●	●	●	●	●			100	100	
Thompson Hine LLP	Cleveland	OH	●	●	●	●	●	●	●	●	●			100	100	
Thomson Reuters	New York	NY	●	●	●	●	●	●	●	●	●			100	100	
Thrivent Financial	Minneapolis	MN	●	●	●	●	●		●	●				80	80	316
TIAA	New York	NY	●	●	●	●	●	●	●	●	●			100	100	80
Tiffany & Co.	New York	NY	●	●	●	●	●	●	●	●	●			100	100	588
TJX Companies Inc., The	Framingham	MA	●	●	●		●	●	●	●	●			90	100	87
T-Mobile USA Inc.	Bellevue	WA	●	●	●	●	●	●	●	●	●			100	100	
Toll Brothers Inc.	Horsham	PA	●	●										20		497
Townsend and Townsend and Crew LLP	San Francisco	CA				●		●	●					30		
Toyota Motor North America Inc.	Plano	TX	●	●	●	●	●	●	●	●	●			100	100	
TPG Global LLC	Fort Worth	TX	●	●	●	●	●	●	●	●	●			100	100	
Tractor Supply Company	Brentwood	TN	●	●										20		396
Transamerica Corp., The	Cedar Rapids	IA	●	●	●	●	●	●	●	●	●			100	100	
TransUnion	Chicago	IL	●	●	●	●	●	●	●	●	●			100	85	
TravelCenters of America	Westlake	OH	●											10		470
Travelers Companies Inc., The	New York	NY	●	●	●	●	●	●	●	●	●			100	100	99
Travelpart Ltd.	Parsippany	NJ	●	●		●			●	●				45		
TreeHouse Foods Inc.	Oak Brook	IL	●	●										20		427
TripAdvisor Inc.	Needham	MA	●	●	●	●	●	●	●	●	●			100	90	
Tropicana Las Vegas, The	Las Vegas	NV	●	●	●			●	●					60		
Troutman Sanders LLP	Atlanta	GA	●	●	●	●	●	●	●	●	●			100	100	
True Value Co.	Chicago	IL	●	●	●		●	●	●	●	●			80	95	
Truven Health Analytics Inc.	Ann Arbor	MI	●	●	●		●		●					55		
Tufts Health Plan	Watertown	MA	●	●	●	●	●	●	●	●	●			100	100	
Turner Construction Co.	New York	NY	●	●	●	●	●	●	●	●	●			100	100	
Twitter Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●			100	100	802
Tyson Foods Inc.	Springdale	AR	●	●	●		●	●	●	●	●			90	100	82
U.S. Bancorp	Minneapolis	MN	●	●	●	●	●	●	●	●	●			100	100	125

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			1a	1b	2a	2b	2c	3a	3b	3c	3d	4				
U.S. Cellular	Chicago	IL	●	●	●	●	●	●	●	●	●			100		
Uber Technologies Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●			100	100	
UBM plc	New York	NY	●	●	●		●	●	●	●	●			85	100	
UBS AG	New York	NY	●	●	●	●	●	●	●	●	●			100	100	
UGI Corp.	King of Prussia	PA	●	●										20		457
Ultimate Software	Weston	FL	●	●	●		●	●	●	●	●			90	100	
Under Armour Inc.	Baltimore	MD	●	●	●	●	●	●	●	●	●			100	100	528
Unilever	Englewood Cliffs	NJ	●	●	●	●	●	●	●	●	●			100	100	
Union Pacific Corp.	Omaha	NE	●	●	●		●	●	●	●	●			80	95	143
Unisys Corp.	Blue Bell	PA	●	●	●	●	●							60		756
United Airlines	Chicago	IL	●	●	●	●	●	●	●	●	●			100	100	
United Natural Foods Inc.	Providence	RI	●	●										20		325
United Parcel Service Inc.	Atlanta	GA	●	●	●	●	●	●	●	●	●			100	100	46
United Rentals Inc.	Stamford	CT	●	●	●	●								50	45	452
United Services Automobile Association	San Antonio	TX	●	●	●	●	●	●	●	●	●			100	100	102
United States Steel Corp.	Pittsburgh	PA	●	●										20		279
United Technologies Corp.	Farmington	CT	●	●	●	●	●	●	●	●	●			100	100	50
UnitedHealth Group Inc.	Minnetonka	MN	●	●	●	●	●	●	●	●	●			100	95	6
Univar Inc.	Downers Grove	IL	●	●	●	●	●				●			60	20	338
Universal Health Services, Inc.	King of Prussia	PA	●											10		276
University of Phoenix	Tempe	AZ	●	●	●	●	●	●	●	●	●			100	100	
Univision Communications Inc.	New York	NY	●	●	●	●	●	●	●	●	●			100	100	724
Unum Group	Chattanooga	TN	●	●	●	●	●	●	●	●	●			100	100	258
UPMC Health Plan	Pittsburgh	PA	●	●	●	●	●	●	●	●	●			100		
Urban Outfitters Inc.	Philadelphia	PA	●	●	●		●		●	●				75	85	645
US Foods Inc.	Rosemont	IL	●	●	●		●							45		124
USG Corp.	Chicago	IL	●	●	●									40		566
Valero Energy Corp.	San Antonio	TX	●	●										20		37
Vanguard Group Inc.	Malvern	PA	●	●	●	●	●	●	●	●	●			100	100	
Veritas Technologies LLC	Mountain View	CA	●	●			●		●	●	●			60	90	
Veritiv	Atlanta	GA	●	●										20	20	331

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Verizon Communications Inc.	New York	NY	●	●	●		●	●	●	●	●			90	100	14
VF Corp.	Greensboro	NC	●	●	●	●	●	●	●	●	●			100	100	230
Viacom Inc.	New York	NY	●	●	●	●	●	●	●	●	●			100	100	224
Vinson & Elkins LLP	Houston	TX	●	●	●	●	●	●	●	●	●			100	100	
Virgin America	Burlingame	CA	●	●	●		●	●	●					65		
Virgin Orbit	Long Beach	CA	●	●	●	●								50		
Visa	Foster City	CA	●	●	●	●	●	●	●	●	●			100	100	187
Vision Service Plan	Rancho Cordova	CA	●	●		●			●	●	●			45		
Visteon Corp.	Van Buren Township	MI	●	●	●		●	●	●	●	●			70		693
Vistra Energy	Dallas	TX	●	●										20		499
VMware Inc.	Palo Alto	CA	●	●	●	●	●	●	●	●	●			100	100	
Volkswagen Group of America Inc.	Herndon	VA	●	●	●		●	●	●	●	●			90	95	
Vorys, Sater, Seymour and Pease LLP	Columbus	OH	●	●	●	●	●	●	●	●	●			100	100	
Vox Media Inc.	Washington	DC	●	●	●	●	●	●	●	●	●			100	95	
Voya Financial	New York	NY	●	●	●	●	●	●	●	●	●			100	100	266
W.R. Berkley	Greenwich	CT	●											10	10	354
W.W. Grainger Inc.	Lake Forest	IL	●	●	●	●	●	●	●	●	●			100	100	282
Wachtell, Lipton, Rosen & Katz	New York	NY	●	●	●		●	●	●	●	●			90	100	
Waddell & Reed Financial Inc.	Overland Park	KS	●	●	●		●							45	80	
Walgreen Co.	Deerfield	IL	●	●	●	●	●	●	●	●	●			100		17
Walmart Inc.	Bentonville	AR	●	●	●	●	●	●	●	●	●			100	100	1
Walt Disney Co., The	Burbank	CA	●	●	●	●	●	●	●	●	●			100	100	52
Warby Parker	New York	NY	●	●	●	●	●	●	●	●	●			100	95	
Warner Media	New York	NY	●	●	●	●	●	●	●	●	●			100	100	95
Washington Permanente Medical Group	Renton	WA	●	●	●	●	●	●	●	●	●			95	100	
Waste Management Inc.	Houston	TX	●	●	●		●	●	●	●	●			90	80	201
Wawa Inc.	Wawa	PA	●	●	●	●	●	●	●	●				95	100	
WE Communications	Bellevue	WA	●	●	●	●	●	●	●	●	●			100		
WEC Energy Group	Milwaukee	WI	●	●					●					40	55	368
WeddingWire Inc.	Chevy Chase	MD	●	●	●	●	●	●	●	●	●			100	100	
Weil, Gotshal & Manges LLP	New York	NY	●	●	●	●	●	●	●	●	●			100	100	

## CEI Rating Criteria

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

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

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

**2b** Equivalency in same- and different-sex domestic partner medical and soft benefits (10 points / half credit for parity across some, but not all benefits)

**2c** Equal health coverage for transgender individuals without exclusion for medically necessary care (10 points / half credit for inclusive coverage, but blanket exclusions for transition-related care remain in place)

**3a** Three LGBTQ internal training and education best practices (10 points)

**3b** Employee group or diversity council (10 points)

**3c** Three distinct efforts of outreach or engagement to broader LGBTQ community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)

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

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Employer	Headquarters Location	State	Criterion											Rating		
			15 points	15 points	10 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000
			1a	1b	2a	2b	2c	3a	3b	3c	3d	4				
WellCare Health Plans Inc.	Tampa	FL	●	●	●	●	●	●	●	●	●			100		195
Wellmark Inc.	Des Moines	IA	●	●	●	●	●	●	●	●	●			100	100	
Wells Fargo & Co.	San Francisco	CA	●	●	●	●	●	●	●	●	●			100	100	25
Wendy's Co., The	Dublin	OH	●	●	●		●		●	●	●			80	80	
WESCO International Inc.	Pittsburgh	PA	●	●	●									40	60	373
West Corp.	Omaha	NE	●	●	●		●	●	●	●	●			80	100	864
West Monroe Partners LLC	Chicago	IL	●	●	●	●	●		●		●			75		
Western & Southern Financial Group	Cincinnati	OH												0		483
Western Digital Corp.	San Jose, CA	CA	●	●	●	●	●	●	●	●	●			100		217
Western Refining Inc.	El Paso	TX												0	0	349
Western Union Co., The	Englewood	CO	●	●	●			●						50	75	478
WestRock	Norcross	GA	●	●	●	●	●				●			75	70	190
Weyerhaeuser Co.	Seattle	WA	●	●	●	●	●	●	●	●	●			95	95	341
Whirlpool Corp.	Benton Harbor	MI	●	●	●	●	●	●	●	●	●			100	100	137
White & Case LLP	New York	NY	●	●	●	●	●	●	●	●	●			100	100	
Wiley Rein LLP	Washington	DC	●	●	●	●	●	●	●	●	●			100	100	
Williams Companies Inc.	Tulsa	OK	●	●	●	●			●	●				70		367
Williams Mullen	Richmond	VA	●	●	●	●	●	●	●	●	●			100	100	
Williams-Sonoma Inc.	San Francisco	CA	●	●	●		●	●	●	●	●			90		
Willis Towers Watson	Arlington	VA	●	●	●	●	●	●	●	●	●			100	100	
Willkie Farr & Gallagher LLP	New York	NY	●	●	●		●	●	●	●				85	95	
Wilmer Cutler Pickering Hale & Dorr LLP	Washington	DC	●	●	●	●	●	●	●	●	●			100	100	
Wilson Sonsini Goodrich & Rosati PC	Palo Alto	CA	●	●	●	●	●	●	●	●				95		
Windstream Corp.	Little Rock	AR	●	●										20		485
Winn-Dixie Stores Inc.	Jacksonville	FL	●		●					●				35		
Winston & Strawn LLP	Chicago	IL	●	●	●	●	●	●	●	●	●			100	100	
Wipro Ltd.	East Brunswick	NJ	●	●	●	●	●	●	●	●	●			95		
Womble Bond Dickinson (US) LLP	Winston-Salem	NC	●	●	●	●	●	●	●	●	●			100	100	
Workday Inc.	Pleasanton	CA	●	●	●	●	●	●	●	●	●			100	100	
World Fuel Services	Miami	FL	●	●										20		103
WPP Group USA	New York	NY	●	●	●		●	●	●	●				75	85	

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

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			1a	1b	2a	2b	2c	3a	3b	3c	3d	4				
Wyndham Destinations	Parsippany	NJ	●	●	●	●	●	●	●	●	●			100	100	461
Wyndham Hotels & Resorts Inc.	Parsippany	NJ	●	●	●	●	●	●	●	●	●			100	100	
Wynn Resorts Ltd.	Las Vegas	NV	●	●	●		●	●	●	●	●			90	100	548
Xcel Energy Inc.	Minneapolis	MN	●	●	●	●	●	●	●	●	●			100	100	256
Xerox Corp.	Norwalk	CT	●	●	●	●	●	●	●	●	●			100	100	162
XPO Logistics	Greenwich	CT	●	●										20		191
Xylem Inc.	Rye Brook	NY	●	●	●	●	●		●		●			75	65	611
Yelp Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●			100	100	
Young's Market Co.	Tustin	CA	●	●	●			●	●	●				75	85	
YRC Worldwide Inc.	Overland Park	KS	●											10		534
Yum China Holdings	Plano	TX	15											15		399
Yum! Brands Inc.	Louisville	KY	●	●	●				●	●	●			70		422
Zillow Group	Seattle	WA	●	●	●	●	●	●	●	●				95		
Zimmer Holdings Inc.	Warsaw	IN	●	●										20	20	352
ZS Associates Inc.	Evanston	IL	●	●	●	●	●	●	●	●	●			100		
Zurich North America	Schaumburg	IL	●	●	●	●	●		●	●				80		

## Appendix C

### Ratings by Industry, Descending Score

#### Corporate Equality Index Rating Criteria

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

#### Ratings in Gray

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

## CEI Rating Criteria

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- 1b** Prohibits discrimination based on gender identity for all operations (15 points)
- 2a** Equivalency in same- and different-sex spousal medical and soft benefits (10 points)
- 2b** Equivalency in same- and different-sex domestic partner medical and soft benefits (10 points / half credit for parity across some, but not all benefits)
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Ratings by Industry, Descending Score			Criterion											Rating			
			15 points		10 points		10 points		10 points		10 points		15 points		5 points		-25 points
Employer	Headquarters	Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4				
Digitas	Boston		MA	●	●	●	●	●	●	●	●	●	●		100	100	179
Fleishman-Hillard Inc.	St. Louis		MO	●	●	●	●	●	●	●	●	●	●		100	100	
Interpublic Group of Companies Inc.	New York		NY	●	●	●	●	●	●	●	●	●	●		100	100	
Leo Burnett Company Inc.	Chicago		IL	●	●	●	●	●	●	●	●	●	●		100	100	
MSLGROUP Americas	New York		NY	●	●	●	●	●	●	●	●	●	●		100	100	
Nielsen	New York City		NY	●	●	●	●	●	●	●	●	●	●		100	100	
Ogilvy Group Inc., The	New York		NY	●	●	●	●	●	●	●	●	●	●		100	100	
Omnicom Group	New York		NY	●	●	●	●	●	●	●	●	●	●		100	100	
Publicis Inc.	New York		NY	●	●	●	●	●	●	●	●	●	●		100	95	
Publicis Media	New York		NY	●	●	●	●	●	●	●	●	●	●		100	100	
Publicis Sapient	Boston		MA	●	●	●	●	●	●	●	●	●	●		100	100	
Quantcast Corp.	San Francisco		CA	●	●	●	●	●	●	●	●	●	●		100	80	
Re:Sources USA Inc.	Long Island City		NY	●	●	●	●	●	●	●	●	●	●		100	100	
Saatchi & Saatchi North America Inc.	New York		NY	●	●	●	●	●	●	●	●	●	●		100	100	
WE Communications	Bellevue		WA	●	●	●	●	●	●	●	●	●	●		100		
Publicis Healthcare Communications	New York		NY	●	●	●	●	●	●	●	●	●	●		95	100	
Daniel J. Edelman Inc.	New York		NY	●	●	●		●	●	●	●	●	●		90	100	
Alliance Data Systems Corp.	Plano		TX	●	●	●	●	●	●	●	●	●	●		85	100	
National CineMedia Inc.	Centennial		CO	●	●	●	●	●		●		●	●		75		
WPP Group USA	New York		NY	●	●	●		●	●	●	●				75	85	
Rosetta LLC	Hamilton		NJ	●	●	●				●					50		
Emmis Communications Corporation	Indianapolis		IN			●			●	●					30	40	
Starcom	Chicago		IL									●			5		
AEROSPACE AND DEFENSE																	
Airbus Americas Inc.	Herndon		VA	●	●	●	●	●	●	●	●	●	●		100		363
Harris Corp.	Melbourne		FL	●	●	●	●	●	●	●	●	●	●		100	100	
Lockheed Martin Corp.	Bethesda		MD	●	●	●	●	●	●	●	●	●	●		100	100	
Northrop Grumman Corp.	Falls Church		VA	●	●	●	●	●	●	●	●	●	●		100	100	114
Rolls-Royce North America (USA) Holdings Co.	Reston		VA	●	●	●	●	●	●	●	●	●	●		100	100	
Boeing Co.	Chicago		IL	●	●	●		●	●	●	●	●	●		90	100	24
Huntington Ingalls Industries	Newport News		VA	●	●	●	●	●	●	●	●	●	●		90	100	380

## Appendix C

## Ratings by Industry, Descending Score

### CEI Rating Criteria

- 1a** Prohibits discrimination based on sexual orientation for all operations (**15 points**)
- 1b** Prohibits discrimination based on gender identity for all operations (**15 points**)
- 2a** Equivalency in same- and different-sex spousal medical and soft benefits (**10 points**)
- 2b** Equivalency in same- and different-sex domestic partner medical and soft benefits (**10 points** / **half credit for inclusive coverage, but blanket exclusions for transition-related care remain in place**)
- 2c** Equal health coverage for transgender individuals without exclusion for medically necessary care (**10 points** / **half credit for inclusive coverage, but blanket exclusions for transition-related care remain in place**)
- 3a** Three LGBTQ internal training and education best practices (**10 points**)
- 3b** Employee group or diversity council (**10 points**)
- 3c** Three distinct efforts of outreach or engagement to broader LGBTQ community, and if supplier diversity program is in place, must include LGBTQ suppliers (**15 points**)
- 3d** Contractor/supplier non-discrimination standards and philanthropic giving guidelines (**5 points**)

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Employer	Headquarters Location	State	Criterion											Rating		
			15 points	15 points	10 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000
Raytheon Co.	Waltham	MA	●	●	●		●	●	●	●	●	●		90	100	116
BAE Systems Inc.	Arlington	VA	●	●	●		●	●	●	●	●	●		85	100	
Leidos Holdings	Reston	VA	●	●	●	●	●		●	●	●	●		85	100	381
Rockwell Collins Inc.	Cedar Rapids	IA	●	●	●		●	●	●	●	●	●		85	100	492
Spirit AeroSystems Inc.	Wichita	KS	●	●	●	●	●	●	●	●	●	●		85	85	393
General Dynamics Corp.	Falls Church	VA	●	●	●			●	●	●	●	●		75		90
Honeywell International Inc.	Morris Township	NJ	●	●				●	●	●	●	●		55		73
Virgin Orbit	Long Beach	CA	●	●	●	●								50		
Textron Inc.	Providence	RI	●		●							●		30		200
L-3 Communications Holdings	New York	NY	●	●										20		273
<b>AIRLINES</b>																
American Airlines	Fort Worth	TX	●	●	●	●	●	●	●	●	●	●		100	100	67
Southwest Airlines Co.	Dallas	TX	●	●	●	●	●	●	●	●	●	●		100	100	138
United Airlines	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100	
Alaska Airlines	Seattle	WA	●	●	●		●	●	●	●	●	●		90	100	438
JetBlue Airways Corp.	Long Island City	NY	●	●	●		●	●	●	●	●	●		90	100	403
Delta Air Lines Inc.	Atlanta	GA	●	●	●		●	●	●	●	●	●		85	100	71
Hawaiian Airlines Inc.	Honolulu	HI	●	●	●	●	●		●	●	●	●		85	85	819
SkyWest Airlines Inc.	St. George	UT	●	●	●			●	●	●	●	●		70		
Virgin America	Burlingame	CA	●	●	●		●	●	●					65		
AirTran Holdings Inc.	Orlando	FL			●									10		
<b>APPAREL, FASHION, TEXTILES, DEPT. STORES</b>																
Abercrombie & Fitch Co.	New Albany	OH	●	●	●	●	●	●	●	●	●	●		100	100	675
Adidas North America Inc.	Portland	OR	●	●	●	●	●	●	●	●	●	●		100	100	
Levi Strauss & Co.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●		100	100	542
Nike Inc.	Beaverton	OR	●	●	●	●	●	●	●	●	●	●		100	100	88
PVH Corp.	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	335
Under Armour Inc.	Baltimore	MD	●	●	●	●	●	●	●	●	●	●		100	100	528
VF Corp.	Greensboro	NC	●	●	●	●	●	●	●	●	●	●		100	100	230
Warby Parker	New York	NY	●	●	●	●	●	●	●	●	●	●		100	95	
Tailored Brands Inc.	Houston	TX	●	●	●	●	●	●	●	●	●	●		95	95	667

## CEI Rating Criteria

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- 2a** Equivalency in same- and different-sex spousal medical and soft benefits (10 points)
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Hanesbrands Inc.	Winston-Salem	NC	●	●	●		●			●	●			75	90	432
Aéropostale Inc.	Lyndhurst	NJ	●	●	●	●	●	●	●		●	●		90	85	
Guess? Inc.	Los Angeles	CA	●	●	●		●	●	●	●	●	●		85		887
American Apparel LLC	Los Angeles	CA	●	●	●		●	●	●	●	●	●		80		
Burlington Store Inc.	Burlington	NJ	●	●	●	●	●	●	●	●				80		463
L.L. Bean Inc.	Freeport	ME	●	●					●					40		
<b>AUTOMOTIVE</b>																
General Motors Co.	Detroit	MI	●	●	●	●	●	●	●	●	●	●		100	100	8
Hyundai Motor America	Fountain Valley	CA	●	●	●	●	●	●	●	●	●	●		100	100	
Subaru of America Inc.	Cherry Hill	NJ	●	●	●	●	●	●	●	●	●	●		100	100	
Tesla Inc.	Palo Alto	CA	●	●	●	●	●	●	●	●	●	●		100	100	383
Toyota Motor North America Inc.	Plano	TX	●	●	●	●	●	●	●	●	●	●		100	100	
Ford Motor Co.	Dearborn	MI	●	●	●		●	●	●	●	●	●		90	100	10
Harley-Davidson Inc.	Milwaukee	WI	●	●	●		●	●	●	●	●	●		90		435
Goodyear Tire & Rubber Co.	Akron	OH	●	●	●		●	●	●	●	●	●		90	90	184
Lear Corp.	Southfield	MI	●	●	●		●	●	●	●	●	●		90		151
Nissan North America Inc.	Franklin	TN	●	●	●		●	●	●	●	●	●		90	100	
Volkswagen Group of America Inc.	Herndon	VA	●	●	●		●	●	●	●	●	●		90	95	
Robert Bosch Corp.	Farmington Hills	MI	●	●	●	●	●			●	●	●		85	90	
Cooper Tire & Rubber Co.	Findlay	OH	●	●	●				●	●	●	●		75		743
Dana Inc.	Maumee	OH	●	●	●				●	●	●	●		75		447
Honda North America Inc.	Marysville	OH	●	●	●		●			●	●			75	85	
Visteon Corp.	Van Buren Township	MI	●	●	●		●	●	●	●	●	●		70		693
Group 1 Automotive	Houston	TX	●		●									25		261
Asbury Automotive Group	Duluth	GA	●	●										20		410
LKQ Corp.	Chicago	IL	●	●										20		304
Paccar Inc.	Bellevue	WA	●	●										20		164
Autoliv Inc.	Auburn Hills	MI	●											10	10	283
AutoNation Inc.	Fort Lauderdale	FL	●											10		129
BorgWarner Inc.	Auburn Hills	MI	●											10	30	305
Lithia Motors, Inc.	Medford	OR	●											10		318

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Ratings by Industry, Descending Score			Criterion											Rating		
			15 points		10 points			10 points				15 points		5 points	2019 CEI Rating	2018 CEI Rating
Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4				
Tenneco Inc.	Lake Forest	IL	🟡										10	10	322	
Genuine Parts Co.	Atlanta	GA													180	
Penske Automotive Group Inc.	Bloomfield Hills	MI												10	142	
Sonic Automotive Inc.	Charlotte	NC													287	
BANKING AND FINANCIAL SERVICES																
AllianceBernstein LP	New York	NY	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢		100	100		
Ally Financial Inc.	Detroit	MI	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢		100	100	286	
American Express Company	New York	NY	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢		100	100	86	
AQR Capital Management LLC	Greenwich	CT	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢		100			
Bank of New York Mellon Corp., The	New York	NY	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢		100	100	177	
Bank of the West	San Francisco	CA	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢		100	90		
Barclays	New York	NY	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢		100	100		
BlackRock	New York	NY	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢		100	100	255	
Blackstone Group LP, The	New York	NY	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢		100	85	503	
Bloomberg LP	New York	NY	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢		100	100		
BMO Bankcorp Inc.	Chicago	IL	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢		100	100		
BNP Paribas	New York	NY	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢		100	100		
Broadridge Financial Solutions Inc.	Lake Success	NY	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢		100	100	749	
Brown Brothers Harriman & Co.	New York	NY	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢		100	90		
Capital Group Companies Inc., The	Los Angeles	CA	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢		100	100		
Capital One Financial Corp.	McLean	VA	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢		100	100	100	
Carlyle Group LP, The	Washington	DC	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢		100	100	869	
Charles Schwab & Co. Inc.	San Francisco	CA	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢		100	100	357	
Citigroup Inc.	New York	NY	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢		100	100	30	
CME Group Inc.	Chicago	IL	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢		100	95	633	
Comerica Inc.	Dallas	TX	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢		100	100	736	
Compass Bancshares Inc. (BBVA Compass)	Birmingham	AL	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢		100	100		
Credit Suisse USA Inc.	New York	NY	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢		100	100		
Depository Trust & Clearing Corp., The	New York	NY	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢		100	95		
Deutsche Bank	New York	NY	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢		100	100		
Discover Financial Services	Riverwoods	IL	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢		100	100	277	

## CEI Rating Criteria

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

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Ratings by Industry, Descending Score			Criterion												Rating		
			15 points		10 points		10 points		10 points		15 points		5 points		-25 points	2019 CEI Rating	2018 CEI Rating
Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4					
E*TRADE Financial Corp.	New York	NY	●	●	●	●	●	●	●	●	●	●		100		930	
Eastern Bank Corp.	Boston	MA	●	●	●	●	●	●	●	●	●	●		100	100		
Edward Jones	St. Louis	MO	●	●	●	●	●	●	●	●	●	●		100	100	403	
Federal Home Loan Mortgage Corp. (Freddie Mac)	McLean	VA	●	●	●	●	●	●	●	●	●	●		100	100	39	
Federal National Mortgage Association (Fannie Mae)	Washington	DC	●	●	●	●	●	●	●	●	●	●		100	100	20	
Federal Reserve Bank of Boston	Boston	MA	●	●	●	●	●	●	●	●	●	●		100	100		
Federal Reserve Bank of Chicago	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100		
Federal Reserve Bank of Cleveland	Cleveland	OH	●	●	●	●	●	●	●	●	●	●		100	100		
Federal Reserve Bank of Minneapolis	Minneapolis	MN	●	●	●	●	●	●	●	●	●	●		100			
Federal Reserve Bank of New York	New York	NY	●	●	●	●	●	●	●	●	●	●		100	90		
Federal Reserve Bank of Philadelphia	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●		100	90		
Federal Reserve Bank of Richmond	Richmond	VA	●	●	●	●	●	●	●	●	●	●		100	100		
Federal Reserve Bank of San Francisco	San Francisco	CA	●	●	●	●	●	●	●	●	●	●		100	100		
Federal Reserve Bank of St Louis	Saint Louis	MO	●	●	●	●	●	●	●	●	●	●		100	100		
Fidelity National Information Services Inc.	Jacksonville	FL	●	●	●	●	●	●	●	●	●	●		100	100	301	
Fifth Third Bancorp	Cincinnati	OH	●	●	●	●	●	●	●	●	●	●		100	100	389	
Financial Industry Regulatory Authority Inc.	Washington	DC	●	●	●	●	●	●	●	●	●	●		100	100		
First American Financial Corp.	Santa Ana	CA	●	●	●	●	●	●	●	●	●	●		100	100	464	
First Data Corp.	Atlanta	GA	●	●	●	●	●	●	●	●	●	●		100	100	242	
Franklin Templeton Investments	San Mateo	CA	●	●	●	●	●	●	●	●	●	●		100	100	405	
Goldman Sachs Group Inc., The	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	78	
HSBC USA	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100		
Huntington Bancshares Inc.	Columbus	OH	●	●	●	●	●	●	●	●	●	●		100	100	610	
Janus Henderson Investors	London	England	●	●	●	●	●	●	●	●	●	●		100			
John Hancock Financial Services Inc.	Boston	MA	●	●	●	●	●	●	●	●	●	●		100	100		
JPMorgan Chase & Co.	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	21	
KeyBank	Cleveland	OH	●	●	●	●	●	●	●	●	●	●		100	100	479	
KKR & Co. LP	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	656	
Legg Mason Inc.	Baltimore	MD	●	●	●	●	●	●	●	●	●	●		100	95	783	
M&T Bank Corp.	Buffalo	NY	●	●	●	●	●	●	●	●	●	●		100	95	455	
Macquarie Group Ltd.	New York	NY	●	●	●	●	●	●	●	●	●	●		100	85		

## Appendix C

## Ratings by Industry, Descending Score

### CEI Rating Criteria

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

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Ratings by Industry, Descending Score			Criterion												Rating																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																												
			15 points		15 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points

## CEI Rating Criteria

- 1a** Prohibits discrimination based on sexual orientation for all operations (15 points)
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Employer	Headquarters Location	State	Criterion											Rating		
			15 points	15 points	10 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000
U.S. Bancorp	Minneapolis	MN	●	●	●	●	●	●	●	●	●	●		100	100	125
UBS AG	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	
United Services Automobile Association	San Antonio	TX	●	●	●	●	●	●	●	●	●	●		100	100	102
Vanguard Group Inc.	Malvern	PA	●	●	●	●	●	●	●	●	●	●		100	100	
Visa	Foster City	CA	●	●	●	●	●	●	●	●	●	●		100	100	187
Voya Financial	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	266
Wells Fargo & Co.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●		100	100	25
CIT Group Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●		95	20	550
Federal Reserve Bank of Atlanta	Atlanta	GA	●	●	●	●	●	●	●	●	●	●		95	100	
Nomura	New York	NY	●	●	●	●	●	●	●	●	●	●		95		
Ameriprise Financial Inc.	Minneapolis	MN	●	●	●		●	●	●	●	●	●		90	100	239
BB&T Corp.	Winston-Salem	NC	●	●	●		●	●	●	●	●	●		90	100	245
Citizens Financial Group	Providence	RI	●		●	●	●	●	●	●	●	●		90		451
Fidelity Investments	Boston	MA	●	●	●		●	●	●	●	●	●		90	95	
LPL Financial Holdings Inc.	Boston	MA	●	●	●	●	●	●	●	●	●	●		90	100	584
MB Financial Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●	●		90	95	
Raymond James Financial Inc.	St. Petersburg	FL	●	●	●	●		●	●	●	●	●		90	85	469
Global Payments Inc.	Atlanta	GA	●	●	●	●	●	●	●	●		●		85		669
Navient	Wilmington	DE	●	●	●		●	●	●	●	●	●		85	100	514
Regions Financial Corp.	Birmingham	AL	●	●	●	●	●	●	●	●	●	●		85	95	436
Pacific Life Insurance Co.	Newport Beach	CA	●	●	●	●	●	●	●	●	●	●		80	80	302
Bank of America Corp.	Charlotte	NC	●	●	●	●	●	●	●	●	●	●	●	75	75	26
First Horizon National Corp.	Memphis	TN	●	●	●		●	●	●	●	●	●		75		
Mercedes-Benz Financial Services USA LLC (MBFS)	Farmington Hills	MI	●	●	●			●	●	●	●	●		75		
Canadian Imperial Bank of Commerce	New York	NY	●	●		●		●	●	●	●	●		65		
Loews Corp.	New York	NY	●	●	●					●	●	●		55	75	213
SLM Corp. (Sallie Mae)	Newark	DE	●	●	●	●		●						55	45	
Aberdeen Asset Management Inc.	Philadelphia	PA	●	●	●				●					50	65	
CoreLogic	Santa Ana	CA	●	●	●			●	●					50		952
Western Union Co., The	Englewood	CO	●	●	●			●						50	75	478
Invesco Ltd.	Atlanta	GA	●	●	●		●							45	75	

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Employer	Headquarters Location	State	Criterion										Rating		
			15 points 1a	15 points 1b	10 points 2a	10 points 2b	10 points 2c	10 points 3a	10 points 3b	15 points 3c	5 points 3d	-25 points 4	2019 CEI Rating	2018 CEI Rating	Fortune 1000
Waddell & Reed Financial Inc.	Overland Park	KS	●	●	●		●						45	80	
Fidelity National Financial Corp.	Jacksonville	FL	●	●									20		293
Fiserv Inc.	Brookfield	WI	●	●									20	20	471
HRG Group	New York	NY	●										10		418
INTL FCSStone Inc.	New York	NY	●										10		189
A-Mark Precious Metals	Santa Monica	CA													395
Intercontinental Exchange	Atlanta	GA													437
Leucadia National Corporation	New York	NY													262
<b>CHEMICALS AND BIOTECHNOLOGY</b>															
BASF Corp.	Florham Park	NJ	●	●	●	●	●	●	●	●	●		100	100	
Celanese Corp.	Irving	TX	●	●	●	●	●	●	●	●	●		100	90	484
Dow Chemical Co., The	Midland	MI	●	●	●	●	●	●	●	●	●		100	100	62
E. I. du Pont de Nemours and Co. (DuPont)	Wilmington	DE	●	●	●	●	●	●	●	●	●		100	100	113
Ecolab Inc.	St. Paul	MN	●	●	●	●	●	●	●	●	●		100	100	211
Genentech Inc.	South San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	
International Flavors & Fragrances	New York	NY	●	●	●	●	●	●	●	●	●		100		711
Thermo Fisher Scientific Inc.	Waltham	MA	●	●	●	●	●	●	●	●	●		100	100	154
PPG Industries Inc.	Pittsburgh	PA	●	●	●		●	●	●	●	●		90	100	183
Sherwin-Williams Co., The	Cleveland	OH	●	●	●	●	●	●		●			80		236
Univar Inc.	Downers Grove	IL	●	●	●	●	●				●		60	20	338
Huntsman Corp.	The Woodlands	TX	●	●	●						●		45	70	289
Ashland Inc.	Covington	KY	●	●	●								40		516
The Chemours Company	Wilmington	DE			●		●		●				25		482
Airgas Inc.	Radnor	PA	●	●									20	10	489
Avery Dennison	Glendale	CA	●	●									20	20	430
Quintiles Transnational	Durham	NC	●	●									20		390
<b>COLLEGES AND UNIVERSITIES</b>															
University of Phoenix	Tempe	AZ	●	●	●	●	●	●	●	●	●		100	100	
<b>COMPUTER AND DATA SERVICES</b>															
Arrow Electronics	Centennial	CO	●	●	●	●	●	●	●	●	●		100	80	118
Citrix Systems Inc.	Fort Lauderdale	FL	●	●	●	●	●	●	●	●	●		100	100	661

## CEI Rating Criteria

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

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

Ratings by Industry, Descending Score			Criterion												Rating											
			15 points		15 points		10 points		10 points		10 points		10 points		10 points		15 points		5 points		-25 points		2019 CEI Rating	2018 CEI Rating	Fortune 1000	
Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	5	6	7	8	9	10	11	12	13	14				15
Dell Technologies Inc.	Round Rock	TX	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	
Dropbox Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	
Experian Americas	Costa Mesa	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	
FactSet Research Systems Inc.	Norwalk	CT	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	
LENOVO (UNITED STATES) INC.	Morrisville	NC	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	
NCR Corp.	Duluth	GA	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	
Rackspace	San Antonio	TX	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	
Tech Data Corp.	Clearwater	FL	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	
Western Digital Corp.	San Jose, CA	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	
Palo Alto Networks	Santa Clara	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	
HERE North America LLC	Chicago	IL	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	
Ingram Micro	Irvine	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	
Hewlett Packard Enterprise Co.	Palo Alto	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	
SRA International Inc.	Fairfax	VA	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	
Black Knight Inc.	Jacksonville	FL	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	
LexisNexis Group	New York	NY	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	
DXC Technology	McLean	VA	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	
Insight Enterprises Inc.	Tempe	AZ	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	
Computer Sciences Corp. (CSC)	Falls Church	VA	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	
Hortonworks Inc.	Santa Clara	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	
Imation Corp.	Oakdale	MN	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	
Cognizant Technology Solutions Corp.	Teaneck	NJ	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	
COMPUTER HARDWARE AND OFFICE EQUIPMENT																										
Apple Inc.	Cupertino	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	
CDW Corp.	Lincolnshire	IL	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	
Lexmark International Inc.	Lexington	KY	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	
Seagate Technology LLC	Cupertino	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	
Xerox Corp.	Norwalk	CT	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	
Ultimate Software	Weston	FL	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	
HP Inc.	Palo Alto	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	
NetApp Inc.	Sunnyvale	CA	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	

## CEI Rating Criteria

- 1a** Prohibits discrimination based on sexual orientation for all operations (15 points)
- 1b** Prohibits discrimination based on gender identity for all operations (15 points)
- 2a** Equivalency in same- and different-sex spousal medical and soft benefits (10 points)
- 2b** Equivalency in same- and different-sex domestic partner medical and soft benefits (10 points / half credit for inclusive coverage, but blanket exclusions for transition-related care remain in place)
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- 3b** Employee group or diversity council (10 points)
- 3c** Three distinct efforts of outreach or engagement to broader LGBTQ community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)
- 3d** Contractor/supplier non-discrimination standards and philanthropic giving guidelines (5 points)

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Ratings by Industry, Descending Score			Criterion											Rating					
			15 points		15 points		10 points		10 points		10 points		10 points		15 points		5 points		-25 points
Employer	Headquarters	Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4						
Avnet Inc.	Phoenix	AZ	●	●	●			●	●				●		65	80	108		
WESCO International Inc.	Pittsburgh	PA	●	●	●										40	60	373		
Anixter International Inc.	Glenview	IL	☾	☾											20		359		
Essendant Inc.	Deerfield	IL	☾												10		487		
Software House International	Somerset	NJ	☾												10				
COMPUTER SOFTWARE																			
Adobe Systems Inc.	San Jose	CA	●	●	●	●	●	●	●	●	●	●			100	100	443		
AthenaHealth Inc.	Watertown	MA	●	●	●	●	●	●	●	●	●	●			100	100			
Autodesk Inc.	San Rafael	CA	●	●	●	●	●	●	●	●	●	●			100	100	928		
Box Inc.	Redwood City	CA	●	●	●	●	●	●	●	●	●	●			100	80			
Electronic Arts Inc.	Redwood City	CA	●	●	●	●	●	●	●	●	●	●			100	100	556		
Intuit Inc.	Mountain View	CA	●	●	●	●	●	●	●	●	●	●			100	100	527		
Medallia Inc.	San Mateo	CA	●	●	●	●	●	●	●	●	●	●			100	100			
Medidata Solutions Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●			100				
Microsoft Corp.	Redmond	WA	●	●	●	●	●	●	●	●	●	●			100	100	28		
Nuance Communications	Burlington	MA	●	●	●	●	●	●	●	●	●	●			100	80	953		
Oracle Corp.	Redwood City	CA	●	●	●	●	●	●	●	●	●	●			100	100	81		
Pinterest Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●			100	95			
Salesforce	San Francisco	CA	●	●	●	●	●	●	●	●	●	●			100	100	326		
SAP America Inc.	Newtown Square	PA	●	●	●	●	●	●	●	●	●	●			100	100			
Symantec Corp.	Mountain View	CA	●	●	●	●	●	●	●	●	●	●			100	100	465		
Uber Technologies Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●			100	100			
VMware Inc.	Palo Alto	CA	●	●	●	●	●	●	●	●	●	●			100	100			
Workday Inc.	Pleasanton	CA	●	●	●	●	●	●	●	●	●	●			100	100			
Atlassian	San Francisco	CA	●	●	●	●	●	●	●	●	●				95				
Mozilla Corporation	Mountain View	CA	●	●	●	●	●	●	●	●	●				95				
New Relic Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●				95	95			
PROS	Houston	TX	●	●	●	●				●	●				75				
Cloudera Inc.	Palo Alto	CA	●	●	●			☾	●	●		●			70	100			
Instacart Inc.	San Francisco	CA	●	●	●			☾	●	●					65				
Avaya Inc.	Santa Clara	CA	●	●	●	●				●					60	70	621		

## CEI Rating Criteria

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Ratings by Industry, Descending Score			Criterion												Rating							
			15 points		15 points		10 points		10 points		10 points		10 points		10 points		15 points		5 points		-25 points	
Employer	Headquarters	Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4									
Veritas Technologies LLC	Mountain View	CA	●	●				●		●	●	●		60	90	663						
Pitney Bowes Inc.	Stamford	CT	●	●	●	●	●	●	●					55								
BMC Software Inc.	Houston	TX	●	●	●							●		45	70							
Convio Inc.	Austin	TX	●	●		●				●	●			45								
Software AG USA Inc.	Reston	VA	●	●	●					●				40								
Allscripts-Misys Healthcare Solutions Inc.	Chicago	IL	●	●										20	40							
CONSULTING AND BUSINESS SERVICES																						
A.T. Kearney Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100	240						
Accenture	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100							
ADP	Roseland	NJ	●	●	●	●	●	●	●	●	●	●		100	100							
AlixPartners LLP	New York	NY	●	●	●	●	●	●	●	●	●	●		100	85							
Aon Corp.	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100							
Bain & Co. Inc./ Bridgespan Group	Boston	MA	●	●	●	●	●	●	●	●	●	●		100	100							
Booz Allen Hamilton Inc.	McLean	VA	●	●	●	●	●	●	●	●	●	●		100	100	481						
Boston Consulting Group	Boston	MA	●	●	●	●	●	●	●	●	●	●		100	100							
Capgemini America, INC	Houston	TX	●	●	●	●	●	●	●	●	●	●		100	90							
Capital Markets Company NV, The	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100							
Deloitte LLP	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100							
Dun & Bradstreet Corp., The	Short Hills	NJ	●	●	●	●	●	●	●	●	●	●		100	100							
EAB	Washington	DC	●	●	●	●	●	●	●	●	●	●		100	100	821						
Ernst & Young LLP	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100							
Gartner Inc.	Stamford	CT	●	●	●	●	●	●	●	●	●	●		100	100							
Grant Thornton LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100							
Huron Consulting Group Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100							
IBM Corp.	Armonk	NY	●	●	●	●	●	●	●	●	●	●		100	100							
IHS Markit Ltd.	New York	NY	●	●	●	●	●	●	●	●	●	●		100	90	649						
Iron Mountain Inc.	Boston	MA	●	●	●	●	●	●	●	●	●	●		100	100							
Kelly Services Inc.	Troy	MI	●	●	●	●	●	●	●	●	●	●		100	100							
Korn/Ferry International	Los Angeles	CA	●	●	●	●	●	●	●	●	●	●		100								
KPMG LLP	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100							
ManpowerGroup	Milwaukee	WI	●	●	●	●	●	●	●	●	●	●		100	100							
																146						

## Appendix C

## Ratings by Industry, Descending Score

### CEI Rating Criteria

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

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Ratings by Industry, Descending Score			Criterion												Rating																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
			15 points		15 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points		10 points

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Employer	Headquarters Location	State	Criterion											Rating		
			15 points	15 points	10 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000
Duke Energy Corp.	Charlotte	NC	●	●	●	●	●	●	●	●	●	●		100	100	121
Edison International	Rosemead	CA	●	●	●	●	●	●	●	●	●	●		100	100	235
Exelon Corp.	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100	89
PG&E Corp.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●		100	100	157
Portland General Electric Co.	Portland	OR	●	●	●	●	●	●	●	●	●	●		100	100	960
PPL Corp.	Allentown	PA	●	●	●	●	●	●	●	●	●	●		100	100	365
Sempra Energy	San Diego	CA	●	●	●	●	●	●	●	●	●	●		100	100	280
Southern Co.	Atlanta	GA	●	●	●	●	●	●	●	●	●	●		100	100	145
Xcel Energy Inc.	Minneapolis	MN	●	●	●	●	●	●	●	●	●	●		100	100	256
Consumers Energy	Jackson	MI	●	●	●		●	●	●	●	●	●		90	100	419
Public Service Enterprise Group	Newark	NJ	●	●	●		●	●	●	●	●	●		90	100	306
Southern California Edison Co.	Rosemead	CA	●	●	●	●	●	●	●	●	●	●		90	100	
American Electric Power Co. Inc.	Columbus	OH	●	●	●		●	●	●	●	●	●		85	100	167
Battelle Energy Alliance (Idaho National Laboratory)	Idaho Falls	ID	●	●	●	●	●	●	●	●	●	●		90		
DTE Energy Co.	Detroit	MI	●	●	●		●	●	●	●	●	●		85	85	272
Entergy Corp.	New Orleans	LA	●	●	●		●	●	●	●	●	●		85	100	263
Great River Energy	Maple Grove	MN	●	●	●	●	●		●	●	●	●		85		
National Grid USA	Waltham	MA	●	●	●		●	●	●	●	●	●		85	100	
Eversource Energy	Springfield	MA	●	●	●		●		●	●	●	●		75		358
Pinnacle West Capital	Phoenix	AZ	●	●	●		●		●	●	●	●		70		651
Sunrun Inc.	San Francisco	CA	●	●	●	●		●	●	●				70		
Williams Companies Inc.	Tulsa	OK	●	●	●	●			●	●	●			70		367
Chesapeake Energy Corp.	Oklahoma City	OK	●	●	●		●	●	●	●				65	80	343
Consolidated Edison Co.	New York	NY	●	●	●		●	●	●					65	95	234
Constellation Energy Group Inc.	Baltimore	MD	●	●	●			●	●					60		
Laclede Group Inc., The	St. Louis	MO	●	●	●	●					●			60	65	
NextEra Energy Inc.	Juno Beach	FL	●	●	●			●	●					50		170
PNM Resources Inc.	Albuquerque	NM	●	●	●							●		45	70	
SunPower Corp.	San Jose	CA	●	●	●		●							45		
NRG Energy Inc.	Princeton	NJ	●	●				●						40	65	229
WEC Energy Group	Milwaukee	WI	●	●						●				40	55	368

## Appendix C

### CEI Rating Criteria

- 1a** Prohibits discrimination based on sexual orientation for all operations **(15 points)**
- 1b** Prohibits discrimination based on gender identity for all operations **(15 points)**
- 2a** Equivalency in same- and different-sex spousal medical and soft benefits **(10 points)**
- 2b** Equivalency in same- and different-sex domestic partner medical and soft benefits **(10 points / half credit for inclusive coverage, but blanket exclusions for transition-related care remain in place)**
- 2c** Equal health coverage for transgender individuals without exclusion for medically necessary care **(10 points / half credit for inclusive coverage, but blanket exclusions for transition-related care remain in place)**
- 3a** Three LGBTQ internal training and education best practices **(10 points)**
- 3b** Employee group or diversity council **(10 points)**
- 3c** Three distinct efforts of outreach or engagement to broader LGBTQ community, and if supplier diversity program is in place, must include LGBTQ suppliers **(15 points)**
- 3d** Contractor/supplier non-discrimination standards and philanthropic giving guidelines **(5 points)**

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## Ratings by Industry, Descending Score

Employer	Headquarters Location	State	Criterion										Rating		
			15 points 1a	15 points 1b	10 points 2a	10 points 2b	10 points 2c	10 points 3a	10 points 3b	15 points 3c	5 points 3d	4	2019 CEI Rating	2018 CEI Rating	Fortune 1000
Calpine Corp.	Houston	TX	●			●							20		400
CenterPoint Energy Inc.	Houston	TX	●	●									20	10	362
Energy Transfer Equity L.P.	Dallas	TX	●	●									20		79
FirstEnergy Corp.	Akron	OH	●	●									20	10	196
UGI Corp.	King of Prussia	PA	●	●									20		457
Vistra Energy	Dallas	TX	●	●									20		499
Severn Trent Services Inc.	Fort Washington	PA				●				●			15	15	
Global Partners	Waltham	MA	●										10		334
AES Corp., The	Arlington	VA												40	194
Targa Resources Corp.	Houston	TX													402
<b>ENGINEERING AND CONSTRUCTION</b>															
AECOM	Los Angeles	CA	●	●	●	●	●	●	●	●	●		100	100	161
Black & Veatch Holding Inc.	Overland Park	KS	●	●	●	●	●	●	●	●	●		100	85	
Jacobs Engineering Group Inc.	Pasadena	CA	●	●	●	●	●	●	●	●	●		100		259
Perkins + Will Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●		100		
Turner Construction Co.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Arup USA Inc	New York	NY	●	●	●		●	●	●	●	●		90	90	
CH2M HILL Companies Ltd.	Englewood	CO	●	●	●			●	●	●	●		80	90	494
Hilti Inc.	Plano	TX	●		●	●	●		●	●			65		
Fluor Corp.	Irving	TX	●	●	●			●	●				60	80	149
United Rentals Inc.	Stamford	CT	●	●	●	●							50	45	452
KB Home	Los Angeles	CA	●	●		●				●			35		634
DR Horton Inc.	Fort Worth	TX	●	●									20	10	232
Lennar Corp.	Miami	FL	●	●									20		260
Toll Brothers Inc.	Horsham	PA	●	●									20		497
Ryland Group Inc., The	Calabasas	CA	●							●			15		
EMCOR Group Inc.	Norwalk	CT	●										10	20	360
Peter Kiewit Sons' Inc.	Omaha	NE	●										10		324
PulteGroup Inc.	Atlanta	GA	●										10		353
Quanta Services	Houston	TX	●										10		355
CalAtlantic Group	Arlington	VA													415

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			15 points 1a	15 points 1b	10 points 2a	10 points 2b	10 points 2c	10 points 3a	10 points 3b	15 points 3c	5 points 3d	4	2019 CEI Rating	2018 CEI Rating	Fortune 1000
NVR Inc.	Reston	VA													446
<b>ENTERTAINMENT AND ELECTRONIC MEDIA</b>															
Activision Blizzard	Santa Monica	CA	●	●	●	●	●	●	●	●	●		100		406
AMC Entertainment Inc.	Leawood	KS	●	●	●	●	●	●	●	●	●		100	100	
Anschutz Entertainment Group, Inc.	Los Angeles	CA	●	●	●	●	●	●	●	●	●		100		
Buzzfeed	New York	NY	●	●	●	●	●	●	●	●	●		100		
CBS Corp.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	193
Cox Enterprises Inc.	Atlanta	GA	●	●	●	●	●	●	●	●	●		100	90	
Fox Corporation	New York	NY	●	●	●	●	●	●	●	●	●		100		101
Lions Gate Entertainment Corp.	Santa Monica	CA	●	●	●	●	●	●	●	●	●		100		
Live Nation Entertainment Inc.	Beverly Hills	CA	●	●	●	●	●	●	●	●	●		100	100	330
Netflix Inc.	Los Gatos	CA	●	●	●	●	●	●	●	●	●		100	100	314
SIRIUS XM Radio Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Sony Corporation of America	New York	NY	●	●	●	●	●	●	●	●	●		100	100	
Sony Pictures Entertainment Inc.	Culver City	CA	●	●	●	●	●	●	●	●	●		100	100	
TEGNA Inc.	McLean	VA	●	●	●	●	●	●	●	●	●		100	100	671
Univision Communications Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	724
Viacom Inc.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	224
Vox Media Inc.	Washington	DC	●	●	●	●	●	●	●	●	●		100	95	
Walt Disney Co., The	Burbank	CA	●	●	●	●	●	●	●	●	●		100	100	52
Warner Media	New York	NY	●	●	●	●	●	●	●	●	●		100	100	95
Comcast NBCUniversal	Philadelphia	PA	●	●	●		●	●	●	●	●		90	100	31
Informa PLC	London	England	●	●	●	●	●		●	●	●		90		
Pandora Media Inc.	Oakland	CA	●	●	●		●	●	●	●	●		80		
Sony Computer Entertainment America LLC	Foster City	CA	●	●	●		●	●	●				65		
iHeartMedia Inc.	San Antonio	TX	●	●			●	●	●	●			60		426
Regal Entertainment Group	Knoxville	TN	●	●	●			●	●				60	85	696
Corbis Corp.	Seattle	WA	●	●		●				●			35		
Discovery Communications Inc.	Silver Spring	MD	●	●									20		412
<b>FOOD, BEVERAGES AND GROCERIES</b>															
Anheuser-Busch Companies Inc.	St. Louis	MO	●	●	●	●	●	●	●	●	●		100		

## CEI Rating Criteria

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

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

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

**2b** Equivalency in same- and different-sex domestic partner medical and soft benefits (10 points / half credit for parity across some, but not all benefits)

**2c** Equal health coverage for transgender individuals without exclusion for medically necessary care (10 points / half credit for inclusive coverage, but blanket exclusions for transition-related care remain in place)

**3a** Three LGBTQ internal training and education best practices (10 points)

**3b** Employee group or diversity council (10 points)

**3c** Three distinct efforts of outreach or engagement to broader LGBTQ community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)

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

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Ratings by Industry, Descending Score			Criterion											Rating			
			15 points		10 points		10 points		10 points		10 points		15 points		5 points		-25 points
Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4					
Aramark Corp.	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●		100	100	192	
Barilla America Inc.	Northbrook	IL	●	●	●	●	●	●	●	●	●	●		100	100		
Brown-Forman Corp.	Louisville	KY	●	●	●	●	●	●	●	●	●	●		100	100	713	
Burger King Corp.	Miami	FL	●	●	●	●	●	●	●	●	●	●		100	95		
Campbell Soup Co.	Camden	NJ	●	●	●	●	●	●	●	●	●	●		100	100	339	
Cargill Inc.	Wayzata	MN	●	●	●	●	●	●	●	●	●	●		100	100		
Chobani	Norwich	NY	●	●	●	●	●	●	●	●	●	●		100			
Coca-Cola Co., The	Atlanta	GA	●	●	●	●	●	●	●	●	●	●		100	100	64	
Conagra Brands Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100	197	
Danone North America	White Plains	NY	●	●	●	●	●	●	●	●	●	●		100			
Dunkin' Brands Group Inc.	Canton	MA	●	●	●	●	●	●	●	●	●	●		100	90		
E&J Gallo Winery	Modesto	CA	●	●	●	●	●	●	●	●	●	●		100	100		
General Mills Inc.	Minneapolis	MN	●	●	●	●	●	●	●	●	●	●		100	100	165	
Hannaford Supermarkets	Scarborough	ME	●	●	●	●	●	●	●	●	●	●		100			
Hershey Co., The	Hershey	PA	●	●	●	●	●	●	●	●	●	●		100	100	369	
Kellogg Co.	Battle Creek	MI	●	●	●	●	●	●	●	●	●	●		100	100	216	
Kraft Heinz Company, The	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	90	106	
Kroger Co., The	Cincinnati	OH	●	●	●	●	●	●	●	●	●	●		100	95	18	
McDonald's Corp.	Oak Brook	IL	●	●	●	●	●	●	●	●	●	●		100	100	112	
MillerCoors LLC	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100		
Nestlé USA Inc.	Glendale	CA	●	●	●	●	●	●	●	●	●	●		100	95		
PepsiCo Inc.	Purchase	NY	●	●	●	●	●	●	●	●	●	●		100	100	44	
Shake Shack Inc	New York	NY	●	●	●	●	●	●	●	●	●	●		100			
Sodexo Inc.	Gaithersburg	MD	●	●	●	●	●	●	●	●	●	●		100	100		
Ben & Jerry's Homemade Inc.	South Burlington	VT	●	●	●	●	●	●	●	●	●	●		95	100		
Hormel Foods Corp.	Austin	MN	●	●	●	●	●	●	●	●	●	●		95	100	295	
Nestle Waters North America Inc.	Stamford	CT	●	●	●	●	●	●	●	●	●	●		95			
Darden Restaurants Inc.	Orlando	FL	●	●	●		●	●	●	●	●	●		90		385	
Denny's Corp.	Spartanburg	SC	●	●	●	●			●	●	●	●		90	75		
Mars Inc.	Mt. Olive	NJ	●	●	●	●	●		●	●	●	●		90	90		
McCormick & Company Inc.	Sparks	MD	●	●	●		●	●	●	●	●	●		90	75	553	

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- 2a** Equivalency in same- and different-sex spousal medical and soft benefits (10 points)
- 2b** Equivalency in same- and different-sex domestic partner medical and soft benefits (10 points / half credit for parity across some, but not all benefits)
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Employer	Headquarters Location	State	Criterion										4	Rating		
			15 points	15 points	10 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points		2019 CEI Rating	2018 CEI Rating	Fortune 1000
Ocean Spray Cranberries Inc.	Lakeville-Middleboro	MA	●	●	●	●	●			●	●	●		90	90	
Panera Bread Co.	St. Louis	MO	●	●	●		●	●	●	●	●	●		90		760
Tyson Foods Inc.	Springdale	AR	●	●	●		●	●	●	●	●	●		90	100	82
C&S Wholesale Grocers Inc.	Keene	NH	●	●	●	●			●		●	●		80	30	
Compass Group USA Inc.	Charlotte	NC	●	●	●				●	●	●	●		80	80	
Cracker Barrel Old Country Store Inc.	Lebanon	TN	●	●	●				●	●	●	●		80	60	747
Hain Celestial Group Inc., The	Lake Success	NY	●	●	●		●	●	●	●	●	●		80	100	
Keurig Green Mountain	Waterbury	VT	●	●	●	●	●		●		●	●		80	95	
Land O'Lakes Inc.	Arden Hills	MN	●	●	●		●	●	●	●	●	●		80	100	209
Mondelez International Inc.	East Hanover	NJ	●	●	●		●	●	●	●	●	●		80		109
SpartanNash	Grand Rapids	MI	●	●	●		●	●		●	●	●		80	75	350
Wendy's Co., The	Dublin	OH	●	●	●		●		●	●	●	●		80	80	
Bob Evans Farms Inc.	New Albany	OH	●	●	●				●	●	●	●		75		
Young's Market Co.	Tustin	CA	●	●	●				●	●	●			75	85	
Chipotle Mexican Grill Inc.	Denver	CO	●	●	●	●					●	●		70	60	599
Yum! Brands Inc.	Louisville	KY	●	●	●					●	●	●		70		422
Brinker International Inc.	Dallas	TX	●	●	●	●	●			●				65		684
SYSCO Corp.	Houston	TX	●	●	●		●	●						65	90	57
Giant Eagle Inc.	Pittsburgh	PA	●	●	●				●	●				60	85	
Supervalu Inc.	Eden Prairie	MN	●	●	●		●			●	●			60	75	158
Caribou Coffee Company Inc.	Minneapolis	MN	●	●	●						●	●		55		
J. M. Smucker Co.	Orrville	OH	●	●	●		●		●					55	90	346
Bloomin' Brands Inc.	Tampa	FL	●	●	●				●					50		568
Domino's Pizza Inc.	Ann Arbor	MI	●	●	●				●					50	80	815
Dr Pepper Snapple Group Inc.	Plano	TX	●	●	●							●		45	65	416
US Foods Inc.	Rosemont	IL	●	●	●		●							45		124
Winn-Dixie Stores Inc.	Jacksonville	FL	●		●					●				35		
H.E. Butt Grocery Co.	San Antonio	TX	●			●				●				30		
Palm Management Corp.	Washington	DC	●						●		●			30		
Sanderson Farms Inc.	Laurel	MS	●	●										30		758
Gastronomy Inc.	Salt Lake City	UT	●	●							●			25		

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			15 points		10 points		10 points		10 points		10 points		15 points		5 points		-25 points
Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4					
CHS Inc.	Inver Grove Heights	MN	🟡	🟡									20	10	93		
Dean Foods Co.	Dallas	TX	🟢	🟢									20		351		
Ingredion Inc.	Westchester	IL													456		
Performance Food Group Co.	Richmond	VA	🟡	🟡									20		171		
Seaboard Corp.	Shawnee Mission	KS	🟡	🟡									20		486		
TreeHouse Foods Inc.	Oak Brook	IL	🟡	🟡									20		427		
United Natural Foods Inc.	Providence	RI	🟡	🟡									20		325		
Yum China Holdings	Plano	TX	🟠										15		399		
Core-Mark Holding Company Inc.	South San Francisco	CA	🟡										10		247		
Albertsons Companies Inc.	Boise	ID													49		
Dole Food Co. Inc.	Westlake Village	CA															
Publix Super Markets Inc.	Lakeland	FL													85		
FOREST AND PAPER PRODUCTS																	
Weyerhaeuser Co.	Seattle	WA	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢			95	95	341		
International Paper Co.	Memphis	TN				🟢			🟢				20		133		
Veritiv	Atlanta	GA	🟡	🟡									20	20	331		
HEALTHCARE																	
Aetna Inc.	Hartford	CT	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢		100	100	43		
AmerisourceBergen Corp.	Chesterbrook	PA	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢		100	100	11		
Baxter International Inc.	Deerfield	IL	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢		100	100	281		
Blue Shield of California	San Francisco	CA	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢		100	100			
Boston Scientific Corp.	Marlborough	MA	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢		100	100	327		
Cardinal Health Inc.	Dublin	OH	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢		100	100	15		
Cerner Corp.	North Kansas City	MO	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢		100	90	530		
CIGNA Corp.	Bloomfield	CT	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢		100	100	70		
Express Scripts Holding Company	St. Louis	MO	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢		100	100	22		
Harvard Pilgrim Health Care Inc.	Wellesley	MA	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢		100	100			
Henry Schein Inc.	Melville	NY	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢		100	100	243		
Humana Inc.	Louisville	KY	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢		100	100	53		
Kaiser Permanente	Oakland	CA	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢		100	100			
Laboratory Corporation of America Holdings	Burlington	NC	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢		100	100	290		

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

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Employer	Headquarters Location	State	Criterion											Rating		
			15 points	15 points	10 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000
McKesson Corp.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●		100	100	5
Quest Diagnostics Inc.	Lyndhurst	NJ	●	●	●	●	●	●	●	●	●	●		100	100	366
UnitedHealth Group Inc.	Minnetonka	MN	●	●	●	●	●	●	●	●	●	●		100	95	6
UPMC Health Plan	Pittsburgh	PA	●	●	●	●	●	●	●	●	●	●		100		195
WellCare Health Plans Inc.	Tampa	FL	●	●	●	●	●	●	●	●	●	●		100		
Centene Corp.	St. Louis	MO	●	●	●	●	●	●	●	●	●	●		95	100	66
Siemens Healthineers	Malvern	PA	●	●	●	●	●	●	●	●	●	●		95		
Washington Permanente Medical Group	Renton	WA	●	●	●	●	●	●	●	●	●	●		95	100	
Abbott Laboratories	Abbott Park	IL	●	●	●	●	●	●	●	●	●	●		90	95	135
AMN Healthcare Services, Inc.	San Diego	CA	●	●	●	●		●	●	●	●	●		90	95	
Blue Cross Blue Shield of Minnesota	Eagan	MN	●	●	●		●	●	●	●	●	●		90	100	
CVS Health Corp.	Woonsocket	RI	●	●	●		●	●	●	●	●	●		90	100	7
Highmark Inc.	Pittsburgh	PA	●	●	●	●	●	●	●	●	●	●		90		
North Memorial Health	Robbinsdale	MN	●	●	●		●	●	●	●	●	●		90		
Agilent Technologies Inc.	Santa Clara	CA	●	●	●	●	●	●	●	●		●		85	85	576
Blue Cross Blue Shield of Florida Inc.	Jacksonville	FL	●	●	●		●	●	●	●	●	●		85	100	
Group Health Cooperative	Seattle	WA	●	●	●		●	●	●	●	●	●		80		
Nestle Health Science	Bridgewater	NJ	●	●	●	●	●	●	●	●				80		
TENET Healthcare Corporation	Dallas	TX	●	●	●	●	●				●	●		80	80	134
Royal Phillips	Andover	MA	●	●	●	●	●	●	●	●				75		
HCA - Hospital Corporation of America	Nashville	TN	●	●	●		●	●		●	●			70	90	63
Kindred Healthcare	Louisville	KY	●	●			●	●	●	●	●	●		70	100	376
Change Healthcare	Alpharetta	GA	●	●	●		●			●		●		65		
DaVita Inc.	Denver	CO	●	●	●	●	●			●				65	85	181
Owens & Minor Inc.	Mechanicsville	VA	●	●	●				●	●				60		288
Blue Cross Blue Shield of North Carolina	Durham	NC	●	●	●		●	●	●	●	●	●	●	55	75	
Vision Service Plan	Rancho Cordova	CA	●	●		●				●	●	●		45		
Health Net Inc.	Woodland Hills	CA	●	●	●				●					40		
Molina Healthcare Inc.	Long Beach	CA	●	●	●									40		156
Patterson Companies (Patterson Dental Supply)	St. Paul	MN	●	●	●									40	60	466
Austin Radiological Assn.	Austin	TX	●	●		●								30	40	

## CEI Rating Criteria

- 1a** Prohibits discrimination based on sexual orientation for all operations (15 points)
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- 2a** Equivalency in same- and different-sex spousal medical and soft benefits (10 points)
- 2b** Equivalency in same- and different-sex domestic partner medical and soft benefits (10 points / half credit for parity across some, but not all benefits)
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## Ratings by Industry, Descending Score

Employer	Headquarters Location	State	Criterion										Rating		
			15 points 1a	15 points 1b	10 points 2a	10 points 2b	10 points 2c	10 points 3a	10 points 3b	15 points 3c	5 points 3d	-25 points 4	2019 CEI Rating	2018 CEI Rating	Fortune 1000
Community Health Systems, Inc.	Franklin	TN	●	●									20		130
LifePoint Health	Brentwood	TN	●										10		374
Universal Health Services, Inc.	King of Prussia	PA	●										10		276
HEALTHCARE MEDICAL FACILITIES															
Pacific Medical Centers	Seattle	WA	●		●			●					35		
Genesis HealthCare Corp.	Kennett Square	PA	●	●									20	10	454
HIGH-TECH/PHOTO/SCIENCE EQUIP.															
Advanced Micro Devices Inc.	Sunnyvale	CA	●	●	●	●	●	●	●	●	●		100	100	565
Applied Materials Inc.	Santa Clara	CA	●	●	●	●	●	●	●	●	●		100	90	265
Becton, Dickinson and Co.	Franklin Lakes	NJ	●	●	●	●	●	●	●	●	●		100	100	225
Eastman Kodak Co.	Rochester	NY	●	●	●	●	●	●	●	●	●		100	100	
Emerson Electric Co.	St. Louis	MO	●	●	●	●	●	●	●	●	●		100	100	139
Intel Corp.	Santa Clara	CA	●	●	●	●	●	●	●	●	●		100	100	47
NVIDIA Corp.	Santa Clara	CA	●	●	●	●	●	●	●	●	●		100	100	387
RingCentral Inc.	Belmont	CA	●	●	●	●	●	●	●	●	●		100		
Texas Instruments Inc.	Dallas	TX	●	●	●	●	●	●	●	●	●		100	100	206
SYNNEX Corp.	Fremont	CA	●	●	●	●	●	●	●	●	●		95	80	198
Medtronic PLC	Minneapolis	MN	●	●	●		●	●	●	●	●		90	100	
St. Jude Medical Inc.	St. Paul	MN	●	●	●		●	●	●				65		434
ITT Corp.	White Plains	NY	●						●	●			25	45	830
Amphenol Corp.	Wallingford	CT	●	●									20	10	424
Graybar Electric Company Inc.	St. Louis	MO	●	●									20		420
KLA-Tencor Corp.	Milpitas	CA	●		●								20		733
Micron Technology Inc.	Boise	ID	●	●									20		226
Parker Hannifin Corp.	Cleveland	OH	●	●									20		251
Terex Corp.	Westport	CT	●	●									20		445
Zimmer Holdings Inc.	Warsaw	IN	●	●									20	20	352
ADT	Boca Raton	FL	●										10		
Agco	Duluth	GA	●										10		370
Dover Corp.	Downers Grove	IL	●										10		392
Harman International Industries Inc.	Stamford	CT													386

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			15 points 1a	15 points 1b	10 points 2a	10 points 2b	10 points 2c	10 points 3a	10 points 3b	15 points 3c	5 points 3d	4	2019 CEI Rating	2018 CEI Rating	Fortune 1000
Sanmina-SCI	San Jose	CA													414
HOME FURNISHING															
Mitchell Gold + Bob Williams	Taylorsville	NC	●	●	●	●	●	●	●	●	●		100	100	
Ethan Allen Interiors	Danbury	CT	●	●	●	●		●			●		65		
HOTELS, RESORTS AND CASINOS															
Caesars Entertainment Corp.	Las Vegas	NV	●	●	●	●	●	●	●	●	●		100	100	541
Choice Hotels International Inc.	Rockville	MD	●	●	●	●	●	●	●	●	●		100	100	
Cosmopolitan of Las Vegas, The	Las Vegas	NV	●	●	●	●	●	●	●	●	●		100	100	
Hilton Inc.	McLean	VA	●	●	●	●	●	●	●	●	●		100	100	241
Hyatt Hotels Corp.	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100	552
InterContinental Hotels Group Americas	Atlanta	GA	●	●	●	●	●	●	●	●	●		100	100	
Kimpton Hotel & Restaurant Group LLC	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100	
Marriott International Inc.	Bethesda	MD	●	●	●	●	●	●	●	●	●		100	100	163
MGM Resorts International	Las Vegas	NV	●	●	●	●	●	●	●	●	●		100	95	297
Quaintance-Weaver Management, LLC	Greensboro	NC	●	●	●	●	●	●	●	●	●		100		
Wyndham Destinations	Parsippany	NJ	●	●	●	●	●	●	●	●	●		100	100	461
Wyndham Hotels & Resorts Inc.	Parsippany	NJ	●	●	●	●	●	●	●	●	●		100	100	
Wynn Resorts Ltd.	Las Vegas	NV	●	●	●		●	●	●	●	●		90	100	548
Host Hotels & Resorts Inc.	Bethesda	MD	●	●	●	●	●			●	●		80	75	472
Tropicana Las Vegas, The	Las Vegas	NV	●	●	●			●	●				60		
Northfield Park Associates, LLC	Northfield	OH	●	●	●		●			●			55		
Sbe	Los Angeles	CA	●	●	●			●					50		
Las Vegas Sands Corp.	Las Vegas	NV	●	●									20		249
INSURANCE															
AIG	New York	NY	●	●	●	●	●	●	●	●	●		100	100	55
Allianz Life Insurance Co. of North America	Minneapolis	MN	●	●	●	●	●	●	●	●	●		100	100	
American Family Mutual Insurance Company, S.I	Madison	WI	●	●	●	●	●	●	●	●	●		100	100	315
Anthem Inc.	Indianapolis	IN	●	●	●	●	●	●	●	●	●		100	100	29
Assurant	New York	NY	●	●	●	●	●	●	●	●	●		100	95	361
Asurion LLC	Nashville	TN	●	●	●	●	●	●	●	●	●		100		
AXA	New York	NY	●	●	●	●	●	●	●	●	●		100	100	

## CEI Rating Criteria

- 1a** Prohibits discrimination based on sexual orientation for all operations (15 points)
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Ratings by Industry, Descending Score			Criterion												Rating																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																												
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## CEI Rating Criteria

- 1a** Prohibits discrimination based on sexual orientation for all operations (15 points)
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Ratings by Industry, Descending Score			Criterion												Rating					
			15 points		10 points		10 points		10 points		10 points		15 points		5 points		-25 points		2019 CEI Rating	2018 CEI Rating
Employer	Headquarters	Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4							
Oscar Insurance Corporation	New York		NY	●	●	●	●	●	●	●	●				95					
CareFirst Inc.	Baltimore		MD	●	●	●		●	●	●	●	●			90	100				
Excellus Health Plan Inc.	Rochester		NY	●	●	●		●	●	●	●	●			90	100				
Mutual of Omaha Insurance	Omaha		NE	●	●	●		●	●	●	●	●			90	95	342			
Blue Cross Blue Shield of Michigan	Detroit		MI	●	●	●		●	●	●	●				85	95				
Aflac Inc.	Columbus		GA	●	●	●	●	●	●	●					80	85	126			
Erie Insurance Group	Erie		PA	●	●	●		●	●	●	●	●			80	100	382			
Progressive Corp., The	Mayfield Village		OH	●	●	●		●	●	●	●				80	90	120			
Reinsurance Group of America Inc.	Chesterfield		MO	●	●	●			●	●	●	●			80	85	246			
Thrivent Financial	Minneapolis		MN	●	●	●	●	●		●	●				80	80	316			
Zurich North America	Schaumburg		IL	●	●	●	●	●		●	●	●			80					
Esurance Inc.	San Francisco		CA	●	●	●			●	●	●	●			75	90				
The Auto Club Group	Dearborn		MI	●	●	●				●	●	●			60					
BMC HealthNet Plan	Boston		MA	●	●	●				●					50	70				
Selective Insurance Group	Branchville		NJ	●	●					●	●	●			35		865			
Alleghany Corp.	New York		NY	●	●										20		428			
American Financial Group	Cincinnati		OH	●	●										20		411			
AmTrust Financial Services	New York		NY	●	●										20		475			
Old Republic International	Chicago		IL	●	●										20		439			
W.R. Berkley	Greenwich		CT	●											10	10	354			
Auto-Owners Insurance Group	Lansing		MI														398			
Berkshire Hathaway	Omaha		NE	●	●										20	20	2			
Cincinnati Financial Corp.	Fairfield		OH														476			
Markel Corporation	Glen Allen		VA														460			
Western & Southern Financial Group	Cincinnati		OH														483			
INTERNET																				
Akamai Technologies Inc.	Cambridge		MA	●	●	●	●	●	●	●	●	●			100	100	851			
GODADDY Inc.	Scottsdale		AZ	●	●	●	●	●	●	●	●	●			100	90	980			
Indeed Inc.	Austin		TX	●	●	●	●	●	●	●	●	●			100	100				
LinkedIn	Sunnyvale		CA	●	●	●	●	●	●	●	●	●			100	100				
Twitter Inc.	San Francisco		CA	●	●	●	●	●	●	●	●	●			100	100	802			

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\* During the CEI survey cycle, the HRC Foundation became aware of an app distributed in Google's Play Store that supports the practice of so-called "conversion therapy." Sometimes known as "reparative therapy," so-called "conversion therapy" includes a range of dangerous and discredited practices that falsely claim to change a person's sexual orientation or gender identity or expression. Such practices have been rejected by every mainstream medical and mental health organization for decades. Minors are especially vulnerable, and conversion therapy can lead to depression, anxiety, drug use, homelessness, and suicide. Pending remedial steps by the company to address this app that can cause harm to the LGBTQ community, the CEI rating is suspended.

Ratings by Industry, Descending Score					Criterion										Rating		
Employer	Headquarters Location	State	15 points 1a	15 points 1b	10 points 2a	10 points 2b	10 points 2c	10 points 3a	10 points 3b	15 points 3c	5 points 3d	4	2019 CEI Rating	2018 CEI Rating	Fortune 1000		
Yelp Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100			
Zillow Group	Seattle	WA	●	●	●	●	●	●	●	●			95				
Squarespace	New York	NY	●	●	●	●	●	●	●	●			90				
INTERNET SERVICES AND RETAILING																	
Airbnb Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100			
eBay Inc.	San Jose	CA	●	●	●	●	●	●	●	●	●		100	100		310	
Facebook Inc.	Menlo Park	CA	●	●	●	●	●	●	●	●	●		100	100		98	
IAC/InterActiveCorp.	New York	NY	●	●	●	●	●	●	●	●	●		100	100	705		
PayPal Holdings Inc.	San Jose	CA	●	●	●	●	●	●	●	●	●		100	100	264		
TripAdvisor Inc.	Needham	MA	●	●	●	●	●	●	●	●	●		100	90			
WeddingWire Inc.	Chevy Chase	MD	●	●	●	●	●	●	●	●	●		100	100			
Snagajob.com Inc.	Glen Allen	VA	●	●	●	●	●		●	●			80	85			
Eventbrite Inc.	San Francisco	CA	●	●	●		●		●				55				
priceline.com LLC	Norwalk	CT	●	●	●		●	●					55	90	268		
Liberty Interactive Corp.	Englewood	CO													269		
Google Inc.*	Mountain View	CA	*	*	*	*	*	*	*	*	*			100	27		
LAW FIRMS																	
Akerman LLP	Miami	FL	●	●	●	●	●	●	●	●	●		100	100			
Akin, Gump, Strauss, Hauer & Feld LLP	Washington	DC	●	●	●	●	●	●	●	●	●		100	100			
Alston & Bird LLP	Atlanta	GA	●	●	●	●	●	●	●	●	●		100	100			
Arent Fox LLP	Washington	DC	●	●	●	●	●	●	●	●	●		100	100			
Armstrong Teasdale LLP	St. Louis	MO	●	●	●	●	●	●	●	●	●		100	100			
Arnold & Porter Kaye Scholer LLP	Washington	DC	●	●	●	●	●	●	●	●	●		100	100			
Baker & McKenzie LLP	Chicago	IL	●	●	●	●	●	●	●	●	●		100	100			
Ballard Spahr LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●		100	100			
Bass, Berry & Sims PLC	Nashville	TN	●	●	●	●	●	●	●	●	●		100	100			
Blank Rome LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●		100	100			
Boies Schiller Flexner LLP	New York	NY	●	●	●	●	●	●	●	●	●		100	100			
Brown Rudnick LLP	Boston	MA	●	●	●	●	●	●	●	●	●		100	100			
Bryan Cave Leighton Paisner LLP	St. Louis	MO	●	●	●	●	●	●	●	●	●		100	100			
Buchanan Ingersoll & Rooney PC	Pittsburgh	PA	●	●	●	●	●	●	●	●	●		100	95			

## CEI Rating Criteria

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

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Employer	Headquarters Location	State	Criterion											Rating		
			15 points	15 points	10 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000
1a	1b	2a	2b	2c	3a	3b	3c	3d	4							
Buckley LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●		100	100	
Cadwalader, Wickersham & Taft LLP	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	
Carlton Fields P.A.	Tampa	FL	●	●	●	●	●	●	●	●	●	●		100	100	
Chapman and Cutler LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100	
Choate, Hall & Stewart LLP	Boston	MA	●	●	●	●	●	●	●	●	●	●		100	100	
Cleary Gottlieb Steen & Hamilton LLP	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	
Covington & Burling LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●		100	100	
Crowell & Moring LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●		100	100	
Day Pitney LLP	Parsippany	NJ	●	●	●	●	●	●	●	●	●	●		100	100	
Dechert LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●		100	100	
Dentons US LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●		100	100	
Dickinson Wright PLLC	Detroit	MI	●	●	●	●	●	●	●	●	●	●		100	100	
DLA Piper	Baltimore	MD	●	●	●	●	●	●	●	●	●	●		100	100	
Dorsey & Whitney LLP	Minneapolis	MN	●	●	●	●	●	●	●	●	●	●		100	100	
Duane Morris LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●		100	100	
Dykema Gossett PLLC	Detroit	MI	●	●	●	●	●	●	●	●	●	●		100	100	
Eversheds Sutherland (US) LLP	Atlanta	GA	●	●	●	●	●	●	●	●	●	●		100	100	
Faegre Baker Daniels	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100	
Fenwick & West LLP	Mountain View	CA	●	●	●	●	●	●	●	●	●	●		100	100	
Finnegan, Henderson, Farabow, Garrett & Dunner LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●		100	100	
Fish & Richardson PC	Boston	MA	●	●	●	●	●	●	●	●	●	●		100	95	
Foley & Lardner LLP	Milwaukee	WI	●	●	●	●	●	●	●	●	●	●		100	100	
Foley Hoag LLP	Boston	MA	●	●	●	●	●	●	●	●	●	●		100	100	
Fox Rothschild LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●		100	85	
Fredrikson & Byron	Minneapolis	MN	●	●	●	●	●	●	●	●	●	●		100	100	
Fried, Frank, Harris, Shriver & Jacobson LLP	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	
Frost Brown Todd LLC	Cincinnati	OH	●	●	●	●	●	●	●	●	●	●		100	100	
Galloway, Johnson, Tompkins, Burr & Smith PLC	New Orleans	LA	●	●	●	●	●	●	●	●	●	●		100	90	
Goodwin Procter LLP	Boston	MA	●	●	●	●	●	●	●	●	●	●		100	100	
Gordon Rees Scully Mansukhani, LLP	San Francisco	CA	●	●	●	●	●	●	●	●	●	●		100	100	
Haynes and Boone LLP	Dallas	TX	●	●	●	●	●	●	●	●	●	●		100	95	

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

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Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4									
Hinshaw & Culbertson LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100						
Hogan Lovells US LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●		100	100						
Holland & Knight LLP	Brandon	FL	●	●	●	●	●	●	●	●	●	●		100							
Husch Blackwell LLP	St. Louis	MO	●	●	●	●	●	●	●	●	●	●		100	100						
Ice Miller LLP	Indianapolis	IN	●	●	●	●	●	●	●	●	●	●		100	85						
Jenner & Block LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100						
K&L Gates LLP	Pittsburgh	PA	●	●	●	●	●	●	●	●	●	●		100	100						
Katten Muchin Rosenman LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100						
Kelley Drye & Warren LLP	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100						
Kilpatrick Townsend & Stockton LLP	Atlanta	GA	●	●	●	●	●	●	●	●	●	●		100	100						
King & Spalding LLP	Atlanta	GA	●	●	●	●	●	●	●	●	●	●		100	100						
Kirkland & Ellis LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100						
Kutak Rock LLP	Omaha	NE	●	●	●	●	●	●	●	●	●	●		100	100						
Lane Powell PC	Seattle	WA	●	●	●	●	●	●	●	●	●	●		100	100						
Latham & Watkins LLP	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100						
Littler Mendelson PC	San Francisco	CA	●	●	●	●	●	●	●	●	●	●		100	100						
Locke Lord LLP	Dallas	TX	●	●	●	●	●	●	●	●	●	●		100	100						
Loeb & Loeb LLP	Los Angeles	CA	●	●	●	●	●	●	●	●	●	●		100	90						
Lowenstein Sandler LLP	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100						
Manatt, Phelps & Phillips LLP	Los Angeles	CA	●	●	●	●	●	●	●	●	●	●		100	100						
Mayer Brown LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100						
McDermott Will & Emery LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100						
Michael Best & Friedrich LLP	Milwaukee	WI	●	●	●	●	●	●	●	●	●	●		100	100						
Mintz, Levin, Cohn, Ferris, Glovsky & Popeo PC	Boston	MA	●	●	●	●	●	●	●	●	●	●		100	100						
Montgomery McCracken Walker & Rhoads LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●		100							
Moore & Van Allen PLLC	Charlotte	NC	●	●	●	●	●	●	●	●	●	●		100	100						
Morris, Manning & Martin LLP	Atlanta	GA	●	●	●	●	●	●	●	●	●	●		100	100						
Morrison & Foerster LLP	San Francisco	CA	●	●	●	●	●	●	●	●	●	●		100	100						
Munger, Tolles & Olson LLP	Los Angeles	CA	●	●	●	●	●	●	●	●	●	●		100	100						
Nixon Peabody LLP	Boston	MA	●	●	●	●	●	●	●	●	●	●		100	100						
Norton Rose Fulbright	Houston	TX	●	●	●	●	●	●	●	●	●	●		100	100						

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			1a	1b	2a	2b	2c	3a	3b	3c	3d	4				
Ogletree, Deakins, Nash, Smoak & Stewart	Greenville	SC	●	●	●	●	●	●	●	●	●			100	100	
O'Melveny & Myers LLP	Los Angeles	CA	●	●	●	●	●	●	●	●	●			100	100	
Orrick, Herrington & Sutcliffe LLP	San Francisco	CA	●	●	●	●	●	●	●	●	●			100	100	
Patterson Belknap Webb & Tyler LLP	New York	NY	●	●	●	●	●	●	●	●	●			100	100	
Paul Hastings LLP	Los Angeles	CA	●	●	●	●	●	●	●	●	●			100	100	
Perkins Coie LLP	Seattle	WA	●	●	●	●	●	●	●	●	●			100	100	
Pillsbury Winthrop Shaw Pittman LLP	New York	NY	●	●	●	●	●	●	●	●	●			100	100	
Polsinelli	Kansas City	MO	●	●	●	●	●	●	●	●	●			100		
Quarles & Brady LLP	Milwaukee	WI	●	●	●	●	●	●	●	●	●			100	100	
Reed Smith LLP	Pittsburgh	PA	●	●	●	●	●	●	●	●	●			100	95	
Robins Kaplan LLP	Minneapolis	MN	●	●	●	●	●	●	●	●	●			100	100	
Ropes & Gray LLP	Boston	MA	●	●	●	●	●	●	●	●	●			100	100	
Saul Ewing Arnstein & Lehr LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●			100	100	
Schiff Hardin LLP	Chicago	IL	●	●	●	●	●	●	●	●	●			100	100	
Seyfarth Shaw LLP	Chicago	IL	●	●	●	●	●	●	●	●	●			100	100	
Shearman & Sterling LLP	New York	NY	●	●	●	●	●	●	●	●	●			100	100	
Sheppard, Mullin, Richter & Hampton LLP	Los Angeles	CA	●	●	●	●	●	●	●	●	●			100	100	
Shook, Hardy & Bacon LLP	Kansas City	MO	●	●	●	●	●	●	●	●	●			100	100	
Sidley Austin LLP	Chicago	IL	●	●	●	●	●	●	●	●	●			100	100	
Simpson Thacher & Bartlett LLP	New York	NY	●	●	●	●	●	●	●	●	●			100	100	
Skadden, Arps, Slate, Meagher & Flom LLP	New York	NY	●	●	●	●	●	●	●	●	●			100	100	
Snell & Wilmer	Phoenix	AZ	●	●	●	●	●	●	●	●	●			100	100	
Squire Patton Boggs	Cleveland	OH	●	●	●	●	●	●	●	●	●			100	100	
Stephens & Johnson LLP	Washington	DC	●	●	●	●	●	●	●	●	●			100	100	
Stinson Leonard Street LLP	Kansas City	MO	●	●	●	●	●	●	●	●	●			100	100	
Stoel Rives LLP	Portland	OR	●	●	●	●	●	●	●	●	●			100	100	
Thompson Coburn LLP	St. Louis	MO	●	●	●	●	●	●	●	●	●			100	100	
Thompson Hine LLP	Cleveland	OH	●	●	●	●	●	●	●	●	●			100	100	
Troutman Sanders LLP	Atlanta	GA	●	●	●	●	●	●	●	●	●			100	100	
Vinson & Elkins LLP	Houston	TX	●	●	●	●	●	●	●	●	●			100	100	
Vorys, Sater, Seymour and Pease LLP	Columbus	OH	●	●	●	●	●	●	●	●	●			100	100	

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			15 points		15 points		10 points		10 points		10 points		10 points		15 points		5 points		-25 points	
Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4	5							
Weil, Gotshal & Manges LLP	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100					
White & Case LLP	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100					
Wiley Rein LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●		100	100					
Williams Mullen	Richmond	VA	●	●	●	●	●	●	●	●	●	●		100	100					
Wilmer Cutler Pickering Hale & Dorr LLP	Washington	DC	●	●	●	●	●	●	●	●	●	●		100	100					
Winston & Strawn LLP	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100					
Womble Bond Dickinson (US) LLP	Winston-Salem	NC	●	●	●	●	●	●	●	●	●	●		100	100					
Cooley LLP	Palo Alto	CA	●	●	●	●	●	●	●	●	●	●		95	100					
Davis Polk & Wardwell LLP	New York	NY	●	●	●	●	●	●	●	●	●			95	95					
Drinker Biddle & Reath LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●			95	95					
Hunton Andrews Kurth LLP	Washington	DC	●	●	●	●	●	●	●	●	●			95	95					
LeClairRyan	Richmond	VA	●	●	●	●	●	●	●	●	●			95	95					
Morgan, Lewis & Bockius LLP	Philadelphia	PA	●	●	●	●	●	●	●	●	●	●		95	100					
Schulte, Roth & Zabel LLP	New York	NY	●	●	●	●	●	●	●	●	●			95	95					
Wilson Sonsini Goodrich & Rosati PC	Palo Alto	CA	●	●	●	●	●	●	●	●	●			95						
Baker, Donelson, Bearman, Caldwell & Berkowitz PC	Memphis	TN	●	●	●		●	●	●	●	●	●		90						
Burr & Forman LLP	Birmingham	AL	●	●	●		●	●	●	●	●	●		90						
Cravath, Swaine & Moore LLP	New York	NY	●	●	●		●	●	●	●	●	●		90	100					
Davis Wright Tremaine LLP	Seattle	WA	●	●	●	●		●	●	●	●	●		90	100					
Greenberg Traurig LLP	New York	NY	●	●	●		●	●	●	●	●	●		90	85					
Hughes Hubbard & Reed LLP	New York	NY	●	●	●		●	●	●	●	●	●		90	100					
Lathrop & Gage LLP	Kansas City	MO	●	●	●	●	●	●	●	●	●			90						
Milbank LLP	New York	NY	●	●	●		●	●	●	●	●	●		90	100					
Proskauer Rose LLP	New York	NY	●	●	●	●		●	●	●	●	●		90	90					
Quinn Emanuel Urquhart & Sullivan LLP	Los Angeles	CA	●	●	●	●	●	●		●	●	●		90	95					
Reinhart Boerner Van Deuren s.c.	Milwaukee	WI	●	●	●	●	●	●	●	●	●			90	55					
Wachtell, Lipton, Rosen & Katz	New York	NY	●	●	●		●	●	●	●	●	●		90	100					
Baker & Hostetler LLP	Cleveland	OH	●	●	●		●	●	●	●	●			85						
Bracewell LLP	Houston	TX	●	●	●	●		●	●	●	●			85						
Clifford Chance US LLP	New York	NY	●	●	●		●	●	●	●	●	●		85	100					
Debevoise & Plimpton LLP	New York	NY	●	●	●		●	●	●	●	●	●		85	100					

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Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4					
Gibson, Dunn & Crutcher LLP	Los Angeles	CA	<div></div>	<div></div>	<div></div>		<div></div>	<div></div>	<div></div>	<div></div>	<div></div>			85	100		
Kramer Levin Naftalis & Frankel LLP	New York	NY	<div></div>	<div></div>	<div></div>		<div></div>	<div></div>	<div></div>	<div></div>				85	100		
Paul, Weiss, Rifkind, Wharton & Garrison LLP	New York	NY	<div></div>	<div></div>	<div></div>		<div></div>	<div></div>	<div></div>	<div></div>	<div></div>			85	100		
Pepper Hamilton LLP	Philadelphia	PA	<div></div>	<div></div>	<div></div>		<div></div>	<div></div>	<div></div>	<div></div>	<div></div>			85	100		
Sullivan & Cromwell LLP	New York	NY	<div></div>	<div></div>	<div></div>		<div></div>	<div></div>	<div></div>	<div></div>				85	85		
Willkie Farr & Gallagher LLP	New York	NY	<div></div>	<div></div>	<div></div>		<div></div>	<div></div>	<div></div>	<div></div>				85	95		
Barnes & Thornburg LLP	Indianapolis	IN	<div></div>	<div></div>	<div></div>		<div></div>	<div></div>	<div></div>	<div></div>				80	85		
Goulston & Storrs	Boston	MA	<div></div>	<div></div>	<div></div>		<div></div>	<div></div>	<div></div>	<div></div>	<div></div>			80			
Herrick Feinstein LLP	New York	NY	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>		<div></div>			80			
Kaye Scholer LLP	New York	NY	<div></div>	<div></div>	<div></div>		<div></div>	<div></div>	<div></div>	<div></div>	<div></div>			80			
Lindquist & Vennum LLP	Minneapolis	MN	<div></div>	<div></div>	<div></div>		<div></div>	<div></div>	<div></div>	<div></div>	<div></div>			80	100		
McGuireWoods LLP	Richmond	VA	<div></div>	<div></div>	<div></div>	<div></div>		<div></div>	<div></div>	<div></div>				80	85		
Sedgwick LLP	San Francisco	CA	<div></div>	<div></div>	<div></div>		<div></div>	<div></div>	<div></div>	<div></div>	<div></div>			80	100		
Cozen O'Connor	Philadelphia	PA	<div></div>	<div></div>	<div></div>			<div></div>	<div></div>	<div></div>				75			
Jackson Walker LLP	Dallas	TX	<div></div>	<div></div>	<div></div>			<div></div>	<div></div>	<div></div>				75			
McCarter & English LLP	Newark	NJ	<div></div>	<div></div>	<div></div>			<div></div>	<div></div>	<div></div>				75	85		
Nelson Mullins Riley & Scarborough LLP	Columbia	SC	<div></div>	<div></div>	<div></div>			<div></div>	<div></div>	<div></div>				75	85		
Epstein Becker & Green PC	New York	NY	<div></div>	<div></div>	<div></div>			<div></div>	<div></div>	<div></div>	<div></div>			70	90		
Patton Boggs LLP	Washington	DC	<div></div>	<div></div>	<div></div>	<div></div>		<div></div>	<div></div>					70	80		
Baker Botts LLP	Houston	TX	<div></div>	<div></div>	<div></div>		<div></div>	<div></div>	<div></div>					65	95		
Dickstein Shapiro LLP	Washington	DC	<div></div>	<div></div>	<div></div>		<div></div>	<div></div>	<div></div>					65			
Howard & Howard Attorneys PLLC	Royal Oak	MI	<div></div>	<div></div>	<div></div>		<div></div>			<div></div>				65	75		
Chadbourne & Parke LLP	New York	NY	<div></div>	<div></div>	<div></div>			<div></div>	<div></div>					60			
Kenyon & Kenyon	New York	NY	<div></div>	<div></div>	<div></div>			<div></div>	<div></div>					60			
Holland & Hart LLP	Denver	CO	<div></div>	<div></div>					<div></div>	<div></div>				35			
Townsend and Townsend and Crew LLP	San Francisco	CA				<div></div>		<div></div>	<div></div>					30			
MAIL AND FREIGHT DELIVERY																	
United Parcel Service Inc.	Atlanta	GA	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>			100	100	46	
FedEx Corp.	Memphis	TN	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>	<div></div>			90	90	58	
Union Pacific Corp.	Omaha	NE	<div></div>	<div></div>	<div></div>		<div></div>	<div></div>	<div></div>	<div></div>	<div></div>			80	95	143	
Norfolk Southern Corp.	Norfolk	VA	<div></div>	<div></div>	<div></div>			<div></div>	<div></div>		<div></div>			65	100	284	

## Appendix C

## Ratings by Industry, Descending Score

### CEI Rating Criteria

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

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

Ratings by Industry, Descending Score			Criterion											Rating										
			15 points		15 points		10 points		10 points		10 points		10 points		10 points		15 points		5 points		-25 points		2019 CEI Rating	2018 CEI Rating
Employer	Headquarters	Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4											
Burlington Northern Santa Fe Corp.	Fort Worth		TX	🟢	🟢										20							20	30	
J. B. Hunt Transport Services Inc.	Lowell		AR	🟡	🟡										20									407
XPO Logistics	Greenwich		CT	🟡	🟡										20									191
YRC Worldwide Inc.	Overland Park		KS	🟢											10									534
MANUFACTURING																								
3M Co.	St. Paul		MN	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢			100	100						100		94
Arconic	New York		NY	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢			100	100						100		228
Colgate-Palmolive Co.	New York		NY	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢			100	100						100		182
Cummins Inc.	Columbus		IN	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢			100	100						100		159
DanaHER Corp.	Washington		DC	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢			100	100						100		144
Eaton Corp.	Cleveland		OH	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢			100	100								
Fortive Corp.	Everett		WA	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢			100	100								
GE Appliances	Louisville		KY	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢			100	100								
Herman Miller Inc.	Zeeland		MI	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢			100	100						100		874
Nestlé© Purina PetCare Co.	St. Louis		MO	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢			100	100								
Owens Corning	Toledo		OH	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢			100	100						100		458
Rockwell Automation Inc.	Milwaukee		WI	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢			100	100						100		442
S.C. Johnson & Son Inc.	Racine		WI	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢			100	100								
Stanley Black & Decker Inc.	New Britain		CT	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢			100		85							250
Stryker Corp.	Kalamazoo		MI	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢			100	100						100		252
TE Connectivity Inc.	Berwyn		PA	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢			100	100								
United Technologies Corp.	Farmington		CT	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢			100	100						100		50
W.W. Grainger Inc.	Lake Forest		IL	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢			100	100						100		282
Ball Corp.	Broomfield		CO	🟢	🟢	🟢	🟡	🟢	🟢	🟢	🟢	🟢			95	100								306
Siemens Industry Inc.	Malvern		PA	🟢	🟢	🟢	🟡	🟢	🟢	🟢	🟢	🟢			95	100								
Bridgestone Americas Holding Inc.	Nashville		TN	🟢	🟢	🟢		🟢	🟢	🟢	🟢	🟢			90		65							
Corning	Corning		NY	🟢	🟢	🟢		🟢	🟢	🟢	🟢	🟢			90	100								298
Daimler Trucks North America LLC	Portland		OR	🟢	🟢	🟢		🟢	🟢	🟢	🟢	🟢			90		90							
Deere & Co.	Moline		IL	🟢	🟢	🟢		🟢	🟢	🟢	🟢	🟢			90		90					90		105
Eastman Chemical Co.	Kingsport		TN	🟢	🟢	🟢		🟢	🟢	🟢	🟢	🟢			90	100								309
FCA US LLC	Auburn Hills		MI	🟢	🟢	🟢		🟢	🟢	🟢	🟢	🟢			90	100								

## Appendix C

## Ratings by Industry, Descending Score

### CEI Rating Criteria

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

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

Employer	Headquarters Location	State	Criterion											Rating		
			15 points	15 points	10 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000
General Electric Co.	Boston	MA	●	●	●		●	●	●	●	●	●		90	100	13
Ingersoll-Rand Company	Davidson	NC	●	●	●		●	●	●	●	●	●		90	100	
Kohler Co.	Kohler	WI	●	●	●		●	●	●	●	●	●		90	90	
PolyOne Corporation	Avon Lake	OH	●	●	●	●	●	●	●	●	●			90		673
R.R. Donnelley & Sons Co.	Chicago	IL	●	●	●	●		●	●	●	●	●		90	90	388
Saint-Gobain Corp.	Malvern	PA	●	●	●		●	●	●	●	●	●		90	90	
Steelcase Inc.	Grand Rapids	MI	●	●	●	●	●	●	●	●	●	●		90		718
Lubrizol Corp.	Wickliffe	OH	●	●	●	●	●	●	●	●	●			85	95	
Masco Corp.	Taylor	MI	●	●	●		●	●	●	●	●			85		372
Johnson Controls Inc.	Milwaukee	WI	●	●	●	●	●		●	●	●			80	85	
Caterpillar Inc.	Peoria	IL	●	●	●			●	●	●	●	●		75		74
Komatsu Mining Corp.	Milwaukee	WI	●	●	●	●	●		●	●	●			75	80	843
Schneider Electric	Andover	MA	●	●	●	●	●	●	●	●				75		
WestRock	Norcross	GA	●	●	●	●	●				●			75	70	190
Xylem Inc.	Rye Brook	NY	●	●	●	●	●			●		●		75	65	611
Navistar International Corp.	Lisle	IL	●	●	●			●	●	●	●			70		337
Archer Daniels Midland Co.	Chicago	IL	●	●	●	●			●					60	70	45
Sonoco Products Company	Hartsville	SC	●	●					●	●	●	●		55		531
Steel Dynamics Inc.	Fort Wayne	IN	●	●	●			●			●			55	65	347
Freescale Semiconductor Inc.	Austin	TX	●	●	●					●				50		
USG Corp.	Chicago	IL	●	●	●									40		566
Illinois Tool Works Inc.	Glenview	IL	●	●										30	60	202
Baldor Electric Co.	Fort Smith	AR	●	●							●			25	35	
Berry Plastics Group Inc.	Evansville	IN	●	●										20		413
Jabil Circuit Inc.	St. Petersburg	FL	●	●										20	20	152
Owens-Illinois Inc.	Perrysburg	OH	●	●										20		401
Packaging Corporation of America	Lake Forest	IL	●	●										20	20	450
Sealed Air Corp.	Elmwood Park	NJ	●	●										20		397
The Marmon Group, Inc.	Chicago	IL	●	●										20		477
RB	Parsippany	NJ	●											15		
Crown Holdings	Philadelphia	PA	●											10		333

## CEI Rating Criteria

- 1a** Prohibits discrimination based on sexual orientation for all operations (15 points)
- 1b** Prohibits discrimination based on gender identity for all operations (15 points)
- 2a** Equivalency in same- and different-sex spousal medical and soft benefits (10 points)
- 2b** Equivalency in same- and different-sex domestic partner medical and soft benefits (10 points / half credit for inclusive coverage, but not all benefits)
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## Ratings by Industry, Descending Score

Employer	Headquarters Location	State	Criterion											Rating		
			15 points	15 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000	
			1a	1b	2a	2b	2c	3a	3b	3c	3d	4				
Oshkosh Corp.	Oshkosh	WI	●										10			425
Builders FirstSource Inc.	Dallas	TX														421
Mohawk Industries Inc.	Calhoun	GA														311
The Bama Companies Inc.	Tulsa	OK														
<b>MINING AND METALS</b>																
Alcoa Corp.	Pittsburgh	PA	●	●	●	●	●	●	●	●	●		95	100		300
Newmont Mining Corporation	Greenwood Village	CO	●	●	●		●	●	●	●	●		80	100		328
Mosaic Co.	Plymouth	MN	●	●	●		●			●	●		60			377
Peabody	St. Louis	MO	●	●	●		●						50			533
AK Steel Holding Corp.	West Chester	OH	●	●									20			441
Apache Corp.	Houston	TX	●	●									20			488
EOG Resources	Houston	TX	●	●									20	20		356
Freeport-McMoRan Copper & Gold Inc.	Phoenix	AZ	●	●									20			175
Occidental Petroleum	Los Angeles	CA	●	●									20	10		278
Olin Corporation	Clayton	MO	●	●									20			467
United States Steel Corp.	Pittsburgh	PA	●	●									20			279
Reliance Steel & Aluminum Co.	Los Angeles	CA	●										10			320
Icahn Enterprises LP	New York	NY														168
Nucor Corp.	Charlotte	NC														169
<b>OIL AND GAS</b>																
Air Products & Chemicals Inc.	Allentown	PA	●	●	●	●	●	●	●	●	●		100	100		294
BP America Inc.	Houston	TX	●	●	●	●	●	●	●	●	●		100	100		
Chevron Corp.	San Ramon	CA	●	●	●	●	●	●	●	●	●		100	100		19
Shell Oil Co.	Houston	TX	●	●	●	●	●	●	●	●	●		100	100		
Marathon Petroleum Corp.	Findlay	OH	●	●	●	●	●	●	●	●	●		95	85		51
ONEOK Inc.	Tulsa	OK	●	●	●	●	●	●	●	●			95	95		312
Phillips 66	Houston	TX	●	●	●	●	●	●	●	●			95	85		34
ConocoPhillips	Houston	TX	●	●	●	●		●	●	●	●		90	100		115
NiSource Inc.	Merrillville	IN	●	●	●		●	●	●	●	●		90	100		545
Praxair Inc.	Danbury	CT	●	●	●		●	●	●	●	●		90	100		275
Exxon Mobil Corp.	Irving	TX	●	●	●		●	●	●	●			85	95		4

## CEI Rating Criteria

- 1a** Prohibits discrimination based on sexual orientation for all operations (15 points)
- 1b** Prohibits discrimination based on gender identity for all operations (15 points)
- 2a** Equivalency in same- and different-sex spousal medical and soft benefits (10 points)
- 2b** Equivalency in same- and different-sex domestic partner medical and soft benefits (10 points / half credit for parity across some, but not all benefits)
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Employer	Headquarters Location	State	Criterion											Rating		
			15 points	15 points	10 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000
Anadarko Petroleum	The Woodlands	TX	●	●	●	●					●	●		65		344
Marathon Oil Corp.	Houston	TX	●	●	●				●	●				60		536
Spectra Energy Corp.	Houston	TX	●	●	●				●	●				60	85	519
Columbia Pipeline Group	Houston	TX	●	●	●					●				50		
Devon Energy Corp.	Oklahoma City	OK	●	●	●					●				50		231
Hess Corp.	New York	NY	●	●	●							●		45		525
ONE Gas Inc.	Tulsa	OK	●	●	●									40		
Delek US Holdings	Brentwood	TN	●	●										20	20	480
HollyFrontier Corp.	Dallas	TX	●	●										20		274
Kinder Morgan Inc.	Houston	TX	●	●										20		215
National Oilwell Varco Inc.	Houston	TX	●	●										20		375
NGL Energy Partners	Tulsa	OK	●	●										20		237
PBF Energy	Parsippany	NJ	●	●										20		172
Valero Energy Corp.	San Antonio	TX	●	●										20		37
World Fuel Services	Miami	FL	●	●										20		103
Baker Hughes Inc.	Houston	TX	●											10	10	285
CST Brands	San Antonio	TX	●											10		306
Enterprise Products Partners LP	Houston	TX														122
Halliburton Co.	Houston	TX														173
Murphy USA	El Dorado	AR														291
Plains GP Holdings	Houston	TX														141
Western Refining Inc.	El Paso	TX														349
PHARMACEUTICALS																
AbbVie Inc.	North Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100	111
Amgen Inc.	Thousand Oaks	CA	●	●	●	●	●	●	●	●	●	●		100	100	123
Astellas Pharma US Inc.	Northbrook	IL	●	●	●	●	●	●	●	●	●	●		100	100	
Bayer U.S. LLC	Whippany	NJ	●	●	●	●	●	●	●	●	●	●		100	100	
Biogen	Cambridge	MA	●	●	●	●	●	●	●	●	●	●		100	100	248
Boehringer Ingelheim USA Corp.	Ridgefield	CT	●	●	●	●	●	●	●	●	●	●		100	100	
Celgene Corp.	Summit	NJ	●	●	●	●	●	●	●	●	●	●		100	75	254
Eli Lilly & Co.	Indianapolis	IN	●	●	●	●	●	●	●	●	●	●		100	100	132

## CEI Rating Criteria

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

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

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

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**3a** Three LGBTQ internal training and education best practices (10 points)

**3b** Employee group or diversity council (10 points)

**3c** Three distinct efforts of outreach or engagement to broader LGBTQ community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)

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

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Employer	Headquarters Location	State	Criterion											Rating		
			15 points	15 points	10 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	4	2019 CEI Rating	2018 CEI Rating	Fortune 1000
Gilead Sciences Inc.	Foster City	CA	●	●	●	●	●	●	●	●	●	●		100	100	92
GlaxoSmithKline LLC	Research Triangle Park	NC	●	●	●	●	●	●	●	●	●	●		100	100	
Johnson & Johnson	New Brunswick	NJ	●	●	●	●	●	●	●	●	●	●		100	100	35
Mallinckrodt LLC	Hazelwood	MO	●	●	●	●	●	●	●	●	●	●		100	100	
Merck	Kenilworth	NJ	●	●	●	●	●	●	●	●	●	●		100	100	69
Pfizer Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	54
Sanofi	Bridgewater	NJ	●	●	●	●	●	●	●	●	●	●		100	100	
Takeda Pharmaceuticals USA Inc.	Deerfield	IL	●	●	●	●	●	●	●	●	●	●		100	100	
AstraZeneca PLC	Wilmington	DE	●	●	●	●	●	●	●	●	●	●		95		
Novo Nordisk Inc.	Plainsboro	NJ	●	●	●	●	●	●	●	●	●	●		95	90	
Teva Pharmaceutical USA Inc.	North Wales	PA	●	●	●	●	●	●	●	●	●	●		95	100	
Bristol-Myers Squibb Co.	New York	NY	●	●	●	●	●	●	●	●	●	●		85	100	147
Novartis Pharmaceuticals Corp.	East Hanover	NJ	●	●	●	●	●	●	●	●	●	●		85		
PUBLISHING AND PRINTING																
Gannett Co. Inc.	McLean	VA	●	●	●	●	●	●	●	●	●	●		100	100	
John Wiley & Sons Inc.	Hoboken	NJ	●	●	●	●	●	●	●	●	●	●		85		
UBM plc	New York	NY	●	●	●	●	●	●	●	●	●	●		85	100	
CONSUMER REPORTS INC.	Yonkers	NY	●	●	●	●	●	●	●	●	●	●		75		
Houghton Mifflin Harcourt Co.	Boston	MA	●	●	●	●	●	●	●	●	●	●		70	95	
McGraw-Hill Global Education Holdings LLC	New York	NY	●	●	●	●	●	●	●	●	●	●		70	90	
Scholastic Corp.	New York	NY	●	●	●	●	●	●	●	●	●	●		65	80	
New York Times Co.	New York	NY	●	●	●	●	●	●	●	●	●	●		60		
Hachette Book Group	New York	NY	●	●	●	●	●	●	●	●	●	●		40	65	
Graham Holdings	Arlington	VA	●	●	●	●	●	●	●	●	●	●		10		813
News Corp.	New York	NY	●	●	●	●	●	●	●	●	●	●				332
REAL ESTATE, COMMERCIAL																
CBRE Inc.	Los Angeles	CA	●	●	●	●	●	●	●	●	●	●		100	100	214
Cushman & Wakefield Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100		
JLL	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100	391
Lendlease Americas Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	
REAL ESTATE, RESIDENTIAL																

## CEI Rating Criteria

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

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Employer	Headquarters Location	State	Criterion											Rating		
			15 points	15 points	10 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000
Realogy Holdings Corp.	Madison	NJ	●	●	●		●	●	●	●	●			85	85	448
Redfin Corp.	Seattle	WA	●	●	●		●	●	●	●	●			65	95	
RETAIL AND CONSUMER PRODUCTS																
Amazon.com Inc.	Seattle	WA	●	●	●	●	●	●	●	●	●	●		100	100	12
Barnes & Noble Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	555
Best Buy Co. Inc.	Richfield	MN	●	●	●	●	●	●	●	●	●	●		100	100	72
Caleres	St. Louis	MO	●	●	●	●	●	●	●	●	●	●		100	100	790
CarMax Inc.	Richmond	VA	●	●	●	●	●	●	●	●	●	●		100	100	174
Clorox Co., The	Oakland	CA	●	●	●	●	●	●	●	●	●	●		100	100	453
Constellation Brands Inc.	Victor	NY	●	●	●	●	●	●	●	●	●	●		100	100	408
Diageo North America	Norwalk	CT	●	●	●	●	●	●	●	●	●	●		100	100	
Estée Lauder Companies Inc., The	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	253
Food Lion	Salisbury	NC	●	●	●	●	●	●	●	●	●	●		100		
GameStop Corp.	Grapevine	TX	●	●	●	●	●	●	●	●	●	●		100	100	321
Gap Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●	●		100	100	178
GIANT Food Stores, LLC	Carlisle	PA	●	●	●	●	●	●	●	●	●	●		100		
Giant of Maryland, LLC	Landover	MD	●	●	●	●	●	●	●	●	●	●		100		
Groupon Inc.	Chicago	IL	●	●	●	●	●	●	●	●	●	●		100	100	704
Hallmark Cards Inc.	Kansas City	MO	●	●	●	●	●	●	●	●	●	●		100	100	
IKEA Holding US Inc.	Conshohocken	PA	●	●	●	●	●	●	●	●	●	●		100	100	
J. Crew Group Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●		100		826
L Brands Inc.	Columbus	OH	●	●	●	●	●	●	●	●	●	●		100	100	220
L'Oréal USA Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	
Lowe's Companies Inc.	Mooresville	NC	●	●	●	●	●	●	●	●	●	●		100	75	40
Macy's Inc.	Cincinnati	OH	●	●	●	●	●	●	●	●	●	●		100	100	110
Nordstrom Inc.	Seattle	WA	●	●	●	●	●	●	●	●	●	●		100	100	188
Office Depot Inc.	Boca Raton	FL	●	●	●	●	●	●	●	●	●	●		100	100	203
Pernod Ricard USA LLC	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	
Procter & Gamble Co.	Cincinnati	OH	●	●	●	●	●	●	●	●	●	●		100	100	36
Replacements Ltd.	McLeansville	NC	●	●	●	●	●	●	●	●	●	●		100	100	
Sephora	San Francisco	CA	●	●	●	●	●	●	●	●	●	●		100		

## Appendix C

## Ratings by Industry, Descending Score

### CEI Rating Criteria

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

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Ratings by Industry, Descending Score			Criterion											Rating				
			15 points		10 points		10 points		10 points		10 points		15 points		5 points		-25 points	2019 CEI Rating
Employer	Headquarters Location	State	1a	1b	2a	2b	2c	3a	3b	3c	3d	4						
Sony Electronics Inc.	San Diego	CA	●	●	●	●	●	●	●	●	●	●		100	100			
Starbucks Corp.	Seattle	WA	●	●	●	●	●	●	●	●	●	●		100	100	131		
Tapestry, Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	546		
Target Corp.	Minneapolis	MN	●	●	●	●	●	●	●	●	●	●		100	100	38		
Tiffany & Co.	New York	NY	●	●	●	●	●	●	●	●	●	●		100	100	588		
Unilever	Englewood Cliffs	NJ	●	●	●	●	●	●	●	●	●	●		100	100			
Walgreen Co.	Deerfield	IL	●	●	●	●	●	●	●	●	●	●		100		17		
Walmart Inc.	Bentonville	AR	●	●	●	●	●	●	●	●	●	●		100	100	1		
Whirlpool Corp.	Benton Harbor	MI	●	●	●	●	●	●	●	●	●	●		100	100	137		
Brooks Sports Inc.	Seattle	WA	●	●	●	●	●	●	●	●	●			95	85			
Wawa Inc.	Wawa	PA	●	●	●	●	●	●	●	●	●			95	100			
Advance Auto Parts (Advance Holding)	Roanoke	VA	●	●	●		●	●	●	●	●			90		292		
Ascena Retail Group Inc.	Mahwah	NJ	●	●	●		●	●	●	●	●			90	85	384		
Avon Products Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●		90		444		
Dollar General Corp.	Goodlettsville	TN	●	●	●		●	●	●	●	●	●		90	100	128		
DSW	Columbus	OH	●	●	●	●		●	●	●	●	●		90	90	772		
Genesco Inc.	Nashville	TN	●	●	●		●	●	●	●	●	●		90	85	751		
Home Depot Inc., The	Atlanta	GA	●	●	●		●	●	●	●	●	●		90	100	23		
HSN Inc.	St. Petersburg	FL	●	●	●	●		●	●	●	●	●		90	85	641		
Kenneth Cole Productions Inc.	New York	NY	●	●	●	●		●	●	●	●	●		90				
Kimberly-Clark Corp.	Irving	TX	●	●	●		●	●	●	●	●	●		90	100	155		
Meijer Inc.	Grand Rapids	MI	●	●	●	●	●	●	●	●	●			90	95			
PetSmart Inc.	Phoenix	AZ	●	●	●		●	●	●	●	●	●		90	100			
Ralph Lauren Corp.	New York	NY	●	●	●	●		●	●	●	●	●		90	90	371		
Recreational Equipment Inc.	Kent	WA	●	●	●	●	●	●	●	●	●	●		90	95			
Retail Business Services	Salisbury	NC	●	●	●	●	●	●	●	●	●			90				
TJX Companies Inc., The	Framingham	MA	●	●	●		●	●	●	●	●	●		90	100	87		
Williams-Sonoma Inc.	San Francisco	CA	●	●	●		●	●	●	●	●	●		90				
American Eagle Outfitters Inc.	Pittsburgh	PA	●	●	●		●	●	●	●	●	●		85	100	630		
B J's Wholesale Club	Westborough	MA	●	●	●		●	●	●	●	●	●		85	100			
Brooks Brothers Group Inc.	New York	NY	●	●	●	●	●	●	●	●	●	●		85	85			

## CEI Rating Criteria

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

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Employer	Headquarters Location	State	Criterion											Rating		
			15 points	15 points	10 points	10 points	10 points	10 points	10 points	10 points	15 points	5 points	-25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000
H&R Block Inc.	Kansas City	MO	●	●	●	●	●	●	●	●	●			85	80	727
Hasbro Inc.	Pawtucket	RI	●	●	●		●	●	●	●	●	●		85	100	509
Staples Inc.	Framingham	MA	●	●	●		●	●	●	●	●	●		85	100	140
Books-A-Million Inc.	Birmingham	AL	●	●	●	●		●	●	●	●			80	80	
Crate and Barrel / CB2	Northbrook	IL	●	●	●		●	●		●	●	●		80	95	
Fossil Inc.	Richardson	TX	●	●	●	●	●				●	●		80	75	723
J.C. Penney Co. Inc.	Plano	TX	●	●	●		●	●	●	●	●	●		80	100	221
Kohl's Corp.	Menomonee Falls	WI	●	●	●		●		●	●	●	●		80	100	150
Newell Brands Inc.	Atlanta	GA	●	●	●		●	●	●	●	●	●		80		208
Outerwall Inc.	Bellevue	WA	●	●	●		●	●	●	●	●	●		80		
Sears Holdings Corp.	Hoffman Estates	IL	●	●	●		●	●	●	●	●	●		80	100	127
True Value Co.	Chicago	IL	●	●	●		●	●	●	●	●			80	95	
Ross Stores Inc.	Dublin	CA	●	●	●		●	●		●	●	●		75	90	219
Urban Outfitters Inc.	Philadelphia	PA	●	●	●		●		●	●	●			75	85	645
Overstock.com Inc.	Midvale	UT	●	●	●	●					●	●		70	75	999
Mattel Inc.	El Segundo	CA	●	●	●		●		●		●	●		65		474
Bon-Ton Stores Inc.	York	PA	●	●	●			●	●					60	85	779
Costco Wholesale Corp.	Issaquah	WA	●	●	●			●	●					60		16
AJX Armani Exchange	New York	NY	●	●	●		●	●	●					55	80	
Kate Spade & Company	New York	NY	●	●				●	●	●	●			55		
The Michaels Companies Inc.	Irving	TX	●	●	●	●				●				55		496
Rite Aid Corp.	Camp Hill	PA	●	●	●				●					50		91
Saks Inc.	New York	NY	●	●	●			●	●					50		
H&M Hennes & Mauritz AB	North Arlington	NJ	●	●	●		●							45		
AutoZone Inc.	Memphis	TN	●	●	●									40	65	270
Borders Group Inc.	Ann Arbor	MI	●	●						●				30		
Pep Boys-Manny, Moe & Jack	Philadelphia	PA	●	●	●									30		
Bed Bath & Beyond Inc.	Union	NJ	●	●										20		233
Big Lots	Columbus	OH	●	●										20		495
Dick's Sporting Goods Inc.	Coraopolis	PA	●	●										20		340
Dollar Tree Stores Inc.	Chesapeake	VA	●	●										20		136

## CEI Rating Criteria

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**2b** Equivalency in same- and different-sex domestic partner medical and soft benefits (10 points / half credit for parity across some, but not all benefits)

**2c** Equal health coverage for transgender individuals without exclusion for medically necessary care (10 points / half credit for inclusive coverage, but blanket exclusions for transition-related care remain in place)

**3a** Three LGBTQ internal training and education best practices (10 points)

**3b** Employee group or diversity council (10 points)

**3c** Three distinct efforts of outreach or engagement to broader LGBTQ community, and if supplier diversity program is in place, must include LGBTQ suppliers (15 points)

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

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Ratings by Industry, Descending Score			Criterion											Rating		
Employer	Headquarters Location	State	15 points 1a	15 points 1b	10 points 2a	10 points 2b	10 points 2c	10 points 3a	10 points 3b	15 points 3c	5 points 3d	4	2019 CEI Rating	2018 CEI Rating	Fortune 1000	
HD Supply	Atlanta	GA	🟡	🟡									20		364	
Tractor Supply Company	Brentwood	TN	🟡	🟡									20		396	
Regis Corp.	Edina	MN	🟢							🟡			15		1000	
Foot Locker Inc.	New York	NY	🟡										10		348	
O'Reilly Automotive Inc.	Springfield	MO	🟡										10		323	
TravelCenters of America	Westlake	OH	🟡										10		470	
Casey's General Stores Inc.	Ankeny	IA													423	
Dillard's Inc.	Little Rock	AR													417	
TELECOMMUNICATIONS																
Altice USA, Inc.	Long Island City	NY	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢		100			
AT&T Inc.	Dallas	TX	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢		100	100	9	
CenturyLink Inc.	Monroe	LA	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢		100	95	160	
Cisco Systems Inc.	San Jose	CA	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢		100	100	60	
Motorola Solutions Inc.	Chicago	IL	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢		100	95	433	
Nokia Inc.	Irving	TX	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢		100	100		
T-Mobile USA Inc.	Bellevue	WA	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢		100	100		
U.S. Cellular	Chicago	IL	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢	🟢		100			
Charter Communications	Stamford	CT	🟢	🟢	🟢		🟢	🟢	🟢	🟢	🟢		90		96	
Level 3 Communications Inc.	Broomfield	CO	🟢	🟢	🟢	🟢	🟡	🟢	🟢	🟡	🟢		90	100	336	
QUALCOMM Inc.	San Diego	CA	🟢	🟢	🟢		🟢	🟢	🟢	🟢	🟢		90	100	119	
Verizon Communications Inc.	New York	NY	🟢	🟢	🟢		🟢	🟢	🟢	🟢	🟢		90	100	14	
Sprint Corp.	Overland Park	KS	🟢	🟢	🟢		🟡	🟢	🟢	🟡	🟢		80			
West Corp.	Omaha	NE	🟢	🟢	🟢		🟡	🟢	🟢	🟡	🟢		80	100	864	
EarthLink Inc.	Atlanta	GA	🟡	🟡		🟢				🟡			35			
Nortel Networks Corp.	Richardson	TX	🟡			🟢			🟢				30			
American Tower Corp.	Boston	MA	🟡	🟡									20		449	
Windstream Corp.	Little Rock	AR	🟡	🟡									20		485	
Liberty Global Inc.	Englewood	CO	🟠										15		491	
DISH Network Corp.	Englewood	CO	🟡										10		186	
Frontier Communications	Stamford	CT	🟡										10		313	
TOBACCO																

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Employer	Headquarters Location	State	Criterion											Rating		
			1a 15 points	1b 15 points	2a 10 points	2b 10 points	2c 10 points	3a 10 points	3b 10 points	3c 15 points	3d 5 points	4 -25 points	2019 CEI Rating	2018 CEI Rating	Fortune 1000	
Altria Group Inc.	Richmond	VA	●	●	●	●	●	●	●	●	●		100	100	148	
Reynolds American Inc.	Winston-Salem	NC	●	●	●	●	●	●		●	●		90	95	223	
Philip Morris International Inc.	New York	NY	●										10		104	
Alliance One International	Morrisville	NC													963	
TRANSPORTATION AND TRAVEL																
American Express Global Business Travel	Jersey City	NJ	●	●	●	●	●	●	●	●	●		100	100		
Cargo Transporters Inc.	Claremont	NC	●	●	●	●	●	●	●	●	●		100		75	
Carnival Corp.	Miami	FL	●	●	●	●	●	●	●	●	●		100			
Expedia Group	Bellevue	WA	●	●	●	●	●	●	●	●	●		100	100	317	
Hertz Global Holdings Inc.	Estero	FL	●	●	●	●	●	●	●	●	●		100	95	296	
Lyft Inc.	San Francisco	CA	●	●	●	●	●	●	●	●	●		100	100		
Carlson Inc.	Minnetonka	MN	●	●	●	●	●	●	●	●			95			
Enterprise Holdings Inc.	St. Louis	MO	●	●	●	●	●	●	●	●			95	95		
Avis Budget Group Inc.	Parsippany	NJ	●	●	●	●	●	●	●	●	●		90	95	319	
Royal Caribbean Cruises Ltd.	Miami	FL	●	●	●		●	●	●	●	●		90	100		
Ryder System Inc.	Miami	FL	●	●	●	●		●	●	●			80	85	394	
CSX Corp.	Jacksonville	FL	●	●	●		●	●	●	●	●		70		257	
Sabre Holdings Inc.	Southlake	TX	●	●					●	●	●		45		668	
Travelport Ltd.	Parsippany	NJ	●	●		●			●	●	●		45			
C. H. Robinson Worldwide	Eden Prairie	MN	●	●									20		212	
Expeditors International of Washington Inc.	Seattle	WA	●										10		429	
WASTE MANAGEMENT																
Waste Management Inc.	Houston	TX	●	●	●		●	●	●	●	●		90	80	201	
Republic Services Inc.	Phoenix	AZ	●	●	●		●	●	●	●	●		85	100	299	

### HRC Foundation's Workplace Equality Program

#### The Workplace Equality Program Team, Authors

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

#### Beck Bailey, Acting Director

##### HRC Foundation Workplace Equality Program

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

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

#### Liz Cooper, Associate Director

##### HRC Foundation Workplace Equality Program

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

#### Madeline Perrou, Coordinator

##### HRC Foundation Workplace Equality Program

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

Special Thanks

Special thanks to former Workplace Equality Program Director **Deena Fidas**. Under Deena's nearly twelve-year tenure with HRC, the Corporate Equality Index grew from just over 500 rated companies to over 1000, driving LGBTQ inclusive workplace policy change and positively impacting millions of LGBTQ workers across the globe. We sincerely thank Deena for the gift of her expertise and stewardship of the CEI and the Workplace Equality Program.

Special thanks to Jay Brown, Acting Senior Vice President for Programs, Research and Training.

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Special Thanks

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CEI 2019 was beautifully and efficiently designed by Tony Frye Design.

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

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